



Alamogordo City Commission

NOTICE OF MEETING

Regular Meeting Agenda

February 22, 2022 - 6:30 PM

City Hall, City Commission Chambers
1376 E. Ninth St.

Susan L. Payne Mayor
Dusty Wright Mayor Pro -Tem, District 6
Nick Paul District 1
Stephen Burnett District 2
Vacant District 3
Josh Rardin District 4
Sharon McDonald District 5

Brian Cesar City Manager
Petria Bengoechea City Attorney
Rachel Hughs City Clerk

MISSION STATEMENT as Adopted by the City Commission on March 24, 1995.

The City of Alamogordo is a Municipal Corporation that exists solely for the purpose of providing the best possible services to our customers, the citizens of Alamogordo. We are committed to providing these services with honesty, integrity, compassion, fairness, and a commitment to excellence.

We are committed to the long-term financial stability and responsible growth of the City and all decisions will be driven by our commitment to provide the best services possible in a financially sound and responsible manner given the economic realities facing the City.

In accordance with Section 10-15-1.D, NMSA 1978 (2010 Cumulative Supplement), this agenda has been posted on the bulletin board located in the east/west lobby of the City Hall and in the glass case located outside of the north entrance of the City Hall, distributed to the appropriate news media, and posted on the City website: <http://ci.alamogordo.nm.us> within the required time frame. As a courtesy, the entire Agenda Packet has also been posted on the City of Alamogordo website: <http://ci.alamogordo.nm.us>

The Mayor and City Commission request that all cell phones be turned off or set to vibrate. Members of the audience are requested to step outside the Commission Chambers to respond to or to conduct a phone conversation. The Alamogordo Commission Chambers is wheelchair accessible. Other special assistance for disabled attendees must be requested 48 hours in advance by contacting the City Clerk's Office at 575-439-4100.

CALL TO ORDER & ROLL CALL

Announce the presence of a Quorum.

INVOCATION & PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA

DISTRICT 3 CITY COMMISSIONER VACANCY INTERVIEWS AND POSSIBLE APPOINTMENT

1. Commissioner District 3 vacancy interviews and possible appointment. (Rachel Hughs, City Clerk)

PRESENTATIONS

2. Presentation on acquisition and renovation of the Maryland (Dudley) School located at 523 Maryland. *(Joe Lewandowski)*

PUBLIC COMMENT

Residents must sign up with the City Clerk to address the City Commission. Comments are limited to 3 minutes, and there will be a maximum of 21 minutes allowed for Public Comment.

CITY MANAGER'S REPORT

REMARKS AND INQUIRIES BY THE CITY COMMISSION

CONSENT AGENDA (Roll Call Vote Required for an Ordinance or Resolution)

All matters listed under the Consent Agenda are considered to be routine by the City Commission and will be enacted by one motion. There will not be separate discussion of these items. If discussion is desired, that item will be removed from the Consent Agenda and will be considered separately.

3. Approve the minutes for the February 8, 2022 Regular meeting. *(Rachel Hughs, City Clerk)*
4. Approve the statements related to the Executive Closed Session held on February 8, 2022. *(Rachel Hughs, City Clerk)*
5. Consider, and act upon, adoption and final publication of Ordinance 1645, revising the City of Alamogordo Employee Manual. *(Kim Torres, Human Resources Director)* **(Roll Call Vote Required)**
6. Consider, and act upon, adoption and final publication of Ordinance 1646 Case Z-2021-0006(A) for a map amendment to change the zoning of the property located at 1215 Michigan Ave. from R-3 Two-Family Dwelling District to C-1 Neighborhood Business. *(Stella Rael, City Planner)* **(Roll Call Vote Required)**
7. Consider, and act upon, adoption and final publication of Ordinance 1647 Case Z-2021-0005(A) for a map amendment to change the current zoning designation of the property located at 1005 E. Ninth Street from C-3 Business District to MH-2 Manufactured Housing Park District to bring into zoning compliance and continue operating as a Manufactured Housing Park. *(Stella Rael, City Planner)* **(Roll Call Vote Required)**
8. Consider, and act upon, approval of changes to City Manager's contract. *(Petria Bengoechea, City Attorney)*
9. Consider, and act upon, approval of a request from the Alamo Senior Center to dispose of a fully depreciated Hobart dishwasher by way of auction. *(Magdalena Morales, Alamo Senior Center Manager, Veronica Ortega, Community Services Director)*
10. Consider, and act upon, the award of RFQ 2021-01 Airport Engineering Services, White Sands Regional Airport to Delta Airport Consultants. *(Brian Cesar, City Manager)*
11. Consider, and act upon, award of RFP 2022-003 Re-Bid On Call Bay Door Repair and Maintenance Services to Custom Overhead Doors, Inc. *(Nancy Beshaler, Public Works Director)*

ITEMS REMOVED FROM CONSENT AGENDA

NEW BUSINESS

12. Consider, and act, upon Resolution 2022-10, declaring 118 New York Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. *(Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief)* **(Roll Call Vote Required)**

13. Consider, and act, upon Resolution 2022-11, declaring 700 Delaware Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. *(Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief)* **(Roll Call Vote Required)**

14. Consider, and act, upon Resolution 2022-12, declaring 808 3rd Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. *(Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief)* **(Roll Call Vote Required)**

15. Discuss and provide staff direction on the Local Economic Development Act (LEDA) next steps. *(Brian Cesar, City Manager)*

ADJOURNMENT

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 1.

Submitted By: Rachel Hughs

Subject: Commissioner District 3 vacancy interviews and possible appointment. *(Rachel Hughs, City Clerk)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation:

Background:

On January 11, 2022, Resolution 2022-02 was adopted declaring a vacancy exists on the City Commission for District 3.

The following individuals have filed a Declaration of Candidacy and submitted all the required documents to the City Clerk by February 11, 2022 as required. The following candidates have been certified by the City Clerk as valid candidates for the District 3 vacancy position.

Candidates in alphabetical order

John Costa III

Trevor R. Eaton

Raymond J. Hull

Karl Paul Melton

James Ryan Squyres

After selection to fill the vacancy, the Candidate will take the Oath of Office. Once the oath is administered, the new Commissioner for District 3 will take their seat on the dais and vote on any items on the agenda.

Commissioner District 3 Candidates

The following individuals have filed a Declaration of Candidacy and submitted all the required documents to the City Clerk by February 11, 2022. The following candidates have been certified by the City Clerk as valid Candidates for the Commissioner District 3 vacancy.

Candidates in alphabetical order.

Candidate	Residency	Declaration of Candidacy	Disclosure Statement	Affidavit of Voter Registration	Letter of Interest	Certified
John Costa III	1217 Choctaw Trl	✓	✓	✓	✓	Yes
Trevor R. Eaton	109 Sunrise Ave	✓	✓	✓	✓	Yes
Raymond J. Hull	3117 Shawnee Trl	✓	✓	✓	✓	Yes
Karl Paul Melton	407 Sunnyside Ave	✓	✓	✓	✓	Yes
James Ryan Squyres	1302 Juniper Dr	✓	✓	✓	✓	Yes

Date of Certification February 14, 2022.




Rachel Hughs, CMC, City Clerk

This notice was posted on February 15, 2022.

STATE OF NEW MEXICO)
) ss.
COUNTY OF OTERO)

DISTRICT 3

RECEIVED

FEB 02 2022

CITY CLERK

CITY OF ALAMOGORDO
DECLARATION OF CANDIDACY

I, John Costa III, being first duly sworn upon my oath, do
(Candidate's Name exactly as shown on Affidavit of Registration)
hereby state for my affidavit that:

I, John Costa III, hereby declare that I am a candidate for the
(Candidate's Name exactly as shown on Affidavit of Registration)
office of District 3 (Three) City Commissioner, a term to expire on December 31, 2023.

I affirm that I currently reside at 1217 Choctaw Trail, located within the City Limits of
Alamogordo, New Mexico, and within the boundaries of District 3 (One). I have been a resident of Alamogordo,
New Mexico, at the above stated address, since MAY 2019 of _____.

- I affirm that my name and resident address as stated in this Declaration of Candidacy are identical to my name and resident address as stated in my affidavit of registration on file with the Otero County Clerk.
- I affirm that I am eligible and legally qualified to hold the office for which I have declared my candidacy.
- I affirm that I have not been convicted of a felony; however, if I have been convicted of a felony, I affirm that my elective franchise has been restored and that I have been granted a pardon or a certificate by the Governor restoring my full rights of citizenship.
- I affirm that I, or my authorized representative, shall personally contact the office of the City Clerk during normal business hours (8:00 a.m.-12:00 p.m. and 1:00 p.m.-5:00 p.m.) on Tuesday, February 15, 2022, to ascertain whether the City Clerk has certified my Declaration of Candidacy as valid.
- I affirm that I, or my authorized representative, can be reached at the following telephone number(s) for purposes of receiving telephone notice 9804042205 or _____, or by email at JohnCostaIII3@gmail.com

I affirm that this Declaration of Candidacy is an affidavit under oath and that any false statement knowingly made herein constitutes a fourth-degree felony under the laws of New Mexico.

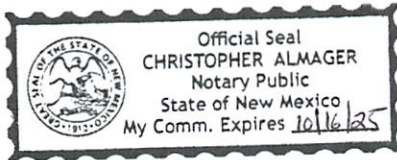
John Costa III
Signature of Candidate

SUBSCRIBED AND SWORN TO BEFORE ME THIS 27th DAY OF January, 2022.

MY COMMISSION EXPIRES:

16th Oct 2025


Notary Public



Received in the office of the City Clerk on the 2 day of February, 2022
at 3:05 a.m./p.m.


Rachel Hugh, CMC, City Clerk

RECEIVED
FEB 02 2022
CITY CLERK

State of New Mexico)
) ss.
County of Otero)

CITY OF ALAMOGORDO
DISCLOSURE STATEMENT

I, John Costa III, candidate for the office of District 3 (Three)
City Commissioner, a term to expire on December 31, 2023, do hereby state for my affidavit that:

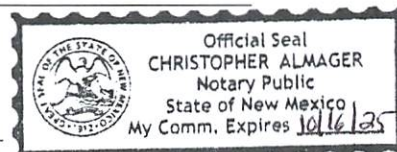
I, John Costa III, hereby disclose the following real
property and businesses in New Mexico in which I have a financial interest:

List all real property and businesses below.

1217 CHOCTAW TRL

Signature of Candidate

[Signature]



SUBSCRIBED AND SWORN TO BEFORE ME THIS 27th DAY OF January, 20 22.

MY COMMISSION EXPIRES: 16th Oct 2025 Christopher Almager
Notary Public

Received in the office of the City Clerk on the 2nd day of February, 2022
at 3:05 a.m./p.m.

Rachel Hughes
Rachel Hugh, CMC, City Clerk

JOHN COSTA

1217 Choctaw Trail | (480) 404-2705 | johnjciii3@gmail.com

January 28, 2022

Mayor Payne and City Commissioners
City of Alamogordo Commission
1376 E. 9th Street
Alamogordo, NM 88310

Dear Mayor Payne and City Commissioners:

I write this letter to express my interest and desire to serve as City of Alamogordo Commissioner representing District 3.

I've been a proud Alamogordian since 2019 and was brought to this wonderful, friendly community from my service in the United States Air Force. As I grew up in Warren, Rhode Island I watched my father volunteer his time to our community as a member of local government organizations; a town with similarities to Alamogordo. Now that my time in serving our great nation as an active-duty service member has come to an end after a 26-year career, my drive to follow in my father's footsteps and serve our community is strong. I want to be a leading example for my sons and younger generations, showing that service before self is important.

This desire to serve still drives my passion to now become more involved in the community that I have chosen to live in. Who would have ever guessed that upon arriving in Alamogordo, dining at a local restaurant for the first time I would meet residents who made Alamogordo feel like home? Those friendships and alongside the bonds I have created with my lifelong resident neighbors is what drove me to plant roots in this community. Although some might consider me to be an outsider, I bring a fresh set of eyes to a town that has great potential. I am excited to see Alamogordo blossom much as my hometown has with positive influences and change to the community's workforce. Additionally, having lived in different locations throughout my career I have experienced how each town adjusted to the ever-changing requirements of their citizens and I would bring that expertise to the community. I

want to be that voice alongside my fellow commissioners in making Alamogordo the best place to live and work for our constituents.

Beyond a new perspective, I believe my biggest asset to the commission will be my military experience which has allowed me to grow and learn through various positions and leadership roles. At the beginning of my career, I was a young airman turning wrenches on aircraft, later I was honored to lead Aircraft Maintenance Units as a Senior Master Sergeant, earn my B.S. in Criminal Justice from Troy State University, and finally end my USAF career as a Contract Office Representative that managed some of Alamogordo's finest civilians.

I believe transparency and open communication are key to being successful in a leadership role; these attributes will be beneficial to a community that is open to the positive changes needed to move it forward. I am excited to be one of seven residents working diligently for the citizens of Alamogordo on existing and new discussion as they come about.

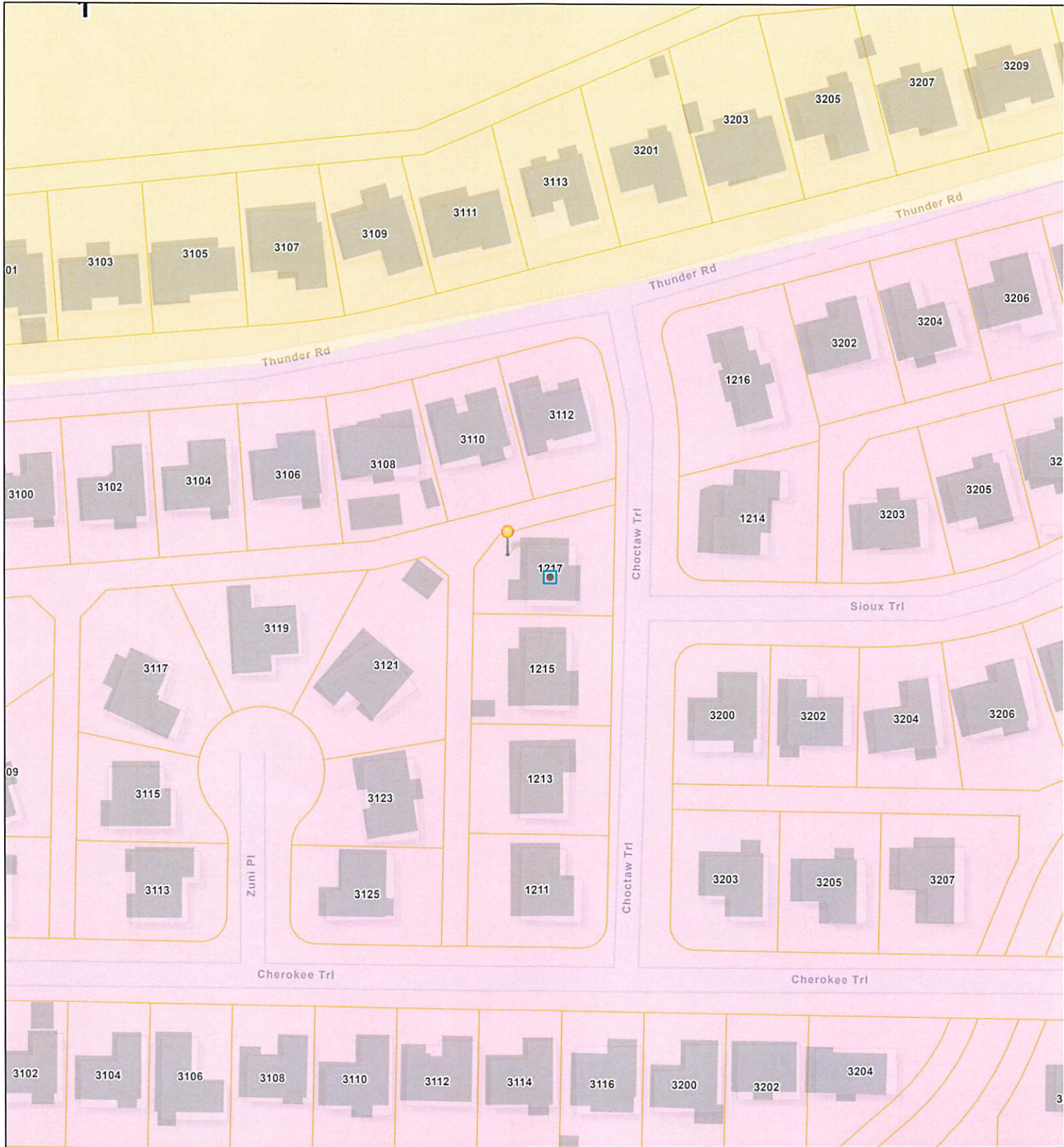
I am appreciative of the opportunity to step up and serve Alamogordo as City Commissioner District 3 with your support and consideration for the position.

Sincerely,



John Costa III

ArcGIS Web Map



2/11/2022, 4:58:27 PM

Structures

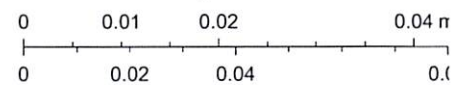
Parcels_ETJ

Commission Districts

District 1

District 3

1:1,128



DISTRICT 3

STATE OF NEW MEXICO)
) ss.
COUNTY OF OTERO)

RECEIVED
FEB 02 2022
CITY CLERK

CITY OF ALAMOGORDO
DECLARATION OF CANDIDACY

I, Trevor R Eaton, being first duly sworn upon my oath, do
(Candidate's Name exactly as shown on Affidavit of Registration)
hereby state for my affidavit that:

I, Trevor R Eaton, hereby declare that I am a candidate for the
(Candidate's Name exactly as shown on Affidavit of Registration)
office of District 3 (Three) City Commissioner, a term to expire on December 31, 2023.

I affirm that I currently reside at 109 Sunrise Avenue, located within the City Limits of
Alamogordo, New Mexico, and within the boundaries of District ~~3~~ (One). I have been a resident of Alamogordo,
New Mexico, at the above stated address, since August of 2019.

- I affirm that my name and resident address as stated in this Declaration of Candidacy are identical to my name and resident address as stated in my affidavit of registration on file with the Otero County Clerk.
- I affirm that I am eligible and legally qualified to hold the office for which I have declared my candidacy.
- I affirm that I have not been convicted of a felony; however, if I have been convicted of a felony, I affirm that my elective franchise has been restored and that I have been granted a pardon or a certificate by the Governor restoring my full rights of citizenship.
- I affirm that I, or my authorized representative, shall personally contact the office of the City Clerk during normal business hours (8:00 a.m.-12:00 p.m. and 1:00 p.m.-5:00 p.m.) on Tuesday, February 15, 2022, to ascertain whether the City Clerk has certified my Declaration of Candidacy as valid.
- I affirm that I, or my authorized representative, can be reached at the following telephone number(s) for purposes of receiving telephone notice 575-430-2439 or N/A, or by email at Trevor@zunielectric.com.

I affirm that this Declaration of Candidacy is an affidavit under oath and that any false statement knowingly made herein constitutes a fourth-degree felony under the laws of New Mexico.



Signature of Candidate

SUBSCRIBED AND SWORN TO BEFORE ME THIS 2 DAY OF Feb, 2022.

MY COMMISSION EXPIRES:

DEC 10, 2022

S. Wright
Notary Public

STATE OF NEW MEXICO
NOTARY PUBLIC
SARAH WRIGHT
COMMISSION NUMBER 1123858
EXPIRATION DATE 12-10-2022

Received in the office of the City Clerk on the 2nd day of February, 2022
at 10:36 a.m./p.m.

Rachel Hugh
Rachel Hugh, CMC, City Clerk

RECEIVED

FEB 02 2022

CITY CLERK

State of New Mexico)
) ss.
County of Otero)

CITY OF ALAMOGORDO
DISCLOSURE STATEMENT

I, Trevor R Eaton, candidate for the office of District 3 (Three)
City Commissioner, a term to expire on December 31, 2023, do hereby state for my affidavit that:

I, Trevor R Eaton, hereby disclose the following real
property and businesses in New Mexico in which I have a financial interest:

List all real property and businesses below.

109 Sunrise Ave., Alamogordo, NM 88310

Signature of Candidate 

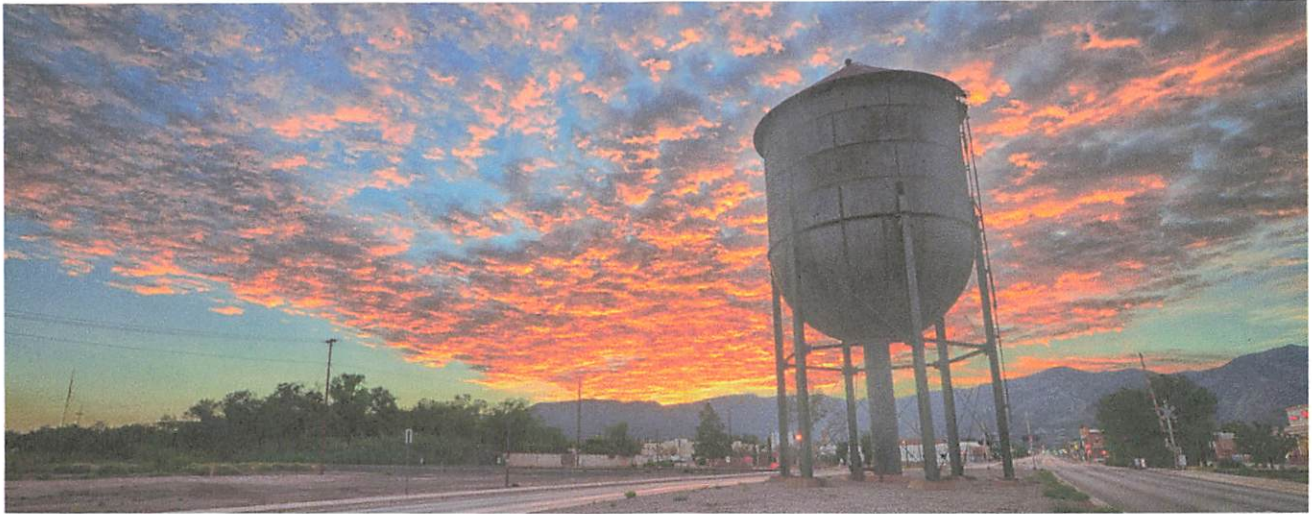
SUBSCRIBED AND SWORN TO BEFORE ME THIS 2 DAY OF Feb, 2022

MY COMMISSION EXPIRES: DEC 10, 2022

Notary Public
STATE OF NEW MEXICO
NOTARY PUBLIC
SARAH WRIGHT
COMMISSION NUMBER 1123858
EXPIRATION DATE 12-10-2022

Received in the office of the City Clerk on the 2nd day of February, 2022
at 10:36 a.m.


Rachel Hugh, CMC, City Clerk



Trevor R Eaton

DISTRICT 3 ALAMOGORDO

Please see enclosed my application to serve District 3 as an Alamogordo City Commissioner. Alamogordo has provided my family a home for 64+years. My career in finance and construction has led me to a position where I believe I have the ability to serve the Alamogordo community, as it has served my family.

Trevor Eaton

109 Sunrise Ave., Alamogordo, NM 88310

Trevor@zunielectric.com

575.430.2439

Work Experience:

Computer Technician at MDC Computers

(August 2012 – January 2013) (January 2016 – January 2017)

Reference Lucky Gonzales (575)522-7600, 2001 E Lohman Ave, Las Cruces, NM

- Software/Hardware repair
- Customer Service
- Tech Support

Electrical Apprentice at Zuni Electric Inc.

(2010-2015 Intermittently while not in other positions or education)

Reference Mark Berry VP (575)437-6514, 1001 Zuni Dr, Alamogordo, NM

- Commercial installation of electrical systems
- Training in OSHA
- Team oriented

Credit Administrator Assistant at Bank 34

(January 2017 – March 2018)

Reference Desiree Lonsinger VP (575)496-0111

- SAP Software management
- Financial reporting utilizing raw data and excel
- Management of troubled assets and troubled accounts

Credit Analyst at Bank 34

(March 2018 – June 2019)

Reference Desiree Lonsinger VP (575)496-0111

- Financial analysis of Commercial and Industrial operating companies
- Financial analysis of Commercial Real Estate including multi-family and single-family residences
- Prepared financial reports for board meetings
- Prepared end of year reporting for SEC
- Interpretation and audits of financial underwriting for troubled assets

Lead Estimator at Zuni Electric Inc.

(July 2019 to present)

Reference Bryce Eaton President (575)437-6514, 1001 Zuni Dr, Alamogordo, NM

- Design build estimating services for government and private entities
- Procurement of materials and project management
- Budget review
- Economic outlook to project and anticipate commodities pricing for electrical supplies

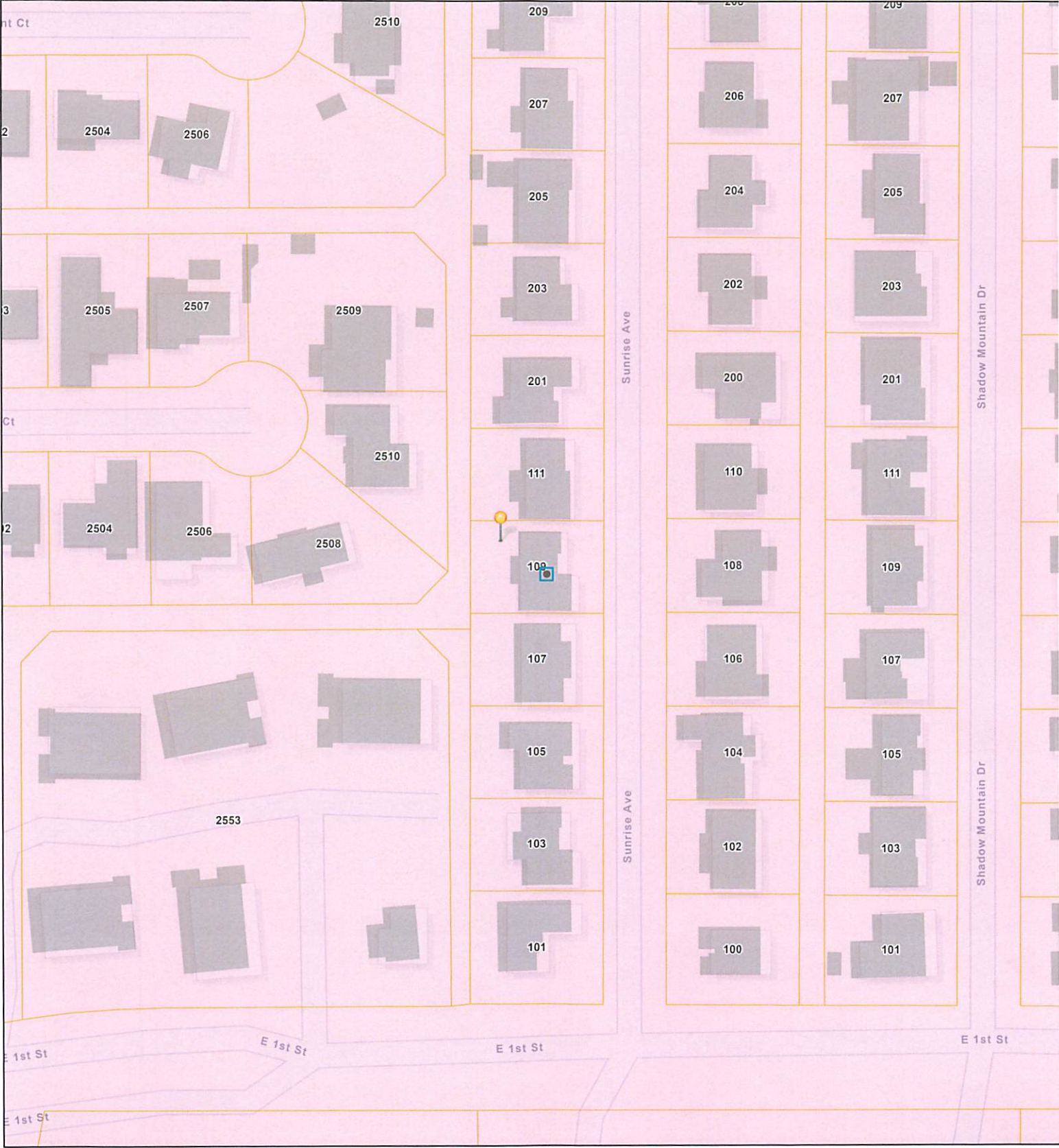
Education:

- Bachelor's degree in Finance with minor in Banking
- Competed in the 2016 Community Bank Case Study (CSBS)
- GPA 3.0

Skills:

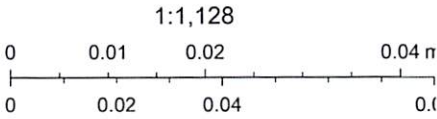
- Public speaking
- Written communication
- Financial Analysis
- Master of Microsoft Excel
- Computer/Software troubleshooting
- Accounting Information Systems

ArcGIS Web Map



2/11/2022, 4:56:50 PM

-  Structures
-  Parcels_ETJ
- Commission Districts
 -  District 3
-  Alamogordo City Limits



DISTRICT 3

STATE OF NEW MEXICO)
) ss.
COUNTY OF OTERO)

RECEIVED

FEB 07 2022

CITY CLERK

CITY OF ALAMOGORDO
DECLARATION OF CANDIDACY

I, Hull Raymond J, being first duly sworn upon my oath, do
(Candidate's Name exactly as shown on Affidavit of Registration)
hereby state for my affidavit that:

I, Hull Raymond J, hereby declare that I am a candidate for the
(Candidate's Name exactly as shown on Affidavit of Registration)
office of District 3 (Three) City Commissioner, a term to expire on December 31, 2023.

I affirm that I currently reside at 3117 Shawnee Trl, located within the City Limits of
Alamogordo, New Mexico, and within the boundaries of District 3 (One). I have been a resident of Alamogordo,
New Mexico, at the above stated address, since June of 2018.

- I affirm that my name and resident address as stated in this Declaration of Candidacy are identical to my name and resident address as stated in my affidavit of registration on file with the Otero County Clerk.
- I affirm that I am eligible and legally qualified to hold the office for which I have declared my candidacy.
- I affirm that I have not been convicted of a felony; however, if I have been convicted of a felony, I affirm that my elective franchise has been restored and that I have been granted a pardon or a certificate by the Governor restoring my full rights of citizenship.
- I affirm that I, or my authorized representative, shall personally contact the office of the City Clerk during normal business hours (8:00 a.m.-12:00 p.m. and 1:00 p.m.-5:00 p.m.) on Tuesday, February 15, 2022, to ascertain whether the City Clerk has certified my Declaration of Candidacy as valid.
- I affirm that I, or my authorized representative, can be reached at the following telephone number(s) for purposes of receiving telephone notice 5755514600 or 5053284951, or by email at handymanunlimitednm@gmail.com

I affirm that this Declaration of Candidacy is an affidavit under oath and that any false statement knowingly made herein constitutes a fourth-degree felony under the laws of New Mexico.

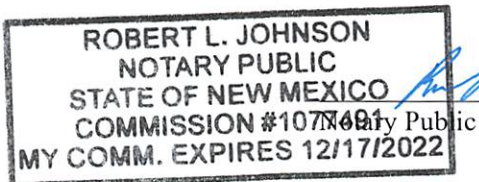


Signature of Candidate

SUBSCRIBED AND SWORN TO BEFORE ME THIS 7th DAY OF February, 20 22.

MY COMMISSION EXPIRES:

12/17/2022



Received in the office of the City Clerk on the 7th day of February, 2022
at 10:05 a.m./p.m.

Rachel Hugh
Rachel Hugh, CMC, City Clerk

RECEIVED

FEB 07 2022

CITY CLERK

State of New Mexico)
) ss.
County of Otero)

CITY OF ALAMOGORDO
DISCLOSURE STATEMENT

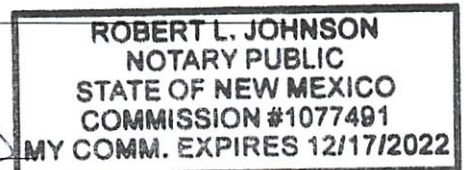
I, Hull Raymond J, candidate for the office of District 3 (Three)
City Commissioner, a term to expire on December 31, 2023, do hereby state for my affidavit that:

I, Hull Raymond J, hereby disclose the following real
property and businesses in New Mexico in which I have a financial interest:

List all real property and businesses below.

3117 Shawnee Trl.
Raytech Refrigeration H+C.
700 E 1st St Alamogordo, NM 88310.

Signature of Candidate R Hull



SUBSCRIBED AND SWORN TO BEFORE ME THIS 7th DAY OF February, 2022.

MY COMMISSION EXPIRES: 12/17/2022 Robert L. Johnson
Notary Public

Received in the office of the City Clerk on the 7th day of February, 2022
at 10:05 a.m./p.m.

Rachel Hugh
Rachel Hugh, CMC, City Clerk

Letter of Interest for Alamogordo City Commission District 3

February 4th, 2022

To: Rachel Hughs, CMC
City Clerk at City Hall
1376 E. Ninth Street
Alamogordo, NM

From: Raymond Hull
Small Business Owner
Raytech Refrigeration Heating & Cooling
700 E. 1st St Unit 793K
Alamogordo, NM

Hello Ms. Hughs,

My name is Raymond Hull, I am the owner of Raytech Refrigeration H&C here in Alamogordo and I am interested in the position for City Commissioner in District 3. I am seeking out this position because I enjoy being a leader and getting involved in my community. I am a local to Alamogordo, I have been married for almost three years and have two children enrolled in the Alamogordo school district where I was also fortunate to attend.

For the past thirteen years, I have been an active volunteer with the Otero County Youth Soccer League. I began by first coaching my own son & daughter for eight years then I became a board member. After staying with the board for five years I was elected vice president for one term and am currently the president of the league. Each season in the spring and fall I volunteer 150 hours, or more, on and off the field. I enjoy the opportunity to socialize with my fellow parents and coaches. Mostly, I look forward to allowing hundreds of local kids to play recreational soccer each year.

My work experience in the HVAC industry the last seventeen years lead me to branch out almost three years ago when I created my own business in the field. I am proud to maintain a consistent customer base only two and a half years in and I enjoy watching my business grow and change for the better. Since creating my own business it has allowed me to obtain more management and administrative skills than I had before. I believe, these experiences make me a great candidate to represent the city's interests in the future.

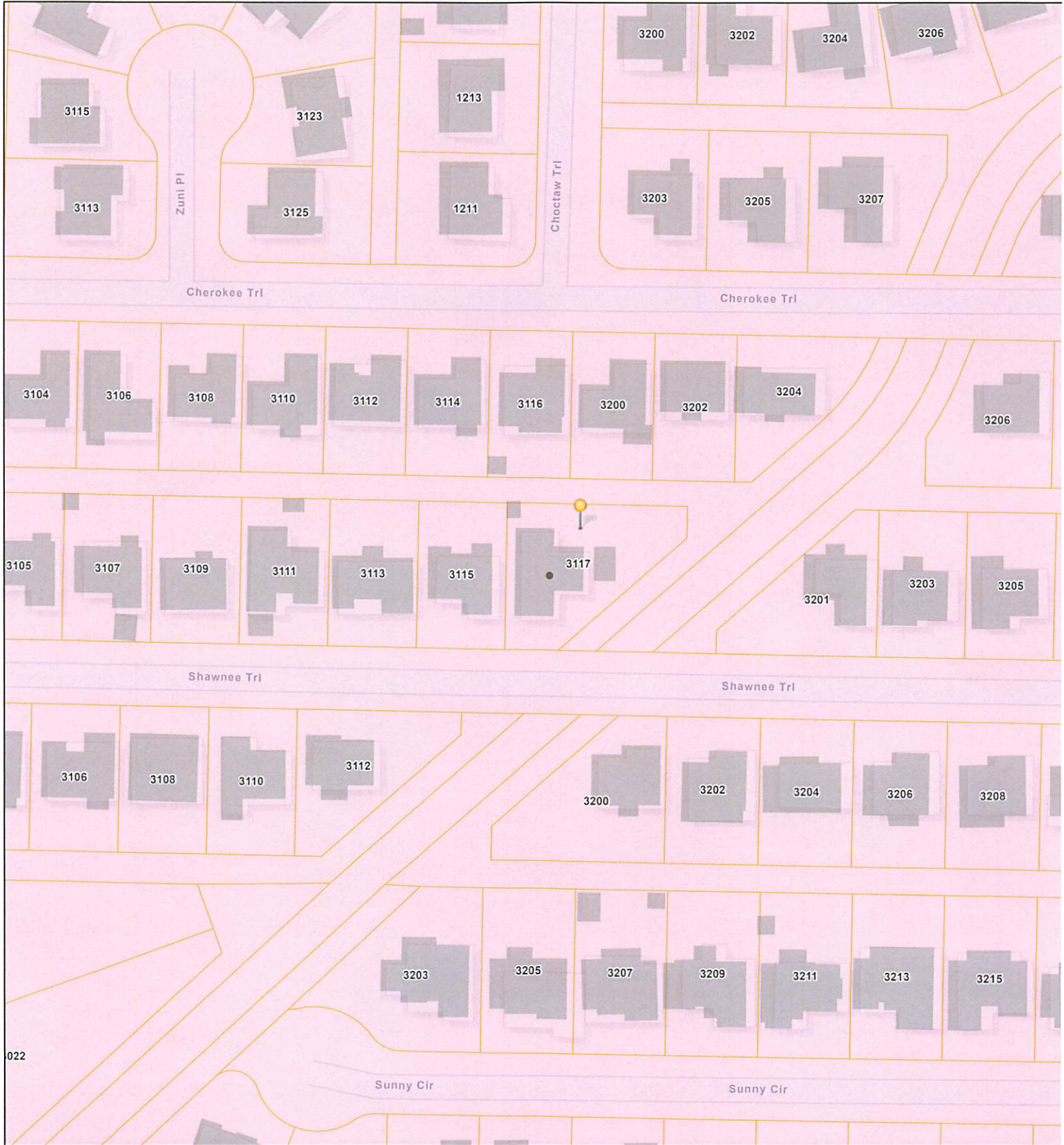
Thank you for allowing me this opportunity to serve the community in this capacity. I appreciate your time today and look forward to hearing back from you. You can reach me by telephone at (575) 551-4600 or you can email me at raytechrefrigeration@gmail.com.

Respectfully,

Raymond Hull

A handwritten signature in black ink, appearing to read 'Raymond Hull', with a long horizontal flourish extending to the right.

ArcGIS Web Map



2/11/2022, 5:04:15 PM

Structures

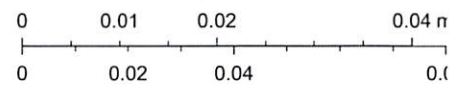
Parcels_ETJ

Commission Districts

District 3

Alamogordo City Limits

1:1,128



DISTRICT 3

STATE OF NEW MEXICO)
) ss.
COUNTY OF OTERO)

RECEIVED

JAN 19 2022

CITY CLERK

CITY OF ALAMOGORDO
DECLARATION OF CANDIDACY

I, Karl Paul Melton, being first duly sworn upon my oath, do
(Candidate's Name exactly as shown on Affidavit of Registration)
hereby state for my affidavit that:

I, Karl Paul Melton, hereby declare that I am a candidate for the
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I affirm that I currently reside at 407 Sunnyside Ave., located within the City Limits of
Alamogordo, New Mexico, and within the boundaries of District 3 (One). I have been a resident of Alamogordo,
New Mexico, at the above stated address, since March of 2021.

- I affirm that my name and resident address as stated in this Declaration of Candidacy are identical to my name and resident address as stated in my affidavit of registration on file with the Otero County Clerk.
- I affirm that I am eligible and legally qualified to hold the office for which I have declared my candidacy.
- I affirm that I have not been convicted of a felony; however, if I have been convicted of a felony, I affirm that my elective franchise has been restored and that I have been granted a pardon or a certificate by the Governor restoring my full rights of citizenship.
- I affirm that I, or my authorized representative, shall personally contact the office of the City Clerk during normal business hours (8:00 a.m.-12:00 p.m. and 1:00 p.m.-5:00 p.m.) on Tuesday, February 15, 2022, to ascertain whether the City Clerk has certified my Declaration of Candidacy as valid.
- I affirm that I, or my authorized representative, can be reached at the following telephone number(s) for purposes of receiving telephone notice 575-214-9347 or _____, or by email at KPMelt93@gmail.com.

I affirm that this Declaration of Candidacy is an affidavit under oath and that any false statement knowingly made herein constitutes a fourth-degree felony under the laws of New Mexico.

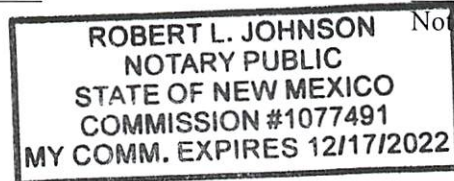


Signature of Candidate

SUBSCRIBED AND SWORN TO BEFORE ME THIS 19th DAY OF January, 20 22.

MY COMMISSION EXPIRES:

12/17/2022



[Signature]
Notary Public

Received in the office of the City Clerk on the 19th day of January, 2022
at 9:10 a.m./p.m.

[Signature]
Rachel Hugh, CMC, City Clerk

RECEIVED

JAN 19 2022

CITY CLERK

State of New Mexico)
) ss.
County of Otero)

CITY OF ALAMOGORDO
DISCLOSURE STATEMENT

I, Karl Paul Melton, candidate for the office of District 3 (Three) City Commissioner, a term to expire on December 31, 2023, do hereby state for my affidavit that:

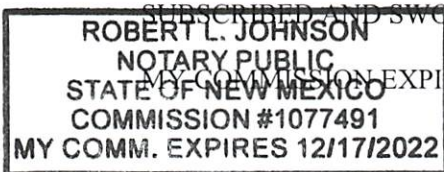
I, Karl Paul Melton, hereby disclose the following real property and businesses in New Mexico in which I have a financial interest:

List all real property and businesses below.

- 407 Sunnyside Ave (Residence)
- Conservative Compliance CFEC Reporting Consulting business registered at the address above)

Signature of Candidate

Karl Paul Melton



SUBSCRIBED AND SWORN TO BEFORE ME THIS 19th DAY OF January, 2022

ROBERT L. JOHNSON
NOTARY PUBLIC
STATE OF NEW MEXICO
COMMISSION #1077491

MY COMM. EXPIRES 12/17/2022

MY COMMISSION EXPIRES: 12/17/2022

Robert L. Johnson
Notary Public

Received in the office of the City Clerk on the 19 day of January, 2022
at 9:10 a.m./p.m.

Rachel Hugh
Rachel Hugh, CMC, City Clerk

Karl Melton

407 Sunnyside Ave, Alamogordo, NM 88310 | (575) 214-9347 | kpmelt93@gmail.com

Education

- Liberty University:** Helms School of Government – Lynchburg, VA May 2021
- Master of Public Administration in Law and Public Policy
 - 4.0 GPA; Graduate with high distinction; Lifetime member of Omega Nu Lambda and SCLA
- American University:** School of Public Affairs – Washington, DC May 2015
- Bachelor of Arts in Political Science; Minor in Law and Society
-

Recent Experience

Alamogordo Public Library – Alamogordo, NM August 2021 – Present
Alamogordo Public Library Board Member

Teaching Strategies – Remote January 2021 – Present
Public Policy Partner Success Specialist (July 2021 – Present)
Temporary Partner Success Specialist (January 2021– July 2021)

- Implement Texas Education Agency initiatives such as Texas Home Learning (THL) and Texas COVID Learning Acceleration Supports (TCLAS) to ensure clients are utilizing state-issued grants and resources.
- Manage the implementation, onboarding, and account care process of over 100 school districts and charter programs via email, phone, and live Zoom presentations to establish positive relationships and a healthy book of business.
- Develop and implement a customized action plan that addresses training, professional development, customer analytics, and customer usage for each school program by tracking data points in Salesforce, Pendo, and ChurnZero.

Ajilon Staffing Firm – Washington, DC May 2017 – November 2017; August 2020 – July 2021
Associate (Temporary Placement Assignments)

- Provided high-level administrative support for Teaching Strategies, American Health Law Association, Bernstein Management, CropLife America, and the National Association of Broadcasters.

American Academy of Otolaryngology – Alexandria, VA September 2018 – March 2020
PAC Manager

- Ensured compliance by maintaining the Cision database and preparing all FEC and lobbying reports.
- Managed all aspects of ENT PAC, including soliciting contributions, creating fundraising and member engagement campaigns, issuing disbursements, and updating the events calendar.
- Established and maintained relationships with Members of Congress, relevant Congressional offices, and committee staff by representing AAO-HNS on Capitol Hill and fundraising events.
- Developed reports, action alerts, talking points, and grassroots messages on federal legislative activity.

PAC Management Services – Alexandria, VA November 2017 – September 2018
FEC Compliance Analyst

- Prepared and filed FEC reports in FECFile and CMDI Crimson for 11 firm clients, including PACs, candidate committees, hybrid PACs, Super PACs, and SSF committees for trade associations.
-

Other Experience

The Club for Growth – Washington, DC	<i>Development Associate</i>	June 2015 – April 2017
Heritage Foundation – Washington, DC	<i>Major Gifts Planning Intern</i>	January 2015 – May 2015
Forthright Strategy – Washington, DC	<i>Direct Mail Intern</i>	August 2014- December 2014
Leadership Institute – Arlington, VA	<i>Donor Communications Intern</i>	May 2014 – August 2014

Karl Melton

407 Sunnyside Ave, Alamogordo, NM 88310 | (575) 214-9347 | kpmelt93@gmail.com

18 January 2022

Alamogordo City Commission
1376 E Ninth Street
Alamogordo, NM 88310

Dear Mayor Payne, Mayor Pro Tem Wright, and Members of the Commission,

As a proud resident of Alamogordo, I am delighted to submit this application to fill the current City Commission District 3 vacancy. I understand this process is not meant to be done casually, half-heartedly, or with any hint of self-doubt. The job of city commissioner goes far beyond bimonthly meetings, and my hope is that this application will display both my commitment to wholly fulfilling the job requirements as well as my qualifications to represent the views of the great people of District 3.

While I am likely younger than many of the other candidates, I believe I have been preparing for this role for years. In addition to completing my bachelor's degree in political science, I earned my master's in public administration from Liberty University where I graduated with high distinction after earning a 4.0 GPA. I especially value my time at Liberty University because of its "best of both worlds" approach to learning the secular scholarship of public administration mixed with Judeo-Christian biblical principles of servant leadership, covenant, inalienable rights, and limited government.

By far my favorite course during my MPA program was "Politics, Strategies, and Initiatives of Community Economic Development." This demanding course required a 20-page research paper on the economic development of a jurisdiction of my choice, and for an entire semester, I engrossed myself learning the history and conducting a SWAT analysis of economic development in Otero County. This paper is included in my application.

I currently work as a Public Policy Partner Success Specialist for Teaching Strategies, an education technology company that offers age-appropriate online and print curriculum for birth through third grade. My role involves onboarding and formulating goals with Texas public school districts who utilize our products thanks to grants from the Texas Education Agency.

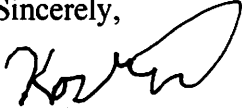
Beyond work and academics, I have made it a priority to volunteer my time for Alamogordo. I currently serve as a member for the Alamogordo Public Library Board, where I help advise the Library Manager and offer my perspective on how to increase public utilization of library services. I am also an active member of Christ Community Church and have assisted in their Roadrunner Food Bank collection.

Additionally, I have watched (either in-person or virtually) every City Commission meeting since June 2021 so that I can prepare myself on not just the procedures of the Commission, but

on how to professionally interact with the current commissioners, given everyone's unique personality and experience. I have studied my personal copy of Robert's Rules of Orders to help strengthen my procedural knowledge should the Commission approve my application to serve District 3.

It would be the honor of my life to join the Alamogordo City Commission and represent the residents of the 3rd district. I thank you in advance for reviewing my application and welcome the opportunity to present my qualifications in-person on February 22.

Sincerely,

A handwritten signature in black ink, appearing to read 'Karl Melton', with a stylized, flowing script.

Karl Melton

Otero County, NM: Economic Development Assessment

Karl P. Melton

The Helms School of Government at Liberty University

Author Note

Karl P. Melton

I have no known conflict of interest to disclose.

Correspondence concerning this article should be addressed to Karl P. Melton

Email: kmelton18@liberty.edu

Abstract

This study of Otero County, New Mexico, highlights the statistics that define the local economic situation, as well as policy, legal, and government issues, which may impact current and future economic development efforts. A SWOT Analysis is conducted to explore the various strengths, weaknesses, opportunities, and threats relevant to Otero County. Finally, the study concludes with an action plan consisting of three specific recommendations Alamogordo and Otero County can adopt to further economic development. This study, including its comprehensive overview and action plan specific to Otero County, may prove useful to public administrators, businessmen, economic development professionals, and current and potential residents of Otero County interested in helping to strengthen their community.

Keywords: Otero County, New Mexico, Alamogordo, economic development, SWOT Analysis, economic diversity, tourism development, natural parks, Main Street program

Otero County, New Mexico: Economic Development Assessment

Overview of Location

Otero County in Southern New Mexico is abundant in scenic beauty, drawing tourists by its many attractions. Some of these activities include sledding down the surreal white dunes of White Sands National Park, skiing in the mountaintop resort village of Cloudcroft, or hiking up the desert foothills of Oliver Lee Memorial State Park. Others are drawn to Otero County for work, like the multitude of military families who move to work at one of the three bases located in the County, or new scientists and astronomers who study the stars using the Sunspot Solar Observatory and Apache Point Observatory.

Encompassing all these attractions is 6,610.8 square miles of geographically diverse landscape (United States Census Bureau, n.d.-b). A network of intermittent rural communities stretches from the Sacramento Mountains, to the desert foothills, and down to the Tularosa Basin. U.S. Route 54 runs north to south, connecting the towns of Three Rivers, Tularosa, La Luz, Alamogordo, and Orogrande before reaching El Paso, Texas. U.S. Route 70 runs northeast to southwest, which allows travel to the resort town of Ruidoso in neighboring Lincoln County to the north, and Las Cruces in Doña Ana County to the south. Route 70 also cuts through the 460,000-acre Mescalero Apache Indian Reservation and the tribe-owned Casino, Inn of the Mountain Gods (Hornsby, 2001).

Otero County has a population of 65,745, of which 31,980 live in Alamogordo, the economic center of the County (United States Census Bureau, n.d.-b; United States Census Bureau, 2019). The median age among residents of the County is 35.6, with 16.7% of the population aged 65 or older. 78.4% of residents are White, followed by 6.7% American Indian and 3.6% Black. Regardless of race, 38% of residents consider themselves Hispanic or Latino.

23% speak Spanish at home, while 72% speak English only (United States Census Bureau, n.d.-b).

Otero County contains Holloman Air Force Base, White Sands Missile Range, the Naval Air Warfare Center, and even some sections of Fort Bliss (Alamogordo Chamber of Commerce, 2019). As a result, 16.9% of residents are veterans, of which 88.3% are male (United States Census Bureau, n.d.-b). This high concentration of active and former military personnel presents several benefits to economic development, which will be covered in this article's SWOT analysis.

