

Mayor
Nathan Dial

Mayor Pro Tem
Noah Sedillo



Trustees
Morrow Hall
Stella Chavez
Albert Lovato

Resolution 2021-14

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, minimum wage will most likely increase to \$15.00 per hour in the next few years; 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/Interim FY22 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/Interim FY22 budget has been deemed by the Clerk/Treasurer to have the ability to offer more competitive compensation to its employees; and


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 5, 2021- Current Town of Estancia non-probationary full-time employees will receive a \$1.75 per hour pay increase to their current base pay.**
- **Beginning July 5, 2021- Current Town of Estancia non-probationary part-time employees will receive a \$1.75 per hour pay increase to their current base pay.**
- **Upon successful completion of their one-year probationary period, current full-time employees will receive a \$1.75 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 employees will receive a \$1.75 per hour pay increase to their current base pay. This increase may not apply to future full-time probationary employees.**
- **A Public Works employee, whose current base pay is \$12.91, will receive a \$2.09 per hour pay increase, increasing their base pay to \$15.00 per hour.**
- **A Police Officer, whose current base pay is \$20.36, will receive a \$2.64 per hour pay increase, increasing their base pay to \$23.00 per hour.**

- A Utility Billing Clerk, whose current pay is \$15.33, will receive a \$2.75 per hour pay increase, increasing their base pay to \$18.08 per hour.
- Town of Estancia Fire Chief, whose current monthly stipend is \$750.00, will receive a \$100.00 per month increase, increasing his monthly stipend to \$850.00.

ACCEPTED AND APPROVED this 21st day of June 2021 in regular session by the Town of Estancia

Board of Trustees, at Estancia, Torrance County, New Mexico.



MAYOR, NATHAN DIAL

ATTEST BY:



MICHELLE JONES, TOWN OF ESTANCIA CLERK/TREASURER