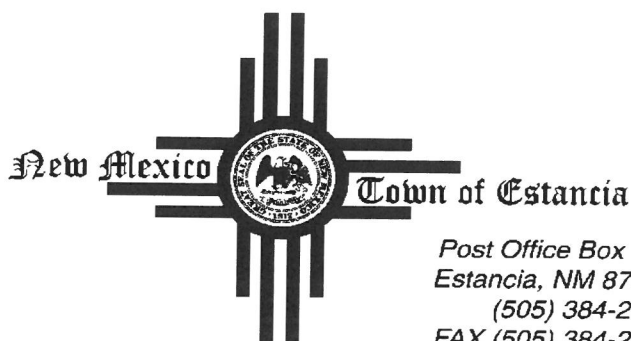


**Mayor**  
Nathan Dial

**Mayor Pro Tem**  
Noah Sedillo



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**Trustees**  
Morrow Hall  
Stella Chavez  
Albert Lovato

## **Town of Estancia Resolution 2020-21 EMPLOYEE COMPENSATION**

- WHEREAS**, The Town of Estancia values its employees and believes they are deserving of competitive compensation; and
- WHEREAS**, the ability to offer competitive compensation is an integral component of recruiting and retaining highly effective and competent employees; and
- WHEREAS**, health insurance costs to employees will increase 4% in the coming fiscal year; and
- WHEREAS**, minimum wage will most likely increase to \$15.00 per hour in the next few years; and
- WHEREAS**, it has been shown that Town of Estancia employees are underpaid with respect to their expected competencies and duties; and
- WHEREAS**, the current Town of Estancia budget has been reviewed by the Town Clerk/Treasurer and presented to the Board of Trustees and the Mayor; and
- WHEREAS**, the proposed FY21 budget has been created and reviewed by the Town Clerk/Treasurer and presented to the Board of Trustees and the Mayor; and
- WHEREAS**, the proposed FY21 budget has been deemed by the Clerk/Treasurer to have the ability to offer more competitive compensation to its employees; and
- WHEREAS**, the Board of Trustees has reviewed the proposed FY21 budget and have approved it with proposed pay increases for its employees added-

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TOWN OF ESTANCIA, BY THIS RESOLUTION THAT WE THE ELECTED OFFICIALS DO HEREBY DECLARE, AS FOLLOWS:**


- Beginning July 6, 2020- Current Town of Estancia non-probationary full-time employees will receive a \$2.00 per hour pay increase to their current base pay.
- Beginning July 6, 2020- Current Town of Estancia non-probationary part-time employees will receive a \$1.00 per hour pay increase to their current base pay.
- Upon successful completion of their one-year probationary period, current full-time probationary employees will receive a \$2.00 per hour pay increase to their current base pay. This increase may not apply to future full-time probationary employees.
- Upon successful completion of their one-year probationary period, current part-time probationary employees will receive a \$1.00 per hour pay increase to their current base pay. This increase may not apply to future part-time probationary employees.

**PASSED, APPROVED and ADOPTED**, this 15th day of June 2020 at a Regular Board of Trustees Meeting.



Nathan Dial, Mayor

Attest:



Michelle Jones, Clerk/Treasurer