Economic Situation

While Otero County has a bright future, several economic factors indicate the County is performing below state and national average, which could disrupt economic development. The 2018 total employment rate in Otero County was 45.9% (United States Census Bureau, n.d.-b), short of the 52.3% statewide rate, and 59.8% national rate (United States Census Bureau, n.d.-a; United States Census Bureau, n.d.-c). From 2004 to 2008, the unemployment rate hovered between 4% and 5% (New Mexico Economic Development Department, n.d.). The 2008 Recession caused unemployment to jump to a high of 8% in June 2010, and the rate did not fall back below 5% until December 2017. Unfortunately, just as the rate started to stabilize at 4.5% in December 2019, the COVID-19 pandemic hit, creating a new high of 11.9% in April 2020 (New Mexico Economic Development Department, 2020b).

According to 2012 data from the New Mexico Department of Workforce Solutions, the most common industry was accommodation and food services, accounting for 2,909 jobs, or 16.5% of all employment. Health Care and Social Assistance was close behind at 2,558 or 14.5% of jobs, followed by 2,405 public administration jobs, 2,343 retail jobs, and 1,721 educational

services jobs. The under-represented industries include 762 or 4% of jobs in professional and technical services, 184 jobs were in manufacturing, and just 112 agriculture jobs (New Mexico Economic Development Department, n.d.).

This lack of economic diversity continued in recent years. In 2018, only 0.23% of the County's GDP came from mining, oil, and gas industries, compared to 14.79% of the New Mexico GDP (New Mexico Economic Development Department, 2020a). There have been some attempts to drill oil in Otero County. In 1977, the Harvey E. Yates 1Y Bennett Ranch drilled in the Otero platform, which borders the Tularosa Basin, and is "a wide, stable area covered by Permian-age strata of the Hueco, Abo, Yeso, and San Andres formations" (Broadhead, 1998, p. 69). In about a month, they had drilled down 8,400 feet. However, the operator has not shared any details on the results of the drilling (Broadhead, 1998, p. 69).

Similarly, only 2.21% of the GDP came from professional, scientific, and technical services. However, Otero County over performs with Government and government enterprises, which comprised a staggering 59% of GDP in 2018 compared to 21.5% of New Mexico GDP (New Mexico Economic Development Department, 2020a). Together, Holloman Air Force Base and White Sands Missile Range are responsible for an annual payroll of over \$200 million and a total economic impact of over \$450 million to the local economy (Alamogordo Chamber of Commerce, n.d.).

Otero County has a poverty rate of 21.2%, which is slightly higher than the 19.5% statewide poverty rate in New Mexico and the 13.1% national poverty rate (United States Census Bureau, n.d.). The median household income is \$42,752 (United States Census Bureau, n.d.-b), lower than both the statewide median income of \$47,169 and the nationwide median income of \$61,937 (United States Census Bureau, n.d.-a; United States Census Bureau, n.d.-c). Of the

151,363 business firms and \$25,029,224,000 of annual employer payroll in New Mexico, Otero County only has 3,918 business firms (2.6% of state total) and \$380,948,000 in employer payroll (1.5% of state total). These percentages are below average even when taking into account the population of Otero County, which is 3.14% of the state total (United States Census Bureau, n.d.-a; United States Census Bureau, n.d.-b; United States Census Bureau, n.d.-c).

According to the New Mexico Economic Development Department, Otero County saw the following taxable gross receipts in Q2 of Fiscal Year 2020: \$79,947,654 in the retail trade industry, \$42,568,892 in construction, \$42,296,391 in professional, scientific, technological, and other services, \$20,167,046 in accommodation and food services, \$13,027,588 in health care, and \$12,548,798 in utilities (New Mexico Economic Development Department, 2020a). This shows a considerable reliance on the retail sector, but 2012 data suggests Otero County still underperforms in total retail sales, generating just \$567,703,000 or 2.2% of the state total (United States Census Bureau, n.d.).

SWOT Analysis

Strengths

The cost of living in Otero County is significantly cheaper, with a \$108,300 median housing value. This is considerably lower than the statewide home value of \$174,700 and the national median value of \$204,900 (United States Census Bureau, n.d.). Renting is also cheaper, with a median gross rent of \$814, compared to \$830 in New Mexico and \$1023 in the US (United States Census Bureau, n.d.).

Second, Otero County is rich in scenic beauty that provides several attractions for tourists to visit. The mountaintop resort village of Cloudcroft is a tourist favorite to hike, ski, and shop. Just outside of Alamogordo is one of the country's newest national parks, White Sands.

The collaboration between Alamogordo MainStreet and the State of New Mexico presents a unique strength for Otero County. Alamogordo MainStreet is a 501(c)(3) nonprofit organization first created in November 2014, but not fully accredited by New Mexico MainStreet and the New Mexico Economic Development Department until 2017. MainStreet programs operate differently from state to state. For instance, while Alamogordo MainStreet is an independent organization, it is also a member of New Mexico MainStreet. The process of becoming a member required an application that showed how the city would benefit from inclusion in the statewide MainStreet program. Alamogordo MainStreet also had to enter a contract with the City of Alamogordo before they officially joined the program. The terms of the contract with Alamogordo include the City sending monthly payments to Alamogordo MainStreet that total \$40,000 a year, which accounts for most of Alamogordo MainStreet's revenue, and the remainder comes from fundraising efforts. The contract would have to be renewed for Alamogordo MainStreet to stay accredited under the statewide program (C. Wilde, personal communication, June 01, 2020).

There is a comprehensive list of benefits that come from a partnership with New Mexico MainStreet. Because Alamogordo MainStreet has a contract with the City, they can utilize professional consultation services provided by the state. For instance, if a building in the historic district needs renovation, Alamogordo MainStreet can coordinate with New Mexico MainStreet to have an architect sent down to the City. Other services include grant writing assistance and having professional consultants provide training to local businesses and employees. At the end of the year, New Mexico MainStreet, which is organized under the State Economic Development Department, will send a list of all services provided throughout the year to Alamogordo MainStreet, along with a fair market value. However, the market value is just for the benefit of

tracking. Alamogordo MainStreet is not obligated to pay the state for any of the services it utilizes throughout the year, so long as they stay accredited (C. Wilde, personal communication, June 01, 2020).

In summary, for \$40,000 a year, Alamogordo gets higher property values near the redeveloped areas, a more economically strong commercial district (which naturally increases the gross receipts and tax revenue), and a sense of community pride as gathering places downtown are remodeled (C. Wilde, personal communication, June 01, 2020).

Weaknesses

Only 83.5% of Otero County residents completed high school, down slightly from the national 87.7% average (United States Census Bureau, n.d.). Making matters worse is the absence of a four-year college or university. Residents who wish to pursue higher education within the County are restricted to a single community college in Alamogordo.

Despite the positive economic impact from the various military bases, there is a downside. Military missile tests regularly shut down the most direct road to the largest nearby City of Las Cruces, which has a four-year and graduate university, on a semi-regular basis (WSMR, 2019). Thankfully, most road closures intentionally occur during the weekend and non-peak travel hours, slightly minimizing the disruption.

One of Otero County's biggest weaknesses is the overall lack of diversity in the local economy. The discrepancy between different sectors is most evident when looking at the following: Government and military presence accounted for 59% of the County's GDP in 2018, while only 0.23% was from oil and mining, and only 2.21% was from professional, scientific, and technical services. New Mexico, as a whole, saw 14.79% of its GDP come from oil and

mining, and 7.21% from professional services (New Mexico Economic Development Department, 2020a).

Opportunities

While current levels of mining and oil production remain low, there is a vast potential to drill for oil deposits in the Otero Platform, Tularosa Basin, and the Salt Basin graben in southern Otero County. According to lithologic and geophysical well logs, Tularosa Basin shows the most promise of the three. Still, much of the area is occupied by White Sands Missile Range, limiting oil exploration for the time being (King & Harder, 1985, p. 5).

As previously mentioned, 16.9% of Otero County residents are veterans. This is more than double the 7.5% figure nationwide and 9.1% statewide (United States Census Bureau, n.d.). This existing base of both former and active military personnel serves as an incentive for further Federal Government investment in the County, allowing the potential to increase the economic impact above current levels of \$450 million (Alamogordo Chamber of Commerce, n.d.).

There is also a higher rate of disabled residents, 16.8% in Otero County compared to 12.6% nationwide (United States Census Bureau, n.d.-b; United States Census Bureau, n.d.-c). This, in combination with the above-average presence of military veterans, provides an opportunity for economic development leaders to persuade businesses that are looking to hire more veterans and disabled employees to set up shop in the County.

An opportunity for economic development is the Local Economic Development Act, or LEDA, a program that collects local gross tax of 1/8th of 1% to use strictly for incentive funds that can fuel economic development (Carreon, 2019). One success story of LEDA occurred in 2019 when industrial ramp manufacturer Medlin Ramps, purchased the 30,000 square-foot vacant lot that used to be the town's old Wal-Mart and transformed it into a manufacturing hub.

Also included in the hub is a full-service travel center, truck wash, and entertainment options. While the project participation agreement between the City of Alamogordo and Medlin Ramps only calls for the creation of 45 jobs, the fact that most of these will be the highly desired manufacturing jobs signifies a positive turning point for the economic development of the City (Carreon, 2019).

The story behind the success involves the efforts of both City and State officials. In 2018, City Commissioners approved a \$2.5 million grant to bring Medlin to Alamogordo. The grant was funded by revenue from LEDA (Carreon, 2019).

The Democrat lieutenant governor worked with the Republican mayor and state senator in a cohesive, bipartisan manner (Carreon, 2019). Together, they were successful not only in attracting a new business to the rural community, but Medlin Ramps also showed their commitment to Alamogordo by creating a welding apprenticeship program at the nearby New Mexico State University, at the suggestion of the New Mexico Governor (Greater Gallup Economic Development Corporation, 2020).

While its success is only a year old, this private-public partnership will surely face various challenges. One challenge the industrial manufacturing industry is especially vulnerable to is foreign goods flooding the domestic market. While foreign trade is an obstacle to further economic development of manufacturing businesses in Alamogordo, the City already has shown it can overcome this through its tax-funded incentive grants.

Threats

The most apparent threat to Otero County is the possibility of one or more military bases closing or relocating. Even a cut to military funding by Congress could have drastic ramifications on an economy that relies so heavily on government investment.

Additionally, Otero County's proximity to the Mexican-American border creates a risk of potential spillover of crime due to drug smuggling and illegal border crossing. In response, Border Patrol has set up two checkpoints on U.S. 70 and U.S. 54 to address this, but recent events show this is not a permanent solution. In March 2019, the two checkpoints were closed as personnel were reallocated to process a surge of illegal immigrants requesting asylum after crossing the border. (Maxwell, 2019a). A month later, Otero County passed a resolution declaring a state of emergency due to increased crime and drug trafficking resulting from the border checkpoint closures, which did not reopen until August of that year (Maxwell, 2019a).

Nature itself poses a threat to economic development. Monsoon season runs from June 15 to September 30 in Otero County, resulting in property damage from flash flooding and dust storms, as well as disruptions to popular hiking and camping destinations in the summer months (Onsurez, 2020). The City of Alamogordo does offer sandbags to businesses and individuals during Monsoon season, but this does not change the fact that Alamogordo rests in a flood path of several arroyos, making the City more prone to major flooding incidents (Onsurez, 2020).

Forest fires also remain a threat, especially in the Sacramento Mountains during the dry summer months (KRWG, 2011). If not properly addressed with preventative measures, the fires pose a risk to economic development efforts with the potential to negatively impact tourism, housing developments in the foothills and mountains, and air quality.

Legal and Public Policy Issues

Forest fires in Otero County are an even greater threat when legal jurisdictional issues are considered. In July 2016, wildfires swept through the small town of Timberon, which borders the Lincoln National Forest. In just two days, the fire had burned 290 acres, destroying or damaging 67 structures, 16 vehicles, and 14 recreational vehicles (Stallings, 2016).

Following this tragedy, The Board of County Commissioners decided to clear the dry undergrowth that sparked the Timberon fire and countless other forest fires, but their efforts were soon halted by the Federal Government, citing their complete authority over National Forest land due to the Property Clause of the Constitution (Adragna, 2019, pp. 107).

The problem, according to Otero County Commissioners, is that 75% of the County is federal land, a primary reason why in 2011, the Board of County Commissioners passed Resolution Number 05-23-11/99-50, which allows the County to take preventative measures to reduce fire risk. This resolution was pursuant to NMSA 1978 § 4-36-11, a state law allowing local governments to access federal lands to clear undergrowth (Adragna, 2019, pp. 108). This led to a battle in the courts, where Otero County argued that their resolution was an acceptable exercise of authority and within the confines of the Constitution. Both the District Court and the Tenth Circuit disagreed (Adragna, 2019, pp. 119-120).

In recent years, right-to-work laws have repeatedly been a political and legal issue for the County. A right-to-work ordinance was first unanimously approved by Otero County Commissioners in April 2018, making Otero County just the 2nd county in the state to become a right-to-work jurisdiction (Devine, 2018). This ordinance made it illegal to require union membership or union dues payment as a condition of employment in Otero County, which according to the Commissioners, would result in economic growth as well as make the County more appealing to job seekers (Devine, 2018).

The ordinance, however, was short-lived, having been repealed by the Otero County Commission in August 2019. This abrupt turnaround was the result of House Bill 85, passed in the 2019 New Mexico Legislative session, which forbid local jurisdictions from adopting and enforcing local right-to-work ordinances (Maxwell, 2019). The repeal of its own ordinance was

done in protest. Otero County Commissioner Lori Bies stated, “We’re not happy with this decision but due to the current administration at the State, this is something that can be revisited later on if we have a change in leadership” (Maxwell, 2019).

Governmental Atmosphere

In its Code of Ordinances, Alamogordo has a Commission-Manager government, with eight elected non-partisan positions, including six at-large Commissioners, one Mayor, and one Municipal Judge (*Code of Ordinances*, n.d.). The current Mayor is Richard Boss, who was elected to a two-year term in March 2016 and reelected to a four-year term in March 2018 (*Richard A. Boss*, n.d.). Following his most recent victory, Boss announced his focus for the next four years would be twofold: continuing the Street Maintenance Program and making Holloman Air Force Base the permanent beddown for F-16 aircraft squadrons (Melton, 2018).

The Mayor meets twice a month with the City Commissioners to set policy. Current Commissioners include Jason Baldwin, Sharon McDonald, Susan L. Payne, Josh Rardin, Nadia Sikes, and Dusty Wright (*City Commission*, n.d.).

Brian Cesar currently serves as City Manager, an unelected position critical to economic development. In his role, Cesar acts as the chief executive officer of Alamogordo and carries out all ordinances passed by the Commission (*City Manager*, n.d.).

On the County level, policies are passed by the three-member Otero County Commission, who are elected to four-year terms. District 1, represented by Gerald Matherly, includes south-west Otero County from Chaparral to southern Alamogordo. District 2, represented by Couy Griffin, includes northern Otero County from Three Rivers to the northern outskirts of Alamogordo. District 3, represented by Lori Bies, includes southeast Otero County, stretching

from the Brokeoff Mountains Wilderness to Cloudcroft, and parts of northeast Alamogordo (*District Map*, n.d.).

The Commission is scheduled to meet 24 times during the year. However, additional meetings can be called to order (County of Otero New Mexico, n.d.). Combined, the County government leans conservative, particularly with Commissioner Couy Griffin, who is an outspoken conservative and founder of “Cowboys for Trump,” an organization that supports President Trump and believes “the liberal progressive agenda is drastically moving us away from the identifying principles that make us proud to be American” (Cowboys for Trump, n.d.).

In terms of external groups, we have already discussed Alamogordo MainStreet and its contract with the City of Alamogordo to promote economic development. Another key group is the Otero County Economic Development Council (OCEDC), led by Chair Regina Colbert and Executive Director Laurie Anderson. OCEDC “serves the citizens of Otero County by recruiting, promoting, and facilitating the creation of new industries, and assisting in the retention and expansion of existing businesses within the county” (Otero County Economic Development Council, n.d.).

The Alamogordo Chamber of Commerce, currently led by Chair Laurel Fischer and Executive Director GB Oliver, also is heavily involved in economic development. The Chamber works with and supports OCEDC in its mission to support existing businesses and attract new ones. The Chamber also advertises to encourage tourism in the area and coordinates with the Small Business Administration and the Small Business Development Center Network to provide management assistance to local businesses (Alamogordo Chamber of Commerce, n.d.).

Action Plan

Recommendation 1: Capitalize on Otero County’s Scenic Beauty

Otero County is the ideal destination for nature enthusiasts, who can explore the stunning and seemingly endless stretch of dunes in White Sands National Park, the spectacular mountain views overlooking the Tularosa Basin in the Trestle Recreation Area, and the secluded oasis of Oliver Lee Memorial State Park. Capitalizing on these and the several other natural attractions in the area can further enhance the impact of tourism on the local economy.

Sevier County, Tennessee, is a rural area that contains the famous Great Smokey Mountains National Park. In this vein, it is similar to Otero County and White Sands National Park. Sevier County has seen success in building an economic development strategy around its National Park. By 2012, it had the third-lowest unemployment rate out of Tennessee's 57 rural counties (Davidson, 2012, pp. 8). This is the result of twenty years of strategic investments, including the Smoky Mountain Lights Program, the Underground Utilities and Streetscape Utilities Project, and the Parkway widening project (ICMA, n.d.). Combined, these steps have helped the City of Gatlinburg blend in with the surrounding mountains by removing visible utility lines and replacing streetlights and sidewalks. These efforts did not go unnoticed, and in 2012, Gatlinburg was listed in Forbes Magazine as one of the prettiest towns in America (ICMA, n.d.).

Because White Sands was only just designated a National Park in December 2019, it has serious potential for a surge in popularity as America visits America's newest National Park. If there is something to take away from Sevier County's success, it is the following: investment today in the beautification of the park and the surrounding towns will pay dividends over the next several decades.

This paper also suggests that accessibility in White Sands can be improved. While the gypsum dunes stretch for 275 square miles, paved roads are limited to the eight-mile loop known

as Dunes Drive. To explore beyond this small portion would require hiking or bicycling (U.S. National Park Service, n.d.). A potential expansion of Dunes Drive will open more of the park for tourists to explore, which can lead to additional overnight stays in the County. This is easily measurable by quantifying the number of visitor tickets sold on a year-by-year basis and comparing surges in park visitation to the number of vacancies in Alamogordo hotels.

Recommendation 2: Diversify the Economy through Tax Incentives

As discussed, Otero County has a tax incentive program known as LEDA, which sets aside a small portion of gross taxes to be used as incentive funds. LEDA has already resulted in successes, from the previously mentioned Medlin Ramps to other projects. However, this paper recommends additional incentive options to give other options to companies who could potentially diversify the local economy, including options specific to expanding the currently under-represented manufacturing industry in Otero County.

From 2000 to 2005, Virginia offered 50 different economic development incentives, 40 of which available or exclusive to manufacturing companies (Shuai, 2015, pp. 41). These include the Virginia Leader in Export Trade (VALET) program, Virginia Investment Partnership Fund, the Major Eligible Employer Fund, and other training, infrastructure, and financial incentives, totaling \$9.5 billion in investments and creating 48,054 manufacturing jobs (Shuai, 2015, pp. 42-43).

South Carolina provides a clear illustration of how “the highest payoffs from business-attraction efforts come from projects that are part of a more holistic strategy to boost growth within certain economic sectors or to address areas in which investment otherwise wouldn’t happen” (Gonzales et al., 2019, pp. 7). In 1992, South Carolina put together a \$100,000 incentive package that included nonfinancial incentives to get BMW to build an automobile plant in

Spartanburg, its first outside of Germany. In addition, South Carolina set up an employment training program and invested another \$40 million to extend the runway at the nearest airport. All told, this investment has provided an anchor in the economy. In 25 years, BMW invested \$9 billion in the local economy and grew to employ 9,000 workers in Spartanburg (Gonzales et al., 2019, pp. 7).

South Carolina was also victorious in 2009 when it secured a \$750 million Boeing Plant by offering a \$900 million incentive package, resulting in Boeing choosing the South Carolina location over the alternative proposal from Boise, which would have been closer to the company's Seattle headquarters (Clemmitt, 2012, pp. 209-210). This dynamic proves that, "when it comes down to two or more equally satisfactory sites, a superior incentive package and 'red carpet treatment' can clinch a deal" (Clemmitt, 2012, pp. 210). Estimations from 2010 determined that the Boeing move will add \$6.1 billion each year to South Carolina's economy (Brock, 2010). Since then, Boeing has only expanded its presence in the state. In 2014, the Boeing campus grew to include a new Boeing Research & Technology Center (Hamilton, 2019).

There are various lessons Otero County can adopt in its attempts to diversify the economy with new manufacturing jobs. First, as South Carolina demonstrates, incentive packages do work, even when more desirable locations for company expansion exist. Also, once a company has settled in the jurisdiction, there is potential for even more expansion as Boeing did in their Charleston campus. Second, the study of Virginia's 50 economic development incentives goes to show that formulating more than one option to attract outside businesses is desirable. The more incentives a jurisdiction can offer, the more likely it is that one of the incentives is perfectly suited for a particular company. While Otero County's LEDA program has shown success, community leaders should hesitate before putting all their economic

development eggs in this one basket, so to speak. If this strategy is to be employed, this paper recommends that each proposal, along with the incentive package used in the proposal, are recorded, tracked and analyzed so that one can retroactively look back and rank the incentive packages from most effective to least effective. After an extensive trial period, Alamogordo and Otero County can continue or expand the incentives proven most popular, and discontinue those potential new businesses found underwhelming.

Recommendation 3: Expand Alamogordo MainStreet

Once progress has been made developing White Sands and creating new incentive packages for manufacturing businesses, the contract between Alamogordo and Alamogordo MainStreet could be close to expiring. While the current contract is mutually beneficial for all parties involved, it is not permanent, and currently only allocates \$40,000 a year to Alamogordo MainStreet, enough to pay for one full-time staff member, and to operate in a limited jurisdiction of 10.5 blocks, which contain 82 businesses (C. Wilde, personal communication, June 01, 2020). This has resulted in Alamogordo MainStreet having to turn away businesses seeking assistance that operate outside of their jurisdiction. However, despite its small scale, Alamogordo MainStreet estimates that for every \$10 invested in their program, they create a return of \$90 to the community (C. Wilde, personal communication, June 01, 2020).

When the current contract expires, this paper recommends that Alamogordo expand its relationship with Alamogordo MainStreet by paying more into the program, which can produce even more of a return by expanding the zone Alamogordo MainStreet operates in and the amount of staff it can afford. The only caveat to expansion is the need to not overuse state-provided contractors from out-of-town in new revitalization, construction, and remodeling projects, as community support for the program may waver if local individuals and businesses feel they are

being blocked from contracting opportunities. If such a mindset became a burden to the City, or if the return on investment dips considerably below the current \$9 for every \$1 ratio, Alamogordo can consider reverting to the \$40,000/year contract when the new contract ends.

Other jurisdictions have seen success after expanding their respective Main Street programs. According to the US Department of Housing and Urban Development, the average rate of return is \$26 in new investment for every \$1 spent supporting Main Street programs, and a cumulative total of 614,716 jobs created nationwide from 1980 to 2017 (Smith, 2008, pp. 92; McMahon, n.d.).

The City of Boston allocates \$1.8 million annually to their Main Street program, and from 2015 to 2016, Boston saw \$7.3 million in additional tax revenue, resulting in a net fiscal gain of \$5,472,000 from additional tax revenue alone (Main Street America, n.d.).

Oakland County in Michigan saw success as well with its Main Street program, reporting \$53 million invested in 2012, a dramatic increase of the \$23 million invested in 2011 (Halcom, 2013, pp. 6). These investments directly benefited the 12 communities within Oakland County the program served in. This structure of a county-level Main Street program with designated communities could serve as a potential model for Alamogordo MainStreet should they receive enough funding to operate outside in other Otero County towns, with La Luz, Cloudcroft, and Tularosa being potential expansion points.

Conclusion

Many of the threats facing Otero County's economic development are external forces the County cannot control. As previously discussed, the County was helpless when the two Border Patrol checkpoints were shut down for over five months, or when the County was sued for using preventative fire measures in National Forest land in the Sacramento Mountains, an area prone to

wildfires. Potential solutions meant to enhance economic development have to be ruled out as well, such as Otero County's right-to-work ordinance, which was struck down after the State Legislature passed a bill invalidating it. Taxes, other than sales tax which the Alamogordo City Council voted to raise earlier this year to 8.125% (Maxwell, 2020), are largely a nonstarter due to the conservative leaning of constituents, County Commissioners, and City Commissioners, who generally prefer fiscally conservative solutions to economic development.

This leaves Otero County in a position with looming threats, vulnerable weaknesses, but also clear strengths and opportunities. This paper recommends that Alamogordo and Otero County first develop the area in and around White Sands National Park, second, offer new and greater incentive packages to attract manufacturing businesses and diversify the local economy, and third, expand the Alamogordo MainStreet program before the current contract expires. Taken together, these recommendations offer a comprehensive starting point to patch up weaknesses, address threats, and take advantage of current strengths and future opportunities.

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[com.ezproxy.liberty.edu/ps/i.do?p=ITOF&u=vic_liberty&id=GALE%7CA306973328&v=2.1&it=r&sid=summon](https://go-gale-com.ezproxy.liberty.edu/ps/i.do?p=ITOF&u=vic_liberty&id=GALE%7CA306973328&v=2.1&it=r&sid=summon)

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ArcGIS Web Map



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Structures

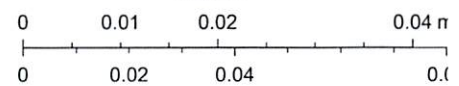
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Commission Districts

District 3

Alamoogordo City Limits

1:1,128



DISTRICT 3

STATE OF NEW MEXICO)
) ss.
COUNTY OF OTERO)

RECEIVED

FEB 11 2022

CITY CLERK

CITY OF ALAMOGORDO
DECLARATION OF CANDIDACY

I, James Ryan Squires, being first duly sworn upon my oath, do
(Candidate's Name exactly as shown on Affidavit of Registration)
hereby state for my affidavit that:

I, James Ryan Squires, hereby declare that I am a candidate for the
(Candidate's Name exactly as shown on Affidavit of Registration)
office of District 3 (Three) City Commissioner, a term to expire on December 31, 2023.

I affirm that I currently reside at 1302 Juniper Dr, located within the City Limits of
Alamogordo, New Mexico, and within the boundaries of District 3 (One). I have been a resident of Alamogordo,
New Mexico, at the above stated address, since February of 2020.

- I affirm that my name and resident address as stated in this Declaration of Candidacy are identical to my name and resident address as stated in my affidavit of registration on file with the Otero County Clerk.
- I affirm that I am eligible and legally qualified to hold the office for which I have declared my candidacy.
- I affirm that I have not been convicted of a felony; however, if I have been convicted of a felony, I affirm that my elective franchise has been restored and that I have been granted a pardon or a certificate by the Governor restoring my full rights of citizenship.
- I affirm that I, or my authorized representative, shall personally contact the office of the City Clerk during normal business hours (8:00 a.m.-12:00 p.m. and 1:00 p.m.-5:00 p.m.) on Tuesday, February 15, 2022, to ascertain whether the City Clerk has certified my Declaration of Candidacy as valid.
- I affirm that I, or my authorized representative, can be reached at the following telephone number(s) for purposes of receiving telephone notice 575-415-5717 or _____, or by email at James.Squires11@gmail.com.

I affirm that this Declaration of Candidacy is an affidavit under oath and that any false statement knowingly made herein constitutes a fourth-degree felony under the laws of New Mexico.

James Squires
Signature of Candidate

SUBSCRIBED AND SWORN TO BEFORE ME THIS 11th DAY OF February, 20 22.

MY COMMISSION EXPIRES:

12/17/2022

ROBERT L. JOHNSON
NOTARY PUBLIC
STATE OF NEW MEXICO
COMMISSION #1077491
MY COMM. EXPIRES 12/17/2022

Notary Public

Received in the office of the City Clerk on the 11th day of February, 2022
at 2:25 a.m./p.m.

Rachel Hugh
Rachel Hugh, CMC, City Clerk

RECEIVED

FEB 11 2022

CITY CLERK

State of New Mexico)
) ss.
County of Otero)

CITY OF ALAMOGORDO
DISCLOSURE STATEMENT

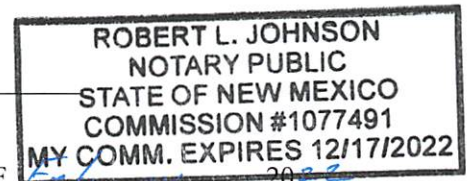
I, James Ryan Squire, candidate for the office of District 3 (Three)
City Commissioner, a term to expire on December 31, 2023, do hereby state for my affidavit that:

I, James Ryan Squire, hereby disclose the following real
property and businesses in New Mexico in which I have a financial interest:

List all real property and businesses below.

1302 Juniper Dr Alamogordo NM 88310
Squire Studio

Signature of Candidate James Ryan Squire



SUBSCRIBED AND SWORN TO BEFORE ME THIS 11th DAY OF February, 2022

MY COMMISSION EXPIRES: 12/17/2022 Robert L. Johnson
Notary Public

Received in the office of the City Clerk on the 11th day of February, 2022
at 2:25 a.m./p.m.
Rachel Hughes
Rachel Hugh, CMC, City Clerk

Mayor, Commissioners.

Thank you all for the opportunity to interview for the position as the commissioner of district 3. This is truly an incredible opportunity to serve my community and I do not take that lightly.

My wife, children and I moved here about four years ago from Dallas-Ft Worth with the Air Force, and we quickly fell in love with the area and the people. From friendly, well run businesses; to parks and educational/entertaining activities for our children such as the space museum and the zoo Alamogordo had what we were looking for. So we bought our first house and got plugged into the city. Volunteering and starting a business. Investing in local institutions such as the farmers markets, supporting local business and individuals. This is where we want to be, this is where we want our children to grow up. So I'm invested in the present and the future of Alamogordo.

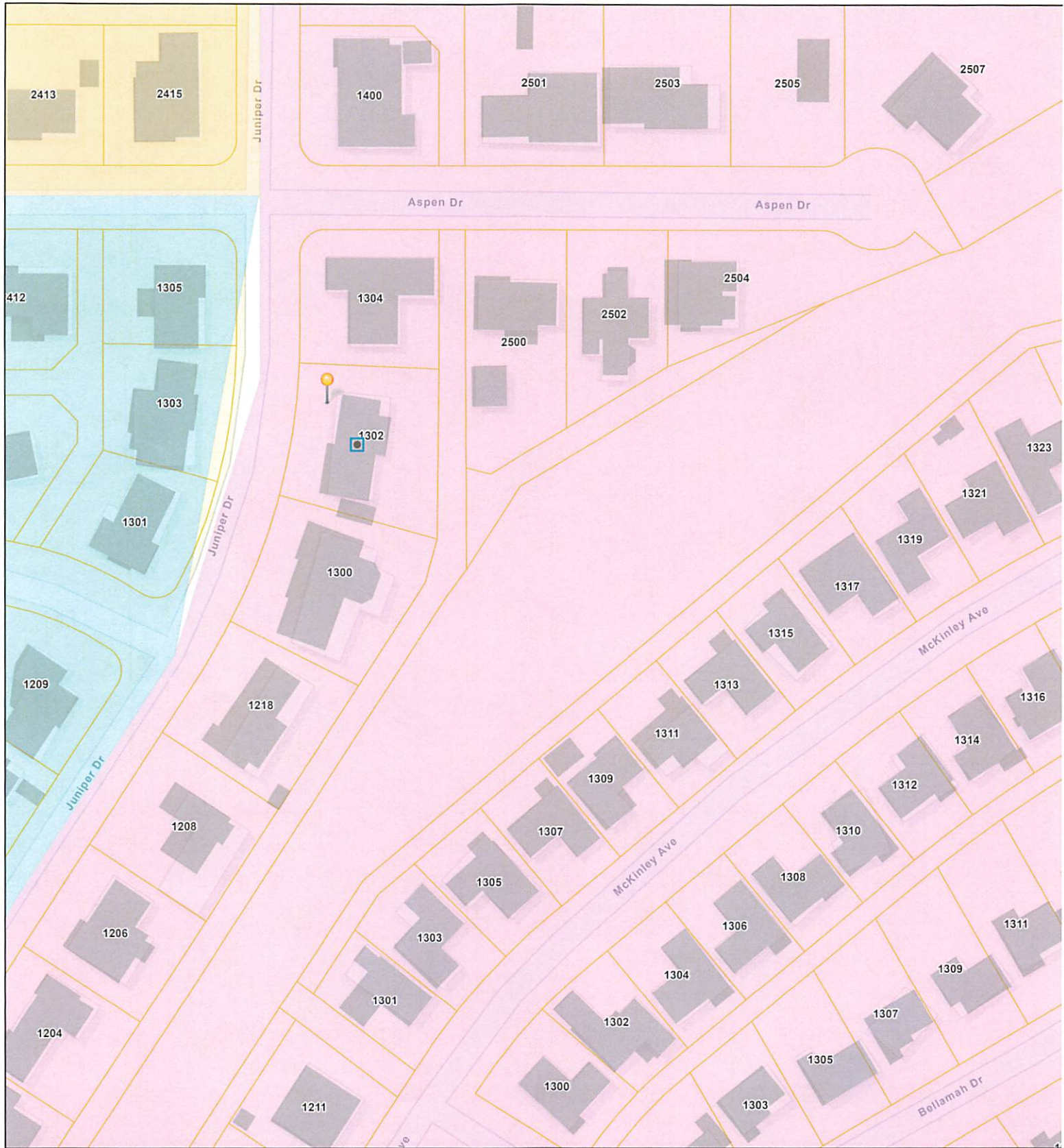
There's a lot to love about Alamo, but much like everywhere else there's still room for improvement. I want to partner with you all, and the rest of the people of Alamogordo to continue to improve and invest in the future of this city. Creating a place of greater opportunity, economic growth, and quality of living.

As to myself and why I believe I would be an excellent candidate for commissioner, service to my community has always been important to me. It's why I was grateful for the opportunity to enlist in the Air Force. I believe in building up and sowing into the local community, that's why we shop local, why I'm utilizing my GI Bill at NMSUA, and why I teach my children about helping their neighbors who are less fortunate.

I look forward to partnering with you all as we continue to grow and move forward as a city and community.

Thank you,
James Squyres

ArcGIS Web Map



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Structures

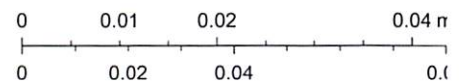
Parcels_ETJ

Commission Districts

District 1

District 3

1:1,128



AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 2.

Submitted By:

Subject: Presentation on acquisition and renovation of the Maryland (Dudley) School located at 523 Maryland. *(Joe Lewandowski)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation:

Background:



City of Alamogordo City Commission Meeting
AGENDA REQUEST FORM

Today's Date: 1-19-2022

Request Date
of Meeting:

February 8, 2022

Name and Title:

Joe Lewandowski (TBHS)

Address:

1102 24th Street

Alamogordo, NM 88310 ZIP 88310

Phone Number:

(575) 430-8989

E-Mail Address:

opconsultants@yahoo.com

Item requested will be for Information only

Brief description of topic to be discussed:

Please attach one original of any documents pertaining to the topic -

We do not allow handouts at the meeting

Presentation - Acquisition and Renovation the
Maryland (Dudley) School located at 523 Maryland
Avenue. I will provide a presentation (PowerPoint)
on the need to acquire this property. I understand
your office needs presentation info by cutoff date 2-1-2022.
I will provide.

Signature: Joe Lewandowski

Please return to:

Rachel Hughs, CMC, City Clerk
City of Alamogordo
1376 E. 9th Street
Alamogordo, NM 88310

Phone: (575) 439-4100

Fax: (575) 439-4396

E-mail: rhughs@ci.alamogordo.nm.us

MARYLAND SCHOOL

(KNOWN AS DUDLEY SCHOOL)



Maryland School - early 1900
(later renamed in honor of Mrs. Dudley)



Josephine Dudley
with her
daughters

DUDLEY TODAY



**East, North and
West views of
the school.**

THE BIG CONCERN

- **Notice the roof line----**

Yes, the adobe has eroded, but the roof line is straight. Held up by beams not adobe.

- **Notice the foundation---**

Like the Plaza, this building has a concrete foundation, not adobe on the ground. No foundation issues of any concern.



THE PLAN & THE NEED

**TBHS COORDINATING WITH THE CITY
WOULD RESTORE THE BUILDING
TO BE UTILIZED:**

- * ONE ROOM – DISPLAY – “THE FAMILIES OF DUDLEY”**
- * ANOTHER - HISTORY OF EDUCATION IN THE BASIN.**
- * ANOTHER - HISPANIC CULTURAL & HISTORY**
- * SMALL / LARGE MEETING ROOMS FOR EVENTS**
- * OUTSIDE – NORTH END - NEIGHBORHOOD PARK**
- * OUTSIDE – SOUTH END - OFF STREET PARKING**

COMPLETE RENOVATION & SET UP BUDGET

Not all amounts are
cash, much of this is
in-house
services/personnel
and volunteers.

DESCRIPTION	BUDGET	CITY	TBHS	OTHER
Planning/Oversight				
Administrative/Historical	9,600.00	9,900.00	9,600.00	-
Preservation Plan	11,251.20	-	-	11,251.20
Architectural Inspection	1,600.00	-	-	1,600.00
Construction Specs./Drawings	35,854.40	-	-	35,854.40
Sub-total	68,205.60	9,900.00	9,600.00	48,705.60
Construction Phase				
Property Acquisition	80,000.00	80,000.00	-	-
Demolition/Disposal	35,000.00	5,000.00	30,000.00	-
Structural/Foundation	20,000.00	20,000.00	-	-
South Exterior Wall Repair	25,000.00	25,000.00	-	-
Windows/Doors/Weather-proof	25,000.00	25,000.00	-	-
Roof Replacement	60,000.00	60,000.00	-	-
HVAC Installation	50,000.00	50,000.00	-	-
Hazardous Materials Abatement	5,000.00	5,000.00	-	-
Electrical Upgrades	20,000.00	20,000.00	-	-
Water/Sewer Upgrades	10,000.00	10,000.00	-	-
Gas Utility Upgrades	5,000.00	5,000.00	-	-
Internal Walls/Flooring	24,000.00	12,000.00	12,000.00	-
Exterior Repairs/Painting	15,000.00	10,000.00	5,000.00	-
Park/Landscaping Development	10,000.00	7,000.00	3,000.00	-
Fencing/Signage/Security	15,000.00	15,000.00	-	-
Parking Lot Surfacing	50,000.00	50,000.00	-	-
Interior Set-up/Fixtures/Furniture	20,000.00	15,000.00	5,000.00	-
Historical Displays/Exhibits	20,000.00	-	20,000.00	-
Sub-total	489,000.00	414,000.00	75,000.00	-
TOTAL PROJECT COST	557,205.60	423,900.00	84,600.00	48,705.60

IMMEDIATE RENOVATION & SET UP BUDGET

Not all amounts are
cash, much of this is
in-house
services/personnel
and volunteers.

DESCRIPTION	BUDGET	SECURE	COMMENTS
Planning/Oversight			
Administrative/Historical	9,600	2,000	Oversight
Preservation Plan	11,251	-	Applied for grants
Architectural Inspection	1,600	1,600	Inspect to determine needs
Construction Specs./Drawings	35,854	-	Applied for grants
Sub-total	68,205	4,600	
Construction Phase			
Property Acquisition	80,000	80,000	Purchase from current owner
Demolition/Disposal	35,000	5,000	Areas needing repair now
Structural/Foundation	20,000	5,000	Minor repairs
South Exterior Wall Repair	25,000	25,000	Need to complete
Windows/Doors/Weather-proof	25,000	5,000	Replace broken glass/doors
Roof Replacement	60,000	10,000	Repairs only to roof
HVAC Installation	50,000	-	Not at this time
Hazardous Materials Abatement	5,000	5,000	May not be needed
Electrical Upgrades	20,000	5,000	Inspection/Minor repairs
Water/Sewer Upgrades	10,000	2,000	Inspection/Minor repairs
Gas Utility Upgrades	5,000	1,000	Inspection/Minor repairs
Internal Walls/Flooring	24,000	5,000	Minor repairs
Exterior Repairs/Painting	15,000	5,000	Minor repairs
Park/Landscaping Development	10,000	3,000	Minimal landscaping
Fencing/Signage/Security	15,000	3,000	For safety only at this time
Parking Lot Surfacing	50,000	5,000	Grade and gravel a portion
Interior Set-up/Fixtures/Furniture	20,000	-	Not at this time
Historical Displays/Exhibits	20,000	-	Not at this time
Sub-total	489,000	164,000	
TOTAL PROJECT COST	557,205	168,600	

CHILDREN OF THE DUDLEY SCHOOL



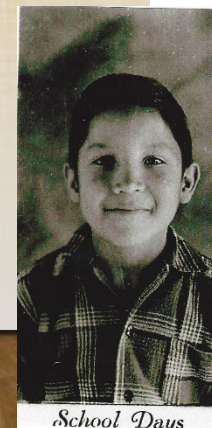
Katherine Davalos Ortega



Gustavo (Gus) Najera



Zeke Castro



**It's not about the
buildings or artifacts.....**

**It's truly about the people
then and now....**

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 3.

Submitted By: Rachel Hughs

Subject: Approve the minutes for the February 8, 2022 Regular meeting. *(Rachel Hughs, City Clerk)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Approve the minutes.

Background: This is required by the Open Meetings Act.

**CITY OF ALAMOGORDO, NEW MEXICO
CITY COMMISSION REGULAR MEETING MINUTES
6:30 P.M., COMMISSION CHAMBERS
February 8, 2022**

**SUSAN PAYNE, MAYOR
SHARON McDONALD, COMMISSIONER
JOSH RARDIN, COMMISSIONER
STEPHEN BURNETT, COMMISSIONER
NICHOLAS PAUL, COMMISSIONER**

**DUSTY WRIGHT, MAYOR PRO-TEM
VACANT, COMMISSIONER
BRIAN CESAR, CITY MANAGER
PETRIA BENGOCHEA, CITY ATTORNEY
DYLAN ALESHIRE, DEPUTY CITY CLERK**

CALL TO ORDER / ROLL CALL / INVOCATION / PLEDGE OF ALLEGIANCE

Mayor Payne called the meeting to order at 6:30 p.m. Roll Call was taken by the Deputy City Clerk. Commissioner Burnett joined by phone. Deputy City Clerk Aleshire announced there was a quorum present. Invocation was given by Pastor Jeff Sowers and the Pledge of Allegiance was led by Commissioner Sharon McDonald.

APPROVAL OF AGENDA

**Commissioner Rardin moved to approve the agenda.
Commissioner McDonald seconded the motion.
Motion carried with a vote of 6-0-0.**

PUBLIC COMMENT

Michael Gallegos said he was concerned about a light installed on Ridge Crest and 10th Street. It is not on the corner, but in the alley, and Mr. Gallegos lives in the second house over. Behind his house there is a car wash that lights up that whole area. This new light was installed around the 14th of January and lights up his backyard like daylight. He stated that he could read the newspaper in his backyard at two in the morning. He looked up light pollution and read that light pollution may constitute a legal nuisance; a nuisance is a type of conduct that disturbs a neighbor's use or enjoyment of property. He said he could bring a lawsuit, but he would not. The light does not face the street, it faces the alley, which in turn faces the backyard. His wife and he enjoyed chimney fires, sitting and relaxing in their backyard, but they can't do that when there is daylight outside. It is not needed for security for that area as the car wash does that. He would like the light either turned off or at least aimed to the street like a streetlight is supposed to be. Mayor Susan Payne thanked Mr. Gallegos.

City Manager Cesar said that Finance Director Huff would take Mr. Gallego's information, as this was the first they were hearing about it. He said this was going to depend on how that light was installed; the City through PNM pays for the street lighting, but any property owner can have a light installed and they will be responsible for the payment. He stated Mr. Gallegos said it was in alleyway, and Mr. Gallegos responded that this was a streetlight. City Manager Cesar continued that he would have one of the city staff members contact him, then they would go out and see where the light is pointed and try to get it resolved for him. Mr. Gallegos said he appreciated that and thank you.

CITY MANAGER'S REPORT

City Manager Cesar made the following remarks:

1. Next week the majority of staff and he will be somewhat unavailable for the first review of proposed budgets by departments for the upcoming fiscal year.
2. The City Commission approved through the HR Department to contract with Municipal Solutions; they were going over and doing a salary study comparing the city of Alamogordo to like-sized

communities and communities that influence our hiring in this area. They were also looking at the way we grade positions, what grades they fall into, and then benefits that the City of Alamogordo offers employees compared to communities that we have to compete with. By Thursday of this week, we will have the draft report, and over the next couple of weeks we will be working with them to get that finalized. At the end of the month, we will have the final report which will be provided to Commission. He said that wished to have this earlier, but it took a little bit longer for them and this was fine as we want a quality product. In the proposed budget that will be going to Commission in the next couple of months, dependent upon the outcome of this study, plan to have this incorporated into the proposed budget. There are a number of areas in the City right now, such as Water, Wastewater, and the Police Department where we are facing some critical shortages. He knew that the police officers that are on the street are pulling in a lot of overtime and this has led to burnout; we have already lost a number of officers. We are having the same issues are in Water and Wastewater. Dependent on how that comes back in, without having the dollar figures in front of him, he can't say that we are going to propose to have it implemented in one fiscal year, it may be multiple fiscal years. We may be coming back to the Commission prior to the budget hearing to implement in some of the areas a little bit earlier, especially the Police Department, Water, Wastewater, and other critical areas where we need those employees.

Mayor Susan Payne said we are all very mindful of the Police Department and we appreciate all they do. It is on her mind all the time because it is such a critical area.

REMARKS AND INQUIRIES BY THE CITY COMMISSION

Mayor Payne made the following remarks:

Last week she had the unique opportunity to do a ride along to serve administrative search warrants on some alleged dilapidated homes. Several were in Commissioner McDonald's district, and it was pretty nasty. Pictures were on her Facebook page and the City Attorney's Facebook page. She really wanted to emphasize the amount of personnel it takes to serve these search warrants. It is not a simple process, there were a lot of hands involved from Police Officers, Fire Department, Code Enforcement, the City Attorney Bengoechea, the City Manager Cesar, Utility Construction Manager Burnis Davis; about fifteen City Employees just to serve these. They served four and Mayor Payne said it was not an easy process and even worse was having to go into these homes. She will be wearing flats next time. We should really give a shoutout as our officers have to go in first and clear the house, and Lord knows what you are going to see in there. She wore a mask and would not go in without one because it was really that bad. She said that was four more with many more to come as we try to get our City cleaned up; thank you to everybody and it was a learning experience for her.

CONSENT AGENDA

- 1. Approve the minutes for the January 25, 2022, Regular meeting. (Rachel Hughs, City Clerk)**
- 2. Consider, and act upon, adoption and final publication of Ordinance 1644 amending Chapter 29, Section 01-090 of the Alamogordo Code of Ordinances regarding the regulation of special events. (Petria Bengoechea, City Attorney) (Roll Call Vote Required)**
- 3. Consider, and act upon, awarding Charlie Lee Solar, LLC a land lease at 501 Lavelle Rd, Alamogordo, NM 88310 for purposes of a solar field. (Petria Bengoechea, City Attorney)**
- 4. Consider, and act upon, the award of IFB 2021-01 1" Base Course to Aggregate Technologies, LLC in the estimated amount of \$84,183.00. (David Nunnelley, Utilities Director)**

5. Consider, and act upon, accepting the NM State Library American Rescue Plan Act (ARPA) grant agreement in the amount of \$17,828.00 for the Alamogordo Public Library for FY2022. (Kim Underwood, Library Manager & Veronica Ortega, Director of Community Services)

6. Consider, and act upon, approving the award of RFP 2022-001 On-Call Utility Services to General Hydronics Utilities LLC. (David Nunnelley, Utilities Director)

7. Consider, and act upon, Resolution 2022-09 requesting written approval from the Local Government Division of the Department of Finance and Administration, State of NM for the revised budget numbers computed as of February 8, 2022. (Evelyn Huff, Finance Director) (Roll Call Vote Required)

**City Attorney Bengoechea pulled item 3 off the Consent Agenda.
Mayor Pro-Tem Wright pulled item 6 off the Consent Agenda.**

Commissioner Rardin moved to approve the Consent Agenda as amended.

Commissioner Paul seconded the motion.

Roll Call Vote was taken.

Motion carried with a vote of 6-0-0.

ITEMS REMOVED FROM CONSENT AGENDA

3. Consider, and act upon, awarding Charlie Lee Solar, LLC a land lease at 501 Lavelle Rd, Alamogordo, NM 88310 for purposes of a solar field. (Petria Bengoechea, City Attorney)

City Attorney Bengoechea stated that the reason she pulled this off was an address issue; we had several properties that were 501 Lavelle Road including the Desalination Plant. We just realized that after the Agenda was closed, so this needs to be modified. Instead of 501 Lavelle Road it should be 243 Charlie Lee Memorial Relief Route in Alamogordo. If any motion is made, either way she would just ask that we do it with that amendment.

Commissioner McDonald stated she had questions about the lease. Does the City of Alamogordo receive any benefits because the panels are going to be on the land, will that decrease the amount of electricity, or does that go to PNM. City Attorney Bengoechea responded that the city itself, as an entity, won't see any benefit other than the monetary benefit we get from leasing the land.

Commissioner McDonald asked that, if for instance, if we have a month of cloud weather, does the City have to pay this company money for not having any solar energy. City Attorney Bengoechea responded that no ma'am, the only way that we are involved is that we are leasing them the land. We can't control the sun and this document doesn't require that the sun shine x number of days, that is a risk that this company is taking by putting their panels here. The only thing that they require is access to the property and the ability to put the panels on the property itself.

Commissioner McDonald wanted to know if there was any Acts of God, damage, or anything like that, if they would occur on the land, would that be something that the City would be taking care of. City Attorney Bengoechea responded that the only thing we are liable for is negligent acts of our employees or of the City itself. As an example, if City Manager Cesar went out there in his city vehicle during business hours as the City Manager and smashed some solar panels, the City would be liable for that. He would never do that, but other than that; if a tornado hits, or a thunderstorm, or a lightning strike, that is nothing that the City would be held responsible for, only negligent acts of the City. We are not responsible for securing the site either, so if John Q. Public went out and did something terrible to their

property, we would respond with charges if we knew who it was, but we are not responsible for that. The only thing we are providing is the land and the ability to put things on the land.

Commissioner McDonald asked if there was a timeframe on the construction period because that determines what type of money the City will receive. City Attorney Bengoechea responded that there was no cap on how long the construction will take, and that is something that we have discussed. Given supply shortages right now, they weren't comfortable putting a cap on that, but they have assured us that they profit by having panels on the land. So, they want to get their panels up and running as fast as possible as this behooves them, there is just some concern if they can get everything they need to make it happen. We all know the supply chain shortages that this entire country is facing currently.

Commissioner Rardin moved to approve item 3 with the amendment of address being changed from 501 Lavelle Rd. to 243 Charlie Lee Memorial Relief Route.

Mayor Pro-Tem Wright seconded the motion.

