



CITY OF ALBUQUERQUE
Albuquerque, New Mexico
Office of the Mayor

EC-20-57

Mayor Timothy M. Keller

INTER-OFFICE MEMORANDUM

February 25, 2020

TO: Pat Davis, President, City Council

FROM: Timothy M. Keller, Mayor *TK*

SUBJECT: FY20 Status Update for Goal 3, Objective 4 (Council Bill No.) – Pay Increase for Electricians, Plumbers, Heating, Air-conditioning Technicians (HVAC Tech)

Goal 3, Objective 4 states, *Complete a salary study for Building Maintenance technical positions including Electricians, Plumbers, and HVAC Technicians, to ensure that City wage rates and job classifications are comparable to other local governmental agencies. The study should include recommendations for reducing turnover in these positions. Submit a report to the City Council by the end of the second quarter of FY/20.*

The City’s Human Resources Department completed a salary comparison on September 12, 2019. They compared three local governments and nine western state municipalities’ wage scales. The comparison determined that the city is competitive at the minimum starting wage. Human resources recommended no changes to the salary structure. However, Human Resources has recommended reviewing the recruitment techniques to attract candidates.

Approved:

Approved as to Legal Form:

SN

Sarita Nair Date 3/17/20
Chief Administrative Officer

EA

Esteban A. Aguilar, Jr. Date 3-4-2020
City Attorney

Recommended:

Patrick Montoya

Patrick Montoya Date 3/02/2020
Director *02 3/13/2020*

Cover Analysis

1. What is it?

**The purpose of this E.C. is to provide a Midyear Status update for Goal 3, Objective 4.
Increase for Electricians, Plumbers, Heating/Air Condition Technicians (HVAC).**

2. What will this piece of legislation do?

Complete the requirements Goal 3, Objective 4.

3. Why is this project needed?

This project is needed to provide a comparison of wages.

4. How much will it cost and what is the funding source?

The study does not recommend changes to wage scale at this time.

5. Is there a revenue source associated with this Plan? If so, what level of income is projected?

No