



VILLAGE OF CORRALES
RESOLUTION NO. 15- 24

A RESOLUTION ADOPTING THE VILLAGE OF CORRALES UPDATE OF THE 2008 PAY SCHEDULE TO REFLECT INCREASES TO THE CONSUMER PRICE INDEX AND ALLOW PARAMETERS FOR GROWTH OVER A 20 YEAR CAREER TIME FRAME

WHEREAS, the most recent pay schedule for the Village of Corrales (the "Village") was approved by Council August 12, 2008.

WHEREAS, 2008 Pay Schedule did capture the pay levels for different positions in Corrales and provide a 3 growth level between Steps. If the scale was to represent a 20 year career that would provide approximately 1.5% increase in pay per year.

WHEREAS, The Consumer Price Index over the last ten years has averaged 2.28% and in the six years since adopting the Pay Schedule the CPI has averaged 1.83% yearly.

WHEREAS, in 2010 the Village had to implement cost saving measures over previous years' budgets due to a short fall of revenue versus expenses of approximately \$300,000 and part of those cost cutting measures was limited Cost of Living Adjustments/Increases to wages.

WHEREAS, The Village COLA has averaged 1.17% over the same six year period since the schedule was adopted, with a difference 0.667% yearly and a combined difference of 4 %.

WHEREAS, the proposal for the 2015 Pay Schedule is simply increase the starting salary range by 4 to match the difference in CPI vs Cola growth over the last few years and make the growth between STEPS 4% to allow for a 2% increase yearly for 20 years.

NOW THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE VILLAGE OF CORRALES THAT:

The Village adopts the 2015 Pay Schedule that would establish the new parameters for pay increases which are of course subject to budget constraints and are guidelines, (not mandated yearly increases) that shall allow for wages to keep up with CPI growth over the next 20 years.

PASSED, APPROVED, AND ADOPTED by the Governing Body of the Village of Corrales, New Mexico, this 28th day of April 2015.

APPROVED :

The Honorable Scott Kominiak
Mayor, Village of Corrales

ATTEST:

Jennifer A. Hise, Village Clerk

Village of Corrales Pay Schedule 2015

The proposal is that the Village of Corrales update the 2008 Schedule to reflect increases to the Consumer Price Index and allow parameters for growth over a 20 year career time frame

At the start of the Fiscal 2009 the Village of Corrales adopted administratively a Pay Schedule to assign pay levels “grades” to positions in the Village. The scale may have been developed to reflect market study of wages at the time, we don’t have that information. But it did capture the pay levels for different positions in Corrales and provide a 3% growth level between Steps. If the scale was to represent a 20 year career that would provide approximately 1.5% increase in pay per year.

The Consumer Price Index over the last ten years has averaged 2.28% and in the six years since adopting the Pay Schedule the CPI has averaged 1.83% yearly.

The Village of Corrales in 2010 had to implement cost saving measures over previous years’ budgets due to a short fall of revenue versus expenses of approximately \$300,000 and part of those cost cutting measures was limited Cost of Living Adjustments/Increases to wages.

The Village COLA has averaged 1.17% over the same six year period since the schedule was adopted. With a difference 0.667% yearly and a combined difference of 4%

So, the proposal for the 2015 Pay Schedule is simply increase the starting salary range by 4% to match the difference in CPI Vs Cola growth over the last few years and make the growth between STEPS 4% to allow for a 2% increase yearly for 20 years.

This would establish the new parameters for pay increases which are of course subject to budget constraints and are guidelines not mandated yearly increases. But if budgets are managed to include room for salary increases, following these guideline should allow for wages to at least keep up with CPI growth. The schedule should be reviewed every few years.

Department 2000 Fire

Steps 2008	1	2	3	4	5	6	7	8	9	10	
Chief	21.19	21.83	22.49	23.17	23.87	24.58	25.31	26.06	26.84	27.64	
Commander	18.31	18.68	19.43	20.02	20.63	21.24	21.87	22.52	23.19	23.88	
Engineer	10.13	10.44	10.76	11.08	11.41	11.75	12.1	12.46	12.83	13.21	
Firefighter/EMT	9.67	9.95	10.24	10.54	10.85	11.17	11.5	11.84	12.19	12.55	
Steps 2015	1	2	3	4	5	6	7	8	9	10	11
Chief	22.04	22.92	23.84	24.79	25.78	26.82	27.89	29.00	30.16	31.37	32.62
Commander	19.04	19.80	20.59	21.42	22.27	23.17	24.09	25.06	26.06	27.10	28.18
Engineer	10.54	10.96	11.40	11.86	12.33	12.82	13.34	13.87	14.42	15.00	15.60
Firefighter/EMT	10.06	10.46	10.88	11.32	11.77	12.24	12.73	13.24	13.77	14.32	14.89

