

Special Meeting of the Board of Trustees
Monday, March 17th, 2025, 6:15pm

Estancia Public Library, 601 S Tenth St, Estancia, NM 87016

MINUTES

Trustee May- Here
Trustee Lovato- Here
Trustee Sanchez- Here
Trustee Hall- Here
Mayor Dial- Here

1.0 Special Meeting to discuss Department Head Positions being Salaried and Wages- Possible Action Item-

Mayor Dial Looked at the Time Sheets for all Department Heads from December-2024 to current and stated that Angela was averaging 2 hrs. of OT, Edwin 15hrs OT, Chief Wolonsky 20-40 hrs. OT and the same for Clerk Bernadette. Mayor said that he spoke to Edwin about going to Salary and Edwin mention that if he did he did not want to be on call. The BOT asked what Edwin gets hourly- \$30.63. Mayor Dial stated that we cannot compare one Department to another.

Trustee Hall asked if Angela and Edwin were Hourly or Salary- Clerk replied they are Hourly. Trustee Hall had questions about the position and if it is too much to handle then we should look into hiring more help. If an employee is Salaried and they get OT, it will be too much. All Department heads who are at will need to be Salaried. Trustee Hall also had questions on why we have time sheets? Clerk Bernadette replied to document Sick Leave, Vacation and for Audit Purposes so whether they are salaried or not they still need to do a Time sheet for the Clock in Machine.

Trustee Lovato said that all department heads need to be compensated at a higher rate, on the timecard it needs to only be documented at a straight 80 hrs. (10 hrs. a day) and to flex their time when needed if it is over 80 hrs.

Trustee May wanted to know what happens if the prison closes, do we have the money to cover the increase in salary? Mayor Dial said yes, we do because their salary is already budgeted for.

Trustee Sanchez- Agreed that if the Salary is raised for at will employees, we need to continue to prove our work and to continue stepping it up for our departments and the Town. Trustee Sanchez also agreed that Hourly employees should only be the ones to get overtime and also agreed to do away with Comp Time.

2.0 Special Meeting to Discuss Comp Time Policy- Possible Action Item- Trustee Lovato, Sanchez, May, Hall all agreed that we need to get rid of Comp time for all employees. And to pay out everyone who has comp currently accumulated. At Will Employees: Chief Carter, Clerk Bernadette, Chief Wolonsky will be Salaried with no comp or overtime. All other employees who are Hourly will be able to receive Overtime.

3.0 Public Comment – At the discretion of the Mayor. For information only (No Action can be taken). Comments may be limited to 5) minutes per person on any subject.- NONE

Trustee Lovato makes a motion to move out of the Special Meeting and move into the Regular Meeting, Trustee May seconded the motion; All in favor- **MOTION CARRIED**

Meeting adjourned at 6:55pm

Approved: Nathan Dial Date: 3/17/2025
Mayor Nathan Dial

Attest: Bernadette Anaya Date: 3/17/2025
Clerk Bernadette Anaya