

**CITY OF AZTEC**  
**SPECIAL COMMISSION WORKSHOP MEETING MINUTES**  
**Thursday November 6, 2025**

**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: Interim-City Manager Joe Gonzales; City Clerk Karla Sayler

Mayor Padilla opened the workshop and then turned it over to Interim City Manager Joe Gonzales, who informed the commission that the purpose of the workshop was to follow up on the issues he has identified as important since assuming the interim position.

- Water/Wastewater staffing
- City Pay Plan
- Fire Department Policies and Procedures
- Finance Reports
- Electric Credit Discussion

There was discussion on the Water/WasteWater Plants regarding the number of staff needed to meet the requirements to be in compliance according to State Statues. Public Works Director Ruben Salcido provided the commission with documentation then stated that he would like to add an additional Level III Water Operator Supervisor and a Level III Water/Wastewater Supervisor.

Joe recommended adjusting the City Pay Plan to ensure that employees receive annual merit increases, as previously approved by the Commission

Joe noted that the current fire department ordinance places too much responsibility with the Commission. He recommended revising it so that administrative and operational decisions fall under the authority of the City Manager and the Police Chief.

The Utility Department has worked on a customer credit plan and determined that using actual data is the most accurate approach. The Commission agreed to move forward with this method. A resolution will need to be approved before the Commission for formal approval.

**ADJOURNMENT**

Moved by Mayor Padilla to adjourn the meeting at 5:43 p.m.



*Michael A. Padilla Sr.*

Michael A. Padilla Sr., Mayor

ATTEST:

*Karla Sayler*

Karla Sayler, City Clerk

MINUTES PREPARED BY:

*Alisha Jaramillo*

Alisha Jaramillo, Administrative Assistant