Motion carried with a vote of 6-0-0.

6. Consider, and act upon, approving the award of RFP 2022-001 On-Call Utility Services to General Hydronics Utilities LLC. (David Nunnelley, Utilities Director)

Mayor Pro-Tem Wright stated that the reason he wanted to pull this was that it was a sister company of his; he had no financial ties but would abstain from voting tonight.

Commissioner Rardin asked if this was the only responsive bid that we had. City Manager Cesar responded yes.

Commissioner Rardin moved to approve.

Commissioner McDonald seconded the motion.

Motion carried with a vote of 5-0-1. Mayor Pro-Tem Wright abstained from voting.

EXECUTIVE SESSION

8. Adjourn into Executive Closed Session in compliance with 10-15-1(H)(2) NMSA (as amended) to discuss limited personnel matters: City Manager Evaluation follow-up and contract extension negotiations. (Roll Call Required)

Commissioner Rardin moved to adjourn into Executive Closed Session at 6:50 p.m.

Commissioner Wright seconded the motion.

Roll Call Vote was taken.

Motion carried with a vote of 6-0-0.

ADJOURNMENT

Mayor Susan L. Payne

ATTEST:

City Clerk Rachel Hughs

(Prepared by Dylan Aleshire, Deputy City Clerk)
Approved at the Regular Meeting held on February 22, 2022.

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 4.

Submitted By: Rachel Hughs

Subject: Approve the statements related to the Executive Closed Session held on February 8, 2022.
(Rachel
Hughs, City Clerk)

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation:

The statement is required per the Open Meetings Act.

Background:

Approve the following statements authorizing them to be included in the minutes of February 22, 2022: "The Governing Body of the City of Alamogordo, New Mexico, hereby states that on February 8, 2022, a Closed Executive Session was held and matters discussed in the closed meeting were limited only to: City Manager Evaluation follow-up and contract extension negotiations."

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 5.

Submitted By: Kim Torres

Subject: Consider, and act upon, adoption and final publication of Ordinance 1645, revising the City of Alamogordo Employee Manual. *(Kim Torres, Human Resources Director)* **(Roll Call Vote Required)**

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Approve Employee Manual re-write as presented.

Background:

The Commission approved first publication during the regular meeting of January 25, 2022 by a vote of 6-0.

The Employee Manual has not been updated since 6.5.2019. A complete review, cover to cover, was done.

City of Alamogordo Employee Manual Explanation of Proposed Changes

Mayor and Commission:

The proposed changes to the City of Alamogordo Employee Manual have minor changes to clarify the intent of language as well as punctuation and grammar corrections. More significant changes are to the advantage of employees and are proposed with the intention of increasing the retention rate of current employees and making the City that much more appealing to candidates looking for work. The proposed changes include an increase to the amount paid for bi-lingual and certification pays. There is also a proposed 1-day floating holiday and a change upward in PTO conversion amounts. The major changes I will attempt to explain below:

1-2 Glossary of Terms The current manual has a process outlined for “Appeals” which specifically relates to corrective actions and a “Grievance” process which relates to a complaint that alleges an unjust application, interpretation, or violation of rules and regulations. To simplify, references to an appeal process are removed in exchange for using just the grievance process. This change also brings the Manual up to date since the elimination of the City’s labor relations Ordinance No. 1616 on June 9, 2020, which conflicts with requirements within HB364 relating to union membership and negotiations. There are many references to an appeal process that have been replaced with a grievance process that you will see throughout the manual.

The definition of LWOP included procedural language about the approval of LWOP being at the supervisor’s discretion. This language conflicts with 5-15. *Paid Time Off, Exhaustion of PTO* where it states that LWOP can only be granted by Department Directors or their designee.

Definitions for “retaliation” and “zero-tolerance” have been added.

1-9 Authority to Develop Departmental Rules and Regulations

Clarified this section as to the approval process for Departmental Rules and Regulations. With review by the City Attorney and HR it will eliminate conflicts between Departmental Rules and the Employee Manual, Union Contracts, Safety Manual, etc.

1-13 Harassment, 1-14. Sexual Harassment, 1-15. Workplace Violence, and 1-16. Anti-Bullying

Updated the definition of a protected class in the Harassment Policy to mimic the definition outlined in 1-12. Equal Employment Opportunity. Included zero tolerance language in each policy to clarify that each policy is a zero-tolerance policy. Included consistent language between the policies for reporting issues and about retaliation.

2-1 Recruitment Policy

B. added. The city has a consistent problem with applicants applying, confirming interviews, and then not showing for the scheduled interview. This process has

been practiced by HR for more than 2 years and is now being reduced to writing within the manual.

2-2 Procedures for Hiring

Categories of Employment

A. Probationary

Clarification on what a probationary period is. The amounts required for a probationary period are specifically outlined in Section 4-1.

D. Temporary/Seasonal

This is a clarification that seasonal time worked does not count towards benefits if a seasonal becomes a regular employee at any point.

G. Acting

Clarification that to be eligible for acting pay an employee must be acting in the capacity of a higher-level position, not a lower-level position, from the employee's current pay grade. The acting pay after thirty days is outlined in Section 3-1 Compensation for Temporary Acting or Overlay Assignment.

Employee Preference

Minor change to this section to clarify that if an employee is promoted and serving an additional probationary period and they have previously completed a probationary period they are eligible for the 10% preference if their interview scores justify it.

2-3 Transfers/Promotions/Demotions

Change of Anniversary Date & Introductory Period

This change clarifies when an employee will or will not be required to serve a Probationary period.

3-1 Compensation for Temporary Acting Assignment

Language included to clarify the criteria for acting or overlay pay and when such pay may begin. Separated into paragraphs for ease of reading/administering.

Bi-Lingual Pay

The pay for employees approved bi-lingual pay is being proposed to increase from \$0.26 to \$0.50 per hour.

Certification Pay

This section has been included to clarify the details of certification pay. Certification pay has been practiced for some time but had not been reduced to writing in the manual. An increase in the hourly rate paid is being proposed at .60 per hour, up from \$0.15 per hour.

4-1 Probationary Period

Positions expanded in this section to include AFD's Code Enforcement/ Firefighter positions for consistency with other represented Firefighter positions. Separated the APD and AFD employee probationary periods from all other employees. Many different circumstances arise when administering this section. Language was added to address known differences to ensure this section is being administered consistently when probationary periods are served.

A Personnel Status Form "Blue Slip" is not needed to remove an employee from their probationary period. The Employee Evaluation serves this purpose.

4-15 Corrective Action Procedures

Removed the corrective action and grievance procedure sections as is and replaced with a grievance process similar to the process in the APSOA Agreement to comply with HB364 and to have consistency with the processes between the union and Employee Manual.

5-6 Recreational Facilities Benefit

This section updated into a format that is more reader friendly. Exclusions are more clearly defined and rates for golf fees reflect current rates offered.

5-16 Paid Holidays

Floating Holiday added as a benefit for employees. Language was added to set criteria on how and when the accrual will happen and other necessary information to assist with administration of this benefit.

7-1 Drug-Free and Alcohol-Free Workplace

Included the definition of Federally Mandated Employees. Included AFD's Code/Firefighter positions in the safety sensitive category for random testing.

G. Clarified language on considerations made when employees may be tested post accident. Updated substance abuse program contact information.

7-26 Recording Devices and Cameras in the Workplace and 7-27 Services Animals

Added as new sections to the manual.

Receipt of Workplace Violence Policy

This acknowledgement form was included in the manual.

This is a brief run down of the significant changes. I'm open to any questions you may have. Thank you.

Kim Torres, Human Resources Director

City of Alamogordo Employee Manual



06/05/201901/24/2022

ABOUT THIS HANDBOOK/DISCLAIMER

We prepared this manual to help employees find the answers to many questions that they may have regarding their employment with City of Alamogordo. Please take the necessary time to read it.

We do not expect this manual to answer all questions. Supervisors and Human Resources also serve as a major source of information.

Neither this manual nor any other verbal or written communication by a management representative is, nor should it be considered to be, an agreement, contract of employment, express or implied, or a promise of treatment in any particular manner in any given situation, nor does it confer any contractual rights whatsoever.

No City representative other than City Manager may modify at-will status and/or provide any special arrangement concerning terms or conditions of employment in an individual case or generally and any such modification must be in a signed writing by an express written agreement signed by the employee and City Manager.

Many matters covered by this manual, such as benefit plan descriptions, are also described in separate City documents. These City documents are always controlling over any statement made in this manual or by any member of management.

This manual states only general City guidelines. The City may, at any time, in its sole discretion, modify or vary from anything stated in this manual, with or without notice, except for the rights of the parties to end employment at will, which may only be modified by an express written agreement signed by the employee and City Manager.

The official manual is on the City website located at ci.alamogordo.nm.us, and is maintained by Human Resources.

This manual is subject to the terms of any applicable collective bargaining agreement ~~and the Labor Management Relations Ordinance.~~

This manual supersedes all prior manuals.

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Section 1 - Governing Principles of Employment

1-1 Introduction

For employees who are commencing employment with City of Alamogordo (or the "City"), on behalf of City of Alamogordo, let me extend a warm and sincere welcome.

For employees who have been with us, thanks for your past and continued service.

I extend my personal best wishes for success and happiness here at City of Alamogordo. We understand that it is our employees who provide the services that our citizens rely upon, and who will enable us to create new opportunities in the years to come.

~~Margaret D. Paluch~~Brian Cesar, City Manager

1-2 Glossary of Terms

ANNIVERSARY

The date on which an employee was appointed to a regular position or the date of promotion/demotion/transfer.

~~APPEAL~~

-

~~A formal or informal process for requesting a change to an official decision.~~

AT-WILL EMPLOYEES

Those who serve at the will and pleasure of the City Manager or his or her designee and may be terminated at any time with or without cause and may not ~~appeal-grieve~~ such termination, except under certain contractual conditions.

BENEFITS

Taxable or non-taxable remuneration and/or services provided by the City which are separate and in addition to basic pay for time worked.

CITY

The municipal government, composed of the City Commission, the City Manager, all departments, divisions, agencies, and employees which comprise the organization design to provide service to the citizenry.

CITY COMMISSION

The duly elected or appointed officials who comprise the legislative body of the municipal government with powers defined by New Mexico Law.

CITY MANAGER

The municipal government's official who directs the administration of a City, or a person designated to assume the position on an acting basis, charged with complete responsibility of employees, facilities, and other resources set forth by New Mexico State Law and the City Charter.

CLASS

One or more positions that are sufficiently alike in, warranting using the same (or similar) title, qualification requirements, examination, and pay grade. Sometimes called "Classification".

CLASSIFICATION PLAN

An ordering of different positions in the City service according to duties, responsibilities, and required qualifications.

CONTINUOUS EMPLOYMENT

The period during which the City employs a person in a regular status uninterrupted by termination or suspension.

CORRECTIVE ACTION

An action taken to correct the behavior or the performance of an employee.

DEMOTION

The assignment of an employee from one class to another which has a lower pay rate or grade and ~~is corrective in nature.~~ may be voluntary, involuntary, or corrective in nature.

DEPARTMENT DIRECTOR

A City official designated with the responsibility for management of a major department of the City government. Departments ~~are~~ may be comprised of several divisions with similar service missions.

DISABLED EMPLOYEES

Individuals who have suffered a permanent disability while an employee of the City government.

DISMISSAL

Involuntary termination of employment for reasons other than lack of funds or lack of work.

-
EAP

Employee Assistance Program (EAP) is a benefit to aid employees in resolving personal problems.

ELIGIBLE

A person has the right to do or obtain, satisfying the appropriate conditions or whose name is included with a list of qualified candidates for a vacant position.

ELIGIBLE LIST

A list of persons qualified to fill a vacancy in a particular class.

EMPLOYEE

An individual who is legally employed by the City government and is paid through the City payroll, except for contracted persons, and consultants.

ENTRY LEVEL RATE

The minimum base rate in any salary grade established for a class.

FINAL RATING

A job candidate's earned composite score or consensus rating for all aspects of the selection process.

FRATERNIZATION

To associate with others in a brotherly or congenial way.

FULL-TIME

A position that requires at least forty (40) hours work per work week.

GRIEVANCE

- A formal or informal process for requesting a change to an official decision.

- **GRIEVANCE**

- ~~An employee's complaint regarding alleged unjust application, interpretation, or violation of the rules and regulations of the City, or the department for whom the employee works.~~

GRADES

An ordering of positions within a pay plan.

JOB DESCRIPTION

A written description of a class, which includes the position title, a general statement of duties and responsibilities, examples of typical duties performed, a statement of minimum qualification requirements, and definition of working conditions.

JOB EVALUATION

A review of the duties and responsibilities of a position and the qualifications required to perform the essential functions of the position.

LAYOFF

Involuntary termination of an employee due to lack of work, lack of funds, elimination of a position through reorganization, reclassification of positions, or other changes that have taken place.

LWOP

Leave without pay is used when all other leaves are exhausted, except when allowable by law. ~~is a temporary status and absence from duty that, in most cases, is granted at the employee's request. Approval of LWOP is a matter of supervisory discretion.~~

MANAGEMENT

Persons, including directors, designated as head of a group of employees, a section, a major functional unit, or an activity, with authority and responsibility to exercise independent judgement; who assigns tasks, sets standards of job performance, recommends hires, transfers, suspensions, layoffs, recalls, promotions, and terminations of subordinates. Further, they may assign, reward or correct the action of others, and direct or adjust employee grievances.

MEDICAL EVALUATION

An objective assessment of the candidate as compared with medical standards.

MEDICAL STANDARDS

Medical requirements established by the City for all classes of positions. Inability to meet one or more medical standard(s) established for a position will result in rejection of the candidate or withdrawal of a conditional offer of employment.

NEPOTISM

Favoritism shown on the basis of family relationship by those with power or influence.

NEW HIRE

A person not previously employed by the City.

OPEN COMPETITION

Competition for a position which is available to all interested persons internally and externally.

OVERTIME WORK

Time worked for an hourly employee in excess of forty (40) hours per work week.

PAID TIME OFF (PTO)

Leave with pay granted after accrual to eligible employees for their own personal use.

PAY

Payment that is uniform from one payday to the next and does not depend on the number of hours worked.

PAY DIFFERENTIALS

Also called "overlays." Pay for additional duties beyond what the position originally required.

PAY PLANS

The salary schedules for salaried/exempt and hourly/non-exempt employees or any other class(es) of positions in the municipal service.

PAY RANGE

The minimum and maximum base rates established for each pay grade.

PAY RATE

Also called base rate. The specific salary established within each salary grade.

PER DIEM ALLOWANCE

Daily allowable compensation for lodging and subsistence for in-state and out-of-state travel at the current reimbursement rate.

POSITION

An authorized, budgeted job within the municipal service. A position may be vacant or occupied by an incumbent.

POSTING

The advertising of vacant positions.

PREFERENCE

The additional consideration that is given to a regular employee applying for an established vacancy who meets the minimum qualifications of a classification.

PROBATIONARY PERIOD

A six (6) month or one year (12 month) trial period of employment, during which an employee is required to demonstrate fitness for regular employment and during which time the employee may be terminated without cause and without the right of appeal a grievance process.

PROMOTION

The assignment of an employee from one grade to another, which has a higher maximum rate of pay and greater responsibility. Promotion requires that an employee undergo another probationary period.

RECLASSIFICATION

A change in duties, responsibilities, qualifications, title, and/or grade of a position as a result of a job evaluation.

REGULAR FULL-TIME EMPLOYEE

A Regular Full-Time employee is one whose average workweek is no less than forty (40) hours in a seven (7) day period, has successfully completed the introductory period, and is entitled to employee benefits.

REGULAR PART-TIME EMPLOYEE

A City employee who works less than forty (40) hours per/week, ~~and not more than 29 hours/week~~, in a regularly budgeted position, and has successfully completed the probationary period.

RE-HIRE

Re-employment of a former employee, restored to the municipal service in good standing.

REINSTATEMENT

An action whereby an employee is restored to the municipal service after involuntary termination or suspension.

RESIGNATION

The voluntary termination of employment, prior to retirement, by an employee.

RETALIATION

Adverse Action against an employee for engaging in legally protected activity. Can include any negative job action, such as demotion, discipline, firing, salary reduction, or job or shift reassignment. Retaliation can also be more subtle.

RETIREMENT

Any employee retiring in good standing under City employment and under the New Mexico PERA Retirement system.

REVIEWER

The rater's immediate superior or designee who is required to review and approve each performance evaluation within his or her purview before it is included as part of the reviewed employee's permanent record.

SEASONAL/TEMPORARY

Full or part-time employees working not more than six (6) months per calendar year, for a special purpose, project, or definite number of projects during a peak season. These employees are not eligible for benefits, except as allowable by law, and may be terminated at any time with or without cause and without the right to appeal/grieve.

SELECTION TOOL

Tools used separately or in combination, as appropriate, to obtain the best qualified applicants for vacant positions. Such devices may include, but are not limited to, work sample and performance tests, practical written tests, oral examinations, rating of training and experience, interview, skills tests, and others.

SEPARATION

Removal of an employee from the municipal payroll for voluntary or involuntary reasons; to include dismissal, resignation, layoff, retirement, abandonment of the job, death, etc.

SERIOUS ILLNESS

An illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature for which meets the definition of a serious illness in the Family and Medical Leave Act.

SUPERVISOR

An employee with authority to exercise independent judgement on behalf of the City government to recommend hire, transfer, suspension, layoff, recall, promotion, demotion, discharge, and other personnel actions.

TERMINATION

The resignation, retirement, dismissal, or death of an employee.

TEST

A formal method by which an applicant's or employee's qualifications for employment or promotion are assessed.

TRANSFER

Assignment of an employee from one position to another in the same pay grade, a lower pay grade, or a pay grade with the same or a lower minimum rate of pay. May also be assignment of an employee from one work site to another, from one Department to another, to more or less responsible or skilled occupations, or from one operational assignment to another in accordance with existing City policy. Transfers may be voluntary or involuntary. An involuntary transfer, which results in a reduction of base pay is considered a demotion.

UNAUTHORIZED ABSENCE

Absence from duty without supervisory approval.

VACANCY

An authorized position not occupied by an incumbent, which has been approved by the appropriate designated authority for filling.

WAGE

Payment that is calculated according to the number of hours worked and which may fluctuate from one payday to the next as the number of hours worked varies.

ZERO TOLERANCE

The act of imposing corrective action for all unacceptable behavior.

1-3 Objective

It is the objective of the City of Alamogordo to provide the maximum possible service to the public within available funding and to provide courteous treatment to all persons having any dealings whatsoever with the City, under all circumstances. This manual is intended to be one of the means whereby the City will accomplish this objective.

1-4 Authority

The following practices and procedures were developed under the authority of the City Commission and shall supersede any Ordinances or rules relating in any way to personnel heretofore adopted, except for those rules adopted as the result of any collective bargaining agreement adopted pursuant to the City's collective bargaining ordinance.

1-5 Purpose

It is the purpose of this manual to establish a system of uniform and appropriate personnel procedures to improve the quality of personnel administration. It is not the purpose of this manual to create an express or implied contract of employment in any way. This manual will consist of good employment practices such as:

1. Recruiting, selecting and advancing employees on the basis of their knowledge, skill, and ability, as well as open consideration of qualified applicants for initial appointment.
2. Retaining employees on the basis of performance, correcting inadequate performance, and separating employees whose performance cannot be corrected.
3. Assuring fair treatment of applicants and employees in selection, promotion, training, and all other aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, age, religion, handicap, or any other protected status and with proper regard for their privacy and constitutional rights as citizens.
4. Assuring that employees are not coerced to support or oppose particular candidates or electoral issues and are prohibited from using their official authority for personal gain for the purpose of interfering with or affecting the outcome of an election.
5. To assist managers in the development of sound management practices and procedures, and to make effective, consistent use of Human Resources throughout the City.

1-6 Scope

The scope of this manual includes a compilation of procedures, which governs and affects personnel administration for all departments within the jurisdiction of the Alamogordo City Government, unless otherwise specified.

1-7 Amendments

The City Manager shall recommend changes to this manual to the City Commission as needs become apparent. Such changes shall become effective when the ordinance adopting such amendments becomes effective.

The City specifically reserves the right to repeal, modify or amend these policies at any time, with or without notice.

1-8 Administration of the Personnel System and Manual

The City Manager shall administer all aspects of the personnel administration in accordance with these rules in compliance with City Ordinance, and the laws of the State of New Mexico and the United States of America.

Henceforth the City Manager may, with sole discretion, appoint a designee to fulfill any or all responsibilities of administration of this manual as deemed appropriate, except those specifically reserved to the City Manager by statute.

The City Manager shall:

1. Develop, maintain, and apply these procedures for the recruitment, compensation, promotion, training, discipline, and related aspects of personnel management for all personnel under the City's jurisdiction;
2. Maintain the classification and pay plans of the City;
3. Recommend to the City Commission such new or revised personnel rules as are deemed necessary and desirable;
4. Issue supplemental regulations and directives necessary for the effective implementation of these rules, which shall not invalidate the effect of these rules;
5. Approve contractual arrangements with any qualified person or agency for the performance of technical and professional services required in the establishment and operation of the personnel program;
6. Delegate to Department Directors the responsibilities and authorities described herein and such others as are deemed necessary for successful administration of the personnel program; and
7. Maintain or cause to be maintained an adequate employment record of each employee, including a record of official acts under these policies.

1-9 Authority to Develop Departmental Rules and Regulations

Supplemental personnel rules and regulations, not in conflict with this manual, may be drafted by Department Directors to meet specific needs of their areas of responsibility. Such supplemental regulations must be authorized by the City Manager prior to implementation.

Proposed departmental rules and regulations should be reviewed by the City Attorney and the Human Resources Director prior to presentation to the City Manager for approval.

Such approved regulations must be distributed to the affected employees and an acknowledgement of receipt for each employee must be obtained by the supervisor with copies to Human Resources for placement into the employee personnel file.-

Approved department rules and regulations shall be forwarded to the Legal Department and Human Resources to facilitate assistance in the management and enforcement of departmental regulations.

Approved department regulations shall have the same force and effect as those promulgated by this manual, provided however, that should there be a conflict between departmental regulations and this manual, this manual will govern.

1-10 Application of Provisions

The provisions of this Employee Manual shall apply to all persons employed by the City, except as follows:

1. At Will employees are subject to the grievance procedure(s) outlined in their respective contract(s).
2. Members of City boards and committees appointed by the Mayor, City Commission, or City Manager.
3. Contract labor personnel.
4. Employees represented by a collective bargaining unit are covered by any provision of this Employee Manual not modified by their collective bargaining agreement.

1-11 Compliance with Federal/State Employment Laws and City Ordinances

The City of Alamogordo promotes and will use its best efforts to comply with all federal and state employment laws as they apply to municipal government, as well as the Ordinances of the City of Alamogordo.

1-12 Equal Employment Opportunity

City of Alamogordo is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

The City will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If you need assistance to perform your job duties because of a physical or mental condition, please notify the Human Resources Office and your immediate supervisor.

The City will endeavor to accommodate the religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on the City's operations. If you wish to request such an accommodation, please speak to your immediate supervisor and the Human Resources Office.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Human Resources Office. The City will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If an employee feels he or she has been subjected to any such retaliation, he or she should bring it to the attention of the Human Resources Office. Violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including termination.

1-13 Harassment

It is City of Alamogordo's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or

~~local laws on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age.~~ The purpose of this policy is to ensure that no one harasses another individual.

Procedures for Reporting Harassment-

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

~~In addition, Reporting harassment is a protected activity therefore,~~ the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels he or she has been subjected to any such retaliation, he or she should report it in the same manner in which the employee would report a claim of perceived harassment under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Harassment policy is a zero-tolerance policy.-

1-14 Sexual Harassment

It is City of Alamogordo's policy to prohibit harassment of any employee by any supervisor, employee, citizen or vendor on the basis of actual or perceived sex or gender. The purpose of this policy is to ensure that all City employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

Procedures for Reporting Sexual Harassment

-
If the employee feels that he or she has been subjected to conduct which violates this policy, the employee should immediately report the matter to the employee's supervisor. If unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of perceived sexual harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward

whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived sexual harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

Reporting sexual harassment is a protected activity therefore, In addition, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Sexual Harassment policy is a zero-tolerance policy.

1-15 Workplace Violence

City of Alamogordo is strongly committed to providing a safe workplace. The purpose of this policy is to minimize the risk of personal injury to employees and damage to City and personal property.

City of Alamogordo prohibits employees from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage employees to exercise reasonable judgment in identifying potentially dangerous situations.

Prohibited Conduct

Threats, threatening language or any other acts of aggression or violence made toward or by any City employee will not be tolerated. For purposes of this policy, a threat includes but is not limited to, any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation.

Procedures for Reporting a Threat

~~All potentially dangerous situations, including threats by co-workers, should be reported immediately to any member of management with whom the employee feels comfortable.~~ Emergency 911 should be contacted if needed.

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived workplace violence will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

~~Reports of threats may be maintained as confidential to the extent maintaining confidentiality does not impede the ability to investigate and respond to the complaints. All threats will be promptly investigated. No employee will be subjected to retaliation, intimidation or disciplinary action as a result of reporting a threat in good faith under this policy.~~

~~If the City determines, after an appropriate good faith investigation, that someone has violated this policy, the City will take appropriate disciplinary action up to and including termination.~~

If an employee is the recipient of a threat made by an outside party, that employee should follow the steps detailed in this section. It is important for the City to be aware of any potential danger, and to take effective measures to protect everyone from the threat of a violent act by an employee or by anyone else.

Reporting workplace violence is a protected activity therefore, the City will not allow any form of retaliation against individuals who report workplace violence or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner workplace violence would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Workplace Violence policy is a zero-tolerance policy.

1-16 Anti-Bullying

City of Alamogordo prohibits any form of bullying. Bullying is an act of aggression causing embarrassment, pain, or discomfort to someone. It can take a number of forms including, but not limited to physical, verbal, making gestures, or exclusion. It may be an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of individuals.

The City is opposed to bullying and it will not be tolerated. If an employee feels that he or she has been subject to conduct in the workplace which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be bullying, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived bullying will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

Reporting bullying is a protected activity therefore, the City will not allow any form of retaliation against individuals who report bullying to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived bullying would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Anti-Bullying policy is a zero-tolerance policy.

1-17 Alternative Dispute Resolution

The City encourages the resolution of legal claims, including employment claims, through alternative dispute resolution ("ADR"), and intends to use ADR in disputes. Included below is a preliminary step which encourages, whenever possible, the use of mediation to resolve conflict. This step is intended to urge the consideration of the option of mediation, but in no way limits or preempts other remedies to which employees and the City are entitled by law.

When possible, the ~~Department Head~~supervisor, manager, or director considering corrective action may file a request for mediation with the Human Resources' office prior to initiating corrective action. When mediation is pursued, participation in such session will be limited to the ~~two (2)~~ parties involved, and the ~~City Attorney's Office, and the~~ mediator. Other parties may be included, exclusive of any representative or attorney, at the discretion of the mediator. Further, when mediation is pursued, all time limitations will be tolled as of the filing of the request for mediation with the Human Resource's Office and until such time as the mediation is completed. If a resolution is not reached through mediation, disciplinary action may ensue. A ~~Department Head~~supervisor, manager, or director considering termination may not use mediation.

Section 2 - Recruitment and Selection

2-1 Recruitment Policy

Policy

It is the policy of the City to recruit and select the most qualified persons for positions in the City's service. Recruitment and selection shall be conducted in a manner that will ensure the City's best interest, open competition, provide equal employment opportunity, prohibit discrimination or favoritism as per federal and state laws and local ordinances.

Recruitment

The Human Resources Department policy is to conduct an active recruitment program designed to meet current and projected manpower needs. Recruitment will be tailored to the various classes of positions to be filled and will be directed to available sources likely to yield qualified applicants, including, but not limited to: internal posting, public notification through the New Mexico Department of Labor, media, web advertising, and posting at institutes of higher learning.

Posting of Vacancies

The Human Resources Department policy is to post and advertise job announcements in order to attract an adequate number of applicants and to promote an environment of competition that in turn will assure the selection of the most qualified candidates for any given position. These announcements shall include information sufficient to inform applicants of the pertinent features of the job.

The Human Resources Office will in its best efforts create a pool of qualified applicants to encourage diversity and ensure Equal Employment Opportunity in hiring. The following practices for listing positions will be followed under the Human Resources Department's direction with regard to Equal Employment Opportunity in the City of Alamogordo:

1. Regular full-time positions must be open for a minimum of five (5) ~~work days~~workdays; and
2. Must be advertised in the City's paper of record and/or on the City's official web site, except when the City determines that a given position is to be filled from within the City organization or through an employment agency such as the New Mexico Department of Labor, it will not be required to advertise in said paper of record.

A recruitment posting shall not be required when a position is reclassified pursuant to Employee Manual Section 4-17. Classification of Positions, Reclassification Procedure, and the reclassified position is not vacant.

Application Forms

All applications for employment shall be submitted to the Human Resources Department on the standard City application form either electronically or in hard copy. Such application forms shall require background information to include training, experience, and other pertinent information that is not

prohibited by law. All applications must be signed, either electronically or in writing, and proof of qualification may be required. An application for employment will not be accepted beyond the closing date of a job vacancy announcement. Resumes without an application, and incomplete or late applications will not be accepted. Electronic and faxed applications will be accepted under the same procedure. All applications and resumes shall become the property of the City and shall become a permanent part of the personnel file upon being hired.

Applicant Qualifications

Qualifications are the primary consideration in filling any position. Experience, education, training, skills, and other abilities, as well as specific position requirements and the prior employment history of the applicant, are considered in appraising individual qualifications. Qualifications are subject to change within job fields and according to job descriptions prior to posting.

Notwithstanding the foregoing, no person shall be eligible to have his or her name certified for original appointment to the position of Police Officer if such person has not reached his or her twenty-first birthday on the date of the application for the position, or the position of Firefighter if such person has not reached his or her eighteenth birthday on the date of application for the position.

Rejection of Applications

The Human Resources Department may reject any application, which indicates that the applicant does not meet the minimum qualifications as established. Applications may also be rejected for, but not limited to the following, and consistent with the American with Disabilities Act, when the applicant:

A. has falsified an application or resume;

B. has been a no call/no show for three (3) or more confirmed interviews in a period of twelve (12) months;

C. is unable to perform the duties of the position, for whatever reason(s);

D. does not pass the pre-employment tests as outlined in this manual;

E. refuses to submit, or does not submit in a timely manner, documents required by the established position or by law to determine the applicant's suitability for employment in the United States of America under the Immigration Reform Act, Social Security Act, or documents required to determine established education for the position;

F. has an unsatisfactory employment record or personal record as evidenced by information contained on the application form or by results of a background check;

G. is not within the legal age prescribed by law or City Ordinance;

H. fails to meet any standards applicable to the physical or mental demands of the position;

I. fails a pre-employment drug test;

~~H.~~ cannot be licensed or insured for the operation of City vehicles and equipment as required by the job description;

~~J.K.~~ cannot be licensed for or maintain professional certification as required by the job description;

~~K.L.~~ was dismissed from City service as a result of the corrective action process, ~~or~~;

~~M.~~ did not give a two week notice before termination. ~~Two-week~~ Two-week notice may be waived, with documented approval, from the Department Director and Human Resource Director to accommodate extenuating circumstances; or

~~L.M.~~ where an employee resigns to avoid dismissal or other corrective action.

Selection Hiring Process

The Human Resources Department shall be responsible for determining selection methods to obtain the best-qualified applicants for each class of positions. Such selection methods may include the interview process, job relevant testing, and examinations. In the development of selection methods, Human Resource Department shall confer with departments ~~s-heads~~, consultants, or others skilled in/or familiar with minimum job requirements. The minimum passing score is 70% or greater for interviews, testing, and examinations.

Human Resources will be responsible for developing and maintaining a background check program that is appropriate depending on the nature of each position. Applicants must provide a written authorization to the City which notifies the applicant that the City will conduct a background check and that the applicant agrees.

Interview Process

The Human Resources Department shall coordinate the interview process. As a supplement to the selection process, applicants who have passed the application process may be interviewed by a panel of three (3) or more panelists. In processes where only three (3) or fewer applicants pass the application process, the Department Director or designee may choose to interview the applicants in lieu of using a panel. The City Manager has the authority to approve, by request of the Director, elimination of the panel interview.

All interviews will strictly adhere to Equal Opportunity Laws and the Americans with Disabilities Act.

Interview Panels

The Human Resources Department and Department Directors will coordinate the selection of panel members, scheduling of applicants, development of questions, and rating process.

Rating and Recommendation Process

All applicants will be rated individually on the information provided by the applicant during the interview. The Human Resources Department will tabulate all scores and provide a listing to the Department Director of the three (3) top scoring applicants in alphabetical order or will provide the top

scoring applicant. Filling the position from the top three (3) scoring applicants or from the top scoring applicant will be determined by the Department Director or designee at the time a request is submitted to fill a vacancy. Where there is a tie score among the third of the top three (3) applicants, all four (4) top ranking applicants will be listed in alphabetical order. The Department Director will advise the Human Resources Department of his or her recommended selection. If the Department Director finds that none of the applicants are suitable, the remaining applicants will then be reconsidered or, if ~~necessary~~necessary, the position will be re-advertised.

Eligibility for Hire Roster

Applicants who pass the initial interview phase will be placed on an eligibility roster for a period of six (6) months from the date of the initial interviews. Police, Fire and Dispatcher rosters will be for a period of twelve (12) months, from the date of the initial interviews. Placement on the eligibility roster will be in order beginning with the highest scoring applicant to lowest scoring applicant. Should the position become vacant within the relevant time period, the top applicants on the roster who passed the initial interview phase may be considered by the Department Director before re-advertising the position.

Notice of Non-Selection

The Human Resource Department and/or in some cases, the Department Director or designee, will notify applicants of their status during the process when it is determined the applicant is no longer being considered.

2-2 Procedures ~~For~~ for Hiring

Authorization for Hiring

Department Directors, or designee shall submit each request to fill a vacancy, to the Human Resources Department on the prescribed requisition form. The Human Resources Department shall verify each request and present it to the City Manager or his or her designee. The City Manager may or may not authorize the vacancy be filled.

Required Licenses and Certificates

Applicants/employees are responsible for meeting all job-related requirements at the time of application, hire, transfer, or promotion as outlined in the job description. This may include licenses, certificates, permits, degrees, and registrations.

Employees are responsible for paying any fees in obtaining such license, etc., unless otherwise specified by the City Manager, Department Director, or designee.

Failure to Maintain Job Qualifications

Employees are required to maintain qualifications and certifications necessary for their position. Employees who have lost such certification requirement/job qualifications are responsible for:

A. Immediately notifying both their immediate supervisor and their Department Director on the first day of employment after such a loss; and

B. Not performing any work, or related function, without the required certification.

Pre-Employment Screening

Pre-Employment testing may include, dependent on the position, but are not limited to a functional capacity examination, position competency test, and/or physical testing.

Background Checks

The Human Resources Department will obtain signed releases and authorizations to conduct background and reference checks. Background checks may include, dependent on the position, but are not limited to employment history, criminal history, driving history, education verification, and credit history as appropriate.

Supervisors may review previous performance reviews and disciplinary actions of current employee's being considered for a new position; and may consider this information when selecting a successful candidate.

Post Offer, Pre-Employment Examinations

Pre-employment examinations may include, dependent on the position, but are not limited, to a pre-employment drug test, a physical, a polygraph, hearing test, eye test, and/or a psychological examination.

Recommendation for Hire and Appointment

The City Manager, or his or her designee, has the authority to approve or disapprove a recommended selection. Upon the City Manager's written approval, and upon completion of all pre-employment procedures, the Human Resources Department will notify the finalist of a conditional offer of employment.

Conditional Offer of Employment

The Human Resources Department shall notify the successful applicant of the conditional offer of employment and will schedule them to attend orientation. Unless prior approval is obtained from the City Manager, the City will not reimburse travel or relocation expenses in conjunction with the hiring process.

Rejection of Employment Offer

In the event an applicant rejects an offer, the position may be offered to another candidate from the top three (3), the next highly qualified applicant from the same selection pool, or it may be re-opened for recruitment. A Director may choose not to hire candidates that remain eligible in the recruitment file.

New Employee Orientation

Each new employee is required to attend a New Employee Orientation coordinated by the Human Resources Department.

The employee's department is responsible for providing additional information on departmental rules and regulations that set forth standards, regulation, duties, training, hours of work, reports, leave requests, safety, dress code, etc.

Categories of Employment

A. Probationary:

A six (6) month or one year (12 month) trial period of employment, during which an employee is required to demonstrate fitness for regular employment and during which time the employee may be terminated without cause and without rights to the grievance process.

~~All newly hired employees for the City are on a probationary status that extends for six (6) months from the date of hire or twelve (12) months for Police and Fire Personnel under special circumstances and with the approval of the City Manager.~~

Probationary periods may be extended for an additional period of up to six (6) months. Extended probationary periods must be initiated and served prior to the end date of the initial probationary period. Such an extension will be effective the day following the end of the initial probationary period.

B. Regular Full Time: A Regular Full-Time employee is one whose average workweek is no less than forty (40) hours in a seven (7) day period, has successfully completed the probationary period, and is entitled to employee benefits; or meets the requirements of the Affordable Care Act.

C. Regular Part Time: A City employee who works less than forty (40) hours in a seven (7) day period, is in a regularly budgeted position, has successfully completed the probationary period, and is entitled to qualifying employee benefits.

D. Temporary/Seasonal: Full or part-time employees whose work assignment is budgeted not to exceed six (6) months in a calendar year for a special purpose, project, or definite number of projects during a peak season. These employees are not eligible for benefits and time as a temporary or seasonal employee does not count towards future benefit eligibility. Such employees are probationary their entire tenure, regardless of the number of seasons for which they have been rehired, and may be terminated at any time with or without cause and may not ~~appeal-grieve~~ this termination.

E. Intermittent: An employee qualified to work in one or more job assignments who is on call to work at irregular intervals in one or more City departments. This employee is not entitled to City benefits and is paid only for hours worked.

F. Emergency: A full-time or part-time person hired to ensure continuity of municipal services during an emergency. Emergency appointments need only approval by the City Manager. Such employees are not eligible for City benefits.

G. Acting: A current employee appointed to temporarily assume the duties of a position, of a higher classification, pending the return of the employee in that position or a regular competitive appointment.

A current employee who assumes the acting appointment may be required to also perform his/her/his or her usual duties. ~~An Acting Employee will be granted additional compensation after thirty (30) calendar days or upon City Manager approval where required.~~

H. Professional: A person from outside the work force who is appointed on a temporary basis by the City Manager, to a vacant position pending selection of a qualified person.

I. Special Programs: These are employees who are assigned to work areas anywhere in the City for the purpose of training or re-training. These individuals are not City employees, and all benefits and insurance coverage are the responsibility of the agency that has placed said individuals with the City. The City is not responsible for extending regular employment of these individuals.

Employee Preference

Current full-time and part-time, regular non-probationary ~~period~~ employees, or employees who have successfully completed a probationary period during their current term with the City, who apply for and are qualified for a vacancy and that are selected for the interview process, will be given a ten percent (10%) ~~percent~~ preference on each passing score given by a panel member, which will be added to their interview score before being referred for the final interview with the Department Director. The 10% preference will only be added to each score after passing the minimum passing score. The minimum passing score is 70% or greater. This preference does not guarantee selection or appointment to any vacancy. Where two (2) or more City employees are the only applicants being considered for final selection, seniority with the City, past performance, evaluations, and attendance (barring the courtesy of emergency/medical leave) may be considered in the final selection.

Employee Identification Cards

The Human Resource Department will issue all employees a City Employee Identification Card (I.D. Card). The employee will carry the I.D. card when on Official City business. Each employee is responsible for safeguarding and updating his or her issued I.D. card. All identification cards remain the property of the City and must be returned to the Human Resource Department upon termination of employment. Failure to return the I.D. card may result in a charge being withheld from the final pay in accordance with the City Property policy.

City retirees will be provided with an I.D. card, from the Human Resources Department for required identification when requesting recreational City benefits. A City retiree is defined as an employee retiring in good standing under City Employment and under the New Mexico PERA retirement system. City retiree I.D. Cards are not required to be returned to the City.

2-3 Transfers/Promotions/Demotions

City employees are encouraged to apply for a transfer or promotion to vacant positions for which they are qualified. In order to promote, the City will allow on-duty employees to attend testing and interview procedures for other City positions, during scheduled work hours, under the following conditions:

- Appropriate notice is given to the supervisor of the absence from work; and

- Employee will report to work immediately following appointment if during scheduled work hours.

Employees will not be compensated for time to attend testing and/or interviews that are conducted outside of their normally scheduled work hours.

The City Manager, or designee, may, for the good of the City, transfer an employee to a vacant position within a department or division or to a different department or division within the City. Transfers may be approved without conducting an open or internal recruitment only in cases resulting in either a budget savings to the City and/or more effective and efficient operations as determined by the City Manager. The City Manager may also transfer an employee to another position without conducting a recruitment in the case of an employee being involuntarily demoted, or in other extenuating circumstances. Employees cannot be laterally transferred outside their PERA Retirement classification where the transfer is detrimental to the employee's vested interest, unless employee initiated.

Pay Upon Transfers/Promotions/Demotions/Reclassifications

Employees who are transferred, promoted, demoted, or reclassified may have their pay changed accordingly. Internal salary equity shall be considered when setting pay.

No transfers will be made outside the pay range for the new position.

Change of Anniversary Date & ~~Introductory~~ Probationary Period

A regular employee who is promoted, demoted, or transferred will have ~~his/her~~ his or her anniversary date changed to the effective date of said personnel action for evaluation and seniority in grade purposes only. Any probationary period served will be as outlined in that section.

~~They will also serve a probationary period as outlined in that section. This provision does not apply in the case of an involuntary transfer.~~

Employees transferring may have their pay changed accordingly.

Section 3 - Compensation

3-1 Compensation

The term "Compensation" refers to base salary and other forms of compensation to include, but not limited to, fringe benefits such as paid leaves, insurance, retirement pensions, incentive plans, and paid holidays. The Compensation Plan shall strive for fair market compensation in terms of service provided to the community for resources expended.

Purpose and Policy

It is the policy of the City to establish a compensation system that will allow the City, within budgetary constraints, to effectively compete for qualified personnel and to ensure that salaries are equitable and commensurate with the duties performed by each employee.

Salary Plan

A salary plan shall be prepared and reviewed by the City Manager, and approved in the budget by the City Commission, and shall apply to all employees not covered by a labor contract. Employees covered by a labor contract shall be compensated as referenced in their respective agreements. A copy of the current salary plan shall be on file in the Human Resource Office.

Maintenance of the Salary Plan

The Human Resource Department shall be responsible for the maintenance and administration of the City's Salary Plan. Any recommended changes shall be presented to the Department Director and the City Manager for approval.

Standards for Development of the Salary and Compensation Plan

The Compensation Pay Plan is directly tied to the Classification Plan and is determined on the basis of:

1. Uniformity of pay for each class.
2. Relative difficulty and responsibility of positions.
3. Prevailing wages within the identified relevant public and private sector markets.
4. Cost of living index.
5. Financial policies of the municipality.
6. Difficulty in recruiting suitable employees.
7. Other economic considerations.

Classification Plan

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Positions that require similar qualifications and similar duties and responsibilities are assigned to the same salary level. The City may conduct periodic studies to determine if an employee is working above or below the responsibility level for that position. Where unusual conditions exist that affect the market value of a position, the salary may be adjusted accordingly by the City Manager.

Classification and Re-Classification of Positions.

An internal and external analysis will be conducted by Human Resources for any new position or existing position that has experienced significant changes in duties or qualification requirements. Human Resources will provide a recommendation to the Department Director and City Manager for approval.

Compensation System

Entry Level Pay Rates

The entry level rate is the minimum rate in the pay grade for the position. A Department Director, subject to approval by the City Manager, may recommend for appointment, a candidate above the entry level rate, to the midpoint of the pay grade if:

1. There are a limited number of qualified applicants available at the entry level, or
2. The applicant has exceptional qualifications.

Above the mid-point if:

1. Multiple recruitments have failed to yield a qualified candidate, or
2. The applicant has qualifications which are unique or critical, or
3. A survey of the market reveals that the City is not competitive.

Pay Rate Adjustments

Pay rate adjustments shall be administered as follows:

Seasonal employees promoting from seasonal to regular status shall start at the entry rate of the new position;

Internal salary equity shall be considered when setting pay;

Entry level pay rate section may be applied when deemed appropriate by the City Manager.

1. **Transfers.** When an employee is transferred (reassigned) from one position to another within the same pay grade he or she shall continue to receive the same base rate of pay. Employees moving from a non-exempt position to an exempt position will receive:

- A. Five (5) percent increase if moving from a non-exempt to an exempt position.

2. **Promotions.** A promotion is defined as an assignment from one grade to another, which has a higher maximum rate of pay and greater responsibility. The employee will receive the higher of:

- A. Ten (10) percent when the new position is at least one (1) salary grade higher, or
- B. Fifteen (15) percent when the new position is at least two (2) or more salary grades higher, or
- C. Fifteen (15) percent if moving from a non-exempt to a higher exempt position, or
- D. Five (5) percent above the minimum of the new pay grade, provided the employee has successfully completed their initial probationary period.

The new pay rate, upon promotion, shall not exceed the maximum of the new pay range.

3. **Reclassification.** Reclassification is the reassignment of a position from one class to a different class to recognize a significant change in the duties and responsibilities of the position. For an upward reclassification the percentage increase will be the higher of:

- A. Ten (10) percent when the new position is at least one (1) salary grade higher, or
- B. Fifteen (15) percent when the new position is at least two (2) or more salary grades higher, or
- C. Fifteen (15) percent if moving from a non-exempt to a higher exempt position, or
- D. Five (5) percent above the minimum of the new pay grade, provided the employee has successfully completed their initial probationary period.
- E. For a downward reclassification the affected employee shall remain at their current base salary rate. However, the employee will not be eligible for any salary increase, other than an across the board increase, until their current base salary is within the range of the new pay grade.

4. **Demotion.** The placement of an employee from one class to another which has a lower pay rate or grade, resulting in a decrease in pay. In the case of a demotion, the employee's base salary shall be adjusted at the lower of:

- A. Ten (10) percent when the new position is at least one (1) salary grade lower, or
- B. Fifteen (15) percent when the new position is two (2) or more salary grades lower, or
- C. Fifteen (15) percent if moving from an exempt to a lower non-exempt position, or
- D. The maximum base salary of the new pay grade.
- E. An employees pay when an in-voluntary movement to a lower pay grade occurs will be evaluated based on the extenuating circumstances surrounding the reason for the pay grade change.

F. An employee transferring or demoting back to their previous position will receive their final salary in that previous position, plus any across the board increases applied since the employee moved from that position.

Additional Compensation

The City Manager may recommend additional forms of compensation in addition to the Salary Plan in the best interest of the City and within the amounts approved in the budget by the City Commission. The manner in which the award of additional compensation is to be determined will be outlined in writing by the City Manager and maintained in the Human Resource Department.

Cost of Living

Cost-of-living adjustments/salary modifications may be granted by the City Manager when authorized by the City Commission. If granted, they are effective the first day of the first pay-period that is subsequently paid in the new fiscal year.

Pay Increases

Pay increase requests for non-represented employees shall generally be required during the budget process for the following budget year. Merit based and other increases are limited to the approved departmental budget, and are subject to the availability of funds. Other pay increases occurring during the fiscal year will be effective the first full pay period following approval. Employees covered by a labor contract shall be compensated as referenced in their respective agreements.

Overtime/Compensatory Time

Overtime and Compensatory time will be paid in accordance with the Fair Labor Standards Act. A maximum limit of compensatory time may be set by the City Manager, not to exceed the rate set by local, state, or federal law. Exempt employees are not eligible for overtime pay, and will be paid in accordance with the Fair Labor Standards Act.

Responsibilities and Authority to Approve Overtime/Compensatory Time

Employees may not work beyond their scheduled hours without prior approval from their Department Director or their designee. This written approval will be on an exception report form or other standard City forms within the work week. Department Directors are responsible for the accurate recording of all overtime and compensatory time on the employee's exception report. Accrued compensation time shall be utilized prior to accrued PTO, unless otherwise approved by the Department Director. Overtime and compensatory time will be administered in accordance with local, state, and federal laws.

When allowed by law, Department Directors may utilize compensatory time off in order to conserve their budgeted overtime for emergencies. Compensatory time accrued must be taken by the last day of the next to the last pay period of the fiscal year, unless otherwise approved by the City Manager, or the employee will be paid out for the compensatory time he/she has accrued. Employees will be paid for all compensatory time they have earned and not used at the time of termination or fiscal year end.

Premium Pay

Time worked on specific projects, emergencies, or grant funded projects may be paid at a premium rate of time and a half the regular rate at the discretion of the City Manager prior to overtime pay being required by law.

Compensation for Temporary Acting or Overlay Assignment

When an employee is assigned to fulfill the duties and responsibilities of a vacant position in a higher classification ~~or duties given as a special assignment~~, on a temporary basis, he or she ~~shall~~ may be paid additional compensation at the discretion of the City Manager or designee.

Acting pay for fulfilling the duties and responsibilities of a vacant position in a higher classification will be either at a rate equal to the starting salary of the higher classification or the employee fulfilling said duties will be given a ten percent (10%) increase, whichever is greater.

The preceding provision shall not apply to those circumstances where a person is temporarily assigned to fulfill the duties and responsibilities of a Department Director. Instead, the employee shall be paid additional compensation either at a rate equal to the starting salary of the directors position or given a fifteen percent (15%) increase, whichever is greater. ~~This section shall not apply to the position of acting, temporary, or interim City Manager. Internal equity may be considered.~~

The compensation paid to any individual serving in ~~such a the~~ capacity of acting, temporary, or interim City Manager, shall be fixed by the City Commission.

When an employee is temporarily assigned a project or task outside of the scope of their current position, and is not fulfilling the capacity of a vacant position, at the City Manager or designee's discretion the employee ~~will~~ may receive overlay pay at a rate to be determined by the City Manager or designee. This provision does not apply to assigned tasks that qualify as "other duties as assigned".

For the purpose of this section, temporary is defined as a period of time in excess of thirty (30) calendar days.

Pay for any assignment under this provision will begin on the first day of the assignment.

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When the temporary acting or overlay assignment is complete, the employee's salary shall revert to the previous level.

Internal equity may be considered when setting temporary acting or overlay pay.

If an employee separates from employment, either voluntarily or involuntarily, or as the result of a retirement, while temporarily assigned to a higher classification or as a Department Director, any accrual payouts made in conjunction with the separation, retirement, or PTO Conversion shall be calculated and paid without the additional rate of the temporary or acting pay or salary.

Holiday Pay

When a non-exempt employee works on the actual holiday, the employee shall be compensated at a holiday pay rate for all hours worked on the actual holiday. All time worked on actual holidays will be

paid at one and one half (1 ½) times the normal hourly rate, in addition to the holiday leave pay if applicable. For example, if Christmas Day is Sunday and the City observes the holiday on Monday, the employee who is scheduled to work on Sunday, the ACTUAL holiday, will receive the holiday pay rate of one and one half (1 ½) times the normal hourly rate. The employee who works on Monday, the observed holiday, will receive the eight (8) hours of holiday leave pay and regular pay for the time they work on the observed holiday.

