

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:

[Bracketed/Underscored Material] - New
[Bracketed/Strikethrough Material] - Deletion

[Bracketed/Underscored Material] - New
[Bracketed/Strikethrough Material] - Deletion

1 SECTION 1. Following the completion and authorization to release the
2 City's Fiscal Year 2025 (FY25) Annual Comprehensive Financial Report(s) from
3 the New Mexico Office of the State Auditor, the Chief Financial Officer (CFO)
4 shall determine the ending FY25 General Fund balance that exceeds the
5 legally required one-twelfth operating reserve.

6 Upon the determination of the General Fund balance, up to \$2,951,000 is
7 hereby reserved to provide up to a one percent (1%) one-time compensation
8 payment to regular full or part-time employees covered by the AFSCME
9 (including B-Series, C-Series, J-Series, M-Series, and Transit), APOA
10 (including Prisoner Transport), and Communications Workers of America
11 bargaining units; and employees not covered by a bargaining unit (including
12 unclassified employees and regular part-time employees working equal to or
13 more than twenty (20) hours per week). Employees categorized as temporary,
14 seasonal, student, part-time working less than twenty (20) hours per week,
15 board and commission members, elected officials, employees in early
16 retirement or are in inactive status at the time of payment are not eligible.

17 The amount and percentage of the one-time compensation payment are
18 dependent and based on the final available General Fund balance. In the event
19 less than \$2,951,000 is available in the General Fund balance, priority shall be
20 given to funding up to 1% payments to full or part-time employees with an
21 annual base salary of \$64,000 or less per year, and any remaining funding
22 shall be proportionally distributed to other eligible employees with an annual
23 base salary over \$64,000 by the Department of Finance and Administrative
24 Services Payroll Division.

25 The percentage applied shall be based on the annual base salary for each
26 active employee as of the final pay-period end in December 2025 (December
27 26, 2025).

28 The up to one percent (1%) one-time compensation payment is subject to
29 negotiations for all applicable union positions.

30 Upon determination of the applicable one-time compensation payment
31 based on the final available ending FY25 General Fund balance, the amount is
32 hereby unreserved and appropriated, and will be distributed to the respective
33 departments and programs, including any transfers to other funds to support

1 one-time supplemental payments, by the Office of Management and Budget in
2 Fiscal Year 2026.

3 SECTION 2. This supplemental compensation payment authorized in
4 Section 1 shall be the priority use of any certified available FY25 General Fund
5 balance, and shall supersede any other FY25 general fund balance
6 appropriations.

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

14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33

[Bracketed/Underscored Material] - New
[Bracketed/Strikethrough Material] - Deletion