Department 2100 Public Works

Steps 2008	1	2	3	4	5	6	7	8	9	10	11
Maintenance Supervisor	20.35	20.96	21.59	22.24	22.91	23.6	24.31	25.04	25.79	26.56	27.36
Maintenance Worker	14.34	14.77	15.21	15.67	16.14	16.62	17.12	17.63	18.16	18.7	19.26
Steps 2015	1	2	3	4	5	6	7	8	9	10	11
Maintenance Supervisor	21.16	22.01	22.89	23.80	24.75	25.74	26.77	27.85	28.96	30.12	31.32
Maintenance Worker	14.91	15.51	16.13	16.77	17.44	18.14	18.87	19.62	20.41	21.22	22.07

Department 1920 Police

Steps 2008	1	2	3	4	5	6	7	8	9	10	11
Police Chief	23.21	23.91	24.63	25.37	26.13	26.91	27.72	28.55	29.41	30.29	31.2
Captain	20.79	21.41	22.05	22.71	23.39	24.09	24.81	25.55	26.32	27.11	27.92
Lieutenant	18.86	19.43	20.01	20.6	21.22	21.85	22.52	23.19	23.89	24.61	25.35
Sergeant/Det.	16.33	16.82	17.32	17.84	18.38	18.93	19.5	20.09	20.69	21.31	21.95
Certified Officer (12)	15.35	15.81	16.28	16.77	17.27	17.79	18.32	18.87	19.44	20.02	20.62
Police Clerk	12.97	13.36	13.76	14.17	14.6	15.04	15.49	15.95	16.43	16.92	17.43
Animal Control	12.49	12.86	13.25	13.65	14.06	14.48	14.91	15.36	15.82	16.29	16.78
School Cross Guard	7.5	7.73	7.96	8.2	8.45	8.7	8.96	9.23	9.51	9.8	10.09

Steps 2015	1	2	3	4	5	6	7	8	9	10	11
Police Chief	24.14	25.11	26.11	27.15	28.24	29.37	30.54	31.77	33.04	34.36	35.73
Captain	21.62	22.48	23.38	24.32	25.29	26.30	27.36	28.45	29.59	30.77	32.00
Lieutenant	19.61	20.39	21.21	22.06	22.94	23.86	24.81	25.81	26.84	27.91	29.03
Sergeant/Det.	16.98	17.66	18.37	19.10	19.86	20.66	21.49	22.34	23.24	24.17	25.13
Certified Officer (12)	15.96	16.60	17.26	17.95	18.67	19.42	20.19	21.00	21.84	22.72	23.62
Police Clerk	13.49	14.03	14.59	15.17	15.78	16.41	17.07	17.75	18.46	19.20	19.97
Animal Control	12.99	13.51	14.05	14.61	15.20	15.80	16.44	17.09	17.78	18.49	19.23
School Cross Guard	7.80	8.11	8.44	8.77	9.12	9.49	9.87	10.26	10.67	11.10	11.55

Department 1700 Planning and Zoning

Steps 2008	1	2	3	4	5	6	7	8	9	10	
P & Z Administrator	22.11	22.77	23.45	24.15	24.87	25.62	26.39	27.18	28	28.84	
Building Inspector	20.06	20.66	21.28	21.92	22.58	23.26	23.96	24.68	25.42	26.18	
P&Z Planner	17.84	18.38	18.93	19.5	20.09	20.69	21.31	21.95	22.61	23.29	
P&Z Assistant	15.85	16.33	16.82	17.32	17.84	18.38	18.93	19.5	20.09	20.69	
Steps 2015	1	2	3	4	5	6	7	8	9	10	11
P & Z Administrator	22.99	23.91	24.87	25.86	26.90	27.97	29.09	30.25	31.46	32.72	34.03
Building Inspector	20.86	21.69	22.56	23.46	24.40	25.38	26.39	27.45	28.55	29.69	30.88
P&Z Planner	18.55	19.29	20.06	20.87	21.70	22.57	23.47	24.41	25.39	26.40	27.46
P&Z Assistant	16.48	17.14	17.82	18.54	19.28	20.05	20.85	21.69	22.55	23.46	24.39