In cases where an employee works both the actual holiday and the City observed holiday, only the actual holiday will be considered a holiday for the purposes of using the holiday pay rate.

The starting date of employees' shifts will be used to determine whether the employee worked the holiday. For example, if an employee's shift begins at 7:00 p.m. on Christmas Eve and continues through 7:00 a.m. on Christmas morning, they will not be considered to have worked the holiday. If the employee works from 7:00 p.m. on Christmas Day to 7:00 a.m. on December 26th, they will be considered to have worked the holiday for the entire shift.

~~See Section 5-16. Paid Holidays for a list of City observed holidays.~~

Bi-Lingual Pay

Regular non-exempt employees may be compensated at a rate of \$~~26~~.50 per hour for their bilingual abilities based on the following conditions:

A. The language is recognized by the City Manager as adding to the increased productivity and efficiency of the City.

~~B.~~ A written request from the employee and written authorization from the direct supervisor and the department director outlining the benefit to City services is submitted to Human Resources;

~~B.C.~~ Employee M must prove proficiency by meeting the standards established and administered by the Human Resources Department.

~~C.D.~~ Employee will be available during scheduled work hours to translate when requested by City personnel.

~~D.E.~~ If the need for the ability exists and the Departmental budget allows for the additional costs, as determined by the Department Director.

~~E.F.~~ Bilingual pay may be removed at any time when determined to be in the best interest of the City as determined by the City Manager or designee.

Exempt employees are not eligible for this benefit.

Certification Pay

Regular non-probationary employees, in the position currently held, may be compensated at a rate of ~~15~~ .60 per hour for obtaining authorized certification(s) under the following conditions:

- A. The certification is not a requirement of the employee's current job description;
- B. The certification is generally issued by a Federal, State, or professional association;
- C. The certification is justified by the employee's Director, and approved by the City Manager, as being a benefit to the position and the City for the employee to hold the certification and the department budget allows for the additional cost;
- D. Pay for an authorized certification will begin the first day of the pay-period following submission of the original certification document to Human Resources and justification by the appropriate Director;
- E. Certification pay may be removed at any time when determined to be in the best interest of the City as determined by the department director; and
- F. Pay for certifications with an expiration date will end on the last day of the pay period in which the certification expires.

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Wage Garnishments and Assignments

It is the policy of the City to comply with all lawful claims against the wages of our employees, such as garnishments, assignments, and child support orders.

In accordance with applicable federal and state laws, corrective action may not be taken against any individual whose wages have been garnished or assigned. When the City receives a garnishment or assignment, the Finance Department will be responsible for informing the employee of the notice received, and will maintain such records.

Pay Days

Paychecks shall be issued bi-weekly, on Thursday, or as designated by the City Manager. A payroll period consists of two calendar weeks from Sunday midnight to Sunday midnight, or the end of the shift in progress at that time.

Work Week

Except as otherwise provided by a labor agreement, the Department Director shall assign the work day. The workweek shall be a seven (7) day period beginning on Monday at 12:01 a.m. and continuing through Sunday at midnight. This regulation does not apply to employees who are FLSA "exempt".

The City Manager has the authority to establish work periods that are within the Fair Labor Standards Act. These periods will be in writing by the City Manager and maintained in the Human Resource Department.

Time Clock

- A. Non-exempt employees will clock in and out at their scheduled time.

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B. Falsification of time records including, but not limited to clocking in/out for a coworker is a breach of this policy. Any errors or accidental omissions must be documented on an exception report and signed by the employee, the supervisor, and the Department Director.

C. Department Directors have overall responsibility for the timely and accurate submission of employee time through the City's timekeeping system. Actual time entry may be delegated to a department employee.

3-2 Unemployment Insurance

The City provides for Unemployment Insurance benefits for all employees as required by law.

DRAFT COMM 1.11.2022

Section 4 - Operational Policies

4-1 Probationary Period

~~The first six (6) months for regular employees, one (1) year for sworn Police positions, and one (1) year for Firefighter and Fire Command personnel, of your employment is a probationary period. This is an opportunity for the City to evaluate the employee's performance. It also is an opportunity for the employee to decide whether he or she is happy being employed by the City.~~

~~Probationary employees may be terminated at anytime with or without cause and may not appeal a termination.~~

~~An employee who is selected for a transfer or promotion shall commence another six (6) month probationary period. This provision includes sworn Police positions, Firefighters, and Fire command personnel only if transferring or promoting within the same Department. Employees commencing a subsequent probationary period will be eligible for any leave benefits they were entitled to prior to the transfer or promotion.~~

~~At the conclusion of the probation period it shall take an affirmative action through completion of a written Performance Evaluation, and a Personnel Status Form to place the employee in a regular non-probationary status.~~

~~If timely affirmative action is not taken the employee will be considered to have successfully completed their probationary period on the effective date of the probationary period end date. The Evaluation and Personnel Status Form will still be required.~~

~~The City may extend the probationary period if it desires. Any extension of the probationary period may be done after a written Evaluation, a Performance Improvement Plan (PIP), and a Personnel Status Form are completed prior to the conclusion of the probationary period. The request to extend the probation period shall document the employee's abilities, in-abilities, demonstrated potential, expectations, and the situation in general. Probation period extensions are done only upon recommendation by the supervisor to the Department Director, through the Human Resources Office, and notice to the employee. Any extensions of the probationary period will be completed prior to the last day of the initial probationary period end date.~~

~~Extensions of the probationary period will only be for an additional period of up to six (6) months.~~

A probationary period is an opportunity for the City to acclimate, train, and evaluate the employee's work ethic, skills, and performance. It also is an opportunity for the employee to decide whether he or she is happy being employed by the City.

Probationary employees, including those on an extended probationary period, may be terminated at any time with or without cause and may not grieve a termination.

A probationary period will not be served for a contracted at-will employee.

Regular Employee Probationary Period

A. The first six (6) months of employment for regular employees is a probationary period.

- B. An employee who is selected for a voluntary transfer, promotion, or demotion shall commence another six (6) month probationary period or as designated by an applicable Union Agreement.
- C. An employee who is involuntarily transferred or demoted will serve another six (6) month probationary period, except in cases where an employee is transferred or demoted back to a position previously held and the probationary period was completed.
- D. An employee whose position is reclassified upward, while holding the position, will not serve another probationary period.
- E. An employee who auto promotes under the City's Automatic Promotion Policy will commence another probationary period as outlined in the Automatic Promotion Policy or applicable Union Agreement.

APD/AFD Probationary Period

- A. The first twelve (12) months of employment for; sworn Police positions, Firefighter, Code Enforcement Abatement Officer/Firefighter, Code Enforcement Officer/Firefighter, and Fire Command personnel, is a probationary period.
 - B. A certified Police Officer hired by the City who is currently certified in New Mexico or another state that has at least one (1) year of verifiable experience as a certified officer will serve a six (6) month probationary period.
 - C. Sworn Police positions, Firefighters, and Fire Command personnel, who are promoted within the same career field will serve a six (6) month probationary period, if their initial probationary period has been completed. If the initial probationary period has not been completed the remainder of the initial probationary period will be served and the additional six (6) month probationary period will be served.
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- A. At the conclusion of the probation period, it shall take an affirmative action through completion of a written Performance Evaluation to place the employee in a regular non-probationary status.
 - B. If timely affirmative action is not taken the employee will be considered to have successfully completed their probationary period on the effective date of the probationary period end date. The evaluation will still be required.

Extension of Probationary Period

- A. The City may extend the probationary period if it desires. Probationary period extensions are done only upon recommendation by the supervisor to the Department Director, through the Human Resources Office, and notice to the employee. Requests to extend the probationary period must include a written evaluation, a Personnel Status Form, and in some cases a Performance Improvement Plan (PIP) to document the employee's abilities, inabilities, demonstrated potential, expectations, and the situation in general.

B. The documentation necessary to extend a probationary period will be completed prior to the last day of the initial probationary period end date. Extensions will be effective the day following the end of the initial probationary period.

C. Extensions of the probationary period will only be for an additional period of up to six (6) months.

D. While employees will begin earning PTO hours upon hire, they are not eligible to use PTO until they have successfully completed their initial probationary period or extended probationary period if applicable.

Other

C. Employees commencing a subsequent probationary period will be eligible for any leave benefits they were entitled to on the effective date of the transfer, demotion, or promotion.

4-2 Performance Review

City of Alamogordo endeavors to review performance annually. A positive performance evaluation does not guarantee an increase in salary, a promotion or continued employment. Compensation increases and the terms and conditions of employment, including job assignments, transfers, promotions, and demotions, are determined by and at the discretion of management.

Performance Evaluations

Each regular employee shall be given a written performance evaluation in accordance with the following time factors:

A. At completion of the probationary period and extension of probationary period if applicable;

B. At mid-point of probationary period if employee is serving a one (1) year probationary period;

C. For an annual evaluation period of March 1 through February of the following year; evaluations are due within thirty (30) days of the expiration of the evaluation period.

Special Evaluations

Employees should be evaluated under the following special circumstances:

A. Progress of an employee's performance may be provided to probationary employees periodically throughout their probationary period. This communication may be either written or verbal, but must be documented.

B. When there is a notable change, either positive or negative, in an employee's performance level and quality.

Performance Evaluations will be submitted to Human Resources for an initial review of language prior to issuing to the employee. The Human Resources Department may refer questionable evaluations to proper management levels for resolution.

The employee shall have the opportunity to input information, to agree or disagree, and should sign the document acknowledging the receipt of the evaluation. Should an employee refuse to sign, the supervisor should have another supervisor witness the employee's refusal to sign the evaluation.

In addition to these formal performance evaluations, the City encourages employees and supervisors to discuss job performance on a frequent and ongoing basis.

Completed evaluations shall be forwarded to the Human Resource Department for final review and/or action i.e., removal of introductory status, or other action related to the evaluation, and filing of the evaluation in the employee's personnel file.

Unsatisfactory Evaluations

Marginal or unsatisfactory performance is unacceptable. If an overall rating of an employee's performance is marginal or unsatisfactory the employee may be subject to a Personal Improvement Plan (PIP) from their supervisor through the Department Director and the Human Resources Office.

4-3 Employment Records

The employee should keep his or her personnel file up to date by informing the Human Resources Office of any changes. The employee also should inform the Human Resources Office of any specialized training or skills he or she may acquire in the future, as well as any changes to any required visas. Unreported changes of address, marital status, etc. can affect withholding tax and benefit coverage. Further, an "out of date" emergency contact or an inability to reach the employee or emergency contact in a crisis could cause a severe health or safety risk or other significant problem.

The official personnel records for each employee are maintained in the Human Resources Office, and are the property of City of Alamogordo. Such records may include the employee's application, the original copy of each Personnel Status Change Form, performance evaluations, corrective action documents, attendance and leave records, and any other pertinent information.

Inclusion of documents in the employee's personnel file is at the discretion of Human Resources and/or the City Manager.

Departments may maintain unofficial personnel records for their employees, which may include copies of each personnel Status Change Form, performance appraisals, corrective action documentation, attendance and leave records, and any other pertinent information.

Confidential auxiliary files containing personal benefit, Workers' Compensation, Family Medical Leave, background, medical and/or treatment records, and investigations may be kept and are the property of the City of Alamogordo. Such records may include, but are not limited to health insurance enrollment information, beneficiary information, physical examination reports, health history reviews,

laboratory test results, reports from physicians and psychologists, hospital records, and other medical reports.

The City Manager, or designee, shall be the final authority for approval or disapproval of all personnel transactions.

Personnel records will only be released as allowed in the State of New Mexico Inspection of Public Records Act (IPRA).

Personnel records will be retained in accordance with the New Mexico Administrative Code and the Health Insurance Portability and Accountability Act (HIPAA).

4-4 Medical Examinations/Alcohol/Drug Screening

City employees may be required to take medical and or alcohol/drug tests by the City's designated provider.

[Refer to Section 7-1. Drug-Free and Alcohol-Free Workplace](#)

4-5 Psychological Examinations

As a condition of employment or continued employment, City employees may be required to take psychological examinations by a City approved- health care provider.

4-6 Working Hours and Schedule

City of Alamogordo is typically open for business from 8:00 am to 5:00 pm, Monday through Friday. However, some Departments of the City provide services outside of the typical business week. Employees will be assigned a work schedule and will be expected to begin and end work according to the schedule. To accommodate the needs of our citizens, the City reserves the right to change individual work schedules on either a short-term or long-term basis.

4-7 Timekeeping Procedures

Employees must record their actual time worked for payroll and benefit purposes. Non-exempt employees must record the actual time the performance of work begins and ends, as well as the beginning and ending time of any departure from work for any non-work-related reason. Exceptions or corrections to the work schedule will be submitted on forms as prescribed by management.

Non-exempt employees may not start work until their scheduled starting time and may not work beyond their scheduled work hours without prior approval.

Exempt employees are required to record absences from work.

Altering, falsifying, or tampering with time records is prohibited and subjects the employee to discipline, up to and including termination.

It is the employee's responsibility to sign time records to certify the accuracy of all time recorded. Any errors in the time record should be reported immediately to a Supervisor or Time Keeper, so the City can resolve the matter quickly and amicably.

4-8 Overtime

During periods of extremely high activity, additional work may be required. Supervisors are responsible for monitoring business activity and requesting overtime work if it is necessary. Effort will be made to provide employees with adequate advance notice in such situations.

Any non-exempt employee who works overtime will be compensated at the rate of one and one-half times (1.5) his or her normal hourly wage for all time worked in excess of forty (40) hours each week, unless otherwise required by law.

Employees may work overtime only with prior management authorization.

For purposes of calculating overtime for non-exempt employees, the workweek begins at 12:01am on Monday and ends 168 hours later on Sunday at midnight.

Exempt employees are not eligible for overtime or ~~comp time~~compensatory time compensation.

4-9 Safe Harbor Policy for Exempt Employees

It is our policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure proper payment and that no improper deductions are made, employees must review pay stubs promptly to identify and report all errors.

Employees classified as exempt salaried employees will receive a salary which is intended to compensate them for all hours they may work for City of Alamogordo. This salary will be established at the time of hire or classification as an exempt employee. While it may be subject to review and modification from time to time, such as during salary review times, the salary will be a predetermined amount that will not be subject to deductions for variations in the quantity or quality of the work performed.

Under federal and state law, salary is subject to certain deductions. For example, unless state law requires otherwise, salary can be reduced for the following reasons:

- Full-day absences for personal reasons;
- Full-day absences for sickness or disability;
- Full-day disciplinary suspensions for infractions of any City policy and/or City of Alamogordo Ordinances;
- Family and Medical Leave absences (either full- or partial-day absences);
- To offset amounts received as payment from the court for jury and witness fees or from the military as military pay;

- The first or last week of employment in the event the employee works less than a full week; and
- Any full work week in which the employee does not perform any work.

Salary may also be reduced for certain types of deductions such as a portion of health, dental or life insurance premiums; state, federal or local taxes; social security; or contributions to a deferred compensation or pension plan.

In any work week in which the employee performed any work, salary will not be reduced for any of the following reasons:

- Partial day absences for personal reasons, sickness or disability;
- An absence because the employer has decided to close a facility on a scheduled work day;
- Absences for jury duty, attendance as a witness, or military leave in any week in which the employee performed any work (subject to any offsets as set forth above); and
- Any other deductions prohibited by state or federal law.

However, unless state law provides otherwise, deductions may be made to accrued leave for full- or partial-day absences for personal reasons, sickness or disability.

Exempt employees who are absent from the workplace less than a full day, but more than half of their scheduled work day are required to use accrued leave for the number of hours equal to half of the work day.

If the employee believes he or she has been subject to any improper deductions, the employee should immediately report the matter to a supervisor. If the supervisor is unavailable or if the employee believes it would be inappropriate to contact that person (or if the employee has not received a prompt and fully acceptable reply), he or she should immediately contact Department Timekeeper, Human Resources, or any other supervisor in City of Alamogordo with whom the employee feels comfortable.

4-10 Paychecks

The employee will be paid bi-weekly for all the time worked during the previous pay period.

Payroll stubs itemize deductions made from gross earnings. By law, the City is required to make deductions for Social Security, federal income tax and any other appropriate taxes. These required deductions also may include any court-ordered garnishments. Payroll stubs also will differentiate between regular pay received and overtime pay received.

If there is an error in an employee's pay, the employee should bring the matter to the attention of their supervisor or time-keeper immediately so the City can resolve the matter quickly and amicably.

Paychecks will be given only to the employee, unless he or she requests that it be mailed, or authorizes in writing another person on the City's designated form, to accept the check.

4-11 Direct Deposit

City of Alamogordo encourages employees to use direct deposit for payroll purposes. Authorization forms are available from Human Resources or Payroll.

~~The first and last~~A check can be an actual check if requested by the employee at least seven (7) days prior to pay day.

4-12 Early Release of Paycheck

City of Alamogordo will permit the early release of a paycheck prior to a scheduled pay date. Any early release will not be an advance payment of services not rendered as prohibited by Section 30-23-2 NMSA1978.

Requests for the early release must be submitted on the City designated form and have the prior approval of the Department Director, Finance Director, and City Manager.

Approved forms will be submitted to Payroll for processing.

4-13 Investigations, Inquiries, and Audits

The City reserves the right to conduct appropriate investigations, inquiries or audits for the purpose of monitoring the adherence of all City employees to all policies and procedures.

City employees are required to be truthful and forthcoming when responding to an inquiry. City employees shall maintain confidentiality of all investigations. This includes while the investigation or inquiry is being conducted, and remains in effect after the investigation has concluded. Employees -and shall not attempt to interfere or otherwise influence the investigation. Violations of this policy may result in corrective action.

City employees must cooperate with investigations pursuant to Garrity Rights originating from a 1967 United States Supreme Court decision, Garrity v. New Jersey.

The complainant will receive notice of completion of the investigation; however, the complainant is not privy as to what action was taken, if any.

Requests for copies of investigations are made through the City Clerk's Office pursuant to the New Mexico Information and Public Records Act. City employees receiving corrective action involving a financial impact may receive a copy of the investigation upon request in compliance with due process.

4-14 False Statements/Fraud

No employee shall willfully or corruptly;

- make any false statement; or
- falsify or alter official documents/records; or
- mark rating or report falsely with regard to any test, certification, appointment or investigation; or
- in any manner commit any fraud, conceal any wrongdoing, or knowingly withhold information about wrongdoing in connection with employment with the City or with work-related conduct of any City employee.

4-15 Corrective Action Procedures

Policy

-

~~It shall be the policy of the City to administer corrective action fairly, reasonably, and impartially. Employees and the City are best served when corrective action is administered to correct actions rather than to punish.~~

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Grounds for Corrective Action

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~~The continued employment of City employees shall be based on reasonable standards of job performance and personal and professional conduct. Refusal to meet these standards or comply with City policies shall constitute just cause for corrective action including, but not limited to Alternative Dispute Resolution, verbal or written reprimands, suspensions, demotions, termination, arrest, and/or prosecution.~~

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Type of Action Administered

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~~Corrective action is not primarily intended to be punitive, but rather to maintain the efficiency and integrity of City service. The degree of corrective action administered will depend on the nature and severity of the infraction and the employee's prior record. Management has the right to bypass the progressive discipline process. Corrective action shall be in accordance with any applicable City policies and procedures as well as local, state, and federal laws and regulations.~~

-

~~It is the responsibility of each supervisor and department head to evaluate thoroughly the circumstances and facts as objectively as possible, follow the corrective action procedures outlined herein, and apply the most suitable form of corrective action.~~

-

~~Should a City employee be subsequently charged and convicted of a crime following corrective action, the City reserves the right to take additional corrective action up to and including termination, as allowed by law.~~

-

~~The Corrective Action form is required for all corrective actions.~~

~~Refer to See Section 1-15. for Alternative Dispute Resolution information.~~

Corrective Action Procedures

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~~Depending on the type of action administered, there are different procedures required for issuing corrective action. Some of these procedures are required by law.~~

-

In any major corrective action, the pertinent information shall be reviewed with the employee specifying the following: The cause for discipline, the specific reasons supporting the cause, the discipline to be imposed, the effective date, and the right of the employee to be heard.

-

Corrective actions in the form of verbal warnings and written reprimands are the responsibility of each supervisor and do not require intervention by the Human Resources Department. Supervisors shall inform the Department Director of verbal warnings and written reprimands given and the procedure outlined in the Verbal Warning and Written Reprimand section(s) will be followed.

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All corrective actions involving suspensions without pay, demotions, or termination require consultation with the Human Resource Director prior to corrective action being administered to ensure actions are being administered fairly, consistently, and in compliance with applicable laws.

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Verbal Warning

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This type of corrective action should be applied to infractions of a relatively minor degree or in situations where the employee's performance needs to be discussed. The verbal warning should be given in private, and the reason and date for the warning documented in writing. Supervisors should inform the employee that the supervisor is issuing a verbal warning, that the employee is being given an opportunity to correct the condition, and if the condition is not corrected, the person will be subject to more severe corrective action. Records of verbal warnings will be kept by the supervisor or manager. A documented verbal may be used as a basis for further progressive discipline.

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Written Reprimand

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This notice will be issued in the event the employee continues to disregard a verbal warning or if the infraction is severe enough to warrant a written reprimand.

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The reprimand shall state:

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- the nature of the infraction;
- what action must be taken by the employee to avoid further corrective action, up to and including termination;
- when correction of the infraction is expected;
- policies or procedures violated; and
- and what the employee's rights are in the corrective action process.

A copy of the written reprimand is to be given to the employee at the time of the discussion of the corrective action. The employee shall sign the written reprimand to acknowledge receipt. A copy, signed by the employee, will be forwarded to the Human Resource Department and placed in the employee's personnel file. If the employee refuses to sign the acknowledgment, then the supervisor and one other witness, of a supervisory capacity, shall note on the reprimand that the employee received a copy thereof and refused to sign it.

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Suspension Without Pay

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The Department Director may take this form of corrective action only after consultation with the Human Resource Director as a result of a severe infraction of policies or for repeated violations. Suspensions shall not exceed thirty (30) work days. Employees serving a suspension without pay remain eligible for paid observed holidays occurring during the suspension; however, the paid holiday shall not also satisfy an imposed day of suspension without pay.

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FLSA exempt employees may be suspended for one (1) or more full days for infractions of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and any applicable laws regulated by an outside authority.

-

Suspensions Pending Investigation

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An employee may be suspended in cases where it is necessary to investigate a situation to determine what corrective action may be justified. This suspension gives the supervisor the opportunity to investigate the situation when it is serious enough for the employee to be removed from the work environment. Investigatory suspensions may be with or without pay. If after the investigation, it is determined that the employee was not guilty of any violation, the employee will be returned to work, paid for any lost time, and cleared of all charges. If, however, the employee is found in violation, then the appropriate corrective action may take effect on the date that the suspension began. In any case, the employee remains eligible for paid observed holidays during the suspension.

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Demotions

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Demotion may be used in those instances where an employee is unwilling or unable to perform the responsibilities of the position. Demotion is not to be used as a substitute for dismissal, when dismissal is warranted.

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The pay rate of an employee who is demoted may be reduced to the appropriate rate of the new pay grade of the position into which the employee is demoted.

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Involuntary Termination

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Employees may be recommended for termination in instances involving, but not limited to, insubordination, theft, illegal or destructive acts. An involuntary termination will require the Human Resource Director consultation prior to being administered by the Department Director. An employee may also be dismissed after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

-

Probationary employees may be terminated at any time and may not appeal this action.

-

Informal Appeal

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Written reprimands may be appealed informally to the employee's Department Director. The employee must present a written appeal to his or her department Director within seven (7) calendar days of the disciplinary action. The Director shall attempt to resolve the matter within seven (7) calendar days after it has been presented to him or her. The Department Director shall provide his or her decision to the employee in writing. The decision of the Department Director shall be final. Verbal warnings cannot be appealed informally.

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Pre-Disciplinary Hearing Process

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~~A pre-disciplinary hearing shall be made available to any employee who will be subject to a demotion, suspension without pay, or termination. The pre-disciplinary hearing process shall be as follows:~~

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~~A. An employee shall be provided, in writing, with a notice citing the specific incidents constituting just cause; citing the violation of any statute, ordinance, rule or policy; provide an explanation of the documentation, evidence and/or facts relied upon by the department; specify the contemplated disciplinary action; and state that the employee has seven (7) calendar days from service of the notice of contemplated disciplinary action to respond in writing as to why the proposed action should not be taken, or to request a pre-disciplinary hearing with the Department Director, or designee, for that same purpose. A request for a pre-disciplinary hearing will not preclude the employee from submitting his or her written version and mitigating evidence to the Department Director, or designee, no later than the start of the pre-disciplinary hearing. All hearing requests shall be submitted in writing to the Human Resources Director or designee.~~

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~~B. If the proposed discipline is termination, the employee is not eligible for administrative leave with pay or paid holidays during the pre-disciplinary process. However, if the Director does not uphold the proposed termination, the employee will be back-paid for this period.~~

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~~C. If the employee requests a pre-disciplinary hearing, the Human Resources Director or designee shall schedule a hearing before the Department Director, or designee, within seven (7) calendar days, and prior to imposing any corrective action. The corrective action may be imposed prior to the completion of the seven (7) calendar days if the employee elects not to appeal; however, only upon mutual agreement between the supervisor and the employee, and said agreement is documented in writing. Union-represented employees shall have the right to union representation at the pre-disciplinary hearing. Non-represented employees may be accompanied by one personal representative. The employee is responsible for arranging said representation, but must notify the Human Resources Director or designee they intend to do so at least two (2) business days before the hearing. The pre-disciplinary hearing is non-adversarial and, if the employee has a person accompany him or her to the hearing, that person is not entitled to be an advocate. The Department Director or designee, the Human Resources Director or designee, the employee and if the employee so chooses, their representative, shall be in attendance for the pre-disciplinary hearing. The supervisor initiating the proposed corrective action shall also attend unless the employee has requested otherwise. Legal representation or paralegals thereof, are not permitted to attend the pre-disciplinary hearing. Other Department Directors are not permitted to serve as the employee's personal representative.~~

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~~D. The department's pre-disciplinary notice provided to the employee prior to the hearing shall be sufficient to apprise the employee of the basis for the proposed disciplinary action. Reliance upon the contents of the pre-disciplinary notice shall not limit the City at subsequent hearings from presenting witnesses testimony and additional documentation not submitted prior to or during the pre-disciplinary hearing. The purpose of a pre-disciplinary hearing is to give the employee the opportunity to respond to the pre-disciplinary notice and to provide information why the proposed action should not be taken. The rules of evidence shall not apply to the pre-disciplinary hearing, nor are there specific procedural regulations for the conduct of the hearing. Additionally, the hearing shall not be recorded by audio or visual equipment nor should there be any attempt to make a verbatim record of the proceedings.~~

-

~~E. Should the Department Director, or designee, uphold the proposed discipline following the pre-disciplinary hearing, written notice of discipline shall be given to the employee. The Department Director, or designee, may either uphold the recommended corrective action, or impose a lesser or more severe action as deemed appropriate by the Director's or designee's findings. In any case, a written response will be provided to the employee within seven (7) calendar days. Such notice shall include a general statement of the findings of the hearing and notice of the employee's right to appeal to the City Manager. If the sustained discipline is termination, the termination will be effective upon notice being given to the employee. The official termination date shall be documented in the employee's employment record with the date the employee received notice from the Director or designee. In the case of termination, a formal appeal to the City Manager shall be considered a post-termination hearing. All other corrective actions will be imposed as described in the notice, unless the employee and Department Director otherwise agree.~~

~~-~~

~~In the interest of providing a fair and unbiased process, the Department Director of the employee receiving the corrective action may be substituted with another City Director or the Assistant City Manager. This substitution shall be allowed in cases when there is a conflict or when the Department Director is the supervisor imposing the corrective action.~~

~~-~~

~~Nothing in these procedures is designed to supersede or prevent an employee from availing himself or herself of the City's grievance procedure.~~

~~-~~

Formal Appeal

~~-~~

~~Any employee who is disciplined following the pre-disciplinary hearing may appeal the decision of the Department Director to the City Manager, or designee. This formal appeal must be received in writing by the Human Resources Director or designee within seven (7) calendar days of receipt of the decision of the Department Director. The City Manager, or designee, shall schedule and hold a hearing within seven (7) calendar days of receipt of the appeal from the employee. The employee may have legal representation and or witnesses at the hearing to present evidence that support the appeal, but must notify the Human Resource Director that they intend to do so at least two (2) business days before the hearing. The Formal Appeal Hearing shall be recorded as a verbatim record of the proceedings. The City Manager, or designee must render a written decision within seven (7) calendar days following the hearing. The decision of the City Manager, or designee will be final and binding. Should a termination result, the termination date will be the same date as determined by the Director as documented in the determination notice following the pre-disciplinary hearing. If a decision to terminate is over turned, administrative pay will be paid.~~

~~-~~

~~In the interest of providing a fair and unbiased process, the City Manager may be substituted with another City Director or the Assistant City Manager for the purpose of a formal appeal. This substitution shall be allowed in cases when there is a conflict or when the City Manager is the supervisor imposing the corrective action. An external hearing officer may also be utilized upon mutual agreement of the City and the employee.~~

~~-~~

~~At-Will employees are ineligible for the appeal process except as provided for in their respective employment contract.~~

~~-~~

Extension of Time Limits

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~~Any of the time limits in the corrective action procedure may be extended upon mutual agreement. However, if no action is taken within one (1) calendar year from the date of the appeal to the Department Director or the City Manager the Appeal will be considered closed and the action upheld.~~

~~-~~

~~4-16 Grievance Process~~

~~It is the policy of the City to afford all employees a means of obtaining further consideration of problems when they remain unresolved at the supervisory level, and to establish policies and procedures that provide for timely resolution of grievances. Included below is a preliminary step which encourages, whenever possible, the use of mediation to resolve conflict. This step is intended to urge the consideration of the option of mediation, but in no way limits or preempts other remedies to which employees and the City are entitled by law. Whenever possible and appropriate, the employee considering filing a grievance may file a request for mediation with the Human Resources Department prior to initiating the grievance process outlined below. When mediation is pursued, participation in such session will be limited to the two parties involved and the mediator. Other parties may be included, exclusive of any representative or attorney, at the discretion of the mediator. Further, when mediation is pursued, all time limitations will be tolled as of the filing of the request for mediation with the Human Resources office and until such time as the mediation is completed. If agreement is not reached through mediation, the procedures outlined below may ensue.~~

~~-~~

~~A "grievance" shall mean a complaint, made by a regular full time or regular part time employee, which alleges an unjust application, interpretation, or violation of the rules and regulations of the City or Department that:~~

~~-~~

~~1. a specific administrative act was arbitrary or capricious and adversely affected the employee's then-existing terms or conditions of employment, and/or;~~

~~-~~

~~2. involves improper discrimination or treatment prohibited by the Constitution of the United States and State of New Mexico, or federal and or state statutes, and/or;~~

~~-~~

~~3. a violation of applicable City rules, regulations, or personnel policies which adversely affected the employee's then-existing terms or conditions of employment.~~

~~-~~

~~For the purposes of this policy, an act is not arbitrary or capricious if the decision-maker exercised reasoned judgment.~~

~~-~~

~~The following matters are not grievable:~~

~~-~~

- ~~• lay offs,~~
- ~~• changes in policies and procedures,~~
- ~~• performance evaluations,~~
- ~~• transfers or promotions,~~
- ~~• changes in duty stations or shifts,~~
- ~~• all corrective actions,~~
- ~~• levels of compensation, and/or,~~

- ~~other matters of inherent management rights, unless they are directly related or a direct consequence of a grievable matter.~~

~~If a question arises with regard to whether an issue is a grievable matter the City Manager reserves the right to make that determination.~~

~~-~~

~~Strict adherence to the procedures outlined below is mandatory for all concerned, except that time limits may be extended upon mutual agreement or good cause shown.~~

~~-~~

~~Reasonable attempts will be made to resolve the grievance to the mutual satisfaction of the employee and the City.~~

~~-~~

~~STEP 1: An employee must present a grievance in writing within seven (7) calendar days of its alleged occurrence or within seven (7) calendar days of when the employee should have reasonably known of the occurrence to the employee's immediate supervisor and Department Director, who shall attempt to resolve it within seven (7) calendar days after it is presented to them.~~

~~-~~

~~STEP 2: If the employee is not satisfied with the decision of the Department Director, the employee must submit the grievance, in writing, to the City Manager's office within seven (7) calendar days of receipt of the Department Director's decision. This written notice shall include the following:~~

~~-~~

~~A. Statement of the grievance and relevant facts.~~

~~-~~

~~B. Specific remedy sought.~~

~~-~~

~~C. Reasons for the dissatisfaction with Department Director's decision.~~

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~~Note: Issues not presented to the Department Director will not be considered in an appeal to the City Manager. If the grievance presented does not include the specified requirements in Step 2, A. C., the grievance will be rejected.~~

~~-~~

~~STEP 3: Within seven (7) calendar days of receipt of the employee's written grievance the City Manager shall schedule a hearing. The employee may be accompanied by another employee or union conferee. Such conferee must attain a release from their supervisor and will be considered in pay status during their regularly scheduled workday hours. The purpose of the hearing is for the employee to present any information pertinent to the grievance. The hearing will be recorded. The employee and Department Director may call witnesses to testify about information relevant to the grievance. Within seven (7) calendar days of the hearing the City Manager will provide the employee a written decision. The decision of the City Manager will be final and binding.~~

~~-~~

~~Grievances filed against the City Manager shall follow the same process and timeline as grievances against other employees, as described above in Section 4-16 Grievance Process. However, the grievance shall be filed with the Human Resources Director or designee, or the Assistant City Manager or designee. The Human Resources Director or Assistant City Manager, or designee thereof, shall provide the grievance to the City Commission under limited personnel matters in executive session at the next scheduled Commission meeting. The Commission shall provide direction to the Human Resources Director or Assistant City Manager, or designee thereof, for any action deemed necessary, if any. Should an investigation be required, the Commission shall provide direction to staff with regard to~~

~~whether an internal or external investigation will be conducted. The Human Resources Director or designee shall provide any results to Commission in executive session. The Commission's decision shall be final and binding. If required by law, City Commission shall provide notice to the public of their direction to staff in open session following executive session.~~

~~-~~

~~Protection Against Retaliation—The City and its employees will not retaliate against any person who, in good faith, uses the grievance procedure.~~

4.15 CORRECTIVE ACTIONS

Policy

It shall be the policy of the City to administer corrective action fairly, reasonably, and impartially. Employees and the City are best served when corrective action is administered to correct actions rather than to punish.

Grounds for Corrective Action

The continued employment of City employees shall be based on reasonable standards of job performance and personal and professional conduct. Refusal to meet these standards or comply with City policies shall constitute just cause for corrective action including, but not limited to Alternative Dispute Resolution, verbal or written reprimands, suspensions, demotions, termination, arrest, and/or prosecution.

Refer to Section 1-17. for Alternative Dispute Resolution information.

Type of Action Administered

Corrective action is not primarily intended to be punitive, but rather to maintain the efficiency and integrity of City service. The degree of corrective action administered will depend on the nature and severity of the infraction and the employee's prior record. Management has the right to bypass the progressive discipline process. Corrective action shall be in accordance with any applicable City policies and procedures as well as local, state, and federal laws and regulations.

It is the responsibility of each supervisor, manager, and department director to evaluate thoroughly the circumstances and facts as objectively as possible, follow the corrective action procedures outlined herein, and apply the most suitable form of corrective action.

Should a City employee be subsequently charged and convicted of a crime following corrective action, the City reserves the right to take additional corrective action up to and including termination, as allowed by law.

Corrective Action Procedures

Depending on the type of action administered, there are different procedures required for issuing corrective action. Some of these procedures are required by law.

The City's designated Corrective Action form is required for all corrective actions.

All Corrective actions shall be given in private, including verbal warnings, except when the warning applies evenly to all employees of a division or department.

Documented corrective actions may be used as a basis for further progressive discipline.

The following list outlines details of each corrective action that shall be reviewed with the employee and shall be documented within all corrective actions:

- The nature of the infraction;
- The specific reasons supporting the cause;
- The discipline to be imposed;
- The effective date;
- What action must be taken by the employee to avoid further corrective action, up to and including termination;
- When correction of the infraction is expected;
- Policies or procedures violated; and
- What the employee's rights are with relation to the grievance process, if applicable.

All Corrective actions involving suspensions without pay, demotions, or termination require consultation with the Human Resource Director prior to Corrective action being administered to ensure actions are being administered fairly, consistently, and in compliance with applicable laws.

A copy of any corrective action is to be given to the employee at the time of the discussion. The employee shall sign the corrective action to acknowledge receipt. If the employee refuses to sign the acknowledgment, then the supervisor and one other witness, of a supervisory capacity, shall note on the corrective action that the employee received a copy thereof and refused to sign it.

Administrative Leave Pending Investigation

An employee may be placed on administrative leave in cases where it is necessary to investigate a situation to determine what corrective action may be justified. This leave gives the supervisor the opportunity to investigate the situation when it is serious enough for the employee to be removed from the work environment. Investigatory suspensions may be with pay. If after the investigation, it is determined that the employee was not guilty of any violation, the employee will be returned to work, and cleared of all charges. If, however, the employee is found in violation, then the appropriate corrective action may be taken.

An employee serving administrative leave pending investigation remains eligible for paid observed holidays.

Verbal Warnings and Written Reprimands

Corrective actions in the form of verbal warnings and written reprimands are the responsibility of each supervisor and do not require intervention by the Human Resources Department.

Supervisors shall inform the Department Director of verbal warnings and written reprimands given.

Probationary employees may be terminated at any time and may not grieve this action or any other corrective action taken.

Verbal Warning

This type of corrective action should be applied to infractions of a relatively minor degree or in situations where the employee's performance needs to be discussed.

Records of verbal warnings will be kept by the supervisor or manager, but must include the Directors signature prior to filing.

Verbal warnings are not grievable.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Written Reprimand

This notice will be issued in the event the employee continues to disregard a verbal warning or if the infraction is severe enough to warrant a written reprimand.

The original, signed by the employee, will be forwarded to the Human Resources Department and placed in the employee's personnel file.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Suspension Without Pay

This form of corrective action may be taken as result of a severe infraction(s) of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and/or any applicable laws regulated by an outside authority and including, but not limited to, insubordination, theft, illegal or destructive acts or for repeated violations. An employee may also be suspended after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

Suspensions shall not exceed thirty (30) scheduled workdays or a maximum of 240 scheduled work hours.

Suspensions will be scheduled at the discretion of the Department. Employees serving a suspension without pay remain eligible for paid observed holidays occurring during the suspension; however, the paid holiday shall not also satisfy an imposed day of suspension without pay.

FLSA exempt employees may be suspended for one (1) or more full days.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Demotion

Demotion may be used in those instances where an employee is unwilling or unable to perform the responsibilities of the position. Demotion is not to be used as a substitute for dismissal, when dismissal is warranted.

The pay rate of an employee who is demoted may be reduced to the appropriate rate of the new pay grade of the position into which the employee is demoted.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Involuntary Termination

Employees may be recommended for termination in instances involving, infraction(s) of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and/or any applicable laws regulated by an outside authority for repeated violations, and including, but not limited to, insubordination, theft, illegal or destructive acts. An involuntary termination will require the Human Resources Director consultation prior to being administered. An employee may also be dismissed after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Probationary Termination

Probationary employees may be terminated at any time and may not grieve this action or any other corrective action taken.

4-16. Grievance and Arbitration Procedure

- A. Upon agreement by both the City and the grieving employee, the grieving employee's representative shall be allowed to address the grievance/appeal on the grieving employee's behalf.
- B. As a condition of employment, employees are required to appear as witness in grievance hearings when requested by the City.
- C. Employees called as witnesses during time off shall be paid in accordance with the Fair Labor Standards Act (FLSA) by the City for the time spent at the hearing.
- D. Grievance is defined as a misinterpretation, misapplication, or violation of a specific subsection of an article of this manual. Corrective actions involving a written reprimand, suspension, demotion, or termination may also be grieved under this procedure.
- E. The following are considered non-grievable:
 - 1. Lay-offs;
 - 2. Changes in policies and procedures;
 - 3. Performance evaluations;
 - 4. Promotions;
 - 5. Changes in duty stations or shifts;
 - 6. Matters mandated by City, State, and/or Federal law;
 - 7. Matters in which the City is without authority to act; and/or
 - 8. Other matters of inherent management rights, unless they are directly related or a direct consequence of a grievable matter.
- F. The grievance must be in writing and shall include:
 - 1. Identification of the specific Article, subsection, and language in this manual that is alleged to have been violated;

2. Identification of the action or inaction that generated the grievance;
3. The management employee(s) involved in the alleged violations;
4. The date of the alleged violation;
5. The specific relief requested; “to be made whole” is not an acceptable specific relief and;
6. The grievance must be signed and dated by the employee and the employee’s representative, if the employee elects to be represented.

G. “Working days” is defined as days the City administrative offices are open for business.

H. Failure to submit a grievance within five (5) working days following the discovery of the act, or the condition which gave rise to the grievance, will constitute forfeiture of the right to file. Furthermore, any grievance determination not appealed to the succeeding level within the time limits expressed herein shall be considered as closed. When it is mutually agreed by the parties in writing, the time limits expressed herein may be extended. Either the Union or employee may drop the grievance at any Step.

I. Grievance Steps:

1. Step 1. The initial filing of a written grievance shall be with the Department Director or designee with a copy to the Human Resources Director, and shall occur within five (5) working days of the commission or omission of the act that generated the grievance.
2. Step 2. Within five (5) working days of filing the grievance with the Department Director, a meeting between the aggrieved employee and the Director will be scheduled at a mutually agreed date and time. The Director will have five (5) working days from the date of the meeting to respond to the aggrieved employee in writing. If the grievance is not resolved with the Department Director’s decision, the grievance may be appealed to the City Manager or designee by filing the appeal in writing, to the Human Resources Director, within five (5) working days of the Department Director’s decision.
3. Step 3. Within five (5) working days of filing the grievance with the City Manager, a hearing between the aggrieved employee and the City Manager will be scheduled. The City Attorney or designee will be present to present the City’s case. The City Manager will have five (5) working days from the date of the hearing to respond to the aggrieved employee in writing. If the grievance is not resolved with the City Manager’s decision, within ten (10) working days, the grievant or representative may advance the grievance to arbitration. The grievant or representative, may submit a written request for an unrestricted regional list of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS) within ten (10) working days of City Manager or designee’s decision. The request to the FMCS shall include notice to the City’s Human Resources Director.
 - a. Within ten (10) working days of receipt of the list of arbitrators from FMCS, the parties shall meet to select an arbitrator. The parties will alternate striking names on the list until only one name remains. The remaining name shall be the arbitrator. The party to strike the first name shall be the grievant.

- b. If an issue of arbitrability exists, the Arbitrator shall determine such issues through the filing of pre-hearing briefs prior to scheduling the hearing on the merits. If the Arbitrator determines the grievance to be arbitrable, the party who raised the issue of arbitrability shall file for another arbitrator panel to hear the merits of the grievance. Such request for a second panel shall be filed within five (5) workdays of receipt of the Arbitrator's decision on arbitrability.
- c. The Arbitrator is limited to interpreting and applying the language in this manual. The Arbitrator shall not add to, subtract from, or alter the manual in any way, nor shall the Arbitrator substitute his or her discretion for the City where such discretion is retained by the City.
- d. The decision of the Arbitrator shall be final and binding on the parties and considered a decision under compulsory arbitration of the New Mexico Uniform Arbitration Act.
- e. The Arbitrator's charges for services and expenses shall be shared equally by the parties.
- f. Each party is responsible for its representation and witness costs.
- g. This is the only grievance procedure available and shall be the sole and exclusive method for resolving any and all claims arising from the alleged violation of this manual or a grievance of corrective action where applicable.
- h. Any of the time limits outlined within the grievance process may be extended upon mutual agreement.

J. Details Governing Grievance Procedures:

1. If a question arises about whether an issue is a grievable matter the City Manager reserves the right to make that determination.
2. Reasonable attempts will be made to resolve the grievance to the mutual satisfaction of the employee and the city.
3. Grievances filed against the City Manager shall follow the same process and timeline as grievances against other employees, as described above in Section 4-16 Grievance and Arbitration Procedure. However, the grievance shall be filed with the Human Resources Director or designee, or the Assistant City Manager or designee. The Human Resources Director or Assistant City Manager, or designee thereof, shall provide the grievance to the City Commission under limited personnel matters in executive session at the next scheduled Commission meeting. The Commission shall provide direction to the Human Resources Director or Assistant City Manager, or designee thereof, for any action deemed necessary, if any. Should an investigation be required, the Commission shall provide direction to staff about whether an internal or external investigation will be conducted. The Human Resources Director or designee shall provide any results to

Commission in executive session. If required by law, City Commission shall provide notice to the public of their direction to staff in open session following executive session.

4. Protection Against Retaliation - The City and its employees will not retaliate against any person who, in good faith, uses the grievance procedures.
5. In the interest of providing a fair and unbiased process, the City Manager or Director may be substituted with another City Director or the Assistant City Manager for the purpose of a grievance. This substitution shall be allowed in cases when there is a conflict or when the City Manager or Director is the supervisor imposing the corrective action.
6. At-Will employees are ineligible for the grievance process except as provided for in their respective employment contract.
7. Any of the time limits in the grievance procedure may be extended upon mutual agreement. However, if no action is taken within one (1) calendar year from the date of the grievance to the Department Director or the City Manager the grievance will be considered closed, and the action upheld.
8. When the proposed discipline is termination, the employee is not eligible for administrative leave with pay or paid holidays during the grievance process. However, if the proposed termination is not upheld during the grievance or arbitration process, the employee will be back paid for this period.
9. The corrective action may be imposed prior to the completion of the five (5) working days if the employee elects not to file a grievance; however, only upon mutual agreement between the supervisor and the employee, and said agreement is documented in writing.
10. Employees may be accompanied by one personal representative. The employee is responsible for arranging said representation but must notify the Human Resources Director or designee they intend to do so at least two (2) working days before the hearing. The supervisor initiating the proposed action shall also attend unless the employee has requested otherwise. Other Department Directors are not permitted to serve as the employee's personal representative.
11. The department's notice provided to the employee prior to the meeting shall be sufficient to apprise the employee of the basis for the proposed disciplinary action. Reliance upon the contents of the Corrective Action notice shall not limit the City at subsequent meetings from presenting witness testimony and additional documentation not submitted prior to or during the meeting. The purpose of a meeting is to give the employee the opportunity to respond to the Corrective Action notice and to provide information why the proposed action should not be taken. The rules of evidence shall not apply to the meeting, nor are there specific procedural regulations for the conduct of the meeting.

12. Meetings prior to step 3 (with the City Manager), of the grievance process shall not be recorded by audio or visual equipment nor should there be any attempt to make a verbatim record of the proceedings. Hearings with the City Manager shall be recorded as a verbatim record of the proceedings.
13. The Department Director, City Manager or designee(s), may either uphold the recommended Corrective Action, or impose a lesser or more severe action as deemed appropriate by the Director, City Manager or designee's findings.
14. If the sustained discipline is termination, the termination will be effective upon notice being given to the employee by the Director or designee.
15. The official termination date shall be documented in the employee's employment record with the date the employee received notice from the Director or designee. In the case of termination, a meeting request to the City Manager, per the grievance process, shall be considered a post-termination meeting. All other corrective actions will be imposed as described in the notice, unless the employee and Department Director otherwise agree.

4-17 Classification of Positions

All positions/classifications in the City's service shall be grouped into classes and each class shall include those positions sufficiently similar as to character of work, required performance, and level of responsibility, so that:

- A. An equivalent level of training, experience, knowledge, and ability, and other qualifications may be required of incumbents;
- B. Comparable tests of such qualifications may be used to select incumbents; and
- C. The same salary range will apply with equity under substantially equal working conditions; or
- D. Positions that are unusual for reasons such as market demand will be classified according to reasonable market standards.

Position descriptions and job specifications shall be maintained by the Human Resource Office for all positions. Any changes to position descriptions must be submitted to Human Resources. Requests that result in a position's reclassification will require the City Manager's approval.

The position descriptions should include: Job Title, Department, Division, FLSA Status, Effective Date, Summary of Position, Supervision Received, Supervision Exercised, Essential Functions, Other Duties, Minimum Qualifications, Special Requirements, Working Conditions, History Summary, Job Hazard Analysis, and Approval section.

Reclassification Procedure

Revision of position descriptions and re-allocations within the classification plan shall be made as often as is necessary to provide current information on positions and classes.

It shall be the duty of the Human Resource office to examine the nature of all positions and to allocate them to existing or newly created classes, to make changes in the duties and responsibilities of existing positions.

When a new position is requested by a Department Director or the duties of an old position are substantially changed, the Department Director shall submit a change request form and written recommendation to the Human Resource Office including justification for the reclassification, emphasizing changes in position responsibilities or requirements for qualifications (i.e., experience, education, certifications, etc.).

The request will be reviewed by the Human Resource Office. The Human Resource Department will use a standardized method in reviewing new position descriptions or requests for changes to existing position descriptions. This method will value the position responsibilities, requirements, and qualifications to accurately classify or reclassify the position.

If the request is justified, the budget impact will be determined, and a recommendation will be made to the City Manager. The City Manager shall be the final decision-maker for all reclassification requests. If approved, the Human Resource Office will take the necessary steps to implement the reclassification. Reclassification of a position currently filled and not vacant shall not require the position be posted for recruitment. No reclassification involving an upgrade of salary that would overspend the authorized department budget will be approved without City Commission approval.

4-18 References

City of Alamogordo will respond to reference requests through the Human Resources Department. The City will provide general information concerning the employee such as date of hire, date of separation, rehire eligibility status, and positions held.

Requests for further information must be in writing and a release from the individual the request is for must be obtained. These responses will be returned in writing based on information verifiable in the employee or former employee's personnel file.

This policy does not prohibit an employee from giving a personal reference as long as the employee is not acting as a representative of the City and the reference is not on City letterhead.

Please refer all requests for City references to the Human Resources Department.

4-19 Separation from Employment

Voluntary Termination

Should an employee decide to leave the City, ~~we ask that~~ he or she shall provide their supervisor with at least two (2) weeks, or four (4) weeks when retiring through PERA, advance written notice of departure. ~~Thoughtfulness will be appreciated.~~

Failure to comply with this policy may be cause for denying re-employment with the City.

In some cases it may be in the City's best interest to release an employee upon receipt of an employee's resignation, such as when- an employee is still in training and it would not be beneficial to continue with training. The release of an employee in situations where it is found to be beneficial for the City will be at the director's discretion and will not penalize the employee's rehire eligibility.

Where an employee resigns to avoid dismissal or other corrective action, the resignation may be accepted at the discretion of the Department Director with City Manager approval, and the employee will not be subject to rehire.

Retirement

Service retirement is voluntary termination after having satisfied the requirements of P.E.R.A. Retiring employees are requested to give the City at least four (4) weeks written notice prior to retirement date.

