

**CITY OF AZTEC
COMMISSION WORKSHOP MEETING MINUTES
Tuesday February 27, 2024**

CALL TO ORDER

Mayor Michael A. Padilla Sr. called the workshop to order at 5:00 pm at Aztec City Hall, 201 W. Chaco, Aztec NM 87410

Members Present: Mayor Michael A. Padilla, Sr.; Mayor Pro-Tem Ken George; Commissioner Colby King; and Commissioner Jim Crowley; Commissioner Austin Randall

Members Absent: NONE

Others Present: City Manager Jeff Blackburn

A. City of Aztec Payroll Budget Overview

Mayor Padilla opened the workshop for discussion on the City of Aztec Payroll Budget Overview and turned it over to City Manager Jeff Blackburn. Jeff explained that this is a preview of the pay plan and the impact it is going to have on the budget. The City Manager, Finance Director and Personnel Director came up with an analysis to compare the city pay for individual positions to find a way to create an equitable pay level for employees. Jeff mentioned they worked on a bell curve within the 25th salary percentile, there was a lot of research that went into finding different bell curves that would fit in to the positions within the city. Jeff mentioned the 2% COLA increase that was given last year and said most employees did not get merit increase as the current pay plan is set up for merit increases every two consecutive years.

Jeff gave an overview of the number of current employees in the city, there are 92 full-time and 6 part-time employees, there are 47 employees that are eligible for pay increases on the pay plan and all 98 employees are eligible for a 2% COLA increase. Jeff presented Commission with the current pay breakdown for FY24, the increases for FY25 and informed Commission of the increases to retirement healthcare and PERA.

Commissioner Crowley would like to act and target the January's legislature session to repeal the increases to PERA. Mayor Padilla and Mayor Pro-Tem George requested to have data collected on PERA before they decide to go to the legislature.

Mayor Pro-Tem asked Jeff to explain the merit increase plan, Jeff said it is a grid broken out into levels. Mayor Padilla asked what the average cost of living was, Jennie stated it is 3-4%, he would like to have numbers to do a 3% COLA for retention.

Commissioner King would like more bell curve data and comparisons of budgets and payroll compared to other communities of our size. Mayor Pro-Tem asked if the

comparisons could include Cortez, Durango and Pagosa. Commissioner King would like to see it broken down with data points on the bell curve.

Commissioner Crowley asked if the health insurance was included in the payroll numbers. Jennie stated that she has a worksheet but did not include it in the payroll numbers as she did not consider it part of payroll. Commissioner Crowley asked Jennie what percentage payroll of the budget is, Jennie will not be sure until she gets the budget put together. She informed the Commission that health insurance is around \$52,000.00 a month.

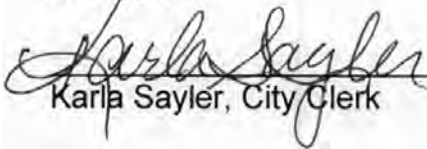
ADJOURNMENT

Moved by Mayor Padilla to adjourn the meeting at 5:30 p.m.



Mayor Michael A. Padilla Sr.

ATTEST:


Karla Sayler, City Clerk

MINUTES PREPARED BY:

Alisha Jaramillo