

CITY of ALBUQUERQUE

TWENTY SIXTH COUNCIL

COUNCIL BILL NO. R-25-219 ENACTMENT NO. _____

SPONSORED BY: Tammy Fiebelkorn, Renée Grout, Dan Lewis, Klarissa J. Peña

1 RESOLUTION
2 ESTABLISHING A ONE-TIME SUPPLEMENTAL COMPENSATION PAYMENT
3 FOR CITY EMPLOYEES BASED ON ENDING FY25 GENERAL FUND BALANCE.

4 WHEREAS, the City Council recognizes that ongoing inflation and
5 increases in the cost of housing, utilities, transportation, and other essential
6 goods and services in the City of Albuquerque continue to impact City
7 employees and their families, affecting overall financial stability; and

8 WHEREAS, the Council further finds that competitive compensation is
9 essential for attracting and retaining a qualified municipal workforce capable
10 of delivering high-quality public services for the residents of Albuquerque;
11 and

12 WHEREAS, during the FY26 Budget process, the Council provided a 2.5%
13 general Cost of Living Adjustment (COLA) to City employees; and

14 WHEREAS, the Council tried to provide the highest amount of COLA during
15 the budget process, and is able to appropriate a one-time supplemental
16 payment now that economic conditions have improved; and

17 WHEREAS, the Council finds that providing an additional one percent (1%)
18 increase in total employee compensation for the remainder of FY26, through a
19 one-time supplemental payment funded from remaining FY25 General Fund
20 balance reflects current economic conditions in Albuquerque while balancing
21 a measured, fiscally responsible response to inflationary pressures; and

22 WHEREAS, the Council further finds that the FY25 adopted budget for the
23 City of Albuquerque contains sufficient general fund balance budgetary
24 capacity to support an additional 1% one-time supplemental compensation.

25 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
26 ALBUQUERQUE:

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1 SECTION 1. Following the completion and finalization of Fiscal Year 2025
2 financial reports, the Chief Financial Officer (CFO) shall certify whether the
3 ending FY25 General Fund balance exceeds the legally required reserve and
4 all outstanding obligations by at least \$2,020,500.

5 If such General Fund Balance exists, no less than Two Million Twenty
6 Thousand, Five Hundred dollars (\$2,020,500.00) of general fund balance shall
7 be appropriated to provide a one-time supplemental payment to employees,
8 equivalent to one percent (1%) of each position’s annualized base salary as of
9 the last full pay period of FY25.

10 Employees hired into authorized General Fund positions on or after July 1,
11 2025 shall also receive this one-time supplemental payment, calculated using
12 their current annualized base salary as of the effective date of this Resolution.

13 This supplemental payment shall not increase base salaries. This
14 supplemental payment shall not constitute a recurring obligation. The
15 supplemental payment shall be subject to collective bargaining requirements
16 for represented employees, except those represented by IAFF Local 244, who
17 received an 8% COLA following the FY26 Budget.

18 SECTION 2. This supplemental compensation payment authorized in
19 Section 1 shall be the priority use of any certified available FY25 General Fund
20 balance, and shall supersede any other FY25 general fund balance
21 appropriations.

22 SECTION 3. SEVERABILITY. If any section, paragraph, sentence, clause,
23 word or phrase of this Resolution is for any reason held to be invalid or
24 unenforceable by any court of competent jurisdiction, such decision shall not
25 affect the validity of the remaining provisions of this Resolution. The Council
26 hereby declares that it would have passed this Resolution and each section,
27 paragraph, sentence, clause, word or phrase thereof irrespective of any
28 provision being declared unconstitutional or otherwise invalid.

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