Involuntary Termination

This action is originated by the City and may be initiated for a variety of reasons to include, but not limited to:

- A. Termination during the probationary period.
- B. Termination for cause.
- C. Layoff.

Disability Retirement

This is an involuntary termination that is necessitated by an injury or illness, which renders the employee incapable of performing ~~his/her~~his or her job duties. The retirement will be in accordance with P.E.R.A. for eligible employees.

Layoff

Layoff is an involuntary termination of employment for lack of work, lack of funds, reclassification of positions, re-organization of the City's work force, elimination of positions or other changes that have taken place.

The City Manager is responsible for administering the layoff or reduction in force.

No regular full-time, non-probationary, employee shall be laid off involuntarily if there is a vacant position for which the employee is qualified. The City Manager is responsible for offering transfers or

re-employment to employees facing layoff. Employees who accept another position are considered to have voluntarily transferred.

The City will provide at least thirty (30) days advance notification prior to layoff, except in the case of an emergency.

Employees with the least amount of seniority within their position shall be laid off first.

Recall from Layoff

Laid off employees shall be recalled for vacancies based on those who meet the minimum requirements of the vacant positions. Where applicable, employees who are equally qualified will be recalled by seniority. When an employee does not respond to the City's recall notice within seven (7) calendar days, the City's obligation to recall the employee shall cease. The City shall have no obligation to recall an employee after he or she has been on continuous layoff for a period that exceeds one (1) year.

Abandonment

Employees who are absent from their job for one (1) shift or work--day without notifying their supervisor are considered to have abandoned their job voluntarily. The date of termination will be the same date as the first day the job was abandoned.

The employee may apply for reinstatement in writing directly to the City Manager within five (5) working days from the date of termination due to abandonment. Within five (5) working days a meeting will be arranged between the employee and the City Manager or designee. Time limits may be extended upon mutual agreement between the employee and the City Manager or designee. If the City Manager determines that the employee is to be reinstated, such time missed will be charged against the employee's accrued leave or leave without pay.

For purposes of administering this Section, "Working days" is defined as days the City administrative offices are open for business.

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Return of City Property

All City property including, but not limited to: I.D. cards, laptop computer, keys, radios, tools, cell phones, City credit cards, uniforms, policy and procedure and/or rules and regulation manuals, etc., must be returned at separation. Employees also must return ~~all of all~~ the City's confidential information upon separation. To the extent permitted by law, employees will be required to repay the City, (through payroll deduction, if lawful) for any lost or damaged City property.

Any item that identifies a person as a City employee must be returned upon separation. This does not include employee appreciation gift items.

Footwear and lifeguard uniforms are not required to be returned.

4-20 Exit Interviews

All employees, either separated voluntarily or involuntarily must report to the Human Resource Department for end of employment processing.

Exit Interview

All regular employees who separate from the City's service may be requested to participate in an exit interview on forms provided by the Human Resource Department. Participation in completing the exit interview form is voluntary on the part of the exiting employee.

Exit interviews are often helpful to determine fully not only why an employee has decided to resign, but to seek out opportunities for improvement in the City's overall operations and employee relations. Department Directors and the employee's supervisor(s) will receive a copy of the ex-employee's exit interview.

Section 5 - Benefits

5-1 Benefits and Leave

In addition to good working conditions and competitive pay, it is City of Alamogordo's policy to provide a combination of supplemental benefits to all eligible employees. These benefits include time-off benefits, such as paid time off and holidays, and insurance and other plan benefits.

The next few pages contain a brief outline of the benefit programs City of Alamogordo provides employees and their families. The information presented here is intended to serve only as guidelines and continuation of benefits are not guaranteed.

The descriptions of the insurance and other plan benefits merely highlight certain aspects of the applicable plans for general information only. The details of those plans are spelled out in the official plan documents, which are available for review upon request from the Human Resources Office or on line at www.mybenefitsnm.com. Additionally, the provisions of the plans, including eligibility and benefit provisions, are summarized in the summary plan descriptions ("SPDs") for the plans (which may be revised from time to time). In the determination of benefits and all other matters under each plan, the terms of the official plan documents shall govern over the language of any description of the plans, including the SPDs and this manual.

Further, City of Alamogordo (including the officers and administrators who are responsible for administering the plans) retains full discretionary authority to interpret the terms of the plans, as well as full discretionary authority with regard to administrative matters arising in connection with the plans and all issues concerning benefit terms, eligibility and entitlement.

While the City intends to maintain these employee benefits, it reserves the absolute right to modify, amend or terminate these benefits at any time and for any reason.

If employees have any questions regarding benefits, they should contact the Human Resources Office.

5-2 Deferred Compensation

The City allows an option to any regular employee to invest a portion of his or her earnings into a Deferred Compensation Plan. The employee may request a payroll deduction to be administered by the Human Resources Office for this purpose.

5-3 Education Assistance

The City, subject to the availability of funds, may provide education assistance to regular non-probationary employees. The courses or training program or type of degree must enhance or create a skill that is directly related to the employee's profession, skill or craft, and must demonstrate a benefit to the City. The determination for reimbursement is the responsibility of the Department Directors and will be handled in accordance with the City's Educational Assistance Internal Policy.

Employees are expected to attend courses on their own time unless other arrangements are pre-approved.

Education reimbursement will be based on a grade of "C" or Pass. A "D" or failing grade will result in the denial of the reimbursement.

To be reimbursed, employees must still be employed by the City when evidence of satisfactory course completion is received. EXCEPTION: Employees whose employment is terminated, because of a downsizing or reorganization will be reimbursed if they complete their course work after their employment is terminated. Employees will be required to serve a pre-determined tenure of service upon completion of the course or will be responsible for paying the City back on a pro-rated basis for the educational reimbursement received for the course.

5-4 Employee Assistance Program

City of Alamogordo provides an Employee Assistance Program (EAP) for employees and their dependents. This program offers qualified counselors to help cope with personal or work-related problems.

The City of Alamogordo may provide an Employee Assistance Program (EAP) subject to the availability of funds. The purpose of this program is to provide employees and their immediate family members with assistance in resolving personal problems that may have an adverse effect on job performance. The program may deal with a broad range of human problems such as emotional, behavioral, family, marital, alcohol and/or substance abuse, financial, legal, or other personal problems.

When an employee uses this program by self-referral, their use will be confidential and will remain anonymous to the City. Self-referral usage of the EAP is limited to the provisions of the contract with the EAP provider. Employees who use the EAP on their own will be required to use accrued leave or take leave without pay to attend appointments during work hours.

A Director may refer an employee to the EAP as a condition of continued employment. In these cases, the information the employee discusses with their provider will remain confidential under provider, client privileges. The City will be provided information from the provider regarding the employee's attendance and fitness to safely perform the essential functions of their job. Employees who are referred to the EAP by their supervisor will be allowed a reasonable amount of administrative leave with pay to attend appointments that occur during their normal work hours.

Contact the Human Resources Department for further information.

5-5 Insurance Programs

Health, Dental, Vision, and Disability Coverage

Regular full-time or part-time employees may participate in the City's health, dental, and vision insurance programs.

All regular full-time employees are eligible to join the City's Group Insurance Plan, which provides coverage for the employee and the employee's dependents. Participation is subject to the City's and the

Carrier's Agreement which is on file with the Human Resources Department. The City's participation in providing Group Medical Insurance is subject to modification, termination, or change of carrier at any time. The City pays a portion of the plan as approved by the City Commission.

Participation is on a voluntary basis and the employee may join or withdraw from the plan at any time the plans and IRS rules allow.

An employee requesting coverage is required to apply for coverage within the first thirty (30) days of employment, otherwise enrollment will not be available until open enrollment or a qualifying event has occurred.

Continuation of medical coverage will be in compliance with any applicable laws.

Employees meeting eligibility requirements under the Affordable Health Care Act will be responsible for their share of premium costs which meets guidelines under the Act.

Regular part time employees that work a minimum of twenty (20) hours per week are eligible to enroll in the City's group insurance plans. Regular part time employees will be responsible for 100% of the premium costs.

Upon becoming eligible to participate in these plans, you will receive information on obtaining Summary Plan Descriptions (SPDs) describing the benefits in greater detail. Please refer to the SPDs for detailed plan information.

Basic Life Insurance Coverage

All regular full time and regular part time employees that work a minimum of twenty (20) hours per week are eligible to receive, at no cost to the employee, a Basic Life Insurance policy.

5-6 Recreational Community Services Facilities Benefit

~~All employees shall be permitted to use the City's recreational facilities and equipment, including the swimming pool, that are located at its Recreational Center at no cost to the Employee. The gym at the Senior Center may also be used at no cost to the employee. Family members and guests will be required to pay the normal charges. Employees will be given a twenty percent (20%) discount on any recreational activity or other programs offered or sponsored by the City's Community Services Department. The discount applies only to the participation of the employee, the employee's spouse or the employee's minor dependent(s). Participation at the discounted rate will only be available in the event the program has available space. Employees shall be given the one day "junior golf green fee rate" at the City's golf course, The Desert Lakes Golf Course. Employees will receive a twenty five percent (25%) discount off the regular price of an annual golf membership at the Golf Course. Rental charges for golf carts and other charges or fees will be at the normal rate. The Golf Course restaurant offers a fifteen percent (15%) discount off an entree for City employees, limited to Monday-Friday during lunch. Family members and guests will be required to pay the normal charges. Rental charges for golf carts and other charges or fees will be at the normal rate. Employees will be charged the non-profit rate for rental of the Civic Center Facility. Employees will also receive free entry to the Alameda Park Zoo.~~

~~City Retirees will continue to be eligible for these services after they retire with the exception of the one day golf at the junior golf green fee rate and the entree discount at the Golf Course restaurant. City Retirees will be provided with an ID card from the Human Resources Department to receive these discounts. For the purpose of this policy a City Retiree is defined as an employee retiring in good standing under City employment and under the New Mexico PERA Retirement System.~~

~~These discounts are subject to change without prior notice. Contact Human Resources for the most current list of discounts available.~~

~~The following service benefits are provided by the City of Alamogordo (Community Services Department) to all regular full time and part time employees.~~

~~May be required to show City ID for participation.~~

~~These discounts are subject to change without prior notice. Contact Human Resources for the most current list of discounts available.~~

~~Except as specifically noted below, retirees under the NM PERA Retirement System that are in good standing with City employment upon retirement are eligible for service benefits. City retirees will be provided with an ID card from the Human Resources Department to receive eligible discounts.~~

Alamo Senior Center

~~The Senior Center Exercise Facility may be used at no cost to the employee. Donations are appreciated from family members and guests over the age of 60. Family and guests under 60 will be required to pay the set fees. Participation will only be available in the event a senior member is not displaced.~~

Alameda Park Zoo

~~Employees will receive free entry to the zoo. Family members and guests are required to pay entrance fees.~~

Alamogordo Family Recreation Center

~~Recreational facilities include free use of the swimming pool (public swim, lap swim, aqua walk) and gymnasium (for basketball, pickleball, etc.) for the employee only.~~

~~Youth program discount only applies to the employee's minor dependent children. Employee or the employee's spouse may initiate enrollment and payment for said youth programs. Participation at the discounted rate will only be available in the event the program has available space. Discount request must be made at the time of registration.~~

Sgt. Willie Estrada Memorial Civic Center

~~Employees will be charged the non-profit rate for rental of the Civic Center Auditorium only. All other amenities including but not limited to the kitchen, conference rooms, and alcohol service are billed at regular price.~~

Desert Lakes Golf Course

~~Employees are eligible for an annual golf membership for \$712.50. Green fees for 9 holes are \$8.50 and green fees for 18 holes are \$17.00. All applicable taxes apply. Rental fees for golf carts and other~~

charges or fees will be at the normal rate. All users are subject to “Code of Conduct” rules. This discount is not available to retirees.

19th Hole Restaurant

City employees will receive a fifteen percent (15%) discount off a lunch entree limited to Monday through Friday. Family members and guests will be required to pay full pricing. This discount is not available to retirees.

5-7 Retirement Plan

Retirement

Any employee who qualifies as mandatory under PERA guidelines, except the City Manager who has the option of joining the ICMA 401 Plan in lieu of PERA, participates in the Public Employees Retirement Association of New Mexico (PERA).

Enrollment and benefit forms are provided by the Human Resource's Office. It is the employee's individual responsibility to keep information related to their retirement account as to name, address, and beneficiary up to date.

Retiree Health Care

As part of the City's participation in PERA, eligible employees participate in the New Mexico Retiree Health Care Authority. This participation provides the benefit of health insurance to PERA retirees.

Detailed information on specific retirement benefits is available at www.nmpera.org for PERA and at www.nmrhca.org for Retiree Health Care Authority.

5-8 Training

Where the City is the one requiring additional certification or licensing beyond any required for appointment to the position held or sought by any regular full time employee, the City will be responsible for scheduling and paying all costs associated with the acquisition of the required training or licensing.

Where training is approved, employees must comply with the Finance Department's guidelines for payment and reimbursements of training. Department Directors shall not approve City paid time or training funds for employees seeking training outside their assigned classification and where the City does not request it.

The City may, subject to the availability of funds and the Department Directors approval, pay for necessary training for employees who are required to maintain a license or certificate as outlined in the employees job description.

5-9 Workers' Compensation

On-the-job injuries are covered by our Workers' Compensation Insurance Policy. If employees are injured on the job, no matter how minor, they should report the incident immediately to their Supervisor. Failure to follow City procedures may affect the ability of the employee to receive Workers Compensation benefits.

Workers Compensation benefits will be administered in accordance with State of New Mexico Worker's Compensation Law.

5-10 Administrative Leave

Administrative Leave

It is recognized that certain events arise that make administrative leave necessary. The Department Director or designee may place an employee on administrative leave with pay based on certain events. These events may include:

- A. The removal of an employee for the safety or welfare of other employees, and/or the public;
- B. The removal of an employee for the purpose of protecting the City's facilities or properties;
- C. The removal of an employee to conduct an investigation;
- D. The removal of an employee whose conduct or welfare is at issue;
- E. When an employee is referred to the Employee Assistance Program by the supervisor as outlined in the Employee Assistance section. Employees will be granted a reasonable amount of administrative leave for appointments scheduled during normal work hours.

Employee's in pre-termination status are not eligible for administrative leave with pay or paid holidays. These employee's will be provided administrative leave without pay pending the outcome of their pre-disciplinary grievance process.

The basis for such administrative leave shall be documented, in the written administrative leave notice to the employee, and submitted on the approved form to the Human Resources Director at the time of or within two (2) business days of the administrative leave commencing.

Administrative leave under this section shall not constitute corrective action. During the administrative leave, the employee shall not attend his or her regular work site or any other city facilities, except as designated by the Department Director. The employee shall remain available during normal work hours to meet with the Director or designee, as requested.

~~The employee may be placed on administrative leave with pay by the~~ A Director with concurrence from the Human Resources Director has authority to approve ~~for~~ up to five (5) consecutive working days for

non-shift workers and seven (7) consecutive calendar days for shift workers. Leave beyond these limitations will only be authorized by the City Manager.

Unauthorized Absence

Any leave not authorized according to the appropriate rules set forth in this manual shall be deemed to be an unauthorized absence without pay. All unauthorized ~~leave-absences~~ shall be initially recorded as ~~unpaid AWOL—absence without leave~~ unauthorized LWOP. Upon receiving information of the reasons behind the unauthorized absence, the Department Director may change the leave to Paid Time Off or compensatory time used, without losing the right to give the employee corrective action up to and including termination. After one (1) shift or work-day of unauthorized absence, employees are subject to termination under the Abandonment section of this manual.

Refer to Section 4-19. Separation from Employment, Abandonment for employees who are absent from their job for one (1) shift or workday without notifying their supervisor.

5-11 Bereavement Leave

We know the death of a family member is a time when employees wish to be with their families.

The City shall allow up to three (3) days of paid Bereavement Leave for regular full-time employees in cases of death in the immediate family.

The City shall allow up to three (3) days of paid Bereavement Leave for regular part time employees, pro-rated based on the employee's annual budgeted hours, in cases of death in the immediate family.

Employees who must travel 500 miles or more one-way will be allowed two (2) additional days of Bereavement Leave for a maximum total of five (5) days. Bereavement leave benefits for regular part time employees will be pro-rated based on the annual budgeted hours for these two (2) additional days.

For the purposes of this provision, immediate family is defined as: spouse, domestic partner, child, grandchild, brother, sister, parent, grandparent, step, half, and in-law relatives of the same.

Employees must ~~inform~~ consult with their Supervisor prior to commencing bereavement leave.

In administering this policy, the City may require verification of death.

5-12 Jury Duty

City of Alamogordo supports the obligation of all U.S. citizens to serve on a jury when summoned to do so. All employees will be allowed time off to perform such civic service as required by law. Employees are expected to provide a copy of their jury duty and verification of their completed service, available from the court.

Employees are also expected to keep management informed of the expected length of jury duty service and to report to work for the remaining portion of the day if excused by the court.

Employees on jury duty leave will be paid for their jury duty service in accordance with state law; however, exempt employees will be paid their full salary for any week in which time is missed due to jury duty if work is performed for the City during such week.

Some courts pay jurors a fee in exchange for their jury duty. Employees shall remit to the City all compensation received for such service performed during normal working hours. All remitted jury service fees will be turned in to the Finance Department, excluding mileage fees.

5-13 Lactation Breaks

The City will provide a reasonable time to accommodate an employee desiring to express breast milk for the employee's infant child, in accordance with and to the extent required by applicable law.

The City will make reasonable efforts to provide employees with the use of a room or location other than a toilet stall for the employee to express milk in private. This location may be the employee's private office, if applicable. The City may not be able to provide additional break time if doing so would seriously disrupt the City's operations, subject to applicable law. Please consult the Human Resources Department if you have questions regarding this policy.

Employees should advise management if they need break time and an area for this purpose. Employees will not be discriminated against or retaliated against for exercising their rights under this policy.

5-14 Meal Periods/Breaks

Meal periods are usually one (1) hour, unless otherwise specified due to work demands and as pre-authorized by the Department Director. Meal periods are not counted as time worked, unless the employee is not relieved from duty during the meal period. Where meal periods are not taken by the employee and the supervisor has not requested or assigned a verbal or written duty, the employee shall be compensated for time worked, but may be subject to corrective action by their supervisor. Rest breaks may be provided with one (1) fifteen (15) minute rest period the first half of the workday and one (1) fifteen (15) minute rest period the second half of the workday. Rest breaks may not be accumulated, or used in correlation with lunch, at the beginning of work or prior to leaving from work. Breaks will be taken in designated non-work areas, but may not be away from the facility unless the employee has obtained prior supervisor approval or direction. Supervisors shall be responsible for scheduling and may authorize or limit rest breaks if continuous work is required.

5-15 Paid Time Off

The City acknowledges how hard employees work and recognizes the importance of providing time for rest and relaxation. Employees are encouraged to get this rest by taking paid time off.

Leave Defined

Leave is any authorized absence, with or without pay, during regularly scheduled work hours, which is approved by the proper authority. Leave is an employee benefit, and all leave shall be earned and granted to employees as set forth in the following rules.

General Leave Approval

Leave will be granted on the basis of the work requirement as a priority, but whenever possible on the personal wishes of the employee. Requests for leave will be approved, denied, and governed through the chain of command.

Paid Time Off (PTO)

Paid Time Off (PTO) is available to cover employees needs for time away from work for vacation, sickness, or to handle personal affairs.

PTO Accrual

Regular full-time employees earn PTO hours based on the multiplier used times the regular hours paid each pay period, excluding overtime and other hours that are in addition to the budgeted base position hours of 2080. The longer an employee remains with the City of Alamogordo, the larger the multiplier will be based on the following table:

Full Years of Service	Maximum PTO Hours Earned Per Year	Maximum PTO Days Earned Per Year	Multiplier
0-5 Years	172	21.50	0.082692308
6 Years	180	22.50	0.086538462
7 Years	188	23.50	0.090384615
8 Years	196	24.50	0.094230769
9 Years	204	25.50	0.098076923
10-15 Years	212	26.50	0.101923077
16 Years	220	27.50	0.105769231
17 Years	228	28.50	0.109615385
18 Years	236	29.50	0.113461538
19 Years	244	30.50	0.117307692
20 Years & Up	252	31.50	0.121153846

The multiplier will be increased to the next incremental rate effective the first full pay-period following the employee's eligible anniversary date.

PTO hours are calculated and updated each biweekly pay period through the payroll system. Employees whose positions are budgeted for 2080 hours per fiscal year may only earn PTO hours up to the

maximum per year listed in the calculation table above. Employees may not borrow against future PTO accruals or carry a negative PTO balance.

PTO Requests

It is important that employees plan PTO use carefully so that appropriate replacements can be scheduled. Employees are responsible for requesting PTO in writing and submitting it to their supervisor for approval at least one (1) week in advance for all time off, except in those cases where advance notice is not possible i.e. hospitalization, family emergency, etc, or when otherwise agreed to by the supervisor. In the instance of an unplanned absence, the employee is responsible for making every effort to notify their supervisor at least one (1) hour before the beginning of their scheduled work period. If an employee has not notified the supervisor of their absence by mid shift, the employee may be subject to 4-19 Separation ~~f~~From Employment/Abandonment. Abandonment does not override the PTO request requirement.

If an employee calls in sick for three (3) or more consecutive days, the employee may be required to provide his or her supervisor with a doctor's note on the day the employee returns to work.

An absence shall be considered unauthorized whenever the employee's supervisor or designee has not been properly notified before the shift begins. Responsibility for excusing an unauthorized absence shall rest with the immediate supervisor. An unauthorized absence may be paid if PTO accruals are available and the supervisor has approved the unauthorized absence. An unauthorized absence may be recorded as leave without pay at the discretion of the supervisor.

While employees will begin earning PTO hours upon hire, they are not eligible to use PTO until they have successfully completed their initial probationary ~~period, or~~ extended probationary period, or their initial six (6) months of employment if not on an extended probationary period. Employees serving an initial twelve (12) month probationary period shall be eligible to use their PTO hours upon successful completion of the first six (6) months of their probationary period. An exception will be granted and current hours made available if the employee provides documentation of illness signed by a licensed medical professional. Individual circumstances may also be considered and approved by the Department Director.

Except as allowable by law employees eligible to use PTO hours must use accrued PTO hours and accrued compensatory time prior to utilizing LWOP or donated leave.

PTO & Injury on the Job

If an employee is injured on the job during their probationary period they will have access to their available PTO leave balance to cover lost time that they are not compensated for in any other manner for the first seven (7) calendar days. Should the leave balance not be sufficient to cover the time, leave-without-pay may be authorized.

PTO Maximum Roll Over

The maximum amount of earned PTO hours employees can roll over at any fiscal year end is 480 hours. Exceptions may be approved by the City Manager, only under extenuating circumstances which could

not be planned or expected. Approved excess leave must be utilized by the employee within ninety (90) days, or by October 31 of the new fiscal year.

Up to July 1, 2003, any employee having a balance in excess of 480 hours will have their current PTO balance serve as their maximum PTO roll over balance until the employee either separates service or their balance falls below 480 hours. At such time their balance falls below 480 hours their maximum limit then becomes 480 hours.

Exhaustion of PTO

Only Department Directors or their designees, on a case-by-case basis, can grant time off without pay. PTO will not accrue during periods of leave without pay.

PTO & Separation of Employment

Employees will be paid up to 480 earned, unused hours of PTO upon their retirement date through PERA. Payment for unused PTO shall be paid at the employee's regular base rate of pay at the time of retirement. PTO in excess of 480 hours will be forfeited.

Employees will be paid up to 360 earned, unused hours of PTO upon separation of employment; not in conjunction with retirement through PERA. Payment for unused PTO shall be paid at the employee's regular base rate of pay at the time of separation. PTO in excess of 360 hours will be forfeited.

All accruals cease as of the date of separation.

PTO will not be paid out to employees who terminate during their first six (6) months of employment status.

PTO Conversion

Employees may convert a maximum of ~~eighty-one-hundred-sixty (80160)~~ PTO hours per fiscal year for a cash payment at a rate of ~~two-one (21)~~ hours of pay for ~~three-one (31)~~ hours of leave. This conversion is only possible for PTO balances over 240 hours. The remaining PTO balance after the conversion may not drop below 240 hours.—The minimum ~~amount~~ number of hours employees may convert per conversion is eight (8) hours. The maximum number of times an employee may convert leave to pay during the fiscal year is four (4). All requests to convert leave to pay must be submitted to the Human Resources Department at least seven (7) calendar days before the pay date the employee wishes to receive the payment.

Voluntary PTO Transfer

There are times when employees may face conditions which require an extended absence from duty and subsequently result in the exhaustion of their PTO. In such cases, upon the employees request and after consultation with the Department Director, the City Manager may permit a regular full-time employee to receive PTO donations from other qualified employees under this subsection, under the following conditions:

The employee or an immediate family member suffers from an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature which has caused, or is likely to cause, the employee to go on leave without pay status or terminate City employment and:

- The employee's absence and the use of shared PTO are warranted;
- The employee has depleted or will shortly deplete his or her PTO reserves; and
- The employee has abided by all personnel rules regarding PTO use.

PTO donations under this provision may not exceed 480 hours per event, unless otherwise determined by the City Manager or designee.

Such leave shall be donated in one (1) hour increments, with a minimum donation of eight (8) hours per donor.

An employee who has accrued a PTO balance of more than 240 hours may request that the City Manager transfer a specified amount of PTO to another employee authorized to receive PTO under this section. In no event may the employee request a transfer of an amount of PTO that would result in his or her own PTO balance going below 240 hours.

However, an employee separating from City service, after completing their first six (6) months of employment, may donate PTO below the minimum balance of 240 hours, provided the recipient is currently on FMLA leave and/or has been approved by the City Manager to receive PTO donations.

The amount of PTO time transferred under this section which remains unused shall be returned to the employee or employees who transferred the leave when the City Manager finds that the leave is no longer needed or will not be needed at a future time in connection with the illness or injury for which the leave was transferred. The return of unused PTO will be pro-rated based on the number of hours the donator contributed to the total hours donated under the most recent reconciled balance. If a donating employee is no longer employed the hours remaining from the donator will be shared equally among employees currently approved to receive donations.

Donation forms will be filed in the personnel file of the donating employee.

Under no circumstances, including termination, can donated PTO hours be converted to cash.

5-16 Paid Holidays

The City Manager shall determine which holidays employees of the City will observe, and the date of observation.

Regular full-time and part-time employees will be paid for the following holidays:

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Veterans' Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

One (1) Floating Holiday

Holiday pay, including Floating Holiday, for regular part time employees will be calculated based on a pro-rated eight (8) hour holiday and the annual budgeted hours for the position held.

If a holiday falls within an eligible employee's approved leave period the eligible employee will be paid for the holiday. Leave benefits will not be charged.

Employees serving a suspension without pay shall remain eligible for observed paid holidays occurring during the suspension period; however, the observed paid holiday, including the Floating Holiday, shall not also satisfy an imposed day of suspension without pay. Employees are not eligible for paid observed holidays, including the Floating Holiday, while on administrative leave without pay in the pre-disciplinary process for a proposed termination of employment except in the circumstance the employee's termination is not upheld, in which case the paid holiday would be included in the back-pay for this period.

In the event a holiday falls on Sunday the following Monday shall be deemed to be the holiday. In the event the legal holiday falls on Saturday, the proceeding Friday shall be deemed to be the holiday. In these cases, time worked on the actual holiday on Saturday or Sunday will be the time that is eligible for holiday pay in accordance with the section on Holiday Pay under Compensation.

Employees will receive one (1) Floating Holiday per fiscal year to be used for a purpose of their choice. The Floating Holiday will accrue in each eligible employee's accrual bank on the pay date following the first full pay-period in the new fiscal year. Use of Floating Holidays will be requested and approved by the supervisor in the same manner as required for use of PTO. Floating holidays must be used in the same fiscal year accrued. Floating Holidays will not be carried over to the next fiscal year and are not eligible for conversion to pay. Employees hired during the fiscal year will have the Floating Holiday calculated based on a pro-rated basis for the pay-periods remaining in the fiscal year.

Full and part-time employees eligible for the Floating Holiday upon the effective date of this Manual (January 24, 2022) will have a full year's Floating Holiday added to their accruals as outlined above.

5-17 Voting Leave

An employee who is registered to vote shall be granted up to two (2) hours with pay, between the opening and closing times of the polls, to vote on all election days. Time off will not be granted to employees whose normal work day begins more than two (2) hours after the opening time of the polls or ends more than three (3) hours prior to the closing time of the polls. Time off for voting will not be utilized for any other purpose.

The employee's supervisor should be notified prior to utilizing the Voting Leave. The time of day will be regulated by the supervisor to minimize disruption of service. The employee may be required to produce proof of voter registration.

5-18 Other Benefits

The City may offer other benefits to employees to be paid in whole or part by the employee through a payroll deduction or other means.

City contributions to any benefit are contingent upon available funding and required approvals.

Section 6 - Leaves of Absence

6-1 Personal Leave

If regular ~~full-time~~**full-time** employees are ineligible for any other City leave of absence, City of Alamogordo, under certain circumstances, may grant a personal leave of absence without pay. A written request for a personal leave should be presented to the Department Director at least two (2) weeks before the anticipated start of the leave. The Department Director will prepare a recommendation to the City Manager, through the Human Resources Department. The recommendation will include the reason for the request, the day it will start and expected day of return, and how it will impact department operations.

If personal leave is requested for medical reasons and employees are not eligible for leave under the federal Family and Medical Leave Act (FMLA) or any state leave law, medical certification also must be submitted. The request will be considered on the basis of staffing requirements and the reasons for the requested leave, as well as performance and attendance records. Normally, personal leave will be granted for a period of up to twelve (12) weeks. However personal leave may be extended if, prior to the end of leave, employees submit a written request for an extension to management and the request is granted.

Employee's that are on approved personal leave:

1. Are not eligible to withdraw their PERA retirement benefits.
2. Will not earn leave benefits, during any duration of leave without pay (LWOP).
3. Are not eligible for holidays that fall during the period of LWOP.
4. Shall not use LWOP to work for another employer or pursue self-employment.
5. Are eligible to continue participation in the City's health insurance program provided the employee makes arrangements to pay the City the full insurance premium if LWOP exceeds two full pay periods.
6. Will be responsible for the employee and employer share of the premiums.
7. Shall be terminated if they fail to return on the day specified, unless an extension has been authorized in advance.
8. Employees must use all accumulated leave and comp-time prior to utilizing LWOP under this provision.
9. Are not eligible to participate in the donated leave provision.

Upon completion of the personal leave of absence, the City will attempt to return employees to their original job or a similar position, subject to prevailing business considerations. Reinstatement, unless FMLA qualified, is not guaranteed.

Failure to advise management of availability to return to work, failure to return to work when notified or a continued absence from work beyond the time approved by the City will be considered a voluntary resignation of employment.

6-2 Military Leave

If employees ~~are required to~~ attend yearly Reserves, ~~or~~ National Guard duty, ~~or Civil Air Patrol (Civil Air Patrol per HB22 7.1.2020)~~, of New Mexico, they will be eligible to receive military leave with pay, not to exceed fifteen (15) working days in ~~each calendar~~ federal fiscal -year, October 1 through September 30, then unpaid military leave of absence provided the absence does not exceed applicable statutory limitations.

All employees called to active duty in emergencies declared by the Governor of ~~the United States~~ New Mexico or the President of the United States for short periods of time shall be granted military leave with pay not to exceed fifteen (15) working days. This emergency military leave is outside of the provision above for military leave.

A copy of orders must be attached to all requests for military leave, annual or emergency.

This leave applies to individuals who voluntarily or involuntarily leave employment to perform service in a uniformed service. ~~does not apply to assignments volunteered for by the employee.~~

To be eligible for military leave, employees must provide management with advance notice of service obligations unless they are prevented from providing such notice by military necessity or it is otherwise impossible or unreasonable to provide such notice.

Employees should give management as much advance notice of their need for military leave as possible to ensure proper coverage while employees are away.

Provided any absence does not exceed applicable statutory limitations, employees will retain reemployment rights and accrue seniority and benefits in accordance with applicable federal and state laws.

Authority for all military leave shall be within the provisions of Federal, State, and Local Laws.

6-3 Family and Medical Leave

The Family and Medical Leave Policy

Employees may be entitled to a leave of absence under the Family and Medical Leave Act (FMLA). This policy provides employees information concerning FMLA entitlements and obligations employees may have during such leaves. If employees have any questions concerning FMLA leave, they should contact the Human Resources Office.

I. Eligibility

FMLA leave is available to "eligible employees." To be an "eligible employee," an employee must: 1) have been employed by the City for at least 12 months (which need not be consecutive); 2) have been employed by the City for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave; and 3) be employed at a worksite where 50 or more employees are located within 75 miles of the worksite.

II. Entitlements

As described below, the FMLA provides eligible employees with a right to leave, health insurance benefits and, with some limited exceptions, job restoration.

A. Basic FMLA Leave Entitlement

The FMLA provides eligible employees up to 12 workweeks of unpaid leave for certain family and medical reasons during a 12-month period. The 12-month period is determined based on a 12-month period measured forward from the start date of the employee's first FMLA leave. Leave may be taken for any one, or for a combination, of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son, daughter or parent (but not in-law) who has a **serious health condition**;
- For the employee's own serious health condition (including any period of incapacity due to pregnancy, prenatal medical care or childbirth) that makes the employee unable to perform one or more of the essential functions of the employee's job; and/or
- Because of any **qualifying exigency** arising out of the fact that an employee's spouse, son, daughter or parent is a military member on covered active duty or called to covered active duty status (or has been notified of an impending call or order to covered active duty) in the Reserves component of the Armed Forces for deployment to a foreign country in support of contingency operation or Regular Armed Forces for deployment to a foreign country.

For the purpose of this section “parent” is defined as the biological, adoptive, step, or foster parent of an employee or an individual who stood in *loco parentis* to the employee when the employee was a son or daughter. The definition of parent does not include parent-in-law.

To determine further qualifications as a family member or next of kin refer to 29 C.F.R. § 825.122.

- An employee’s written statement or other documentation asserting the relationship is required.

A **serious health condition** is an illness, injury, impairment or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, caring for the parents of the military member on covered active duty and attending post-deployment reintegration briefings.

B. Additional Military Family Leave Entitlement (~~Injured Service Member Leave~~Military Caregiver Leave)

In addition to the basic FMLA leave entitlement discussed above, an eligible employee who is the spouse, son, daughter, parent or next of kin of a **covered service member** is entitled to take up to 26 weeks of leave during a single 12-month period to care for the service member with a serious injury or illness. Leave to care for a service member shall only be available during a single-12 month period and, when combined with other FMLA-qualifying leave, may not exceed 26 weeks during the single 12-month period. The single 12-month period begins on the first day an eligible employee takes leave to care for the injured service member.

A **"covered service member"** is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status or is on the temporary retired list, for a serious injury or illness. These individuals are referred to in this policy as "current members of the Armed Forces." **Covered service member** also includes a veteran who is discharged or released from military services under conditions other than dishonorable at any time during the five years preceding the date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation or therapy for a serious injury or illness. These individuals are referred to in this policy as "covered veterans."

The FMLA definitions of a "serious injury or illness" for current Armed Forces members and covered veterans are distinct from the FMLA definition of "serious health condition" applicable to FMLA leave to care for a covered family member.

C. Intermittent Leave and Reduced Leave Schedules

FMLA leave usually will be taken for a period of consecutive days, weeks or months. However, employees also are entitled to take FMLA leave intermittently or on a reduced leave schedule when medically necessary due to a serious health condition of the employee or covered family member or the serious injury or illness of a covered service member. Qualifying exigency leave also may be taken on an intermittent basis.

D. No Work While on Leave

The taking of another job while on family/medical leave or any other authorized leave of absence is grounds for immediate discharge, to the extent permitted by law.

E. Protection of Group Health Insurance Benefits

During FMLA leave, eligible employees are entitled to receive group health plan coverage under the same terms and conditions as if they had continued to work.

F. Restoration of Employment and Benefits

At the end of FMLA leave, subject to some exceptions including situations where job restoration of "key employees" will cause the City substantial and grievous economic injury, employees generally have a right to return to the same or equivalent position with equivalent pay, benefits and other employment terms. The City will notify employees if they qualify as "key employees," if it intends to

deny reinstatement, and of their rights in such instances. Use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of an eligible employee's FMLA leave.

G. Notice of Eligibility for, and Designation of, FMLA Leave

Employees requesting FMLA leave are entitled to receive written notice from the City telling them whether they are eligible for FMLA leave and, if not eligible, the reasons why they are not eligible. When eligible for FMLA leave, employees are entitled to receive written notice of: 1) their rights and responsibilities in connection with such leave; 2) City's designation of leave as FMLA-qualifying or non-qualifying, and if not FMLA-qualifying, the reasons why; and 3) the amount of leave, if known, that will be counted against the employee's leave entitlement.

The City may retroactively designate leave as FMLA leave with appropriate written notice to employees provided the City's failure to designate leave as FMLA-qualifying at an earlier date did not cause harm or injury to the employee. In all cases where leave qualifies for FMLA protection, the City and employee can mutually agree that leave be retroactively designated as FMLA leave.

III. Employee FMLA Leave Obligations

A. Provide Notice of the Need for Leave

Employees who take FMLA leave must timely notify the City of their need for FMLA leave. The following describes the content and timing of such employee notices.

1. Content of Employee Notice

To trigger FMLA leave protections, employees must inform the Human Resources Office of the need for FMLA-qualifying leave and the anticipated timing and duration of the leave, if known. Employees may do this by either requesting FMLA leave specifically, or explaining the reasons for leave so as to allow the City to determine that the leave is FMLA-qualifying. For example, employees might explain that:

- a medical condition renders them unable to perform the functions of their job;
- they are pregnant or have been hospitalized overnight;
- they or a covered family member are under the continuing care of a health care provider;
- the leave is due to a qualifying exigency caused by a military member being on covered active duty or called to covered active duty status to a foreign country; or
- if the leave is for a family member, that the condition renders the family member unable to perform daily activities or that the family member is a covered service member with a serious injury or illness.

Calling in "sick," without providing the reasons for the needed leave, will not be considered sufficient notice for FMLA leave under this policy. Employees must respond to the City's questions to determine if absences are potentially FMLA-qualifying.

If employees fail to explain the reasons for FMLA leave, the leave may be denied. When employees seek leave due to FMLA-qualifying reasons for which the City has previously provided FMLA-

protected leave, they must specifically reference the qualifying reason for the leave or the need for FMLA leave.

2. Timing of Employee Notice

Employees must provide 30 days' advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days' notice is not possible, or the approximate timing of the need for leave is not foreseeable, employees must provide the City notice of the need for leave as soon as practicable under the facts and circumstances of the particular case. Employees who fail to give 30 days' notice for foreseeable leave without a reasonable excuse for the delay, or otherwise fail to satisfy FMLA notice obligations, may have FMLA leave delayed or denied.

B. Cooperate in the Scheduling of Planned Medical Treatment (Including Accepting Transfers to Alternative Positions) and Intermittent Leave or Reduced Leave Schedules

When planning medical treatment, employees must consult with the City and make a reasonable effort to schedule treatment so as not to unduly disrupt the City's operations, subject to the approval of an employee's health care provider. Employees must consult with the City prior to the scheduling of treatment to work out a treatment schedule that best suits the needs of both the City and the employees, subject to the approval of an employee's health care provider. If employees providing notice of the need to take FMLA leave on an intermittent basis for planned medical treatment neglect to fulfill this obligation, the City may require employees to attempt to make such arrangements, subject to the approval of the employee's health care provider.

When employees take intermittent or reduced work schedule leave for foreseeable planned medical treatment for the employee or a family member, including during a period of recovery from a serious health condition or to care for a covered service member, the City may temporarily transfer employees, during the period that the intermittent or reduced leave schedules are required, to alternative positions with equivalent pay and benefits for which the employees are qualified and which better accommodate recurring periods of leave.

When employees seek intermittent leave or a reduced leave schedule for reasons unrelated to the planning of medical treatment, upon request, employees must advise the City of the reason why such leave is medically necessary. In such instances, the City and employee shall attempt to work out a leave schedule that meets the employee's needs without unduly disrupting the City's operations, subject to the approval of the employee's health care provider.

C. Submit Medical Certifications Supporting Need for FMLA Leave (Unrelated to Requests for Military Family Leave)

Depending on the nature of FMLA leave sought, employees may be required to submit medical certifications supporting their need for FMLA-qualifying leave. As described below, there generally are three types of FMLA medical certifications: an **initial certification**, a **recertification** and a **return to work/fitness for duty certification**.

It is the employee's responsibility to provide the City with timely, complete and sufficient medical certifications. Whenever the City requests employees to provide FMLA medical certifications, employees must provide the requested certifications within 15 calendar days after the City's request,

unless it is not practicable to do so despite an employee's diligent, good faith efforts. The City will inform employees if submitted medical certifications are incomplete or insufficient and provide employees at least seven calendar days to cure deficiencies. The City will deny FMLA leave to employees who fail to timely cure deficiencies or otherwise fail to timely submit requested medical certifications.

With the employee's permission, the City may contact the employee's health care provider to authenticate or clarify completed and sufficient medical certifications. If employees choose not to provide the City with authorization allowing it to clarify or authenticate certifications with health care providers, the City may deny FMLA leave if certifications are unclear.

Whenever the City deems it appropriate to do so, it may waive its right to receive timely, complete and/or sufficient FMLA medical certifications.

1. Initial Medical Certifications

Employees requesting leave because of their own, or a covered relation's, serious health condition, or to care for a covered service member, must supply medical certification supporting the need for such leave from their health care provider or, if applicable, the health care provider of their covered family or service member. If employees provide at least 30 days' notice of medical leave, they should submit the medical certification before leave begins. A new initial medical certification will be required on an annual basis for serious medical conditions lasting beyond a single leave year.

If the City has reason to doubt initial medical certifications, it may require employees to obtain a second opinion at the City's expense. If the opinions of the initial and second health care providers differ, the City may, at its expense, require employees to obtain a third, final and binding certification from a health care provider designated or approved jointly by the City and the employee.

2. Medical Re-certifications

Depending on the circumstances and duration of FMLA leave, the City may require employees to provide recertification of medical conditions giving rise to the need for leave. The City will notify employees if recertification is required and will give employees at least 15 calendar days to provide medical recertification.

3. Return to Work/Fitness for Duty Medical Certifications

Unless notified that providing such certifications is not necessary, employees returning to work from FMLA leaves that were taken because of their own serious health conditions that made them unable to perform their jobs must provide the City with medical certification confirming they are able to return to work and the employees' ability to perform the essential functions of the employees' position, with or without reasonable accommodation. The City may delay and/or deny job restoration until employees provide return to work/fitness for duty certifications.

D. Submit Certifications Supporting Need for Military Family Leave

Upon request, the first time employees seek leave due to qualifying exigencies arising out of the covered active duty or call to covered active duty status of a military member, the City may require employees

to provide: 1) a copy of the military member's active duty orders or other documentation issued by the military indicating the military member is on covered active duty or call to covered active duty status and the dates of the military member's covered active duty service; and 2) a certification from the employee setting forth information concerning the nature of the qualifying exigency for which leave is requested. Employees shall provide a copy of new active duty orders or other documentation issued by the military for leaves arising out of qualifying exigencies arising out of a different covered active duty or call to covered active duty status of the same or a different military member.

When leave is taken to care for a covered service member with a serious injury or illness, the City may require employees to obtain certifications completed by an authorized health care provider of the covered service member. In addition, and in accordance with the FMLA regulations, the City may request that the certification submitted by employees set forth additional information provided by the employee and/or the covered service member confirming entitlement to such leave.

E. Substitute Paid Leave for Unpaid FMLA Leave

Employees are required to use any accrued Paid Time Off while taking unpaid FMLA leave.

The substitution of paid time for unpaid FMLA leave time does not extend the length of FMLA leave and the paid time will run concurrently with an employee's FMLA entitlement.

Leaves of absence taken in connection with a disability leave plan or workers' compensation injury/illness shall run concurrently with any FMLA leave entitlement. Upon written request, the City will allow employee's to use accrued Paid Time Off to supplement any paid disability benefits.

F. Pay Employee's Share of Health Insurance Premiums

During FMLA leave, employees are entitled to continued group health plan coverage under the same conditions as if they had continued to work. Unless the City notifies employees of other arrangements, whenever employees are receiving pay from the City during FMLA leave, the City will deduct the employee portion of the group health plan premium from the employee's paycheck in the same manner as if the employee was actively working.

If FMLA leave is unpaid, employees must pay their portion of the group health premium through a "pay-as-you-go" method.

The City's obligation to maintain health care coverage ceases if the employee's premium payment is more than 30 days late. If the employee's payment is more than 15 days late, the City will send a letter notifying the employee that coverage will be dropped on a specified date unless the co-payment is received before that date. If employees do not return to work within 30 calendar days at the end of the leave period (unless employees cannot return to work because of a serious health condition or other circumstances beyond their control), they will be required to reimburse the City for the cost of the premiums the City paid for maintaining coverage during their unpaid FMLA leave.

IV. Exemption for Highly Compensated Employees

The City may choose not to return highly compensated employees (highest paid 10% of employees at a worksite or within 75 miles of that worksite) to their former or equivalent positions following a leave

if restoration of employment will cause substantial economic injury to the City. (This fact-specific determination will be made by the City on a case-by-case basis.) The City will notify employees if they qualify as a "highly compensated", if the City intends to deny reinstatement, and of the employee's rights in such instances.

V. Questions and/or Complaints about FMLA Leave

If you have questions regarding this FMLA policy, please contact the Human Resources Office. The City is committed to complying with the FMLA and, whenever necessary, shall interpret and apply this policy in a manner consistent with the FMLA.

The FMLA makes it unlawful for employers to: 1) interfere with, restrain or deny the exercise of any right provided under FMLA; or 2) discharge or discriminate against any person for opposing any practice made unlawful by FMLA or involvement in any proceeding under or relating to FMLA. If employees believe their FMLA rights have been violated, they should contact the Human Resources Office immediately. The City will investigate any FMLA complaints and take prompt and appropriate remedial action to address and/or remedy any FMLA violation. Employees also may file FMLA complaints with the United States Department of Labor or may bring private lawsuits alleging FMLA violations.

VI. Coordination of FMLA Leave with Other Leave Policies

The FMLA does not affect any federal, state or local law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement that provides greater family or medical leave rights. For additional information concerning leave entitlements and obligations that might arise when FMLA leave is either not available or exhausted, please consult the City's other leave policies in this manual or contact the Human Resources Office.

The City of Alamogordo administers family and medical leaves of absence in accordance with the Family and Medical Leave Act of 1993.

6-4 Volunteer Emergency Responder Job Protection Act

An employee's rights under the New Mexico Statute Chapter 12, Article 10C-1-4, Volunteer Emergency Responder Job Protection Act will be administered in accordance with the Act.

6-5 The Uniformed Services Employment and Reemployment Rights Act

An employee's rights under The Uniformed Services Employment and Reemployment Rights Act (USERRA) will be administered in accordance with the Act.

6-6 Other Leave

City of Alamogordo recognizes that an employee may have a need to be excused from work in order to attend to personal situations beyond their control. The purpose of this policy is to outline the parameters

for Domestic Victims Leave. Under this policy, the following circumstances may be approved for critical personal leaves for employees who are:

- victims of domestic violence
- victims of criminal acts
- victims of natural disasters
- family members of military service members - refer to FMLA Policy under Section 6 of this manual.

All regular full and part time employees, regardless of length of service, are eligible for leave which meet any of the above-referenced criteria. Such approved periods of leaves will be unpaid except where an employee elects to use available paid time off.

The leave provided for in this policy is supplemental to any leave that may be required under applicable laws such as the Family and Medical Leave Act (FMLA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA). You may have similar rights under state law. Employees should look to their leave rights under such laws before resorting to the leave provided for in this policy.

Any request for leave for one of the reasons itemized above must be made in writing, must be for a specified period, and approved by the Department Director.

All leave requests may require documentation supporting the necessity for the leave. Such documentation must be provided within a reasonable time period following the request and may include court, military, insurance, physician, or other documents that verify the need for leave.

The City reserves the right to restrict leave or the duration of a leave if the leave will cause a major impact on City operations.

Domestic Victims leave may be taken in a continuous block of time or sporadically and is limited to fourteen (14) work days in a calendar year; however, employees may submit subsequent documented leave requests for continuation of leave when necessary.

Eligible employees who take leave under this section are entitled to receive group health plan coverage under the same terms and conditions as if they had continued to work and are responsible for ensuring that a benefit payment schedule is arranged with payroll if necessary.

This policy will be administered pursuant to New Mexico Statute 50-4A-1-8, Promoting Financial Independence for Victims of Domestic Abuse Act.

For eligibility requirements contact Human Resources.

Section 7 - General Standards of Conduct

7-1 Drug-Free and Alcohol-Free Workplace

SECTION 1 APPLICABLE TO ALL CITY OF ALAMOGORDO EMPLOYEES

PURPOSE

The purpose of this Policy is to implement a substance abuse and alcohol misuse policy in a manner which provides for a safer environment for all City employees and the public; and, is compliant with Title 49 Code of Federal Regulations Part 382 as it applies to every person and to all employers of such persons who operate a commercial motor vehicle in any State, and is subject to the commercial driver's licensing requirements.

It is intended that this policy will be interpreted and implemented in a manner consistent with anti-discrimination requirements including the Americans with Disabilities Act.

SEVERABILITY

In the event that any portion of this policy or any portion of the regulations it incorporates are declared unenforceable, the remainder of this policy and such regulations shall remain in full effect.

APPLICABILITY

This policy applies to all City of Alamogordo employees and applicants, except where otherwise regulated in Section 2, by the Department of Transportation (D.O.T), for employees holding commercial licenses as part of their job description or are being paid certification pay for a commercial license that is not a requirement of their job description, but is found to be beneficial to the City.

It shall be the responsibility of the City Manager to determine which positions are safety-sensitive based on the positions essential duties, requirements, and the risk of liability.

Federally Mandated Employees

Federally mandated employees are those working under the rules of the U.S. Department of Transportation (DOT) and the Federal Motor Carrier Safety Administration (FMCSA). These are employees whose job requires a Commercial Driver's License (CDL) or for employees holding CDL that is not a requirement of the job descriptions but is found to be beneficial to the City. Federally mandated employees are subject to pre-employment, post-accident, random, and reasonable suspicion testing.

Safety Sensitive Employees-

Safety sensitive positions for the purpose of this policy are: sworn and non-sworn Police, Dispatch, Dispatch Command Staff, Animal Control Manager, Animal Control Officer, Evidence Technician, Firefighter, Fire Lieutenant, Fire Command Staff, Code Enforcement Officer/Firefighter, Code Enforcement Abatement Officer/Firefighter, Code Enforcement Supervisor, Recreation Center Van Driver, Senior Center Van Driver, Lifeguard, and those positions regulated by D.O.T. for the operation of a commercial vehicle. Safety Sensitive employees are subject to pre-employment, post-accident, random, and reasonable suspicion testing.

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It shall be the responsibility of the Human Resources Office to notify the affected employees of their status upon hire or in the event of a change in safety sensitive determinations.