Department 1620 Library

Steps 2008	1	2	3	4	5	6	7	8	9	10	
Librarian	20.17	20.78	21.4	22.04	22.7	23.28	24.08	24.8	25.54	26.31	
Assistant											
Librarian	13.38	13.78	14.19	14.62	15.06	15.51	15.98	16.46	16.95	17.46	
Steps 2015	1	2	3	4	5	6	7	8	9	10	11
Librarian	20.98	21.82	22.69	23.60	24.54	25.53	26.55	27.61	28.71	29.86	31.06
Assistant											
Librarian	13.92	14.48	15.06	15.66	16.28	16.94	17.61	18.32	19.05	19.81	20.61

Department 1401 Parks & Recreation

Steps 2008	1	2	3	4	5	6	7	8	9	10
Coordinator	21.61	22.27	22.91	23.62	24.33	25.06	25.81	26.58	27.38	28.2
Specialist	14.21	14.62	15.07	15.52	15.99	16.47	16.96	17.47	17.99	18.53
Maintenance	13.78	14.2	14.63	15.07	15.51	15.98	16.46	16.95	17.46	17.98
Steps 2015	1	2	3	4	5	6	7	8	9	10
Coordinator	22.47	23.37	24.30	25.28	26.29	27.34	28.43	29.57	30.75	31.98
Specialist	14.78	15.37	15.99	16.63	17.29	17.98	18.70	19.45	20.23	21.04
Maintenance	14.33	14.90	15.50	16.12	16.76	17.43	18.13	18.86	19.61	20.40

Department 1200 Finance and Administration

Steps 2008	1	2	3	4	5	6	7	8	9	10
Administrator	Negotiated									
Clerk	21.61	22.26	22.93	23.62	24.33	25.07	25.82	26.59	27.39	28.21
Finance Director	25.45									
Finance Officer	19.33	19.91	20.51	21.12	21.76	22.41	23.08	23.77	24.48	25.21
AR/AP Specialist	18.18	18.73	19.29	19.87	20.46	21.08	21.71	22.36	23.03	23.72
Deputy Clerk	15.22	15.68	16.16	16.64	17.13	17.64	18.17	18.72	19.28	19.86
Receptionist	10.84	11.17	11.51	11.86	12.22	12.58	12.95	13.34	13.74	14.15
Steps 2015	1	2	3	4	5	6	7	8	9	10
Administrator	Negotiated									
Clerk	22.47	23.37	24.30	25.28	26.29	27.34	28.43	29.57	30.75	31.98
Finance Director	25.45	26.47	27.53	28.63	29.77	30.96	32.20	33.49	34.83	36.22
Finance Officer	20.10	20.90	21.74	22.61	23.51	24.45	25.43	26.45	27.51	28.61
Accounts AP	18.91	19.67	20.45	21.27	22.12	23.01	23.93	24.88	25.88	26.91
Deputy Clerk	15.83	16.46	17.12	17.81	18.52	19.26	20.03	20.83	21.66	22.53
Receptionist	11.27	11.72	12.19	12.68	13.18	13.71	14.26	14.83	15.42	16.04

Department 0200 Court

Steps 2008 Court	1	2	3	4	5	6	7	8	9	10	
Administrator	17.95	18.48	19.03	19.61	20.2	20.81	21.43	22.07	22.73	23.41	
Court Clerk	12.25	12.62	13	13.39	13.79	14.2	14.63	15.07	15.52	15.98	
Steps 2015 Court	1	2	3	4	5	6	7	8	9	10	11
Administrator	18.67	19.42	20.19	21.00	21.84	22.71	23.62	24.57	25.55	26.57	27.64
Court Clerk	12.74	13.25	13.78	14.33	14.90	15.50	16.12	16.76	17.44	18.13	18.86

Department 2105 Recycle

Steps 2008 Recycling Specialist	1	2	3	4	5	6	7	8	9	10	
	13.38	13.78	14.19	14.62	15.06	15.51	15.98	16.46	16.95	17.46	
Steps 2015 Recycling Specialist	1	2	3	4	5	6	7	8	9	10	11
	13.92	14.47	15.05	15.65	16.28	16.93	17.61	18.31	19.04	19.81	20.60

Department 503 Waste Water System

TBD