

# CITY of ALBUQUERQUE

## TWENTIETH COUNCIL

COUNCIL BILL NO. R-13-212 ENACTMENT NO. \_\_\_\_\_

SPONSORED BY: Dan Lewis, Isaac Benton & Don Harris

1 RESOLUTION

2 RESERVING FUNDING WITHIN THE GENERAL FUND 110 TO PROVIDE FOR  
3 SALARY INCREASES AND RECRUITMENT AND RETENTION INCENTIVE  
4 PROGRAMS FOR ALBUQUERQUE'S POLICE OFFICERS, SUBJECT TO THE  
5 COLLECTIVE BARGAINING PROCESS.

6 WHEREAS, the City of Albuquerque has as one of its goals to enhance local  
7 law enforcement efforts thereby providing for the public safety and welfare;  
8 and

9 WHEREAS, the Albuquerque Police Department (APD) has as one of its  
10 goals to employ 1,100 sworn officers and has not reached this goal within the  
11 last 5 years; and

12 WHEREAS, officer retirement eligibility and changes to the New Mexico  
13 Public Employees Retirement Association (PERA) benefits have negatively  
14 affected APD's ability to retain officers; and

15 WHEREAS, new officer recruitment has become increasing difficult as  
16 evidenced in smaller cadet classes; and

17 WHEREAS, the City Council wishes to incentivize officer recruitment and  
18 retention by providing funding for salary increases and officer recruitment and  
19 retention incentives, subject to the collective bargaining process.

20 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF  
21 ALBUQUERQUE:

22 Section 1. Two million four hundred thousand dollars (\$2,400,000) in  
23 unexpended, unencumbered fund balance is hereby reserved within the  
24 General Fund (110) to pay for salary increases and recruitment and retention  
25 programs for police officers, subject to the collective bargaining process.

26 Section 2. The funding reserved in Section 1 above, together with the  
27 reserve previously made within the General Fund for the purpose of salary

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1 increases, represents an amount equivalent to a 2.5% pay increase for  
2 members of the Albuquerque Police Officer's Association (APOA) as well as  
3 funding sufficient to reinstate the Officer Retention Plan and Student Loan  
4 Forgiveness Programs as those programs were previously agreed upon in the  
5 collective bargaining agreement between the City and the APOA effective July  
6 1, 2008.

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