PROHIBITIONS

1. Employees are prohibited from reporting to work under the influence of alcohol or controlled substance(s), from consuming, or possessing illegal drugs or alcohol during assigned work hours including lunch periods, rest breaks and periods when the employee is in pay status or on call.
2. No employee shall consume alcohol within the eight (8) hours prior to the start of the employee's scheduled shift.

A. DRUG TESTING

The City of Alamogordo and its contracted testing facility shall adhere to the D.O.T. guidelines for drug testing. Split urine specimens collected under this policy shall not be used to test for any other drugs than Marijuana, Cocaine, Opioids, Phencyclidine, or Amphetamines.

Any drug testing component utilized by the City of Alamogordo shall have professionally trained collection personnel, quality assurance requirements for urinalysis procedures, and strict confidentiality requirements.

B. PRIVACY ASSURED

Any individual subject to testing under this policy, shall provide urine specimens in privacy unless there is a reason to believe that a particular individual may alter or substitute the sample.

A collection site staff member of the same gender as the individual tested, may observe the individual provide the urine specimen when such staff member has a reasonable suspicion to believe that the individual may attempt to alter or substitute. If the collection provider does not have a same gender individual available, the City will provide an observer whom shall be a member of City Management. The following are grounds for an observed test under this section:

1. The employee has presented a urine specimen that falls outside of the normal temperature range 32⁰ - 38⁰ C or 90⁰ - 100⁰ F; and
2. The employee declines to provide an oral body temperature; or
3. The oral body temperature varies by more than 1⁰ C/ 1.8⁰ F from the specimen temperature; or
4. The last urine specimen provided by the employee (on a previous occasion) was determined by the testing lab to have a specific gravity of less than 1.003 and a creatinine concentration below .2g/L;
5. The collection site personnel observes conduct clearly and unequivocally indicating an attempt to substitute or adulterate the sample (e.g. substitute urine in plain view, blue dye in specimen presented, etc.); or

6. The employee has previously been determined to have used a controlled substance without medical authorization.

C. BREATH ALCOHOL TEST

1. The City of Alamogordo's contracted testing facility will adhere to breath alcohol procedures of Title 49 Code of Federal Regulations Part 40.
2. Breath alcohol shall be collected by a certified Breath Alcohol Technician utilizing a Department of Transportation approved Evidentiary Breath Testing machine.
3. The employee giving the sample shall complete step 2 of the certification on the Alcohol Testing Form.
4. Refusal by the member to sign the certification shall be regarded as a refusal to take the test and will be automatically considered a positive result and will result in corrective action up to and including termination.
5. If the screening test is greater than zero (0) the driver shall take a confirmation test.
6. The confirmation test shall be conducted within not less than 15 minutes and no more than 30 minutes of a positive screening test.

D. PRE-EMPLOYMENT TESTING

All offers to an external applicant, for initial employment with the City of Alamogordo, shall be extended conditionally upon the applicant successfully passing a pre-employment drug test with a negative result.

1. A current full-time or part-time non-safety sensitive employee that is being placed, transferred, or promoted into a non-safety sensitive position is exempt from the pre-employment drug test provision.
2. A current full-time or part-time non-safety sensitive employee being placed, transferred, or promoted into a safety-sensitive position is subject to the appropriate pre-employment drug test with a negative result.
3. A current full-time or part-time safety sensitive employee that is being placed, transferred, or promoted into another safety-sensitive position is exempt from the pre-employment drug test provision.
4. A current full time or part time non D.O.T. Safety Sensitive employee being, placed, transferred, or promoted into a D.O.T. Safety Sensitive position is subject to the appropriate pre-employment drug test, as regulated by D.O.T., with a verified negative result.
5. A current full time or part time D.O.T. Safety Sensitive employee being placed, transferred, or promoted into another D.O.T. Safety Sensitive position is exempt from the pre-employment drug test provision.
6. Seasonal employees promoting to regular status will be tested pursuant to the guidelines described in 1-5 above.

Procedure:

1. The City of Alamogordo shall direct the applicant or employee to an appropriate collection facility with the designated form.
2. The drug test must be undertaken as soon after notification as possible.
3. When an employee being placed, transferred, or promoted submits to a drug test under any of these provisions and has a verified positive result, the employee shall be subject to corrective action up to and including termination.
4. Should an applicant have a pre-employment drug test with a positive result, the conditional offer of employment shall be rescinded.

E. RANDOM TESTING

All employees designated as "Safety Sensitive" per the "Applicability", Section are subject to random drug and alcohol testing.

Procedure:

1. Tests are unannounced and the City of Alamogordo will notify the employee of any selection for a random test just prior to testing.
2. The employee shall immediately present him or herself for testing at the designated collection location noted on the random selection notice form.
3. Any employee not reporting for testing immediately shall be deemed to have refused to test, and shall be subject to corrective action up to and including termination.

Employees on shift work will present themselves for testing upon notification from their supervisor.

F. RANDOM SELECTION

The following represents how and how often random selections occur:

1. The rate of selection is 50% per annum for drugs and 25% per annum for alcohol. These rates may be adjusted by the Department of Transportation guidelines;
2. The selections are done by a scientifically valid process through the facility contracted to perform drug and alcohol tests.

G. POST-ACCIDENT TESTING

All employees are subject to post-accident drug and/or alcohol testing. All employees are required to report all accidents involving personal injury and illness and/or vehicles and equipment immediately. Reports will be made to the immediate supervisor, Human Resources, and the City Safety Coordinator within one (1) hour unless extreme circumstances prohibit the immediate reporting. Detailed reporting procedures for accidents are defined in the City's Safety & Health Manual, Section VH2.

Employees involved in on-the-job accidents are subject to post accident testing. Testing will be determined in coordination with Human Resources and the Department Director or designees thereof. The decision to test will be based on any requirements outlined in this policy, the City Health and Safety

Manual, the employee's accident history, the severity of the accident, and any other circumstances surrounding the accident.

1. SAFETY SENSITIVE AND NON-SAFETY SENSITIVE POSITIONS:

- Testing will be conducted immediately following the accident if information is provided by credible sources, or it is reasonable and independently corroborated that objective facts indicate the driver is under the influence of controlled substance or alcohol.
- Police involved in an accident who use deadly force are subject to drug and alcohol testing. Deadly force means, that force which a reasonable person would consider likely to cause death or serious bodily harm.

2. DEPARTMENT OF TRANSPORTATION (D.O.T) REGULATED EMPLOYEES:

Testing for both alcohol and drugs shall be conducted for each surviving driver:

- If the accident involved the loss of human life;
- Who receives a citation under State or local law for a moving traffic violation arising from the accident;
- Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident;
- One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

All D.O.T employees requiring post-accident testing will report for testing within two (2) hours of the accident and shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing.

Procedure:

1. If test(s) are not administered within two hours following the accident, the employer shall prepare and maintain on file a record stating the reasons the test was not promptly administered.
2. If a test required by this section is not administered within eight hours following the accident, the employer shall cease attempts to administer an alcohol test and shall prepare and maintain the same record.
3. The results of breath or blood test for the use of alcohol by Federal, State, or local officials having independent authority for the test, shall be considered to meet the requirements of post-accident testing, provided the tests conform with the applicable Federal, State, or local alcohol testing requirements, and that the results are obtained by the City of Alamogordo.

Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a driver from leaving the scene of an accident for the period

necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care.

H. REASONABLE SUSPICION TESTING

Reasonable suspicion testing may be based upon, among other things:

1. Observable phenomena, such as direct observation of drug and/or alcohol use or possession and/or the physical symptoms of being under the influence of drug(s) and/or alcohol, or a pattern of abnormal conduct or erratic behavior.
2. Abnormal conduct or erratic behavior may include the following, which is not intended to be all inclusive:
 - Abnormally dilated or constricted pupils
 - Glazed stare-redness of eyes
 - Flushed face
 - Change of speech (ie. faster or slower)
 - Constant Sniffing
 - Redness under nose
 - Needle marks
 - Change in personality
 - Forgetfulness
 - Constant fatigue or hyperactivity
 - Smell of alcohol
 - Slurred speech
 - Difficulty walking
 - Slowed reaction rate
 - Dulled mental processes
3. Information provided by credible sources or independently corroborated;
4. Newly discovered evidence that the driver has tampered with a previous drug and/or alcohol test.

Procedures:

1. If an employee is suspected of using illegal drugs, the appropriate supervisor will gather all information, facts, and circumstances leading to and supporting this suspicion.
2. The employee shall be driven to an approved collection site and the appropriate reasonable suspicion drug and/or alcohol test shall be administered.
3. The employee will be placed on Administrative Leave and taken home or may be picked up by a responsible friend or family member.
4. The Director and Human Resources will be notified immediately.
5. The appropriate supervisor will promptly prepare a written report detailing the circumstances which formed the basis to warrant the testing on the City's designated form.

6. This report should include the appropriate dates and times of reported drug/alcohol related incidents, names of credible sources of information, rationale leading to the test, and the action taken.
7. Completed forms will be submitted to Human Resources for proper filing.

Reasonable suspicion testing does not require certainty, however, mere “hunches” are not sufficient to meet the standard for testing.

I. REFUSAL TO TEST

1. Refusal by the employee to take any required test(s) shall be considered an automatic positive test result and will be grounds for corrective action up to and including termination.
2. Any employee who refuses to be tested when so required will be subject to removal from any safety sensitive function and will be subject to corrective action, up to and including termination.

Refusal to test and incomplete tests are:

Alcohol:

1. Fails to present him or herself for testing, within the designated time frame, after he or she has received notice that testing is occurring;
 2. Employee fails to complete and sign the breath alcohol testing form;
 3. Fails to provide breath, or to provide an adequate amount of breath; or
 4. Fails to otherwise cooperate with the testing process.
- If there is an inability for the driver to provide an adequate amount of breath the driver shall be directed by the City of Alamogordo, if required to, obtain, and as soon as practical, an evaluation from a licensed physician why the employee could not deliver an adequate sample.
 - If the licensed physician is unable to conclude that a high degree of probability existed that a medical problem resulted in the inadequate sample, the test is considered as a refusal and automatically considered a positive test and will result in corrective action up to and including termination.
 - If the driver refuses to take a confirmation test he or she shall not operate a motor vehicle or perform any safety sensitive function and will be subject to corrective action up to and including termination.

Controlled Substance Urine Sample:

1. Fails to provide an adequate urine sample without a genuine inability to provide a specimen after he or she has received notice of the requirement for urine testing;
2. Fails to present him or herself for testing, within the designated time frame, after he or she has received notice that testing is occurring;
3. Engages in conduct that clearly obstructs the testing process; or

4. The employee has presented a urine specimen that falls outside the normal temperature range of 32⁰ - 38⁰ C or 90⁰ - 100⁰ F; and
5. The employee declines to provide an oral body temperature.

Consequences of Refusing to Test:

Refusals to test are treated as if they were a positive test result for either alcohol or controlled substances and will subject the employee to corrective action up to and including termination.

J. TEST RESULTS

Should an employee receive a positive or non-negative drug or alcohol result:

1. Under no circumstance will the employee be allowed to drive.
2. The Director and Human Resources will be notified immediately.
3. A valid prescription may be the cause, and if documentation can be provided, the employee may return to duty, if there is no sign of impairment until the confirmation result is in.
4. If documentation of a valid prescription cannot be provided the employee will be placed on Administrative Leave pending the result of the confirmation test.
5. The employee shall be subject to corrective action up to and including termination.

Opportunity to Justify a Positive Drug or Non-Negative Test Result:

When a drug test result has been returned by the laboratory to the Medical Review Officer (MRO), he or she shall perform their duties. For example, the Medical Review Officer may choose to conduct employee medical interviews, review employee medical history, or review any other relevant biomedical factors. The Medical Review Officer must review all non-negative and positive results.

Evidence to justify a positive result may include, but is not limited to:

1. A valid prescription; or
2. A verification from the individual's physician verifying a valid prescription.

Individuals are not entitled, however, to present evidence in a trial-type administrative proceeding, although the Medical Review Officer has the discretion to accept evidence in any manner that they deem most efficient or necessary. If the Medical Review Officer determines there is not justification for the positive result, such result will be considered a verified positive test result. The Medical Review Officer shall immediately contact the appropriate official upon obtaining a verified positive test result.

K. LEGAL MEDICATION USE

1. Any employee in a safety sensitive position who is taking prescribed, non-prescribed, and/or over the counter medication containing alcohol for illness or injury must report the use of these substances to his or her employer.

2. It is the responsibility of the employee to determine the effects of these medications and/or drugs on job performance and safety. Generally the effects would be considered substantial enough to warrant removal from job duties if the container states that driving should not be done after taking the medication, or drowsiness occurs after taking the medication.
3. In the event that these medications adversely affect performance or safety to the extent that the employee must be relieved from duty no disciplinary action will be taken against the employee. He or she may be required to take Paid Time Off, leave without pay, or be placed in a less sensitive position if available.
4. No prescription drugs shall be brought into the work place by any person other than the person for whom the drug is prescribed by a licensed medical practitioner and shall be used only in the manner, combination, and quantity prescribed.

L. VOLUNTARY ASSISTANCE (SELF REFERRAL)

The City encourages employees who believe or suspect that they may be abusing a substance to voluntarily refer themselves to the Employee Assistance Program (EAP). The EAP staff is prepared to assist employees requesting their services. Employees may self-refer at any time except within twenty-four (24) hours after an accident, as defined in this policy, or after being notified that they must submit to a random or reasonable suspicion drug/alcohol test. Except as otherwise provided in this policy, an employee's use of the EAP services shall remain confidential.

As a part of its efforts to promote employee wellness, the City maintains an Employee Assistance Program (EAP) and encourages employees to voluntarily seek assistance regarding substance abuse. However, because employees who are substance abusers do not always avail themselves of this program, the City, as a responsible employer, elects to take additional steps to deter substance abuse which may impact the workplace.

1. Any employee who self-refers shall be placed on the appropriate leave status. Employees who voluntarily seek assistance for substance abuse may receive, without charge, an evaluation with a Substance Abuse Professional (SAP) through the City of Alamogordo EAP. Recommendations from the SAP will be met, at the employees own expense. Employee will remain on leave status until the Substance Abuse Professional documents that he or she is ready and able to return to assigned job duties without endangering the safety of themselves or others; the employee has completed a return-to-duty drug and/or alcohol test with a negative result; and the City has been provided with a return-to-work agreement.
2. The return-to-work agreement shall require that the employee remain compliant with his or her treatment program and non-compliance is grounds for corrective action up to and including termination. In addition, the return-to-work agreement shall include an agreement to submit to periodic and unannounced follow-up testing which must consist of at least six (6) tests during the first twelve (12) months following the return-to-work and may be done for up to sixty (60) months; and a standard, limited waiver of confidentiality, with respect to compliance with the treatment program only, to allow the Human Resources Office or designee to monitor compliance with the program.
3. During treatment, the employee's leave status shall be as follows: First, accrued leave shall be exhausted and, if insufficient, the employee shall be placed on leave without pay in

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accordance with the City of Alamogordo Employee Manual. Any leave taken, either paid or unpaid, shall be considered leave taken under the Family and Medical Leave Act.

4. Employees who are not compliant with the SAP recommended treatment program within thirty (30) calendar days from the date of self-referral shall be subject to corrective action up to and including termination.
5. Referrals to a Substance Abuse Professional play an important role in preventing and resolving employee drug use or alcohol abuse by providing employees an opportunity to discontinue their use.
6. All Substance Abuse Professional operations shall be confidential in accordance with this policy relating to records and confidentiality.

M. RETURN TO DUTY TESTING

The City of Alamogordo shall ensure that an employee returning to duty after testing positive for alcohol has undergone a return to duty test with a verified negative result.

For any substance, the employee returning to duty shall have undergone a controlled substance test with a verified negative result.

The requirements for return-to-duty testing will be performed as outlined in 49 CFR part 40, subpart O.

At the discretion of the City Manager, an employee may return to duty in a safety sensitive position when the employee has been referred to a Substance Abuse Professional and the employee has provided the City with an appropriate return to duty release from the Substance Abuse Professional.

N. FOLLOW UP TESTING

All employees referred through administrative channels who undergo a counseling or rehabilitation program for drug/alcohol use through a Substance Abuse Professional will be subject to unannounced testing following completion of such a program, recommended by the Substance Abuse Professional.

Employees who refuse to submit to periodic, unannounced follow-up testing administered pursuant to a return-to-work agreement shall be subject to corrective action up to and including termination.

An employee with a verified positive test during the follow-up testing administered pursuant to a return-to-work agreement shall be subject to corrective action up to and including termination.

Follow-up testing is separate and in addition to any other testing required by other provisions of the City's Drug and Alcohol Abuse Policy. Appropriate discipline shall be imposed for verified positive tests under those provisions without regard to an employee's participation in the self-referral program.

O. EDUCATION AND TRAINING

This policy shall be provided to every City employee, and training and education programs shall be made available. Supervisors and Managers will receive a minimum of 120 minutes each of drug and alcohol specialized training designed to promote the necessary skills to:

- Inform employees of this policy;
- Enforce this policy;
- Identify the signs of drug and/or alcohol use; and
- Integrate an employee effectively back into his or her work group following treatment.

Non-supervisory employees will receive a minimum of 120 minutes training on the effects and consequences of prohibited drug and/or alcohol use on personal health, safety, and the work environment.

P. OTHER REQUIREMENTS

Department Directors or other Supervisors may not adopt additional substance abuse and/or testing policies without the prior written approval of the City Manager.

All City of Alamogordo employees have the duty and are required to report to their supervisor any suspected drug or alcohol use of another employee while on duty. Failure to do so may result in corrective action.

SECTION 2 APPLICABLE TO DEPARTMENT OF TRANSPORTATION (DOT) REGULATED EMPLOYEES ONLY

City of Alamogordo complies with Title 49 Code of Federal Regulations Part 382 relating to the Department of Transportation regulations for employees operating on the City's behalf as a commercial driver.

Title 49 Code of Federal Regulations Part 382

382.601(b) (1): Contact the Human Resources Office at (575) 439-4399 for any questions relating to the City of Alamogordo Drug and Alcohol Abuse Policy.

382.601(b)(2): The operation of the following categories of Commercial Motor Vehicles (CMV) by a Commercial Driver Licensed driver subjects the Commercial Driver Licensed driver to the provisions of Title 49 Code of Federal Regulations Part 382:

A motor vehicle or combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

1. Has a gross combination weight of 26,001 or more pounds inclusive of a towed unit a gross vehicle weight rating of 10,000 pounds; or
2. Has a gross vehicle weight rating of 26,001 or more pounds; or
3. Is designed to transport 16 or more passengers, including the driver; or
4. Is any size and is used to transport hazardous material(s) requiring the motor vehicle to be placarded.

382.601(b) (3): The following are the Safety Sensitive functions that place drivers into the provisions of the Department of Transportation's Drug & Alcohol testing requirements:

1. All time that a carrier or shipper plant, terminal, facility, or other property, or on any public property waiting to be dispatched, unless the driver has been relieved from duty by the City of Alamogordo;
2. All time inspecting equipment as required or otherwise inspecting, servicing, or conditioning commercial motor vehicle at any time. All driving time which means all time spent at the driving controls of a commercial motor vehicle during operation;
3. All time, other than driving time, in or upon any commercial motor vehicle except time spent resting in a sleeper berth;
4. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
5. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

The following constitutes a verified positive controlled substance test result:

SUBSTANCE CONFIRMATORY TEST CUT OFF LEVELS (ng/ml)

Marijuana metabolites 15

Cocaine metabolite 100

Opioids:

Morphine 2000

Codeine 2000

Hydrocodone/Hydromorphone 100

Oxycodone/Oxymorphone 100

6-Acetylmorphine 10

Phencyclidine 25

Amphetamines:

Amphetamine 250

Methamphetamine 250

MDMA/MDA 250

382.601 (b) 10: The following are consequences for drivers found to have an alcohol concentration greater than zero (0)%:

Levels of alcohol concentration over zero (0)% require an employee to be relieved of safety sensitive functions. The driver is then subject to the full range of disciplinary action, including termination.

382.601 (b) 11: The following is information concerning the effects of alcohol and controlled substances.

ALCOHOL

Although used routinely as beverage for enjoyment, alcohol can also have negative physical and mood-altering effects when abused. These physical or mental alterations in a driver may have serious personal and public safety risks.

HEALTH EFFECTS

An average of three or more servings per day of beer (12 oz.) Whiskey (1 oz.) or wine (6 oz.) over time, may result in the following health hazards:

- Dependency
- Fatal liver disease
- Kidney disease
- Pancreatitis
- Ulcers
- Decreased sexual functions
- Increased cancers of the mouth, tongue, pharynx, esophagus, rectum, breast, and malignant melanoma birth defects such as Fetal Alcohol Syndrome.

Social Issues

- 2/3 of all homicides are committed by people who drink prior to the crime.
- 2-3% of the driving population are legally drunk at any one time. This rate doubles at night and on weekends.
- 2/3 of all Americans will be involved in an alcohol-related accident during their lifetime.
- The separation and divorce rate in families with alcohol dependency problems is seven (7) times the average.
- 40% of family court cases are alcohol-related.
- Alcoholics are 15 times more likely to commit suicide.
- More than 60% of burns, 40% of falls, 69% of boating accidents, and 76% of private aircraft accidents are alcohol related.
- Over 17,000 fatalities occurred in 1993 in highway accidents, which were alcohol-related. This was 43% of all highway fatalities.
- 30,000 people will die each year due to alcohol caused liver disease.
- 10,000 people will die each year due to alcohol-related brain disease or suicide.
- Up to 125,000 people die each year due to alcohol-related conditions or accidents.

Workplace Issues

- It takes one hour for the average person (150 pounds) to process one serving of alcohol from the body.
- Impairment can be measured with as little as two drinks in the body.
- A person who is legally intoxicated is 6 times more likely to have an accident than a sober person.

Reporting Legal Drug Use

The reporting requirements which arise under Title 49 Code of Federal regulations Parts 40 and 382 are an element of this policy. To the extent such reporting requirements hinge on operations in interstate, or intrastate, commerce or application of United States Department of Transportation regulations or require reporting to Federal agencies, such reporting requirements will be implemented to the degree to which they apply.

The City of Alamogordo utilizes a Third Party Administrator (TPA) to data base employee drug/alcohol testing information, conduct random drug/alcohol selections, and receive testing results. The TPA acts as an agent for the employer. It does not replace the employer or responsibilities for meeting the Department of Transportation requirements.

1. Drug/alcohol testing records are first received by the Third Party Administrator of the City's drug and alcohol program. The results are transmitted to the Human Resources Department who shall maintain them and, except as provided below or by law, the results of any drug/alcohol test shall not be disclosed without express consent of the tested employee.
2. Records of a verified positive drug/alcohol test result shall be released to the employee's Department Director.
3. Records of an employee's drug/alcohol tests shall be released to the adjudicator in a grievance, lawsuit or other proceeding initiated by or on behalf of the tested individual arising from the results of the drug/alcohol test.

Failure to do so may result in disciplinary actions.

Alcohol's Trip Through the Body

Mouth and Esophagus: Alcohol is an irritant to the delicate linings of the throat and food pipe. It burns as it goes down.

Stomach and Intestines: Alcohol has an irritating effect on the stomach's protective lining, resulting in gastric or duodenal ulcers. This condition, if it becomes acute, can cause peritonitis, or perforation of the stomach wall. In the small intestine, alcohol blocks absorption of such substances as thiamine, folic acid, fat, vitamin B1, vitamin B12, and amino acids.

Bloodstream: 95% of the alcohol taken into the body is absorbed into the bloodstream through the lining of the stomach and duodenum. Once in the bloodstream, alcohol quickly goes to every cell and tissue in the body. Alcohol causes red blood cells to clump together in sticky wads, slowing circulation and depriving tissues of oxygen. It also causes anemia by reduction of red blood cell production. Alcohol slows the ability of white cells to engulf and destroy bacteria and degenerates the clotting ability of blood platelets.

Pancreas: Alcohol irritates the cells of the pancreas, causing them to swell, thus blocking the flow of digestive enzymes. The chemicals, unable to enter the small intestine, begin to digest the pancreas, leading to acute ~~hemorrhagic~~pancreatitis. One out of five patients who develop this disease dies during the first attack. Pancreatitis can destroy the pancreas and cause a lack of insulin thus resulting in diabetes.

Liver: Alcohol inflames the cells of the liver, causing them to swell and block the tiny canal to the small intestines. This prevents bile from being filtered properly through the liver. Jaundice develops, turning the whites of the eyes and skin yellow. Each drink of alcohol increases the number of live cells destroyed, eventually causing cirrhosis of the liver. This disease is eight times more frequent among alcoholics than among non-alcoholics.

Heart: Alcohol causes inflammation of the heart muscle. It has a toxic effect on the heart and causes increased amounts of fat to collect, thus disrupting its normal metabolism.

Urinary Bladder and Kidneys: Alcohol inflames the lining of the urinary bladder making it unable to stretch properly. In the kidneys, alcohol causes increased loss of fluids through its irritating effect.

Sex Glands: Swelling of the ~~prostrate~~prostate gland caused by alcohol interferes with the ability of the male to perform sexually. It also interferes with the ability to climax during intercourse.

Brain: The most dramatic and noticed effect of alcohol is on the brain. It depresses brain centers, producing progressive incoordination: confusion, distortion, stupor, anesthesia, coma, death. Alcohol kills brain cells and brain damage is permanent. Drinking over a period of time causes loss of memory, judgement and learning ability.

DRUGS

Marijuana

Health Effects

- Emphysema-like conditions.
- One joint of marijuana contains cancer-causing substances equal to ½ pack of cigarettes.
- One joint causes the heart to race and be overworked. People with heart conditions are at risk.
- Marijuana is commonly contaminated with the fungus *Aspergillus*, which can cause serious respiratory tract and sinus infections.
- Marijuana lowers the body's immune system response, making users more susceptible to infections. Chronic smoking causes changes in brain cells and brain waves. The brain does not work as efficiently or effectively. Long-term brain damage may occur.
- Tetrahydrocannabinol (THC) and sixty (60) other chemicals in marijuana concentrate in the ovaries and testes.

- Chronic smoking of marijuana in males causes a decrease in testosterone and an increase in estrogen, the female hormone. As a result, the sperm count is reduced, leading to a temporary sterility.
- Chronic smoking of marijuana in females causes a decrease in fertility.
- A higher than normal incidence of stillborn births, early termination of pregnancy, and higher infant mortality rate during the first few days of life are common in pregnant marijuana smokers.
- THC causes birth defects including brain damage, spinal cord, forelimbs, liver, and water on the brain and spine in test animals.
- Prenatal exposure may cause underweight newborn babies.
- Fetal exposure may decrease visual functioning.
- User's mental function can display the following effects:

1. delayed decision making
2. diminished concentration
3. impaired short-term memory
4. impaired signal detection
5. impaired tracking
6. erratic cognitive function
7. distortion of time estimation

Workplace Issues

- THC is stored in body fat and slowly released.
- Marijuana smoking has long-term effects on performance.
- Increased THC potency in modern marijuana dramatically compounds the side effects.
- Combining alcohol or other depressant drugs with marijuana increase the impairing effects.

Cocaine

Used medically as a local anesthetic. When abused, it becomes a powerful physical and mental stimulant. The entire nervous system is energized. Muscles tense, heart beats faster and stronger, and the body burns more energy. The brain experiences an exhilaration caused by a large release of neurohormones associated with mood elevation.

Health Effects

- Regular use may upset the chemical balance of the brain. As a result, it may speed up the aging process by causing damage to critical nerve cells. Parkinson's Disease could also occur.
- Cocaine causes the heart to beat faster, harder, and rapidly increases blood pressure. It also causes spasms of blood vessels in the brain and heart. Both lead to ruptured vessels causing strokes and heart attacks.
- Strong dependency can occur with one "hit" of cocaine. Usually mental dependency occurs within days for "crack" or within several months for snorting coke. Cocaine causes the strongest mental dependency of all the drugs.
- Treatment success rates are lower than other chemical dependencies.
- Extremely dangerous when taken with other depressant drugs. Death due to overdose is rapid. Fatal effects are usually reversible by medical intervention.

Workplace Issues

- Extreme mood and energy swings create instability. Sudden noise causes a violent reaction.
- Lapses in attention and ignoring warning signals increases probability of accidents.
- High cost frequently leads to theft and/or dealing.
- Paranoia and withdrawal may create unpredictable or violent behavior.
- Performance is characterized by forgetfulness, absenteeism, tardiness, and missing assignments.

Opioids

- Narcotic drugs which alleviate pain and depress body functions and reactions.

Health Effects

- IV needle users have a high risk of contracting hepatitis or AIDS when sharing needles.
- Increase pain tolerance. As a result, a person may more severely injure themselves and fail to seek medical attention as needed.
- Narcotic effects are multiplied when combined with other depressants causing an increased risk for an overdose.
- With increased tolerance and dependency combined, there is a serious financial burden for users.

Workplace Issues

- Side effects such as nausea, vomiting, dizziness, mental clouding and drowsiness place the user at high risk for an accident.
- Causes impairment of physical and mental functions.

Amphetamines

- Central nervous system stimulant that speeds up the mind and body.

Health Effects

- Regular use causes strong psychological dependency and increased tolerance.
- High doses may cause toxic psychosis resembling schizophrenia.
- Intoxication may induce a heart attack or stroke due to increased blood pressure.
- Chronic use may cause heart or brain damage due to severed constriction of capillary blood vessels.
- Euphoric stimulation increases impulsive and ~~risk-taking~~risk-taking behavior, including bizarre and violent acts.
- Withdrawal may result in severe physical and mental depression.

Workplace Issues

- Since the drug alleviates the sensation of fatigue, it may be abused to increase alertness during periods of overtime or failure to get rest.
- With heavy use or increasing fatigue, the short-term mental or physical enhancement reverses and becomes an impairment.

Phencyclidine (PCP)

- Often used as a large animal tranquilizer. Abused primarily for its ~~mood-altering~~mood-altering effects. Low doses produce sedation and euphoric mood changes. Mood can rapidly change from sedation to excitation and agitation. Larger doses may produce a coma-like condition with muscle rigidity and a blank stare. Sudden noises or physical shocks may cause a “freak out” in which the person has abnormal strength, violent behavior, and an inability to speak or comprehend.

Health Effects

- The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with anesthetic effect on the body.
- PCP, when combined with other depressants, including alcohol, increases the possibility of an overdose.
- If misdiagnosed as LSD induced, and treating with Thorazine, can be fatal.
- Irreversible memory loss, personality changes, and thought disorders may result.

Workplace Issues

- Not common in the workplace primarily because of the severe disorientation that occurs.
- There are five (5) phases to PCP abuse:

1. Acute toxicity causing combativeness, catatonia, convulsions, and coma.
2. Distortions of size, shape, and distorted perception are common.
3. Toxic psychosis with visual and auditory delusions, paranoia and agitation.
4. Drug induced schizophrenia.
5. Induced depression which may create suicidal tendencies and mental dysfunction.

382.605 Referral, evaluation and treatment.

Each driver who has engaged in conduct prohibited by Title 49 Code of Federal Regulations Part 382, sub-part B shall be advised by the employer of the resources available to the driver in evaluating and resolving problems associated with the misuse of alcohol and the use of controlled substances.

382.413 Release of Alcohol and Controlled Substance Test Information By Previous Employers:

The City shall, pursuant to a driver's written authorization, inquire about information on the driver's alcohol tests with a result of 0.04 or greater, positive controlled substance test results, and refusals to be tested within the preceding two years of employment application, which are maintained by the driver's previous employers.

If feasible this information must be obtained and reviewed by the City prior to the first time a driver performs a safety sensitive function. If it is not feasible to obtain the information prior to the driver performing a safety sensitive function the City has 14 calendar days to obtain and review this information. The City may not permit a driver to perform safety sensitive functions after 14 calendar days without having made a good faith effort to obtain the information as soon as possible.

If the driver stops performing safety sensitive functions for the City before the 14 calendar days expires, or before the information is obtained, the City must still make a good faith effort to obtain the information.

382.601 (b) 11 (d): Certificate of Receipt:

Drug/Alcohol educational material packets shall be distributed to covered employees. A minimum of two hours of supervisory training shall be required of all supervisors. Employees and supervisors are required to sign for the materials. A copy showing receipt shall be maintained by the City of Alamogordo, or the Third-Party Administrator, as part of the employee's confidential drug and alcohol file.

Pursuant to Title 49 Code of Federal Regulations Part 382, sub-part B you are advised by the City of Alamogordo of the resources available to the driver in evaluating and resolving problems associated with the misuse of alcohol and/or the use of controlled substances. You may not return to any "Safety Sensitive" position within the City of Alamogordo until such time as you have completed, or been

released, by an approved Substance Abuse Program that contains: referral, evaluation, and treatment.
A non-inclusive assistance resource listing:

- Zia Therapy / 900 First St., Alamogordo, NM 88310 / 575-439-4900
- Behavioral Health Services Division / 37 Plaza La Prensa, Sante Fe, NM 87507 / 505-~~827~~~~476~~-~~260~~~~192~~~~66~~
- Substance Abuse and Mental Health Services Administration (SAMHSA) ~~877-SAMHSA-7~~
~~or 877-726-4727~~ / 1-800-662-4357
- National Institute for Drug Abuse (NIH) www.drugabuse.gov / ~~301-496-4000~~ 1-800-662-4357.
- ~~Cocaine Helpline / 800-COCAINE or 800-262-2463~~ American Addiction Centers / 888-231-4983.
- New Mexico Alcoholics Anonymous / ~~1405 San Mateo Blvd., NE Albq., NM / 505-266-3688~~ 311 E. 9th St., Alamogordo, NM 88310
- ~~New Mexico Alcoholics Anonymous / 1921 Alvarado Dr. NE, Albq., NM / 505-266-1900~~ 1216 Mechem Dr. #7215, Ruidoso, NM 88345.
- Arid Clue Alcoholism Treatment / 334 W. Griggs Ave., Las Cruces, NM 88005 / 575-523-9850.
- New Mexico Alcoholics Anonymous / 2411 4th St., Albq., NM / 505-243-8426
- New Mexico Alcoholics Anonymous / 11605 Menaul Blvd., NE, Albq., / 505-292-1067
- National Institute on Alcohol Abuse and Alcoholism / niaaa.nih.gov / 888-MY-NIAAA or 888-696-4222
- ~~Dr. Mary Ann Cotton (EAP) / 820 Scenic Dr. #B, Alamogordo, NM / 575-439-1550~~ Open Minds, LLC, Tamara Dees, 1909 Cuba Ave., Suite #5 / 575-4378181
- LaRocque Counseling Assoc., LLC (EAP) / 1213 Michigan Ave. Alamogordo, NM / 575-437-8942.

Employee Signature of Receipt Date of Receipt

City of Alamogordo

Original: Employee Confidential Auxiliary File

Copy: Employee

7-2 Code of Ethics and Conflict of Interest

Code of Ethics: Public Employment as a Public Trust.

City employees in performing their duties are required to conduct themselves in an ethical manner at all times. In performing their day-to-day duties and in their many contacts with residents and visitors,

City employees should be aware that the impressions of City government are based upon their manner, appearance, speech, and conduct. Consequently, City government is dependent upon standards of reliability, integrity, industriousness, helpfulness, courtesy, efficiency, patience, grooming, dress, and language that are appropriate to the work situation and acceptable to the majority of the community. A public employee away from the job shall have the same rights as any other private citizen insofar as they do not interfere with their performance on the job or undermine the public confidence in the City, the employee, or another City employee.

Conflict of Interest

It is City of Alamogordo's policy that all employees avoid any conflict between their personal interests and those of the City. The purpose of this policy is to ensure that the City's honesty and integrity, and therefore its reputation, are not compromised. The fundamental principle guiding this policy is that no employee should have, or appear to have, personal interests or relationships that actually or potentially conflict with the best interests of the City.

It is not possible to give an exhaustive list of situations that might involve violations of this policy. However, the situations that would constitute a conflict of interest in most cases include but are not limited to:

1. Holding an interest in or accepting free or discounted goods or services from any organization, or citizen that does, or is seeking to do, business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties;
2. Being employed by (including as a consultant) or serving on the board of any organization which does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties;
3. Profiting personally through commissions, loans, grants, expense reimbursements, honorarium, contribution or other payments, from any organization or citizen that does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties, for representing, advising, presenting, or assisting in matters within official duties;
4. Misuse of official position or withholding official action on a matter in which they have an outside personal or financial interest;
5. Use of City time, services, equipment, property or facilities for personal and/or financial benefit;
6. Coercion of another employee in any manner which will result in outside personal and/or financial benefit;
7. Giving away or taking for one's self City owned property, property belonging to a citizen, or services outside of typical means addressed in City Ordinances;
8. Solicitation of or acceptance of, directly or indirectly, any gift that benefits the employee's personal or financial interest if it can be reasonably inferred that the gift is intended to influence the employee's actions or judgment, from any organization or citizen which does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties. For the purpose of this section, "gift" includes, but is not limited to: money, property, items of value,

services, loans, favors, promises, travel, entertainment, hospitality, and employment, but does not include food and refreshments with a value of less than one hundred dollars (\$100) consumed in a day.

9. Disclosure of confidential information gained from City employment if the use or disclosure could result in a financial or personal benefit, unless that information has already become public;
10. Aiding in or not reporting any violation of the Code of Ethics and Conflict of Interest policies.

It is the employee's responsibility to report any actual or potential conflict that may exist between the employee (and/or an immediate family member) and the City in writing to the City Manager with a copy to the Department Director at the time any conflict occurs.

Any honorarium or contributions received must be turned over to the Finance Department.

Violations of or complaints relating to this policy must be reported immediately to the City Manager.

Violation of this Policy may result in disciplinary action up to and including termination.

7-3 Confidential Information

During the course of work, an employee may become aware of confidential information about City of Alamogordo's business, including but not limited to information regarding City and/or citizen and employee personal information. It is extremely important that all such information remain confidential. Any employee who improperly copies, removes, destroys (whether physically or electronically), uses or discloses confidential information to anyone outside of the City without permission may be subject to disciplinary action up to and including termination. Employees may be required to sign an agreement reiterating these obligations.

7-4 Employee/Employer Relations

All City employees are expected to treat each other ~~employees and management~~ in a respectful and courteous manner while on duty.

7-5 Workplace Conduct

City of Alamogordo endeavors to maintain a positive work environment. Each employee plays a role in fostering this environment. Accordingly, we all must abide by certain rules of conduct, based on honesty, common sense and fair play.

Because everyone may not have the same idea about proper workplace conduct, it is helpful to adopt and enforce rules all can follow. Unacceptable conduct may subject the offender to disciplinary action, up to and including termination, in the City's sole discretion. The following are examples of some, but not all, conduct which can be considered unacceptable:

1. Obtaining employment on the basis of false or misleading information.
2. Stealing, removing or defacing City of Alamogordo property or a co-worker's property.
3. Disclosure of confidential information.
4. Completing another employee's time records without authorization.
5. Violation of safety rules and policies.
6. Violation of City of Alamogordo's Drug and Alcohol-Free Workplace Policy.
7. Fighting, threatening or disrupting the work of others, or other violations of City of Alamogordo's Workplace Violence Policy.
8. Failure to follow lawful instructions of a supervisor.
9. Failure to perform assigned job duties.
10. Violation of the Punctuality and Attendance Policy, including but not limited to irregular attendance, habitual lateness or unexcused absences.
11. Gambling on City property.
12. Willful or careless destruction or damage to City assets, or to the equipment or possessions of another employee.
13. Wasting work materials.
14. Performing work of a personal nature during working time.
15. Violation of the Solicitation and Distribution Policy.
16. Violation of City of Alamogordo's Harassment or Equal Employment Opportunity Policies.
17. Violation of the Communication and Computer Systems Policy.
18. Unsatisfactory job performance.
19. Any other violation of City policy or local, state, or federal law.

Obviously, not every type of misconduct can be listed. City of Alamogordo reserves the right to impose whatever discipline it chooses, or none at all, in a particular instance. The City will deal with each situation individually and nothing in this manual should be construed as a promise of specific treatment in a given situation. However, City of Alamogordo will endeavor to utilize progressive discipline but reserves the right in its sole discretion to terminate the employee at any time for any reason.

The observance of these rules will help to ensure that our workplace remains a safe and desirable place to work.

7-6 Health and Safety

The health and safety of employees and others on City property are of critical concern to City of Alamogordo. The City intends to comply with all health and safety laws applicable to our City. To this end, we must rely upon employees to ensure that work areas are kept safe and free of hazardous conditions. Employees are required to be conscientious about workplace safety, including proper operating methods, and recognizing dangerous conditions or hazards. Any unsafe conditions or potential hazards should be reported to management immediately, even if the problem appears to be corrected. Any suspicion of a concealed danger present on the City's premises, or in a product, facility, piece of equipment, process or City practice for which the City is responsible should be brought to the attention of management immediately.

Periodically, the City may issue rules and guidelines governing workplace safety and health. The City may also issue rules and guidelines regarding the handling and disposal of hazardous substances and

waste. All employees should familiarize themselves with these rules and guidelines, as strict compliance will be expected.

Any workplace injury, accident, or illness must be reported to the employee's supervisor as soon as possible, regardless of the severity of the injury or accident.

7-7 Hiring Relatives/Employee Relationships

It is the City's policy to avoid the practice or appearance of nepotism through family relations or fraternization in employment. In carrying out this policy, the following family relationship or relationship through fraternization exists between the employees, and either employee:

A. would have the authority to appoint, remove, correct the action of, evaluate the performance of, or recommend any employment actions or conditions of employment of the other;

B. is asked to participate in a selection process where another has applied for a position; and/or

C. is under other circumstances which would place the employees in a situation of actual or reasonably foreseeable conflict between the City's interest and their own.

Should any of the relationships afore-mentioned exist, the employee shall advise their immediate supervisor and immediately withdraw from any conflicting action or processes.

While the City of Alamogordo encourages amicable relationships between members of management and their subordinates, or among members of the same department, it recognizes that involvement in a romantic relationship may compromise or create a perception that compromises an employee's ability to perform his or her job. Any involvement of a romantic nature between a supervisor and anyone he or she supervises, either directly or indirectly, is prohibited.

Any employee in a relationship that may cause the practice or appearance of nepotism in employment shall disclose the relationship in writing to their immediate supervisor immediately. Parties in such relationships may be reassigned at the discretion of the City Manager.

Violations of this policy may result in corrective action up to and including termination.

For the purpose of this section ~~Immediate Relatives relative~~ —includes spouse, domestic partner, child(ren), parent, sibling, grandparent, grandchildren, in-laws, and step and half relatives of the same. This definition shall also include persons related by blood or marriage residing in an employee's home and to persons who have established a relationship by other operation of law or through lifestyle accommodations being equivalent of a marriage or family relationship.

7-8 Professional Dress and Personal Appearance

The appearance and dress of employees is important in creating a favorable image supportive of public confidence. City employees should present a professional demeanor conducive to high work standards and consistent with job duties.

Employees are expected to report to work well groomed, clean, and dressed according to the position requirements. Some employees may be required to wear uniforms or safety equipment/clothing. Please contact your supervisor for specific information regarding acceptable attire for your position. If you report to work dressed or groomed inappropriately, you may be prevented from working until you return to work well-groomed and wearing the proper attire.

Uniforms that are supplied to employees by the City shall not be worn off duty and may be subject to tax in compliance with IRS rules.

7-9 Personal Visits and Telephone Calls

Disruptions during work time can lead to errors and delays. Therefore, we ask that personal visits and telephone calls or other correspondence be kept to a minimum or occur preferably, during lunch or break time ~~when ever~~whenever possible.

7-10 Punctuality and Attendance

Employees are hired to perform important functions at City of Alamogordo. As with any group effort, operating effectively takes cooperation and commitment from everyone. Therefore, attendance and punctuality are very important. Unnecessary absences and lateness are expensive, disruptive and place an unfair burden on fellow employees and supervisors. We expect excellent attendance from all employees. Excessive absenteeism or tardiness will result in disciplinary action up to and including termination.

We do recognize, however, there are times when absences and tardiness cannot be avoided. In such cases, employees are responsible for notifying their supervisor, through the chain of command, at least one (1) hour before the beginning of their scheduled work period. Asking another employee, friend or relative to give this notice is improper and constitutes grounds for disciplinary action. Employees shall contact their supervisor, stating the reason for the absence and its expected duration, for every day of absenteeism. If the employee knows in advance that he or she will be unable to report, the employee shall seek the supervisor's approval prior to that date. It is essential to give notice as far in advance as possible so that the supervisor can make proper accommodations to provide the services that the department must provide.

Individual departments may establish work rules requiring employees to call in with more than one (1) hour notice based on business necessity.

In cases of a medical or other such emergency the City will accept a call from a friend or relative. The City will evaluate each instance on a case by case basis.

See-Refer to Section 4-19. Separation From Employment for job abandonment.

7-11 Solicitation and Distribution

To avoid distractions, solicitation by an employee of another employee is prohibited while either employee is on work time. "Work time" is defined as the time an employee is engaged, or should be engaged, in performing his or her work tasks for City of Alamogordo.

Distribution of advertising material, handbills, printed or written literature of any kind in working areas of the City is prohibited at all times.

No City employee shall be required to contribute funds to a community volunteer service or charity drive. Employees wishing to serve as volunteers to collect contributions from other employees will clear it with their Department Director before beginning solicitation.

7-12 Supplementary Employment

The City shall be considered the primary employer for all regular employees. While the City does not prohibit employees from having a second job, secondary employment must not affect the employee's work hours, interfere, or conflict with the employee's regular duties, raise any ethical concerns, or necessitate long hours that may impact the employee's working effectiveness.

Employees that are contemplating secondary employment are required to submit a Supplementary Employment Form ~~written request~~ for approval, prior to engaging in secondary employment, to their Department Director. The written request should identify the secondary employer, the nature of the duties to be performed, and the anticipated hours the employee will be working. Supplementary employment will include in kind trade and bartering. This request will be promptly answered in writing and a copy placed in the employee's personnel file.

Disclosures of supplementary employment shall be made in writing on a Supplementary Employment Form to the Human Resources Department before entering City employment, and ~~during the month of January~~ every year thereafter. Failure to disclose supplementary employment may result in corrective action.

Employees who are receiving Worker's Compensation or benefits under the Family and Medical Leave Act will not be allowed to engage in outside employment except as allowed by law.

7-13 Tobacco

The use of smoking and chewing tobacco products, including but not limited to, cigarettes, e-cigarettes, cigars, and pipes is prohibited inside any City of Alamogordo facility, vehicle, or equipment.

1. The use of smoking tobacco products is allowed out-of-doors clear from any doorways, windows, or any ventilation system that may circulate the outside air to the indoors.
2. Smoking tobacco products are not to be used near any chemicals, gas pumps, or any other hazardous or flammable chemicals or materials.

3. Smokeless and smoking tobacco products may only be used during breaks and lunch periods.
4. Tobacco waste is to be disposed of properly using a designated fire-resistant container.

7-14 City Property

Any item issued to an employee or in an employee's possession, including, but not limited to, employee keys, I.D. cards, computer ~~lap tops~~laptops, tablets, proximity cards, radios, tools, cell phones, City credit cards, uniforms, policy and procedure and/or rules and regulation manuals, all confidential information, etc. must be returned to the City upon request. Employees will be responsible for any lost, stolen, or damaged items. The value of any property issued and not returned may be deducted from the employee's paycheck, and the employee may be required to sign a wage deduction authorization form for this purpose.

Intellectual property created by an employee during the course of their duties, remains the property of the City of Alamogordo.

7-15 Operation of Vehicles

All employees authorized to drive City-owned or leased vehicles or personal vehicles in conducting City business must possess a current, valid driver's license in the proper classification, and an acceptable driving record.

An employee must have a valid driver's license in his or her possession while operating a vehicle on or off City property. It is the responsibility of every employee to drive safely and obey all traffic, vehicle safety, and parking laws or regulations. Drivers must demonstrate safe driving habits at all times.

All occupants of a City vehicle will have a safety belt properly fastened, so if equipped, about their body at all times when the vehicle is in motion, in accordance with New Mexico state law.

City vehicles shall not be for personal use except incidentally.

An employee that requests and is approved to use their personal vehicle for City business must be insured and licensed. The same rules of conduct outlined herein will apply in cases of approved personal vehicle use.

Suspension or Revocation of Drivers License

Any employee whose driver's license is suspended or revoked is not eligible to drive City vehicles. It is the responsibility of the employee to immediately notify his or her supervisor that their driving privilege has been suspended or revoked.

Any employee whose driver's license is suspended or revoked and who is required to drive as a part of his or her job may be considered unable to meet the minimum requirements of the job. On first occurrence and based on the decision of the Department Director, the employee may be:

- A. Suspended without pay for the period of license revocation if ninety (90) calendar days or less;

- B. Demoted with a pay decrease to a non-driving position indefinitely; or
- C. If the suspension or revocation is longer than ninety (90) calendar days, terminated.
- D. Considered for a reasonable accommodation if not detrimental to department operations.

Employees will be subject to termination on the second occurrence of suspension or revocation of his or her driver's license within a five (5) year period, regardless of the time length of the revocation.

Any employee driving a City vehicle or operating City equipment while impaired by alcohol or illegal drugs will be subject to disciplinary action, up to and including termination as outlined in the City of Alamogordo Drug and Alcohol Free Workplace Policy.

Safety Sensitive drivers as defined by the Department of Transportation (D.O.T) are responsible for notifying their supervisor of any prescriptions identified in 21 CFR 1308.11 (391.42 (b)(12)) or any other substance such as amphetamine, a narcotic, or any other habit forming drug. Human Resources is responsible for verifying and documenting a valid prescription from a licensed practitioner. Such notifications by the employee will be made on the next scheduled work day.

Any situation causing an employee to be convicted of any violation while driving a City vehicle will be reported to the Department Director for appropriate action.

The Human Resource office will review motor vehicle records of all employees in regular driving positions at least annually.

7-16 Personal and Company-Provided Portable Communication Devices

City-provided portable communication devices (PCDs), including cell phones and personal digital assistants, should be used primarily for business purposes. Employees have no expectation of privacy in regard to the use of such devices, and all use is subject to monitoring, to the maximum extent permitted by applicable law. This includes, as permitted, the right to monitor personal communications as necessary.

Some employees may be authorized to use their own PCD for business purposes. These employees should work with the ~~MIS-current IT contractor~~ department to configure their PCD for business use. Communications sent via a personal PCD also may be subject to monitoring if sent through the City's networks and the PCD must be provided for inspection and review upon request.

All conversations, text messages and e-mails must be professional. When sending a text message or using a PCD for business purposes, whether it is a City-provided or personal device, employees must comply with applicable City guidelines, including policies on sexual harassment, discrimination, conduct, confidentiality, equipment use and operation of vehicles. Using a City-issued PCD to send or receive personal text messages is prohibited at all times.

Please note that whether employees use their personal PCD or a City-issued device, the City's electronic communications policies, including but not limited to, proper use of communications and computer systems, remain in effect.

Portable Communication Device Use While Driving

Employees who drive on City business must abide by all state or local laws prohibiting or limiting PCD (cell phone or personal digital assistant) use while driving. Further, even if usage is lawful, employees must choose to refrain from using any PCD while driving. "Use" includes, but is not limited to, talking or listening to another person or sending an electronic or text message via the PCD.

Employees who are charged with traffic violations resulting from the use of their PCDs while driving will be solely responsible for all liabilities that result from such actions.

Texting and e-mailing while driving is prohibited in all circumstances.

7-17 Use of Communications and Computer Systems

City of Alamogordo's communication and computer systems are intended primarily for business purposes; however limited personal usage is permitted if it does not hinder performance of job duties or violate any other City policy. This includes the voice mail, e-mail and Internet systems.

City of Alamogordo may access the voice mail and e-mail systems and obtain the communications within the systems, including past voice mail and e-mail messages, without notice to users of the system, in the ordinary course of business when the City deems it appropriate to do so. The reasons for which the City may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that City operations continue appropriately during an employee's absence.

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Users have no expectation of privacy ~~in regard to~~ regarding their use of the City of Alamogordo systems.

[For more information see the City of Alamogordo, Computer and Telecommunications Policy on the City of Alamogordo website.](#)

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7-18 Use of Facilities, Equipment and Property, Including Intellectual Property

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. When using City property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards and guidelines.

It is the employee's responsibility to timely report any motor vehicle accident, damage to City property, and/or injury occurring while conducting City business or while operating a City Vehicle.

Employees should notify their supervisor if any equipment, machines, or tools appear to be damaged, defective, or in need of repair. Prompt reporting of loss, damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The supervisor can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job.

Employees are prohibited from any unauthorized use of the City's intellectual property, such as audio and video tapes, print materials and software.

Improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in disciplinary action, up to and including termination.

The City is not responsible for any damage to employees' personal belongings.

7-19 City Litigation Requirement

As a condition of employment or continued employment, City employees must cooperate with City Officials in an effort to recover damages, benefits, settlements or any court or administrative action relating to any City business.

Any contact that occurs on City time that leads to police contact must be reported to a supervisor immediately.

Employees must cooperate with any resulting investigation(s).

7-20 City Travel Expense Reimbursement

Travel expenses will be processed per the City of Alamogordo Travel Policy.

7-21 Bulletin Boards

Important notices and items of general interest are continually posted on City bulletin boards. Employees should make it a practice to review bulletin boards frequently. This will assist employees in keeping up with what is current at City of Alamogordo.

Department Directors are responsible for current information and the posting of current job vacancies. Distasteful, ~~risque~~risqué or potentially offensive or discriminatory materials shall not be posted.

7-22 Lobbying

In order to assure that the official policies of the City are expressed during appearances before legislative bodies or other governmental agencies, the following rules will apply:

A. All testimony or statements, written or oral, given by an employee of the City before any governmental legislative body or other governmental agency shall strictly comply with the policies set forth by the City Commission, by motion, resolution, or ordinance.

B. When there is a lack of formal action by the City Commission, authorization must be obtained from the City Manager prior to any activity by an employee of the City.

C. The policies expressed above shall also apply to any correspondence written on City or departmental stationery and to any oral conversation where the speaker represents him or herself as an employee of the City.

D. The policies expressed above apply to all employees during normal working hours except that any written statement on City or departmental stationery applies at all times. Any employee who appears before any governmental legislative body or any agency during hours other than working hours will not represent themselves as employees of the City unless all information given is in compliance with this policy. If during the course of an appearance or oral interchange, the fact emerges that the person is an employee of the City, then a disclaimer will be issued that the information or testimony given represents the views of the employee and not that of the City. If information or testimony is given that is contrary to official policies of the City, then a statement to that effect will be given.

7-23 Political Activities

City employees shall not engage in political activities while on the job, while wearing a City uniform, or while using City property. City employees shall not be expected, required or coerced to contribute to any campaign. No City employee will represent the official position of the City at any political meeting or in any political activity without the prior approval of the City Manager or his or her designee.

A City employee choosing to campaign for political office during normal working hours shall utilize accrued leave or leave without pay.

A City employee who is elected to the Alamogordo City Commission shall resign from City employment prior to swearing in for the political seat.

7-24 Publicity/Statements to the Media

All media inquiries regarding the position of the City as to any issues must be referred to the Communications & Marketing Administrator. Only the Communications & Marketing Administrator is authorized to make or approve public statements on behalf of the City. No employees, unless specifically designated by the City Manager, are authorized to make those statements on behalf of City. Any employee wishing to write and/or publish an article, paper, or other publication on behalf of the City must first obtain written approval from the City Manager.

7-25 Social Media Policy

SCOPE: These rules have general applicability to all prospective and current employees, both classified and unclassified, officials, and others serving in an official capacity on behalf of the City, i.e. City representatives.

PURPOSE: To establish and publish the City's position on the permitted and prohibited use of all forms of social media by City representatives, for business use. The policy covers current and future forms of social media.

POLICY: The City may use social media to meet community needs, perform community outreach, problem-solving, and otherwise furthering the goals of the City. In doing so, the City's official use of social media must be at the highest professional standard.

OFFICIAL USE OF SOCIAL MEDIA

A. The City shall maintain a social media presence through its Communications and Marketing Office.

B. No department shall have their own specific social media page or presence without the express consent of the City Manager.

C. All department pages that are approved by the City Manager will be administered by the Communications and Marketing Administrator.

~~D~~. Any director wishing to administer their own page shall fill out an application with the Communications and Marketing Administrator in the City's Public Information Office, which will then be considered. If approved, the department will be able to administer their own social media page, but shall also continue to include the Communications and Marketing Administrator as an administrator as well.

~~E~~. In order to minimize public confusion, City Employees should only publish or post information under the City's official user-name and profile.

~~F~~. All social media content shall adhere to applicable state, federal, and local laws, regulations, the City's General Standards of Conduct and Code of Ethics. As such, if the City Manager or his or her designee feels the post is inappropriate, it will not be posted, at the City Manager's discretion.

~~F~~~~G~~. All contents published and received by the City using social media in connection with City business are public records, and therefore subject to record retention law.

~~G~~~~H~~. First Amendment: City representatives are cautioned that their speech, made pursuant to their employment duties, in the course of their official duties, or relating to their professional responsibilities, whether on or off duty, may not be protected by the First Amendment.

~~H~~~~I~~. No expectation of privacy: Communications sent or received using the City's electronic communications systems or equipment are the City's property, and are not individual's private property. City representatives using City equipment have no right to privacy and no expectation of privacy with respect to those communications, whether communicated via social media sites or otherwise. The City

reserves the right to monitor, review, intercept or gain access to communications initiated or received by City representatives on the City's electronic communications systems and equipment. Use of the City's systems constitutes consent to such monitoring, reviewing, interception or access. The City is not required to provide notice to City representatives before or after any review of communications.

H. Social media is subject to the Inspection of Public Records Act (IPRA) and any other open records laws.

PRIVATE USE OF SOCIAL MEDIA BY CITY EMPLOYEES

A. The City recognizes and respects that City employees may choose to have their own personal social media accounts, and does not wish to regulate personal use.

B. However, employees should keep in mind that identifying one-self as a City employee and making disparaging remarks about the City on a public website is not appropriate, as noted in the City's General Standards of Conduct and Code of Ethics.

C. Therefore, employees are cautioned that acting in their capacity as a City employee and making adverse remarks about the City is considered to be in violation of this policy and disciplinary action may be taken as a result of the remarks.

VIOLATIONS OF THE SOCIAL MEDIA POLICY

A. City employees who become aware of or having knowledge of a posting or of any website or webpage in violation of any provision of this policy should notify the appropriate supervisor, department director, human resources staff person or other high-level management official immediately.

B. Violations of this policy.

(1) Employees in violation of any provision of this policy are subject to disciplinary action, up to and including termination.

EMPLOYEE RIGHTS: Nothing in this policy is meant to restrict or prohibit City personnel rights under any applicable local, state, or federal laws.

7-26. Recording Devices and Cameras in the Workplace

Recording Devices

City of Alamogordo prohibits the recording of conversations or meetings unless the consent of all parties involved is obtained or is specifically allowed in this manual. As such, secret recordings, or recordings without permission of the City are prohibited in and on all City of Alamogordo owned and operated properties.

Restrictions on Recording

Employees are prohibited from using audio or video recording devices in areas and or meetings where citizen, vendor, contractor, or employee privacy or confidentiality may be compromised.

Employees may record workplace activities that are not prohibited by law or do not compromise private or confidential information as described above.

Cameras

City of Alamogordo reserves the right to install security cameras in work areas for specific business reasons, including but not limited to security and theft protection.

City of Alamogordo may find it necessary to monitor work areas with security cameras when there is a specific job or business reason to do so. The City will do so only after first ensuring that such action is in compliance with state and federal laws.

Employees do not have any expectation of privacy in work areas where duties are performed.

Employee privacy in non-work areas will be respected to the extent possible. City of Alamogordo's reasonable suspicion of onsite drug use, physical abuse, theft, or similar circumstances would be possible exceptions. Legal advice will be sought in advance in such rare cases where a non-work area privacy must be compromised.

Employees should contact their supervisor or the Human Resources department if they have questions or complaints with regards to this policy or violations thereof.

7-27. Service Animals

City of Alamogordo prohibits bringing a pet(s) to work; having a pet in vehicles, City owned buildings and premises, at classes, meetings, or other City events. Exceptions are only for qualified service animals, as defined by New Mexico's Service Animal Act and the Americans with Disabilities Act (ADA), for a person with disabilities.

A person with a disability uses a service animal as an auxiliary aid. In compliance with the ADA, service animals are welcome in all vehicles, buildings on City property and may attend any class, meeting or other event. There may be an exception to certain areas including, but not limited to the Senior Center and Civic Center Kitchens. Exceptions will be evaluated on an individual basis.

Employees wishing to request a reasonable accommodation for a disability that includes a service animal, must contact the Human Resources Department and engage in the interactive process. The employee will be required to complete a *Request for Reasonable Accommodation* form and may be required to provide medical documentation, how the animal accommodates the employee's disability, proof of an animal's qualifications as a service animal, vaccinations, etc. All service animals must be registered with the Human Resources Department.

Requirements of an authorized Service Animal and responsible employee include:

- The service animal is immunized against rabies and other diseases common to that type of animal. All vaccinations must be current and on file with Human Resources;

- Animals must wear a rabies vaccination tag if appropriate;
- Service animal must be licensed per state law and local City Ordinance;
- Service animal must wear an owner identification tag (which includes the name and phone number of the employee) at all times;
- Animals must be in good health and free of parasites and insects;
- Animals must be on a leash, harness, or other type of restraint always, unless the employee is unable to retain an animal on leash due to a disability;
- Reasonable behavior is expected from authorized service animals while on City property;
- The employee must be in full control of the animal at all times. The care and supervision of the animal is solely the responsibility of the employee;
- Cleanliness of the service animal is the employee's responsibility prior to bringing the animal to any City property; and
- The employee is responsible for cleaning up after the animal and disposing of waste; including providing cleaning supplies and waste bags.

For the purpose of this policy a “pet” is defined as a domestic animal kept for pleasure or companionship and does not fall under the protection of the ADA for a person with a disability. A “service animal” is defined by the ADA as any animal individually trained to work or perform tasks for the benefit of an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals to an impending seizure or protecting individuals during one, and alerting individuals who are hearing impaired to intruders, or pulling a wheelchair and fetching dropped items. The employee of a disruptive and aggressive service animal may be asked to remove the animal from City property. If the improper behavior happens repeatedly, the employee may be told not to bring the service animal into any facility until the employee takes significant steps to mitigate the behavior. Any exceptions to this policy may only be authorized by the City Manager. Requests for exceptions will be made in writing to the City Manager through the appropriate Department Director.

7-26-28 A Few Closing Words

This manual is intended to give employees a broad summary of things they should know about City of Alamogordo. The information in this manual is general in nature and, should questions arise, any member of management should be consulted for complete details. While we intend to continue the policies, rules and benefits described in this manual, City of Alamogordo, in its sole discretion, may always amend, add to, delete from, or modify the provisions of this manual and/or change its interpretation of any provision set forth in this manual. Employees should not hesitate to speak to management if they have any questions about the City or its personnel policies and practices.

Section 8 - Employee Handbook Related Forms

8-1 Social Media Application

CITY OF ALAMOGORDO

SOCIAL MEDIA APPLICATION

Applicant: _____ Department: _____

Host Site: _____

Reason for establishing new site:

Which employees will be authorized to post, have access to the password, and act as moderators? Please list names of each administrator and password for the site.

Name Page Role

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

How often do you expect employees to post content?

How often will employees moderate content posted by the public?

City Manager approval: _____ Date: _____

The signed original copy of this application will be filed with the Communications/Marketing Administrator.

8-2 Social Media and Networking Approval/Agreement Form

CITY OF ALAMOGORDO

SOCIAL MEDIA and NETWORKING APPROVAL/AGREEMENT FORM

Name: _____ Position/Title: _____

Department: _____ Section: _____

Authorized to Access the following City Websites, Social Media Pages, and Social Networking:

Approved by Department Director:

Signature _____ Date _____

Approved by City Manager:

Signature _____ Date _____

I have received the Online Publishing and Social Media Policy (the "**Policy**") I agree to use City Websites, City-approved Social Media Pages, and engage in Social Networking Activities for City business only as appropriate and in compliance with this Policy. I understand that I must have approval from my Department Director and the City Manager to use City Websites, Social Media Pages, or engage in Social Networking on behalf of the City. I also understand that I am responsible for all postings made by me on City Websites, Social Media Pages, or in Social Networking Activities including those made in the comments sections. I further understand that this Policy also applies to City-related postings made by me via personal (non-City) websites, Social Media Pages, and Social Networking Activities, and I agree to adhere to the guidelines in this Policy when so doing.

I acknowledge that all content on City Websites, City-approved Social Media Pages or in Social Networking Activities are considered to be City property and will be monitored by officials of the City. I understand that employees do not have privacy rights in the use of City Websites, Social Media Pages, and in Social Networking Activities, and the postings, data, access to or distribution of such materials is subject to all applicable laws.

I agree to abide by all security procedures as set forth by MIS, before accessing or posting publishing content on City Websites, City-approved Social Media Pages, or via Social Networking Activities. I acknowledge that any violation of the rules and guidelines set forth in this Policy or in any current or future modified Human Resources Social Media Policy, can be grounds for disciplinary action, up to and including termination of my employment.

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Printed Name Signature Date

The signed original copy of this agreement form will be filed in your personnel file.

CC: Communications/Marketing Administrator

8-3 Pay Check Release form

CITY OF ALAMOGORDO

PAYCHECK RELEASE FORM

TODAY'S DATE: _____ PAY DATE OF CHECK TO BE RELEASED: _____

EMPLOYEE NAME: _____

This is my written authorization to release my paycheck to:

(Name of Person Authorized to Pick Up Payroll Check)

I understand that my paycheck may only be picked up directly through the City Hall Payroll Office located at 1376 E. 9th St. Authorized person must show proof of ID at the time of check pick up.

Employee's Signature Date

Signature of Authorized Person Date Check Picked Up

Signature of Employee Releasing Check Date Check Released

Original: Personnel File

CC: Payroll

8-4 Request for Early Release of Payroll Check

CITY OF ALAMOGORDO

REQUEST FORM FOR EARLY RELEASE OF PAYROLL CHECK

Date of Request: _____

Employee Name: _____

Payroll Period: _____

Scheduled Pay Date: _____

Early Payment Date Requested: _____

Employee Signature Date

Department Approval:

I am authorizing that the aforementioned employee is given his or her payroll check early as indicated above, and that said payment is not an advance payment of services not rendered as prohibited by Section 30-23-2 NMSA1978.

Department Director Date

Finance Director Date

City Manager Date

I am acknowledging that the payroll department is able to release the check requested by _____.

(if not by the date requested, explain why) _____.

Accounting Manager Date

CC: Personnel File

General Handbook Acknowledgment

This Employee manual is an important document intended to help you become acquainted with City of Alamogordo. This document is intended to provide guidelines and general descriptions only; it is not the final word in all cases. Individual circumstances may call for individual attention.

Because the City's operations may change, the contents of this manual may be changed at any time, with or without notice, in an individual case or generally, at the sole discretion of management.

Please read the following statements and sign below to indicate your receipt and acknowledgment of this Employee manual.

The key provisions of this manual have been reviewed with me and I acknowledge my responsibility to know all provisions included in this manual. I understand that the policies, rules and benefits described in it are subject to change at the sole discretion of the City at any time.

I understand that my signature below indicates that I have been made aware that the City's Employee manual is available on the City's website at ci.alamogordo.nm.us. Contact Human Resources or Legal for any questions regarding this manual.

Employee's Printed Name: _____-Position:

Employee's Signature: _____ Date: _____

The signed original copy of this acknowledgment will be filed in your personnel file.

Receipt of Harassment Policy

It is City of Alamogordo's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws. ~~on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age.~~ The purpose of this policy is to ensure that no one harasses another individual.

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels he or she has been subjected to any such retaliation, he or she should report it in the same manner in which the employee would report a claim of perceived harassment under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Harassment policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Non-Harassment Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

Receipt of Sexual Harassment Policy

It is City of Alamogordo's policy to prohibit harassment of any employee by any supervisor, employee, citizen or vendor on the basis of actual or perceived sex or gender. The purpose of this policy is to ensure that all City employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

If the employee feels that he or she has been subjected to conduct which violates this policy, the employee should immediately report the matter to the employee's supervisor. If unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of perceived harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Sexual Harassment policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Sexual Harassment Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

Receipt of Workplace Violence Policy

Workplace Violence

City of Alamogordo is strongly committed to providing a safe workplace. The purpose of this policy is to minimize the risk of personal injury to employees and damage to City and personal property. City of Alamogordo prohibits employees from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage employees to exercise reasonable judgment in identifying potentially dangerous situations.

Prohibited Conduct

Threats, threatening language or any other acts of aggression or violence made toward or by any City employee will not be tolerated. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation.

Procedures for Reporting a Threat

Emergency 911 should be contacted if needed.

All potentially dangerous situations, including threats by co-workers, should be reported immediately. If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived workplace violence will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

If an employee is the recipient of a threat made by an outside party, that employee should follow the steps detailed in this section. It is important for the City to be aware of any potential danger, and to take effective measures to protect everyone from the threat of a violent act by an employee or by anyone else.

In addition, the City will not allow any form of retaliation against individuals who report workplace violence or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner workplace violence would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Workplace Violence policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Workplace Violence Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

DRAFT COMM 1.11.2022

Receipt of Anti-Bullying Policy

City of Alamogordo prohibits any form of bullying. Bullying is an act of aggression causing embarrassment, pain, or discomfort to someone. It can take a number of forms including, but not limited to; physical, verbal, making gestures, or exclusion. It may be an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of individuals.

The City is opposed to bullying and it will not be tolerated. If an employee feels that he or she has been subject to conduct in the workplace which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be bullying, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived bullying will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report bullying to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Anti-Bullying policy is a zero tolerance policy.

I have read and I understand City of Alamogordo's Anti-Bullying Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

ORDINANCE NO. 1645

AMENDING CERTAIN SECTIONS OF APPENDIX B OF THE PERSONNEL MANUAL

WHEREAS The City of Alamogordo recognizes the importance of periodic review of the employee manual to assure it is updated;

BE IT THEREFORE ORDAINED by the City Commission of the City of Alamogordo New Mexico that Appendix B- Personnel Manual of the *Code of Ordinances* be amended to read as follows:

Section 1 - Governing Principles of Employment

1-1 Introduction

For employees who are commencing employment with City of Alamogordo (or the "City"), on behalf of City of Alamogordo, let me extend a warm and sincere welcome.

For employees who have been with us, thanks for your past and continued service.

I extend my personal best wishes for success and happiness here at City of Alamogordo. We understand that it is our employees who provide the services that our citizens rely upon, and who will enable us to create new opportunities in the years to come.

~~Margaret D. Paluch~~ Brian Cesar, City Manager

1-2 Glossary of Terms

ANNIVERSARY

The date on which an employee was appointed to a regular position or the date of promotion/demotion/transfer.

APPEAL

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~~A formal or informal process for requesting a change to an official decision.~~

AT-WILL EMPLOYEES

Those who serve at the will and pleasure of the City Manager or his or her designee and may be terminated at any time with or without cause and may not ~~appeal~~ grieve such termination, except under certain contractual conditions.

BENEFITS

Taxable or non-taxable remuneration and/or services provided by the City which are separate and in addition to basic pay for time worked.

CITY

The municipal government, composed of the City Commission, the City Manager, all departments, divisions, agencies, and employees which comprise the organization design to provide service to the citizenry.

CITY COMMISSION

The duly elected or appointed officials who comprise the legislative body of the municipal government with powers defined by New Mexico Law.

CITY MANAGER

The municipal government's official who directs the administration of a City, or a person designated to assume the position on an acting basis, charged with complete responsibility of employees, facilities, and other resources set forth by New Mexico State Law and the City Charter.

CLASS

One or more positions that are sufficiently alike in, warranting using the same (or similar) title, qualification requirements, examination, and pay grade. Sometimes called "Classification".

CLASSIFICATION PLAN

An ordering of different positions in the City service according to duties, responsibilities, and required qualifications.

CONTINUOUS EMPLOYMENT

The period during which the City employs a person in a regular status uninterrupted by termination or suspension.

CORRECTIVE ACTION

An action taken to correct the behavior or the performance of an employee.

DEMOTION

The assignment of an employee from one class to another which has a lower pay rate or grade and is ~~corrective in nature.~~ may be voluntary, involuntary, or corrective in nature.

DEPARTMENT DIRECTOR

A City official designated with the responsibility for management of a major department of the City government. Departments ~~are~~ may be comprised of several divisions with similar service missions.

DISABLED EMPLOYEES

Individuals who have suffered a permanent disability while an employee of the City government.

DISMISSAL

Involuntary termination of employment for reasons other than lack of funds or lack of work.

EAP

Employee Assistance Program (EAP) is a benefit to aid employees in resolving personal problems.

ELIGIBLE

A person has the right to do or obtain, satisfying the appropriate conditions or whose name is included with a list of qualified candidates for a vacant position.

ELIGIBLE LIST

A list of persons qualified to fill a vacancy in a particular class.

EMPLOYEE

An individual who is legally employed by the City government and is paid through the City payroll, except for contracted persons, and consultants.

ENTRY LEVEL RATE

The minimum base rate in any salary grade established for a class.

FINAL RATING

A job candidate's earned composite score or consensus rating for all aspects of the selection process.

FRATERNIZATION

To associate with others in a brotherly or congenial way.

FULL-TIME

A position that requires at least forty (40) hours work per work week.

GRIEVANCE

A formal or informal process for requesting a change to an official decision.

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GRIEVANCE

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~~An employee's complaint regarding alleged unjust application, interpretation, or violation of the rules and regulations of the City, or the department for whom the employee works.~~

GRADES

An ordering of positions within a pay plan.

JOB DESCRIPTION

A written description of a class, which includes the position title, a general statement of duties and responsibilities, examples of typical duties performed, a statement of minimum qualification requirements, and definition of working conditions.

JOB EVALUATION

A review of the duties and responsibilities of a position and the qualifications required to perform the essential functions of the position.

LAYOFF

Involuntary termination of an employee due to lack of work, lack of funds, elimination of a position through reorganization, reclassification of positions, or other changes that have taken place.

LWOP

Leave without pay is used when all other leaves are exhausted, except when allowable by law. ~~is a temporary status and absence from duty that, in most cases, is granted at the employee's request. Approval of LWOP is a matter of supervisory discretion.~~

MANAGEMENT

Persons, including directors, designated as head of a group of employees, a section, a major functional unit, or an activity, with authority and responsibility to exercise independent judgement; who assigns tasks, sets standards of job performance, recommends hires, transfers, suspensions, layoffs, recalls, promotions, and terminations of subordinates. Further, they may assign, reward or correct the action of others, and direct or adjust employee grievances.

MEDICAL EVALUATION

An objective assessment of the candidate as compared with medical standards.

MEDICAL STANDARDS

Medical requirements established by the City for all classes of positions. Inability to meet one or more medical standard(s) established for a position will result in rejection of the candidate or withdrawal of a conditional offer of employment.

NEPOTISM

Favoritism shown on the basis of family relationship by those with power or influence.

NEW HIRE

A person not previously employed by the City.

OPEN COMPETITION

Competition for a position which is available to all interested persons internally and externally.

OVERTIME WORK

Time worked for an hourly employee in excess of forty (40) hours per work week.

PAID TIME OFF (PTO)

Leave with pay granted after accrual to eligible employees for their own personal use.

PAY

Payment that is uniform from one payday to the next and does not depend on the number of hours worked.

PAY DIFFERENTIALS

Also called "overlays." Pay for additional duties beyond what the position originally required.

PAY PLANS

The salary schedules for salaried/exempt and hourly/non-exempt employees or any other class(es) of positions in the municipal service.

PAY RANGE

The minimum and maximum base rates established for each pay grade.

PAY RATE

Also called base rate. The specific salary established within each salary grade.

PER DIEM ALLOWANCE

Daily allowable compensation for lodging and subsistence for in-state and out-of-state travel at the current reimbursement rate.

POSITION

An authorized, budgeted job within the municipal service. A position may be vacant or occupied by an incumbent.

POSTING

The advertising of vacant positions.

PREFERENCE

The additional consideration that is given to a regular employee applying for an established vacancy who meets the minimum qualifications of a classification.

PROBATIONARY PERIOD

A six (6) month or one year (12 month) trial period of employment, during which an employee is required to demonstrate fitness for regular employment and during which time the employee may be terminated without cause and without the right of ~~appeal~~ **grievance process**.

PROMOTION

The assignment of an employee from one grade to another, which has a higher maximum rate of pay and greater responsibility. Promotion requires that an employee undergo another probationary period.

RECLASSIFICATION

A change in duties, responsibilities, qualifications, title, and/or grade of a position as a result of a job evaluation.

REGULAR FULL-TIME EMPLOYEE

A Regular Full-Time employee is one whose average workweek is no less than forty (40) hours in a seven (7) day period, has successfully completed the introductory period, and is entitled to employee benefits.

REGULAR PART-TIME EMPLOYEE

A City employee who works less than forty (40) hours ~~per~~ **per**/week; ~~and not more than 29 hours/week~~, in a regularly budgeted position, and has successfully completed the probationary period.

RE-HIRE

Re-employment of a former employee, restored to the municipal service in good standing.

REINSTATEMENT

An action whereby an employee is restored to the municipal service after involuntary termination or suspension.

RESIGNATION

The voluntary termination of employment, prior to retirement, by an employee.

RETALIATION

Adverse Action against an employee for engaging in legally protected activity. Can include any negative job action, such as demotion, discipline, firing, salary reduction, or job or shift reassignment. Retaliation can also be more subtle.

RETIREMENT

Any employee retiring in good standing under City employment and under the New Mexico PERA Retirement system.

REVIEWER

The rater's immediate superior or designee who is required to review and approve each performance evaluation within his or her purview before it is included as part of the reviewed employee's permanent record.

SEASONAL/TEMPORARY

Full or part-time employees working not more than six (6) months per calendar year, for a special purpose, project, or definite number of projects during a peak season. These employees are not eligible for benefits, except as allowable by law, and may be terminated at any time with or without cause and without the right to appeal/grieve.

SELECTION TOOL

Tools used separately or in combination, as appropriate, to obtain the best qualified applicants for vacant positions. Such devices may include, but are not limited to, work sample and performance tests, practical written tests, oral examinations, rating of training and experience, interview, skills tests, and others.

SEPARATION

Removal of an employee from the municipal payroll for voluntary or involuntary reasons; to include dismissal, resignation, layoff, retirement, abandonment of the job, death, etc.

SERIOUS ILLNESS

An illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature for which meets the definition of a serious illness in the Family and Medical Leave Act.

SUPERVISOR

An employee with authority to exercise independent judgement on behalf of the City government to recommend hire, transfer, suspension, layoff, recall, promotion, demotion, discharge, and other personnel actions.

TERMINATION

The resignation, retirement, dismissal, or death of an employee.

TEST

A formal method by which an applicant's or employee's qualifications for employment or promotion are assessed.

TRANSFER

Assignment of an employee from one position to another in the same pay grade, a lower pay grade, or a pay grade with the same or a lower minimum rate of pay. May also be assignment of an employee from one work site to another, from one Department to another, to more or less responsible or skilled occupations, or from one operational assignment to another in accordance with existing City policy. Transfers may be voluntary or involuntary. An involuntary transfer, which results in a reduction of base pay is considered a demotion.

UNAUTHORIZED ABSENCE

Absence from duty without supervisory approval.

VACANCY

An authorized position not occupied by an incumbent, which has been approved by the appropriate designated authority for filling.

WAGE

Payment that is calculated according to the number of hours worked and which may fluctuate from one payday to the next as the number of hours worked varies.

ZERO TOLERANCE

The act of imposing corrective action for all unacceptable behavior.

1-3 Objective

It is the objective of the City of Alamogordo to provide the maximum possible service to the public within available funding and to provide courteous treatment to all persons having any dealings

whatsoever with the City, under all circumstances. This manual is intended to be one of the means whereby the City will accomplish this objective.

1-4 Authority

The following practices and procedures were developed under the authority of the City Commission and shall supersede any Ordinances or rules relating in any way to personnel heretofore adopted, except for those rules adopted as the result of any collective bargaining agreement adopted pursuant to the City's collective bargaining ordinance.

1-5 Purpose

It is the purpose of this manual to establish a system of uniform and appropriate personnel procedures to improve the quality of personnel administration. It is not the purpose of this manual to create an express or implied contract of employment in any way. This manual will consist of good employment practices such as:

1. Recruiting, selecting and advancing employees on the basis of their knowledge, skill, and ability, as well as open consideration of qualified applicants for initial appointment.
2. Retaining employees on the basis of performance, correcting inadequate performance, and separating employees whose performance cannot be corrected.
3. Assuring fair treatment of applicants and employees in selection, promotion, training, and all other aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, age, religion, handicap, or any other protected status and with proper regard for their privacy and constitutional rights as citizens.
4. Assuring that employees are not coerced to support or oppose particular candidates or electoral issues and are prohibited from using their official authority for personal gain for the purpose of interfering with or affecting the outcome of an election.
5. To assist managers in the development of sound management practices and procedures, and to make effective, consistent use of Human Resources throughout the City.

1-6 Scope

The scope of this manual includes a compilation of procedures, which governs and affects personnel administration for all departments within the jurisdiction of the Alamogordo City Government, unless otherwise specified.

1-7 Amendments

The City Manager shall recommend changes to this manual to the City Commission as needs become apparent. Such changes shall become effective when the ordinance adopting such amendments becomes effective.

The City specifically reserves the right to repeal, modify or amend these policies at any time, with or without notice.

1-8 Administration of the Personnel System and Manual

The City Manager shall administer all aspects of the personnel administration in accordance with these rules in compliance with City Ordinance, and the laws of the State of New Mexico and the United States of America.

Henceforth the City Manager may, with sole discretion, appoint a designee to fulfill any or all responsibilities of administration of this manual as deemed appropriate, except those specifically reserved to the City Manager by statute.

The City Manager shall:

1. Develop, maintain, and apply these procedures for the recruitment, compensation, promotion, training, discipline, and related aspects of personnel management for all personnel under the City's jurisdiction;
2. Maintain the classification and pay plans of the City;
3. Recommend to the City Commission such new or revised personnel rules as are deemed necessary and desirable;
4. Issue supplemental regulations and directives necessary for the effective implementation of these rules, which shall not invalidate the effect of these rules;
5. Approve contractual arrangements with any qualified person or agency for the performance of technical and professional services required in the establishment and operation of the personnel program;
6. Delegate to Department Directors the responsibilities and authorities described herein and such others as are deemed necessary for successful administration of the personnel program; and
7. Maintain or cause to be maintained an adequate employment record of each employee, including a record of official acts under these policies.

1-9 Authority to Develop Departmental Rules and Regulations

Supplemental personnel rules and regulations, not in conflict with this manual, may be drafted by Department Directors to meet specific needs of their areas of responsibility. Such supplemental regulations must be authorized by the City Manager prior to implementation.

Proposed departmental rules and regulations should be reviewed by the City Attorney and the Human Resources Director prior to presentation to the City Manager for approval.

Such approved regulations must be distributed to the affected employees and an acknowledgement of receipt for each employee must be obtained by the supervisor with copies to Human Resources for placement into the employee personnel file.-

Approved department rules and regulations shall be forwarded to the Legal Department and Human Resources to facilitate assistance in the management and enforcement of departmental regulations.

Approved department regulations shall have the same force and effect as those promulgated by this manual, provided however, that should there be a conflict between departmental regulations and this manual, this manual will govern.

1-10 Application of Provisions

The provisions of this Employee Manual shall apply to all persons employed by the City, except as follows:

1. At Will employees are subject to the grievance procedure(s) outlined in their respective contract(s).
2. Members of City boards and committees appointed by the Mayor, City Commission, or City Manager.
3. Contract labor personnel.
4. Employees represented by a collective bargaining unit are covered by any provision of this Employee Manual not modified by their collective bargaining agreement.

1-11 Compliance with Federal/State Employment Laws and City Ordinances

The City of Alamogordo promotes and will use its best efforts to comply with all federal and state employment laws as they apply to municipal government, as well as the Ordinances of the City of Alamogordo.

1-12 Equal Employment Opportunity

City of Alamogordo is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

The City will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If you need assistance to perform your job duties because of a physical or mental condition, please notify the Human Resources Office and your immediate supervisor.

The City will endeavor to accommodate the religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on the City's operations. If you wish to request such an accommodation, please speak to your immediate supervisor and the Human Resources Office.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Human Resources Office. The City will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If an employee feels he or she has been subjected to any such retaliation, he or she should bring it to the attention of the Human Resources Office. Violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including termination.

1-13 Harassment

It is City of Alamogordo's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws. ~~on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age.~~ The purpose of this policy is to ensure that no one harasses another individual.

Procedures for Reporting Harassment-

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

~~In addition,~~ Reporting harassment is a protected activity therefore, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels he or she has been subjected to any such retaliation, he or she should report it in the same manner in which the employee would report a claim of perceived harassment under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Harassment policy is a zero-tolerance policy.-

1-14 Sexual Harassment

It is City of Alamogordo's policy to prohibit harassment of any employee by any supervisor, employee, citizen or vendor on the basis of actual or perceived sex or gender. The purpose of this policy is to ensure that all City employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or

physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

Procedures for Reporting Sexual Harassment

If the employee feels that he or she has been subjected to conduct which violates this policy, the employee should immediately report the matter to the employee's supervisor. If unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of perceived sexual harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived sexual harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

Reporting sexual harassment is a protected activity therefore, ~~In addition,~~ the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Sexual Harassment policy is a zero-tolerance policy.

1-15 Workplace Violence

City of Alamogordo is strongly committed to providing a safe workplace. The purpose of this policy is to minimize the risk of personal injury to employees and damage to City and personal property.

City of Alamogordo prohibits employees from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage employees to exercise reasonable judgment in identifying potentially dangerous situations.

Prohibited Conduct

Threats, threatening language or any other acts of aggression or violence made toward or by any City employee will not be tolerated. For purposes of this policy, a threat includes but is not limited to, any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation.

Procedures for Reporting a Threat

All potentially dangerous situations, including threats by co-workers, should be reported immediately to any member of management with whom the employee feels comfortable. Emergency 911 should be contacted if needed.

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived workplace violence will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

~~Reports of threats may be maintained as confidential to the extent maintaining confidentiality does not impede the ability to investigate and respond to the complaints. All threats will be promptly investigated. No employee will be subjected to retaliation, intimidation or disciplinary action as a result of reporting a threat in good faith under this policy.~~

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~~If the City determines, after an appropriate good faith investigation, that someone has violated this policy, the City will take appropriate disciplinary action up to and including termination.~~

If an employee is the recipient of a threat made by an outside party, that employee should follow the steps detailed in this section. It is important for the City to be aware of any potential danger, and to take effective measures to protect everyone from the threat of a violent act by an employee or by anyone else.

Reporting workplace violence is a protected activity therefore, the City will not allow any form of retaliation against individuals who report workplace violence or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner workplace violence would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Workplace Violence policy is a zero-tolerance policy.

1-16 Anti-Bullying

City of Alamogordo prohibits any form of bullying. Bullying is an act of aggression causing embarrassment, pain, or discomfort to someone. It can take a number of forms including, but not limited to physical, verbal, making gestures, or exclusion. It may be an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of individuals.

The City is opposed to bullying and it will not be tolerated. If an employee feels that he or she has been subject to conduct in the workplace which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be bullying, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived bullying will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

Reporting bullying is a protected activity therefore, the City will not allow any form of retaliation against individuals who report bullying to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived bullying would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Anti-Bullying policy is a zero-tolerance policy.

1-17 Alternative Dispute Resolution

The City encourages the resolution of legal claims, including employment claims, through alternative dispute resolution ("ADR"), and intends to use ADR in disputes. Included below is a preliminary step which encourages, whenever possible, the use of mediation to resolve conflict. This step is intended to urge the consideration of the option of mediation, but in no way limits or preempts other remedies to which employees and the City are entitled by law.

When possible, the ~~Department Head~~ supervisor, manager, or director considering corrective action may file a request for mediation with the Human Resources' office prior to initiating corrective action. When mediation is pursued, participation in such session will be limited to the ~~two (2)~~ parties involved; ~~and the City Attorney's Office, and the~~ mediator. Other parties may be included, exclusive of any representative or attorney, at the discretion of the mediator. Further, when mediation is pursued, all time limitations will be tolled as of the filing of the request for mediation with the Human Resource's Office and until such time as the mediation is completed. If a resolution is not reached through mediation, disciplinary action may ensue. A ~~Department Head~~ supervisor, manager, or director considering termination may not use mediation.

Section 2 - Recruitment and Selection

2-1 Recruitment Policy

Policy

It is the policy of the City to recruit and select the most qualified persons for positions in the City's service. Recruitment and selection shall be conducted in a manner that will ensure the City's best interest, open competition, provide equal employment opportunity, prohibit discrimination or favoritism as per federal and state laws and local ordinances.

Recruitment

The Human Resources Department policy is to conduct an active recruitment program designed to meet current and projected manpower needs. Recruitment will be tailored to the various classes of positions to be filled and will be directed to available sources likely to yield qualified applicants, including, but not limited to: internal posting, public notification through the New Mexico Department of Labor, media, web advertising, and posting at institutes of higher learning.

Posting of Vacancies

The Human Resources Department policy is to post and advertise job announcements in order to attract an adequate number of applicants and to promote an environment of competition that in turn will assure the selection of the most qualified candidates for any given position. These announcements shall include information sufficient to inform applicants of the pertinent features of the job.

The Human Resources Office will in its best efforts create a pool of qualified applicants to encourage diversity and ensure Equal Employment Opportunity in hiring. The following practices for listing positions will be followed under the Human Resources Department's direction with regard to Equal Employment Opportunity in the City of Alamogordo:

1. Regular full-time positions must be open for a minimum of five (5) ~~work days~~ **workdays**; and
2. Must be advertised in the City's paper of record and/or on the City's official web site, except when the City determines that a given position is to be filled from within the City organization or through an employment agency such as the New Mexico Department of Labor, it will not be required to advertise in said paper of record.

A recruitment posting shall not be required when a position is reclassified pursuant to Employee Manual Section 4-17. Classification of Positions, Reclassification Procedure, and the reclassified position is not vacant.

Application Forms

All applications for employment shall be submitted to the Human Resources Department on the standard City application form either electronically or in hard copy. Such application forms shall require background information to include training, experience, and other pertinent information that is not

prohibited by law. All applications must be signed, either electronically or in writing, and proof of qualification may be required. An application for employment will not be accepted beyond the closing date of a job vacancy announcement. Resumes without an application, and incomplete or late applications will not be accepted. Electronic and faxed applications will be accepted under the same procedure. All applications and resumes shall become the property of the City and shall become a permanent part of the personnel file upon being hired.

Applicant Qualifications

Qualifications are the primary consideration in filling any position. Experience, education, training, skills, and other abilities, as well as specific position requirements and the prior employment history of the applicant, are considered in appraising individual qualifications. Qualifications are subject to change within job fields and according to job descriptions prior to posting.

Notwithstanding the foregoing, no person shall be eligible to have his or her name certified for original appointment to the position of Police Officer if such person has not reached his or her twenty-first birthday on the date of the application for the position, or the position of Firefighter if such person has not reached his or her eighteenth birthday on the date of application for the position.

Rejection of Applications

The Human Resources Department may reject any application, which indicates that the applicant does not meet the minimum qualifications as established. Applications may also be rejected for, but not limited to the following, and consistent with the American with Disabilities Act, when the applicant:

A. has falsified an application or resume;

B. has been a no call/no show for three (3) or more confirmed interviews in a period of twelve (12) months;

C. is unable to perform the duties of the position, for whatever reason(s);

D. does not pass the pre-employment tests as outlined in this manual;

E. refuses to submit, or does not submit in a timely manner, documents required by the established position or by law to determine the applicant's suitability for employment in the United States of America under the Immigration Reform Act, Social Security Act, or documents required to determine established education for the position;

F. has an unsatisfactory employment record or personal record as evidenced by information contained on the application form or by results of a background check;

G. is not within the legal age prescribed by law or City Ordinance;

H. fails to meet any standards applicable to the physical or mental demands of the position;

I. fails a pre-employment drug test;

H. cannot be licensed or insured for the operation of City vehicles and equipment as required by the job description;

I. cannot be licensed for or maintain professional certification as required by the job description;

J. was dismissed from City service as a result of the corrective action process; or

K. did not give a two week notice before termination. ~~Two-week~~ Two-week notice may be waived, with documented approval, from the Department Director and Human Resource Director to accommodate extenuating circumstances; or

L. where an employee resigns to avoid dismissal or other corrective action.

Selection Hiring Process

The Human Resources Department shall be responsible for determining selection methods to obtain the best-qualified applicants for each class of positions. Such selection methods may include the interview process, job relevant testing, and examinations. In the development of selection methods, Human Resource Department shall confer with departments-heads, consultants, or others skilled in/or familiar with minimum job requirements. The minimum passing score is 70% or greater for interviews, testing, and examinations.

Human Resources will be responsible for developing and maintaining a background check program that is appropriate depending on the nature of each position. Applicants must provide a written authorization to the City which notifies the applicant that the City will conduct a background check and that the applicant agrees.

Interview Process

The Human Resources Department shall coordinate the interview process. As a supplement to the selection process, applicants who have passed the application process may be interviewed by a panel of three (3) or more panelists. In processes where only three (3) or fewer applicants pass the application process, the Department Director or designee may choose to interview the applicants in lieu of using a panel. The City Manager has the authority to approve, by request of the Director, elimination of the panel interview.

All interviews will strictly adhere to Equal Opportunity Laws and the Americans with Disabilities Act.

Interview Panels

The Human Resources Department and Department Directors will coordinate the selection of panel members, scheduling of applicants, development of questions, and rating process.

Rating and Recommendation Process

All applicants will be rated individually on the information provided by the applicant during the interview. The Human Resources Department will tabulate all scores and provide a listing to the Department Director of the three (3) top scoring applicants in alphabetical order or will provide the top

scoring applicant. Filling the position from the top three (3) scoring applicants or from the top scoring applicant will be determined by the Department Director or designee at the time a request is submitted to fill a vacancy. Where there is a tie score among the third of the top three (3) applicants, all four (4) top ranking applicants will be listed in alphabetical order. The Department Director will advise the Human Resources Department of his or her recommended selection. If the Department Director finds that none of the applicants are suitable, the remaining applicants will then be reconsidered or, if necessary, the position will be re-advertised.

Eligibility for Hire Roster

Applicants who pass the initial interview phase will be placed on an eligibility roster for a period of six (6) months from the date of the initial interviews. Police, Fire and Dispatcher rosters will be for a period of twelve (12) months, from the date of the initial interviews. Placement on the eligibility roster will be in order beginning with the highest scoring applicant to lowest scoring applicant. Should the position become vacant within the relevant time period, the top applicants on the roster who passed the initial interview phase may be considered by the Department Director before re-advertising the position.

Notice of Non-Selection

The Human Resource Department and/or in some cases, the Department Director or designee, will notify applicants of their status during the process when it is determined the applicant is no longer being considered.

2-2 Procedures For Hiring

Authorization for Hiring

Department Directors, or designee shall submit each request to fill a vacancy, to the Human Resources Department on the prescribed requisition form. The Human Resources Department shall verify each request and present it to the City Manager or his or her designee. The City Manager may or may not authorize the vacancy be filled.

Required Licenses and Certificates

Applicants/employees are responsible for meeting all job-related requirements at the time of application, hire, transfer, or promotion as outlined in the job description. This may include licenses, certificates, permits, degrees, and registrations.

Employees are responsible for paying any fees in obtaining such license, etc., unless otherwise specified by the City Manager, Department Director, or designee.

Failure to Maintain Job Qualifications

Employees are required to maintain qualifications and certifications necessary for their position. Employees who have lost such certification requirement/job qualifications are responsible for:

- A. Immediately notifying both their immediate supervisor and their Department Director on the first day of employment after such a loss; and
- B. Not performing any work, or related function, without the required certification.

Pre-Employment Screening

Pre-Employment testing may include, dependent on the position, but are not limited to a functional capacity examination, position competency test, and/or physical testing.

Background Checks

The Human Resources Department will obtain signed releases and authorizations to conduct background and reference checks. Background checks may include, dependent on the position, but are not limited to employment history, criminal history, driving history, education verification, and credit history as appropriate.

Supervisors may review previous performance reviews and disciplinary actions of current employee's being considered for a new position; and may consider this information when selecting a successful candidate.

Post Offer, Pre-Employment Examinations

Pre-employment examinations may include, dependent on the position, but are not limited, to a pre-employment drug test, a physical, a polygraph, hearing test, eye test, and/or a psychological examination.

Recommendation for Hire and Appointment

The City Manager, or his or her designee, has the authority to approve or disapprove a recommended selection. Upon the City Manager's written approval, and upon completion of all pre-employment procedures, the Human Resources Department will notify the finalist of a conditional offer of employment.

Conditional Offer of Employment

The Human Resources Department shall notify the successful applicant of the conditional offer of employment and will schedule them to attend orientation. Unless prior approval is obtained from the City Manager, the City will not reimburse travel or relocation expenses in conjunction with the hiring process.

Rejection of Employment Offer

In the event an applicant rejects an offer, the position may be offered to another candidate from the top three (3), the next highly qualified applicant from the same selection pool, or it may be re-opened for recruitment. A Director may choose not to hire candidates that remain eligible in the recruitment file.

New Employee Orientation

Each new employee is required to attend a New Employee Orientation coordinated by the Human Resources Department.

The employee's department is responsible for providing additional information on departmental rules and regulations that set forth standards, regulation, duties, training, hours of work, reports, leave requests, safety, dress code, etc.

Categories of Employment

A. Probationary:

A six (6) month or one year (12 month) trial period of employment, during which an employee is required to demonstrate fitness for regular employment and during which time the employee may be terminated without cause and without rights to the grievance process.

~~All newly hired employees for the City are on a probationary status that extends for six (6) months from the date of hire or twelve (12) months for Police and Fire Personnel under special circumstances and with the approval of the City Manager.~~

Probationary periods may be extended for an additional period of up to six (6) months. Extended probationary periods must be initiated and served prior to the end date of the initial probationary period. Such an extension will be effective the day following the end of the initial probationary period.

B. Regular Full Time: A Regular Full-Time employee is one whose average workweek is no less than forty (40) hours in a seven (7) day period, has successfully completed the probationary period, and is entitled to employee benefits; or meets the requirements of the Affordable Care Act.

C. Regular Part Time: A City employee who works less than forty (40) hours in a seven (7) day period, is in a regularly budgeted position, has successfully completed the probationary period, and is entitled to qualifying employee benefits.

D. Temporary/Seasonal: Full or part-time employees whose work assignment is budgeted not to exceed six (6) months in a calendar year for a special purpose, project, or definite number of projects during a peak season. These employees are not eligible for benefits and time as a temporary or seasonal employee does not count towards future benefit eligibility. Such employees are probationary their entire tenure, regardless of the number of seasons for which they have been rehired, and may be terminated at any time with or without cause and may not ~~appeal-grieve~~ this termination.

E. Intermittent: An employee qualified to work in one or more job assignments who is on call to work at irregular intervals in one or more City departments. This employee is not entitled to City benefits and is paid only for hours worked.

F. Emergency: A full-time or part-time person hired to ensure continuity of municipal services during an emergency. Emergency appointments need only approval by the City Manager. Such employees are not eligible for City benefits.

G. Acting: A current employee appointed to temporarily assume the duties of a position, of a higher classification, pending the return of the employee in that position or a regular competitive appointment.

A current employee who assumes the acting appointment may be required to also perform his/her his or her usual duties. ~~An Acting Employee will be granted additional compensation after thirty (30) calendar days or upon City Manager approval where required.~~

H. Professional: A person from outside the work force who is appointed on a temporary basis by the City Manager, to a vacant position pending selection of a qualified person.

I. Special Programs: These are employees who are assigned to work areas anywhere in the City for the purpose of training or re-training. These individuals are not City employees, and all benefits and insurance coverage are the responsibility of the agency that has placed said individuals with the City. The City is not responsible for extending regular employment of these individuals.

Employee Preference

Current full-time and part-time, regular non-probationary ~~period~~ employees, or employees who have successfully completed a probationary period during their current term with the City, who apply for and are qualified for a vacancy and that are selected for the interview process, will be given a ten percent (10%) ~~percent~~ preference on each passing score given by a panel member, which will be added to their interview score before being referred for the final interview with the Department Director. The 10% preference will only be added to each score after passing the minimum passing score. The minimum passing score is 70% or greater. This preference does not guarantee selection or appointment to any vacancy. Where two (2) or more City employees are the only applicants being considered for final selection, seniority with the City, past performance, evaluations, and attendance (barring the courtesy of emergency/medical leave) may be considered in the final selection.

Employee Identification Cards

The Human Resource Department will issue all employees a City Employee Identification Card (I.D. Card). The employee will carry the I.D. card when on Official City business. Each employee is responsible for safeguarding and updating his or her issued I.D. card. All identification cards remain the property of the City and must be returned to the Human Resource Department upon termination of employment. Failure to return the I.D. card may result in a charge being withheld from the final pay in accordance with the City Property policy.

City retirees will be provided with an I.D. card, from the Human Resources Department for required identification when requesting recreational City benefits. A City retiree is defined as an employee retiring in good standing under City Employment and under the New Mexico PERA retirement system. City retiree I.D. Cards are not required to be returned to the City.

2-3 Transfers/Promotions/Demotions

City employees are encouraged to apply for a transfer or promotion to vacant positions for which they are qualified. In order to promote, the City will allow on-duty employees to attend testing and interview procedures for other City positions, during scheduled work hours, under the following conditions:

- Appropriate notice is given to the supervisor of the absence from work; and

- Employee will report to work immediately following appointment if during scheduled work hours.

Employees will not be compensated for time to attend testing and/or interviews that are conducted outside of their normally scheduled work hours.

The City Manager, or designee, may, for the good of the City, transfer an employee to a vacant position within a department or division or to a different department or division within the City. Transfers may be approved without conducting an open or internal recruitment only in cases resulting in either a budget savings to the City and/or more effective and efficient operations as determined by the City Manager. The City Manager may also transfer an employee to another position without conducting a recruitment in the case of an employee being involuntarily demoted, or in other extenuating circumstances. Employees cannot be laterally transferred outside their PERA Retirement classification where the transfer is detrimental to the employee's vested interest, unless employee initiated.

Pay Upon Transfers/Promotions/Demotions/Reclassifications

Employees who are transferred, promoted, demoted, or reclassified may have their pay changed accordingly. Internal salary equity shall be considered when setting pay.

No transfers will be made outside the pay range for the new position.

Change of Anniversary Date & ~~Introductory~~ Probationary Period

A regular employee who is promoted, demoted, or transferred will have ~~his/her~~ his or her anniversary date changed to the effective date of said personnel action for evaluation and seniority in grade purposes only. Any probationary period served will be as outlined in that section.

~~They will also serve a probationary period as outlined in that section. This provision does not apply in the case of an involuntary transfer.~~

Employees transferring may have their pay changed accordingly.

Section 3 - Compensation

3-1 Compensation

The term "Compensation" refers to base salary and other forms of compensation to include, but not limited to, fringe benefits such as paid leaves, insurance, retirement pensions, incentive plans, and paid holidays. The Compensation Plan shall strive for fair market compensation in terms of service provided to the community for resources expended.

Purpose and Policy

It is the policy of the City to establish a compensation system that will allow the City, within budgetary constraints, to effectively compete for qualified personnel and to ensure that salaries are equitable and commensurate with the duties performed by each employee.

Salary Plan

A salary plan shall be prepared and reviewed by the City Manager, and approved in the budget by the City Commission, and shall apply to all employees not covered by a labor contract. Employees covered by a labor contract shall be compensated as referenced in their respective agreements. A copy of the current salary plan shall be on file in the Human Resource Office.

Maintenance of the Salary Plan

The Human Resource Department shall be responsible for the maintenance and administration of the City's Salary Plan. Any recommended changes shall be presented to the Department Director and the City Manager for approval.

Standards for Development of the Salary and Compensation Plan

The Compensation Pay Plan is directly tied to the Classification Plan and is determined on the basis of:

1. Uniformity of pay for each class.
2. Relative difficulty and responsibility of positions.
3. Prevailing wages within the identified relevant public and private sector markets.
4. Cost of living index.
5. Financial policies of the municipality.
6. Difficulty in recruiting suitable employees.
7. Other economic considerations.

Classification Plan

Positions that require similar qualifications and similar duties and responsibilities are assigned to the same salary level. The City may conduct periodic studies to determine if an employee is working above or below the responsibility level for that position. Where unusual conditions exist that affect the market value of a position, the salary may be adjusted accordingly by the City Manager.

Classification and Re-Classification of Positions.

An internal and external analysis will be conducted by Human Resources for any new position or existing position that has experienced significant changes in duties or qualification requirements. Human Resources will provide a recommendation to the Department Director and City Manager for approval.

Compensation System

Entry Level Pay Rates

The entry level rate is the minimum rate in the pay grade for the position. A Department Director, subject to approval by the City Manager, may recommend for appointment, a candidate above the entry level rate, to the midpoint of the pay grade if:

1. There are a limited number of qualified applicants available at the entry level, or
2. The applicant has exceptional qualifications.

Above the mid-point if:

1. Multiple recruitments have failed to yield a qualified candidate, or
2. The applicant has qualifications which are unique or critical, or
3. A survey of the market reveals that the City is not competitive.

Pay Rate Adjustments

Pay rate adjustments shall be administered as follows:

Seasonal employees promoting from seasonal to regular status shall start at the entry rate of the new position;

Internal salary equity shall be considered when setting pay;

Entry level pay rate section may be applied when deemed appropriate by the City Manager.

1. **Transfers.** When an employee is transferred (reassigned) from one position to another within the same pay grade he or she shall continue to receive the same base rate of pay. Employees moving from a non-exempt position to an exempt position will receive:

- A. Five (5) percent increase if moving from a non-exempt to an exempt position.

2. **Promotions.** A promotion is defined as an assignment from one grade to another, which has a higher maximum rate of pay and greater responsibility. The employee will receive the higher of:

- A. Ten (10) percent when the new position is at least one (1) salary grade higher, or
- B. Fifteen (15) percent when the new position is at least two (2) or more salary grades higher, or
- C. Fifteen (15) percent if moving from a non-exempt to a higher exempt position, or
- D. Five (5) percent above the minimum of the new pay grade, provided the employee has successfully completed their initial probationary period.

The new pay rate, upon promotion, shall not exceed the maximum of the new pay range.

3. **Reclassification.** Reclassification is the reassignment of a position from one class to a different class to recognize a significant change in the duties and responsibilities of the position. For an upward reclassification the percentage increase will be the higher of:

- A. Ten (10) percent when the new position is at least one (1) salary grade higher, or
- B. Fifteen (15) percent when the new position is at least two (2) or more salary grades higher, or
- C. Fifteen (15) percent if moving from a non-exempt to a higher exempt position, or
- D. Five (5) percent above the minimum of the new pay grade, provided the employee has successfully completed their initial probationary period.
- E. For a downward reclassification the affected employee shall remain at their current base salary rate. However, the employee will not be eligible for any salary increase, other than an across the board increase, until their current base salary is within the range of the new pay grade.

4. **Demotion.** The placement of an employee from one class to another which has a lower pay rate or grade, resulting in a decrease in pay. In the case of a demotion, the employee's base salary shall be adjusted at the lower of:

- A. Ten (10) percent when the new position is at least one (1) salary grade lower, or
- B. Fifteen (15) percent when the new position is two (2) or more salary grades lower, or
- C. Fifteen (15) percent if moving from an exempt to a lower non-exempt position, or
- D. The maximum base salary of the new pay grade.
- E. An employees pay when an in-voluntary movement to a lower pay grade occurs will be evaluated based on the extenuating circumstances surrounding the reason for the pay grade change.

F. An employee transferring or demoting back to their previous position will receive their final salary in that previous position, plus any across the board increases applied since the employee moved from that position.

Additional Compensation

The City Manager may recommend additional forms of compensation in addition to the Salary Plan in the best interest of the City and within the amounts approved in the budget by the City Commission. The manner in which the award of additional compensation is to be determined will be outlined in writing by the City Manager and maintained in the Human Resource Department.

Cost of Living

Cost-of-living adjustments/salary modifications may be granted by the City Manager when authorized by the City Commission. If granted, they are effective the first day of the first pay-period that is subsequently paid in the new fiscal year.

Pay Increases

Pay increase requests for non-represented employees shall generally be required during the budget process for the following budget year. Merit based and other increases are limited to the approved departmental budget; and are subject to the availability of funds. Other pay increases occurring during the fiscal year will be effective the first full pay period following approval. Employees covered by a labor contract shall be compensated as referenced in their respective agreements.

Overtime/Compensatory Time

Overtime and Compensatory time will be paid in accordance with the Fair Labor Standards Act. A maximum limit of compensatory time may be set by the City Manager, not to exceed the rate set by local, state, or federal law. Exempt employees are not eligible for overtime pay; and will be paid in accordance with the Fair Labor Standards Act.

Responsibilities and Authority to Approve Overtime/Compensatory Time

Employees may not work beyond their scheduled hours without prior approval from their Department Director or their designee. This written approval will be on an exception report form or other standard City forms within the work week. Department Directors are responsible for the accurate recording of all overtime and compensatory time on the employee's exception report. Accrued compensation time shall be utilized prior to accrued PTO, unless otherwise approved by the Department Director. Overtime and compensatory time will be administered in accordance with local, state, and federal laws.

When allowed by law, Department Directors may utilize compensatory time off in order to conserve their budgeted overtime for emergencies. Compensatory time accrued must be taken by the last day of the next to the last pay period of the fiscal year, unless otherwise approved by the City Manager, or the employee will be paid out for the compensatory time he/she has accrued. Employees will be paid for all compensatory time they have earned and not used at the time of termination or fiscal year end.

Premium Pay

Time worked on specific projects, emergencies, or grant funded projects may be paid at a premium rate of time and a half the regular rate at the discretion of the City Manager prior to overtime pay being required by law.

Compensation for Temporary Acting or Overlay Assignment

When an employee is assigned to fulfill the duties and responsibilities of a vacant position in a higher classification ~~or duties given as a special assignment~~, on a temporary basis, he or she ~~shall~~ may be paid additional compensation at the discretion of the City Manager or designee.

Acting pay for fulfilling the duties and responsibilities of a vacant position in a higher classification will be either at a rate equal to the starting salary of the higher classification or the employee fulfilling said duties will be given a ten percent (10%) increase, whichever is greater.

The preceding provision shall not apply to those circumstances where a person is temporarily assigned to fulfill the duties and responsibilities of a Department Director. Instead, the employee shall be paid additional compensation either at a rate equal to the starting salary of the directors position or given a fifteen percent (15%) increase, whichever is greater. ~~This section shall not apply to the position of acting, temporary, or interim City Manager. Internal equity may be considered.~~

The compensation paid to any individual serving in ~~such a~~ the capacity of acting, temporary, or interim City Manager, shall be fixed by the City Commission.

When an employee is temporarily assigned a project or task outside of the scope of their current position; and is not fulfilling the capacity of a vacant position, at the City Manager or designee's discretion the employee ~~will~~ may receive overlay pay at a rate to be determined by the City Manager or designee. This provision does not apply to assigned tasks that qualify as "other duties as assigned".

For the purpose of this section, temporary is defined as a period of time in excess of thirty (30) calendar days.

Pay for any assignment under this provision will begin on the first day of the assignment.

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When the temporary acting or overlay assignment is complete, the employee's salary shall revert to the previous level.

Internal equity may be considered when setting temporary acting or overlay pay.

If an employee separates from employment, either voluntarily or involuntarily, or as the result of a retirement, while temporarily assigned to a higher classification or as a Department Director, any accrual payouts made in conjunction with the separation, retirement, or PTO Conversion shall be calculated and paid without the additional rate of the temporary or acting pay or salary.

Holiday Pay

When a non-exempt employee works on the actual holiday, the employee shall be compensated at a holiday pay rate for all hours worked on the actual holiday. All time worked on actual holidays will be

paid at one and one half (1 ½) times the normal hourly rate, in addition to the holiday leave pay if applicable. For example, if Christmas Day is Sunday and the City observes the holiday on Monday, the employee who is scheduled to work on Sunday, the ACTUAL holiday, will receive the holiday pay rate of one and half (1 ½) times the normal hourly rate. The employee who works on Monday, the observed holiday, will receive the eight (8) hours of holiday leave pay and regular pay for the time they work on the observed holiday.

In cases where an employee works both the actual holiday and the City observed holiday, only the actual holiday will be considered a holiday for the purposes of using the holiday pay rate.

The starting date of employees' shifts will be used to determine whether the employee worked the holiday. For example, if an employee's shift begins at 7:00 p.m. on Christmas Eve and continues through 7:00 a.m. on Christmas morning, they will not be considered to have worked the holiday. If the employee works from 7:00 p.m. on Christmas Day to 7:00 a.m. on December 26th, they will be considered to have worked the holiday for the entire shift.

~~See Section 5-16. Paid Holidays for a list of City observed holidays.~~

Bi-Lingual Pay

Regular non-exempt employees may be compensated at a rate of ~~\$-26-~~.50 per hour for their bilingual abilities based on the following conditions:

A. The language is recognized by the City Manager as adding to the increased productivity and efficiency of the City.

B. A written request from the employee and written authorization from the direct supervisor and the department director outlining the benefit to City services is submitted to Human Resources;

~~BC.~~ Employee ~~M~~ must prove proficiency by meeting the standards established and administered by the Human Resources Department.

~~CD.~~ Employee will be available during **scheduled** work hours to translate when requested by City personnel.

~~DE.~~ If the need for the ability exists and the Departmental budget allows for the additional costs, as determined by the Department Director.

~~EF.~~ Bilingual pay may be removed at any time when determined to be in the best interest of the City as determined by the City Manager **or designee.**

Exempt employees are not eligible for this benefit.

Certification Pay

Regular non-probationary employees, in the position currently held, may be compensated at a rate of ~~-15~~ .60 per hour for obtaining authorized certification(s) under the following conditions:

- A. The certification is not a requirement of the employee's current job description;
- B. The certification is generally issued by a Federal, State, or professional association;
- C. The certification is justified by the employee's Director, and approved by the City Manager, as being a benefit to the position and the City for the employee to hold the certification and the department budget allows for the additional cost;
- D. Pay for an authorized certification will begin the first day of the pay-period following submission of the original certification document to Human Resources and justification by the appropriate Director;
- E. Certification pay may be removed at any time when determined to be in the best interest of the City as determined by the department director; and
- F. Pay for certifications with an expiration date will end on the last day of the pay period in which the certification expires.

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Wage Garnishments and Assignments

It is the policy of the City to comply with all lawful claims against the wages of our employees, such as garnishments, assignments, and child support orders.

In accordance with applicable federal and state laws, corrective action may not be taken against any individual whose wages have been garnished or assigned. When the City receives a garnishment or assignment, the Finance Department will be responsible for informing the employee of the notice received, and will maintain such records.

Pay Days

Paychecks shall be issued bi-weekly, on Thursday, or as designated by the City Manager. A payroll period consists of two calendar weeks from Sunday midnight to Sunday midnight, or the end of the shift in progress at that time.

Work Week

Except as otherwise provided by a labor agreement, the Department Director shall assign the work day. The workweek shall be a seven (7) day period beginning on Monday at 12:01 a.m. and continuing through Sunday at midnight. This regulation does not apply to employees who are FLSA "exempt".

The City Manager has the authority to establish work periods that are within the Fair Labor Standards Act. These periods will be in writing by the City Manager and maintained in the Human Resource Department.

Time Clock

- A. Non-exempt employees will clock in and out at their scheduled time.

B. Falsification of time records including, but not limited to clocking in/out for a coworker is a breach of this policy. Any errors or accidental omissions must be documented on an exception report and signed by the employee, the supervisor, and the Department Director.

C. Department Directors have overall responsibility for the timely and accurate submission of employee time through the City's timekeeping system. Actual time entry may be delegated to a department employee.

3-2 Unemployment Insurance

The City provides for Unemployment Insurance benefits for all employees as required by law.

Section 4 - Operational Policies

4-1 Probationary Period

The first six (6) months for regular employees, one (1) year for sworn Police positions, and one (1) year for Firefighter and Fire Command personnel, of your employment is a probationary period. This is an opportunity for the City to evaluate the employee's performance. It also is an opportunity for the employee to decide whether he or she is happy being employed by the City.

Probationary employees may be terminated at anytime with or without cause and may not appeal a termination.

An employee who is selected for a transfer or promotion shall commence another six (6) month probationary period. This provision includes sworn Police positions, Firefighters, and Fire command personnel only if transferring or promoting within the same Department. Employees commencing a subsequent probationary period will be eligible for any leave benefits they were entitled to prior to the transfer or promotion.

At the conclusion of the probation period it shall take an affirmative action through completion of a written Performance Evaluation, and a Personnel Status Form to place the employee in a regular non-probationary status.

If timely affirmative action is not taken the employee will be considered to have successfully completed their probationary period on the effective date of the probationary period end date. The Evaluation and Personnel Status Form will still be required.

The City may extend the probationary period if it desires. Any extension of the probationary period may be done after a written Evaluation, a Performance Improvement Plan (PIP), and a Personnel Status Form are completed prior to the conclusion of the probationary period. The request to extend the probation period shall document the employee's abilities, in-abilities, demonstrated potential, expectations, and the situation in general. Probation period extensions are done only upon recommendation by the supervisor to the Department Director, through the Human Resources Office, and notice to the employee. Any extensions of the probationary period will be completed prior to the last day of the initial probationary period end date.

Extensions of the probationary period will only be for an additional period of up to six (6) months.

A probationary period is an opportunity for the City to acclimate, train, and evaluate the employee's work ethic, skills, and performance. It also is an opportunity for the employee to decide whether he or she is happy being employed by the City.

Probationary employees, including those on an extended probationary period, may be terminated at any time with or without cause and may not grieve a termination.

A probationary period will not be served for a contracted at-will employee.

Regular Employee Probationary Period

A. The first six (6) months of employment for regular employees is a probationary period.

- B. An employee who is selected for a voluntary transfer, promotion, or demotion shall commence another six (6) month probationary period or as designated by an applicable Union Agreement.
- C. An employee who is involuntarily transferred or demoted will serve another six (6) month probationary period, except in cases where an employee is transferred or demoted back to a position previously held and the probationary period was completed.
- D. An employee whose position is reclassified upward, while holding the position, will not serve another probationary period.
- E. An employee who auto promotes under the City's Automatic Promotion Policy will commence another probationary period as outlined in the Automatic Promotion Policy or applicable Union Agreement.

APD/AFD Probationary Period

- A. The first twelve (12) months of employment for; sworn Police positions, Firefighter, Code Enforcement Abatement Officer/Firefighter, Code Enforcement Officer/Firefighter, and Fire Command personnel, is a probationary period.
 - B. A certified Police Officer hired by the City who is currently certified in New Mexico or another state that has at least one (1) year of verifiable experience as a certified officer will serve a six (6) month probationary period.
 - C. Sworn Police positions, Firefighters, and Fire Command personnel, who are promoted within the same career field will serve a six (6) month probationary period, if their initial probationary period has been completed. If the initial probationary period has not been completed the remainder of the initial probationary period will be served and the additional six (6) month probationary period will be served.
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- A. At the conclusion of the probation period, it shall take an affirmative action through completion of a written Performance Evaluation to place the employee in a regular non-probationary status.
 - B. If timely affirmative action is not taken the employee will be considered to have successfully completed their probationary period on the effective date of the probationary period end date. The evaluation will still be required.

Extension of Probationary Period

- A. The City may extend the probationary period if it desires. Probationary period extensions are done only upon recommendation by the supervisor to the Department Director, through the Human Resources Office, and notice to the employee. Requests to extend the probationary period must include a written evaluation, a Personnel Status Form, and in some cases a Performance Improvement Plan (PIP) to document the employee's abilities, inabilities, demonstrated potential, expectations, and the situation in general.

- B. The documentation necessary to extend a probationary period will be completed prior to the last day of the initial probationary period end date. Extensions will be effective the day following the end of the initial probationary period.
- C. Extensions of the probationary period will only be for an additional period of up to six (6) months.
- D. While employees will begin earning PTO hours upon hire, they are not eligible to use PTO until they have successfully completed their initial probationary period or extended probationary period if applicable.

Other

- C. Employees commencing a subsequent probationary period will be eligible for any leave benefits they were entitled to on the effective date of the transfer, demotion, or promotion.

4-2 Performance Review

City of Alamogordo endeavors to review performance annually. A positive performance evaluation does not guarantee an increase in salary, a promotion or continued employment. Compensation increases and the terms and conditions of employment, including job assignments, transfers, promotions, and demotions, are determined by and at the discretion of management.

Performance Evaluations

Each regular employee shall be given a written performance evaluation in accordance with the following time factors:

- A. At completion of the probationary period and extension of probationary period if applicable;
- B. At mid--point of probationary period if employee is serving a one (1) year probationary period;
- C. For an annual evaluation period of March 1 through February of the following year; evaluations are due within thirty (30) days of the expiration of the evaluation period.

Special Evaluations

Employees should be evaluated under the following special circumstances:

- A. Progress of an employee's performance may be provided to probationary employees periodically throughout their probationary period. This communication may be either written or verbal, but must be documented.
- B. When there is a notable change, either positive or negative, in an employee's performance level and quality.

Performance Evaluations will be submitted to Human Resources for an initial review of language prior to issuing to the employee. The Human Resources Department may refer questionable evaluations to proper management levels for resolution.

The employee shall have the opportunity to input information, to agree or disagree, and should sign the document acknowledging the receipt of the evaluation. Should an employee refuse to sign, the supervisor should have another supervisor witness the employee's refusal to sign the evaluation.

In addition to these formal performance evaluations, the City encourages employees and supervisors to discuss job performance on a frequent and ongoing basis.

Completed evaluations shall be forwarded to the Human Resource Department for final review and/or action i.e., removal of introductory status, or other action related to the evaluation, and filing of the evaluation in the employee's personnel file.

Unsatisfactory Evaluations

Marginal or unsatisfactory performance is unacceptable. If an overall rating of an employee's performance is marginal or unsatisfactory the employee may be subject to a Personal Improvement Plan (PIP) from their supervisor through the Department Director and the Human Resources Office.

4-3 Employment Records

The employee should keep his or her personnel file up to date by informing the Human Resources Office of any changes. The employee also should inform the Human Resources Office of any specialized training or skills he or she may acquire in the future, as well as any changes to any required visas. Unreported changes of address, marital status, etc. can affect withholding tax and benefit coverage. Further, an "out of date" emergency contact or an inability to reach the employee or emergency contact in a crisis could cause a severe health or safety risk or other significant problem.

The official personnel records for each employee are maintained in the Human Resources Office, and are the property of City of Alamogordo. Such records may include the employee's application, the original copy of each Personnel Status Change Form, performance evaluations, corrective action documents, attendance and leave records, and any other pertinent information.

Inclusion of documents in the employee's personnel file is at the discretion of Human Resources and/or the City Manager.

Departments may maintain unofficial personnel records for their employees, which may include copies of each personnel Status Change Form, performance appraisals, corrective action documentation, attendance and leave records, and any other pertinent information.

Confidential auxiliary files containing personal benefit, Workers' Compensation, Family Medical Leave, background, medical and/or treatment records, and investigations may be kept and are the property of the City of Alamogordo. Such records may include, but are not limited to health insurance enrollment information, beneficiary information, physical examination reports, health history reviews,

laboratory test results, reports from physicians and psychologists, hospital records, and other medical reports.

The City Manager, or designee, shall be the final authority for approval or disapproval of all personnel transactions.

Personnel records will only be released as allowed in the State of New Mexico Inspection of Public Records Act (IPRA).

Personnel records will be retained in accordance with the New Mexico Administrative Code and the Health Insurance Portability and Accountability Act (HIPAA).

4-4 Medical Examinations/Alcohol/Drug Screening

City employees may be required to take medical and or alcohol/drug tests by the City's designated provider.

Refer to Section 7-1. Drug-Free and Alcohol-Free Workplace

4-5 Psychological Examinations

As a condition of employment or continued employment, City employees may be required to take psychological examinations by a City approved- health care provider.

4-6 Working Hours and Schedule

City of Alamogordo is typically open for business from 8:00 am to 5:00 pm, Monday through Friday. However, some Departments of the City provide services outside of the typical business week. Employees will be assigned a work schedule and will be expected to begin and end work according to the schedule. To accommodate the needs of our citizens, the City reserves the right to change individual work schedules on either a short-term or long-term basis.

4-7 Timekeeping Procedures

Employees must record their actual time worked for payroll and benefit purposes. Non-exempt employees must record the actual time the performance of work begins and ends, as well as the beginning and ending time of any departure from work for any non-work-related reason. Exceptions or corrections to the work schedule will be submitted on forms as prescribed by management.

Non-exempt employees may not start work until their scheduled starting time and may not work beyond their scheduled work hours without prior approval.

Exempt employees are required to record absences from work.

Altering, falsifying, or tampering with time records is prohibited and subjects the employee to discipline, up to and including termination.

It is the employee's responsibility to sign time records to certify the accuracy of all time recorded. Any errors in the time record should be reported immediately to a Supervisor or Time Keeper, so the City can resolve the matter quickly and amicably.

4-8 Overtime

During periods of extremely high activity, additional work may be required. Supervisors are responsible for monitoring business activity and requesting overtime work if it is necessary. Effort will be made to provide employees with adequate advance notice in such situations.

Any non-exempt employee who works overtime will be compensated at the rate of one and one-half times (1.5) his or her normal hourly wage for all time worked in excess of forty (40) hours each week, unless otherwise required by law.

Employees may work overtime only with prior management authorization.

For purposes of calculating overtime for non-exempt employees, the workweek begins at 12:01am on Monday and ends 168 hours later on Sunday at midnight.

Exempt employees are not eligible for overtime or ~~comp-time~~ compensatory time compensation.

4-9 Safe Harbor Policy for Exempt Employees

It is our policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure proper payment and that no improper deductions are made, employees must review pay stubs promptly to identify and report all errors.

Employees classified as exempt salaried employees will receive a salary which is intended to compensate them for all hours they may work for City of Alamogordo. This salary will be established at the time of hire or classification as an exempt employee. While it may be subject to review and modification from time to time, such as during salary review times, the salary will be a predetermined amount that will not be subject to deductions for variations in the quantity or quality of the work performed.

Under federal and state law, salary is subject to certain deductions. For example, unless state law requires otherwise, salary can be reduced for the following reasons:

- Full-day absences for personal reasons;
- Full-day absences for sickness or disability;
- Full-day disciplinary suspensions for infractions of any City policy and/or City of Alamogordo Ordinances;
- Family and Medical Leave absences (either full- or partial-day absences);
- To offset amounts received as payment from the court for jury and witness fees or from the military as military pay;

- The first or last week of employment in the event the employee works less than a full week; and
- Any full work week in which the employee does not perform any work.

Salary may also be reduced for certain types of deductions such as a portion of health, dental or life insurance premiums; state, federal or local taxes; social security; or contributions to a deferred compensation or pension plan.

In any work week in which the employee performed any work, salary will not be reduced for any of the following reasons:

- Partial day absences for personal reasons, sickness or disability;
- An absence because the employer has decided to close a facility on a scheduled work day;
- Absences for jury duty, attendance as a witness, or military leave in any week in which the employee performed any work (subject to any offsets as set forth above); and
- Any other deductions prohibited by state or federal law.

However, unless state law provides otherwise, deductions may be made to accrued leave for full- or partial-day absences for personal reasons, sickness or disability.

Exempt employees who are absent from the workplace less than a full day, but more than half of their scheduled work day are required to use accrued leave for the number of hours equal to half of the work day.

If the employee believes he or she has been subject to any improper deductions, the employee should immediately report the matter to a supervisor. If the supervisor is unavailable or if the employee believes it would be inappropriate to contact that person (or if the employee has not received a prompt and fully acceptable reply), he or she should immediately contact Department Timekeeper, Human Resources, or any other supervisor in City of Alamogordo with whom the employee feels comfortable.

4-10 Paychecks

The employee will be paid bi-weekly for all the time worked during the previous pay period.

Payroll stubs itemize deductions made from gross earnings. By law, the City is required to make deductions for Social Security, federal income tax and any other appropriate taxes. These required deductions also may include any court-ordered garnishments. Payroll stubs also will differentiate between regular pay received and overtime pay received.

If there is an error in an employee's pay, the employee should bring the matter to the attention of their supervisor or time-keeper immediately so the City can resolve the matter quickly and amicably.

Paychecks will be given only to the employee, unless he or she requests that it be mailed, or authorizes in writing another person on the City's designated form, to accept the check.

4-11 Direct Deposit

City of Alamogordo encourages employees to use direct deposit for payroll purposes. Authorization forms are available from Human Resources or Payroll.

~~The first and last~~ A check can be an actual check if requested by the employee at least seven (7) days prior to pay day.

4-12 Early Release of Paycheck

City of Alamogordo will permit the early release of a paycheck prior to a scheduled pay date. Any early release will not be an advance payment of services not rendered as prohibited by Section 30-23-2 NMSA1978.

Requests for the early release must be submitted on the City designated form and have the prior approval of the Department Director, Finance Director, and City Manager.

Approved forms will be submitted to Payroll for processing.

4-13 Investigations, Inquiries, and Audits

The City reserves the right to conduct appropriate investigations, inquiries or audits for the purpose of monitoring the adherence of all City employees to all policies and procedures.

City employees are required to be truthful and forthcoming when responding to an inquiry. City employees shall maintain confidentiality of all investigations. This includes while the investigation or inquiry is being conducted, and remains in effect after the investigation has concluded. Employees ~~and~~ shall not attempt to interfere or otherwise influence the investigation. Violations of this policy may result in corrective action.

City employees must cooperate with investigations pursuant to Garrity Rights originating from a 1967 United States Supreme Court decision, Garrity v. New Jersey.

The complainant will receive notice of completion of the investigation; however, the complainant is not privy as to what action was taken, if any.

Requests for copies of investigations are made through the City Clerk's Office pursuant to the New Mexico Information and Public Records Act. City employees receiving corrective action involving a financial impact may receive a copy of the investigation upon request in compliance with due process.

4-14 False Statements/Fraud

No employee shall willfully or corruptly;

- make any false statement; or
- falsify or alter official documents/records; or
- mark rating or report falsely with regard to any test, certification, appointment or investigation; or
- in any manner commit any fraud, conceal any wrongdoing, or knowingly withhold information about wrongdoing in connection with employment with the City or with work-related conduct of any City employee.

4-15 Corrective Action Procedures

Policy

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~~It shall be the policy of the City to administer corrective action fairly, reasonably, and impartially. Employees and the City are best served when corrective action is administered to correct actions rather than to punish.~~

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Grounds for Corrective Action

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~~The continued employment of City employees shall be based on reasonable standards of job performance and personal and professional conduct. Refusal to meet these standards or comply with City policies shall constitute just cause for corrective action including, but not limited to Alternative Dispute Resolution, verbal or written reprimands, suspensions, demotions, termination, arrest, and/or prosecution.~~

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Type of Action Administered

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~~Corrective action is not primarily intended to be punitive, but rather to maintain the efficiency and integrity of City service. The degree of corrective action administered will depend on the nature and severity of the infraction and the employee's prior record. Management has the right to bypass the progressive discipline process. Corrective action shall be in accordance with any applicable City policies and procedures as well as local, state, and federal laws and regulations.~~

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~~It is the responsibility of each supervisor and department head to evaluate thoroughly the circumstances and facts as objectively as possible, follow the corrective action procedures outlined herein, and apply the most suitable form of corrective action.~~

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~~Should a City employee be subsequently charged and convicted of a crime following corrective action, the City reserves the right to take additional corrective action up to and including termination, as allowed by law.~~

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~~The Corrective Action form is required for all corrective actions.~~

Refer to See Section 1-15. for Alternative Dispute Resolution information.

Corrective Action Procedures

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~~Depending on the type of action administered, there are different procedures required for issuing corrective action. Some of these procedures are required by law.~~

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In any major corrective action, the pertinent information shall be reviewed with the employee specifying the following: The cause for discipline, the specific reasons supporting the cause, the discipline to be imposed, the effective date, and the right of the employee to be heard.
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Corrective actions in the form of verbal warnings and written reprimands are the responsibility of each supervisor and do not require intervention by the Human Resources Department. Supervisors shall inform the Department Director of verbal warnings and written reprimands given and the procedure outlined in the Verbal Warning and Written Reprimand section(s) will be followed.
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All corrective actions involving suspensions without pay, demotions, or termination require consultation with the Human Resource Director prior to corrective action being administered to ensure actions are being administered fairly, consistently, and in compliance with applicable laws.
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Verbal Warning

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This type of corrective action should be applied to infractions of a relatively minor degree or in situations where the employee's performance needs to be discussed. The verbal warning should be given in private, and the reason and date for the warning documented in writing. Supervisors should inform the employee that the supervisor is issuing a verbal warning, that the employee is being given an opportunity to correct the condition, and if the condition is not corrected, the person will be subject to more severe corrective action. Records of verbal warnings will be kept by the supervisor or manager. A documented verbal may be used as a basis for further progressive discipline.
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Written Reprimand

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This notice will be issued in the event the employee continues to disregard a verbal warning or if the infraction is severe enough to warrant a written reprimand.
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The reprimand shall state:

- the nature of the infraction;
- what action must be taken by the employee to avoid further corrective action, up to and including termination;
- when correction of the infraction is expected;
- policies or procedures violated; and
- and what the employee's rights are in the corrective action process.

A copy of the written reprimand is to be given to the employee at the time of the discussion of the corrective action. The employee shall sign the written reprimand to acknowledge receipt. A copy, signed by the employee, will be forwarded to the Human Resource Department and placed in the employee's personnel file. If the employee refuses to sign the acknowledgment, then the supervisor and one other witness, of a supervisory capacity, shall note on the reprimand that the employee received a copy thereof and refused to sign it.
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Suspension Without Pay

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The Department Director may take this form of corrective action only after consultation with the Human Resource Director as a result of a severe infraction of policies or for repeated violations. Suspensions shall not exceed thirty (30) work days. Employees serving a suspension without pay remain eligible for paid observed holidays occurring during the suspension; however, the paid holiday shall not also satisfy an imposed day of suspension without pay.

FLSA exempt employees may be suspended for one (1) or more full days for infractions of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and any applicable laws regulated by an outside authority.

Suspensions Pending Investigation

An employee may be suspended in cases where it is necessary to investigate a situation to determine what corrective action may be justified. This suspension gives the supervisor the opportunity to investigate the situation when it is serious enough for the employee to be removed from the work environment. Investigatory suspensions may be with or without pay. If after the investigation, it is determined that the employee was not guilty of any violation, the employee will be returned to work, paid for any lost time, and cleared of all charges. If, however, the employee is found in violation, then the appropriate corrective action may take effect on the date that the suspension began. In any case, the employee remains eligible for paid observed holidays during the suspension.

Demotions

Demotion may be used in those instances where an employee is unwilling or unable to perform the responsibilities of the position. Demotion is not to be used as a substitute for dismissal, when dismissal is warranted.

The pay rate of an employee who is demoted may be reduced to the appropriate rate of the new pay grade of the position into which the employee is demoted.

Involuntary Termination

Employees may be recommended for termination in instances involving, but not limited to, insubordination, theft, illegal or destructive acts. An involuntary termination will require the Human Resource Director consultation prior to being administered by the Department Director. An employee may also be dismissed after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

Probationary employees may be terminated at any time and may not appeal this action.

Informal Appeal

Written reprimands may be appealed informally to the employee's Department Director. The employee must present a written appeal to his or her department Director within seven (7) calendar days of the disciplinary action. The Director shall attempt to resolve the matter within seven (7) calendar days after it has been presented to him or her. The Department Director shall provide his or her decision to the employee in writing. The decision of the Department Director shall be final. Verbal warnings cannot be appealed informally.

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Pre-Disciplinary Hearing Process

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A pre-disciplinary hearing shall be made available to any employee who will be subject to a demotion, suspension without pay, or termination. The pre-disciplinary hearing process shall be as follows:

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A. An employee shall be provided, in writing, with a notice citing the specific incidents constituting just cause; citing the violation of any statute, ordinance, rule or policy; provide an explanation of the documentation, evidence and/or facts relied upon by the department; specify the contemplated disciplinary action; and state that the employee has seven (7) calendar days from service of the notice of contemplated disciplinary action to respond in writing as to why the proposed action should not be taken, or to request a pre-disciplinary hearing with the Department Director, or designee, for that same purpose. A request for a pre-disciplinary hearing will not preclude the employee from submitting his or her written version and mitigating evidence to the Department Director, or designee, no later than the start of the pre-disciplinary hearing. All hearing requests shall be submitted in writing to the Human Resources Director or designee.

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B. If the proposed discipline is termination, the employee is not eligible for administrative leave with pay or paid holidays during the pre-disciplinary process. However, if the Director does not uphold the proposed termination, the employee will be back paid for this period.

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C. If the employee requests a pre-disciplinary hearing, the Human Resources Director or designee shall schedule a hearing before the Department Director, or designee, within seven (7) calendar days, and prior to imposing any corrective action. The corrective action may be imposed prior to the completion of the seven (7) calendar days if the employee elects not to appeal; however, only upon mutual agreement between the supervisor and the employee, and said agreement is documented in writing. Union-represented employees shall have the right to union representation at the pre-disciplinary hearing. Non-represented employees may be accompanied by one personal representative. The employee is responsible for arranging said representation, but must notify the Human Resources Director or designee they intend to do so at least two (2) business days before the hearing. The pre-disciplinary hearing is non-adversarial and, if the employee has a person accompany him or her to the hearing, that person is not entitled to be an advocate. The Department Director or designee, the Human Resources Director or designee, the employee and if the employee so chooses, their representative, shall be in attendance for the pre-disciplinary hearing. The supervisor initiating the proposed corrective action shall also attend unless the employee has requested otherwise. Legal representation or paralegals thereof, are not permitted to attend the pre-disciplinary hearing. Other Department Directors are not permitted to serve as the employee's personal representative.

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D. The department's pre-disciplinary notice provided to the employee prior to the hearing shall be sufficient to apprise the employee of the basis for the proposed disciplinary action. Reliance upon the contents of the pre-disciplinary notice shall not limit the City at subsequent hearings from presenting witnesses testimony and additional documentation not submitted prior to or during the pre-disciplinary hearing. The purpose of a pre-disciplinary hearing is to give the employee the opportunity to respond to the pre-disciplinary notice and to provide information why the proposed action should not be taken. The rules of evidence shall not apply to the pre-disciplinary hearing, nor are there specific procedural regulations for the conduct of the hearing. Additionally, the hearing shall not be recorded by audio or visual equipment nor should there be any attempt to make a verbatim record of the proceedings.

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~~E. Should the Department Director, or designee, uphold the proposed discipline following the pre-disciplinary hearing, written notice of discipline shall be given to the employee. The Department Director, or designee, may either uphold the recommended corrective action, or impose a lesser or more severe action as deemed appropriate by the Director's or designee's findings. In any case, a written response will be provided to the employee within seven (7) calendar days. Such notice shall include a general statement of the findings of the hearing and notice of the employee's right to appeal to the City Manager. If the sustained discipline is termination, the termination will be effective upon notice being given to the employee. The official termination date shall be documented in the employee's employment record with the date the employee received notice from the Director or designee. In the case of termination, a formal appeal to the City Manager shall be considered a post termination hearing. All other corrective actions will be imposed as described in the notice, unless the employee and Department Director otherwise agree.~~

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~~In the interest of providing a fair and unbiased process, the Department Director of the employee receiving the corrective action may be substituted with another City Director or the Assistant City Manager. This substitution shall be allowed in cases when there is a conflict or when the Department Director is the supervisor imposing the corrective action.~~

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~~Nothing in these procedures is designed to supersede or prevent an employee from availing himself or herself of the City's grievance procedure.~~

~~-~~

Formal Appeal

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~~Any employee who is disciplined following the pre-disciplinary hearing may appeal the decision of the Department Director to the City Manager, or designee. This formal appeal must be received in writing by the Human Resources Director or designee within seven (7) calendar days of receipt of the decision of the Department Director. The City Manager, or designee, shall schedule and hold a hearing within seven (7) calendar days of receipt of the appeal from the employee. The employee may have legal representation and or witnesses at the hearing to present evidence that support the appeal, but must notify the Human Resource Director that they intend to do so at least two (2) business days before the hearing. The Formal Appeal Hearing shall be recorded as a verbatim record of the proceedings. The City Manager, or designee must render a written decision within seven (7) calendar days following the hearing. The decision of the City Manager, or designee will be final and binding. Should a termination result, the termination date will be the same date as determined by the Director as documented in the determination notice following the pre-disciplinary hearing. If a decision to terminate is over turned, administrative pay will be paid.~~

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~~In the interest of providing a fair and unbiased process, the City Manager may be substituted with another City Director or the Assistant City Manager for the purpose of a formal appeal. This substitution shall be allowed in cases when there is a conflict or when the City Manager is the supervisor imposing the corrective action. An external hearing officer may also be utilized upon mutual agreement of the City and the employee.~~

~~-~~

~~At-Will employees are ineligible for the appeal process except as provided for in their respective employment contract.~~

~~-~~

Extension of Time Limits

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Any of the time limits in the corrective action procedure may be extended upon mutual agreement. However, if no action is taken within one (1) calendar year from the date of the appeal to the Department Director or the City Manager the Appeal will be considered closed and the action upheld.

4-16 Grievance Process

It is the policy of the City to afford all employees a means of obtaining further consideration of problems when they remain unresolved at the supervisory level, and to establish policies and procedures that provide for timely resolution of grievances. Included below is a preliminary step which encourages, whenever possible, the use of mediation to resolve conflict. This step is intended to urge the consideration of the option of mediation, but in no way limits or preempts other remedies to which employees and the City are entitled by law. Whenever possible and appropriate, the employee considering filing a grievance may file a request for mediation with the Human Resources Department prior to initiating the grievance process outlined below. When mediation is pursued, participation in such session will be limited to the two parties involved and the mediator. Other parties may be included, exclusive of any representative or attorney, at the discretion of the mediator. Further, when mediation is pursued, all time limitations will be tolled as of the filing of the request for mediation with the Human Resources office and until such time as the mediation is completed. If agreement is not reached through mediation, the procedures outlined below may ensue.

A "grievance" shall mean a complaint, made by a regular full time or regular part time employee, which alleges an unjust application, interpretation, or violation of the rules and regulations of the City or Department that:

1. a specific administrative act was arbitrary or capricious and adversely affected the employee's then-existing terms or conditions of employment, and/or;
2. involves improper discrimination or treatment prohibited by the Constitution of the United States and State of New Mexico, or federal and or state statutes, and/or;
3. a violation of applicable City rules, regulations, or personnel policies which adversely affected the employee's then-existing terms or conditions of employment.

For the purposes of this policy, an act is not arbitrary or capricious if the decision-maker exercised reasoned judgment.

The following matters are not grievable:

- lay-offs,
- changes in policies and procedures,
- performance evaluations,
- transfers or promotions,
- changes in duty stations or shifts,
- all corrective actions,
- levels of compensation, and/or,

- ~~other matters of inherent management rights, unless they are directly related or a direct consequence of a grievable matter.~~

~~If a question arises with regard to whether an issue is a grievable matter the City Manager reserves the right to make that determination.~~

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~~Strict adherence to the procedures outlined below is mandatory for all concerned, except that time limits may be extended upon mutual agreement or good cause shown.~~

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~~Reasonable attempts will be made to resolve the grievance to the mutual satisfaction of the employee and the City.~~

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~~STEP 1: An employee must present a grievance in writing within seven (7) calendar days of its alleged occurrence or within seven (7) calendar days of when the employee should have reasonably known of the occurrence to the employee's immediate supervisor and Department Director, who shall attempt to resolve it within seven (7) calendar days after it is presented to them.~~

-

~~STEP 2: If the employee is not satisfied with the decision of the Department Director, the employee must submit the grievance, in writing, to the City Manager's office within seven (7) calendar days of receipt of the Department Director's decision. This written notice shall include the following:~~

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~~A. Statement of the grievance and relevant facts.~~

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~~B. Specific remedy sought.~~

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~~C. Reasons for the dissatisfaction with Department Director's decision.~~

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~~Note: Issues not presented to the Department Director will not be considered in an appeal to the City Manager. If the grievance presented does not include the specified requirements in Step 2, A. C., the grievance will be rejected.~~

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~~STEP 3: Within seven (7) calendar days of receipt of the employee's written grievance the City Manager shall schedule a hearing. The employee may be accompanied by another employee or union conferee. Such conferee must attain a release from their supervisor and will be considered in pay status during their regularly scheduled workday hours. The purpose of the hearing is for the employee to present any information pertinent to the grievance. The hearing will be recorded. The employee and Department Director may call witnesses to testify about information relevant to the grievance. Within seven (7) calendar days of the hearing the City Manager will provide the employee a written decision. The decision of the City Manager will be final and binding.~~

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~~Grievances filed against the City Manager shall follow the same process and timeline as grievances against other employees, as described above in Section 4-16 Grievance Process. However, the grievance shall be filed with the Human Resources Director or designee, or the Assistant City Manager or designee. The Human Resources Director or Assistant City Manager, or designee thereof, shall provide the grievance to the City Commission under limited personnel matters in executive session at the next scheduled Commission meeting. The Commission shall provide direction to the Human Resources Director or Assistant City Manager, or designee thereof, for any action deemed necessary, if any. Should an investigation be required, the Commission shall provide direction to staff with regard to~~

~~whether an internal or external investigation will be conducted. The Human Resources Director or designee shall provide any results to Commission in executive session. The Commission's decision shall be final and binding. If required by law, City Commission shall provide notice to the public of their direction to staff in open session following executive session.~~

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~~Protection Against Retaliation—The City and its employees will not retaliate against any person who, in good faith, uses the grievance procedure.~~

4.15 CORRECTIVE ACTIONS

Policy

It shall be the policy of the City to administer corrective action fairly, reasonably, and impartially. Employees and the City are best served when corrective action is administered to correct actions rather than to punish.

Grounds for Corrective Action

The continued employment of City employees shall be based on reasonable standards of job performance and personal and professional conduct. Refusal to meet these standards or comply with City policies shall constitute just cause for corrective action including, but not limited to Alternative Dispute Resolution, verbal or written reprimands, suspensions, demotions, termination, arrest, and/or prosecution.

Refer to Section 1-17. for Alternative Dispute Resolution information.

Type of Action Administered

Corrective action is not primarily intended to be punitive, but rather to maintain the efficiency and integrity of City service. The degree of corrective action administered will depend on the nature and severity of the infraction and the employee's prior record. Management has the right to bypass the progressive discipline process. Corrective action shall be in accordance with any applicable City policies and procedures as well as local, state, and federal laws and regulations.

It is the responsibility of each supervisor, manager, and department director to evaluate thoroughly the circumstances and facts as objectively as possible, follow the corrective action procedures outlined herein, and apply the most suitable form of corrective action.

Should a City employee be subsequently charged and convicted of a crime following corrective action, the City reserves the right to take additional corrective action up to and including termination, as allowed by law.

Corrective Action Procedures

Depending on the type of action administered, there are different procedures required for issuing corrective action. Some of these procedures are required by law.

The City's designated Corrective Action form is required for all corrective actions.

All Corrective actions shall be given in private, including verbal warnings, except when the warning applies evenly to all employees of a division or department.

Documented corrective actions may be used as a basis for further progressive discipline.

The following list outlines details of each corrective action that shall be reviewed with the employee and shall be documented within all corrective actions:

- The nature of the infraction;
- The specific reasons supporting the cause;
- The discipline to be imposed;
- The effective date;
- What action must be taken by the employee to avoid further corrective action, up to and including termination;
- When correction of the infraction is expected;
- Policies or procedures violated; and
- What the employee's rights are with relation to the grievance process, if applicable.

All Corrective actions involving suspensions without pay, demotions, or termination require consultation with the Human Resource Director prior to Corrective action being administered to ensure actions are being administered fairly, consistently, and in compliance with applicable laws.

A copy of any corrective action is to be given to the employee at the time of the discussion. The employee shall sign the corrective action to acknowledge receipt. If the employee refuses to sign the acknowledgment, then the supervisor and one other witness, of a supervisory capacity, shall note on the corrective action that the employee received a copy thereof and refused to sign it.

Administrative Leave Pending Investigation

An employee may be placed on administrative leave in cases where it is necessary to investigate a situation to determine what corrective action may be justified. This leave gives the supervisor the opportunity to investigate the situation when it is serious enough for the employee to be removed from the work environment. Investigatory suspensions may be with pay. If after the investigation, it is determined that the employee was not guilty of any violation, the employee will be returned to work, and cleared of all charges. If, however, the employee is found in violation, then the appropriate corrective action may be taken.

An employee serving administrative leave pending investigation remains eligible for paid observed holidays.

Verbal Warnings and Written Reprimands

Corrective actions in the form of verbal warnings and written reprimands are the responsibility of each supervisor and do not require intervention by the Human Resources Department.

Supervisors shall inform the Department Director of verbal warnings and written reprimands given.

Probationary employees may be terminated at any time and may not grieve this action or any other corrective action taken.

Verbal Warning

This type of corrective action should be applied to infractions of a relatively minor degree or in situations where the employee's performance needs to be discussed.

Records of verbal warnings will be kept by the supervisor or manager, but must include the Directors signature prior to filing.

Verbal warnings are not grievable.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Written Reprimand

This notice will be issued in the event the employee continues to disregard a verbal warning or if the infraction is severe enough to warrant a written reprimand.

The original, signed by the employee, will be forwarded to the Human Resources Department and placed in the employee's personnel file.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Suspension Without Pay

This form of corrective action may be taken as result of a severe infraction(s) of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and/or any applicable laws regulated by an outside authority and including, but not limited to, insubordination, theft, illegal or destructive acts or for repeated violations. An employee may also be suspended after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

Suspensions shall not exceed thirty (30) scheduled workdays or a maximum of 240 scheduled work hours.

Suspensions will be scheduled at the discretion of the Department. Employees serving a suspension without pay remain eligible for paid observed holidays occurring during the suspension; however, the paid holiday shall not also satisfy an imposed day of suspension without pay.

FLSA exempt employees may be suspended for one (1) or more full days.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Demotion

Demotion may be used in those instances where an employee is unwilling or unable to perform the responsibilities of the position. Demotion is not to be used as a substitute for dismissal, when dismissal is warranted.

The pay rate of an employee who is demoted may be reduced to the appropriate rate of the new pay grade of the position into which the employee is demoted.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Involuntary Termination

Employees may be recommended for termination in instances involving, infraction(s) of City of Alamogordo Ordinances, Citywide and Departmental policies and procedures, and/or any applicable laws regulated by an outside authority for repeated violations, and including, but not limited to, insubordination, theft, illegal or destructive acts. An involuntary termination will require the Human Resources Director consultation prior to being administered. An employee may also be dismissed after repeated offenses of a less serious nature if the supervisor has documented the offenses and appropriate behavioral changes have not resulted from previous corrective action.

To prepare the action refer to Section 4-15. *Corrective Actions, Corrective Action Procedures.*

Probationary Termination

Probationary employees may be terminated at any time and may not grieve this action or any other corrective action taken.

4-16. Grievance and Arbitration Procedure

- A. Upon agreement by both the City and the grieving employee, the grieving employee's representative shall be allowed to address the grievance/appeal on the grieving employee's behalf.
- B. As a condition of employment, employees are required to appear as witness in grievance hearings when requested by the City.
- C. Employees called as witnesses during time off shall be paid in accordance with the Fair Labor Standards Act (FLSA) by the City for the time spent at the hearing.
- D. Grievance is defined as a misinterpretation, misapplication, or violation of a specific subsection of an article of this manual. Corrective actions involving a written reprimand, suspension, demotion, or termination may also be grieved under this procedure.
- E. The following are considered non-grievable:
 1. Lay-offs;
 2. Changes in policies and procedures;
 3. Performance evaluations;
 4. Promotions;
 5. Changes in duty stations or shifts;
 6. Matters mandated by City, State, and/or Federal law;
 7. Matters in which the City is without authority to act; and/or
 8. Other matters of inherent management rights, unless they are directly related or a direct consequence of a grievable matter.
- F. The grievance must be in writing and shall include:
 1. Identification of the specific Article, subsection, and language in this manual that is alleged to have been violated;

2. Identification of the action or inaction that generated the grievance;
3. The management employee(s) involved in the alleged violations;
4. The date of the alleged violation;
5. The specific relief requested; “to be made whole” is not an acceptable specific relief and;
6. The grievance must be signed and dated by the employee and the employee’s representative, if the employee elects to be represented.

G. “Working days” is defined as days the City administrative offices are open for business.

H. Failure to submit a grievance within five (5) working days following the discovery of the act, or the condition which gave rise to the grievance, will constitute forfeiture of the right to file. Furthermore, any grievance determination not appealed to the succeeding level within the time limits expressed herein shall be considered as closed. When it is mutually agreed by the parties in writing, the time limits expressed herein may be extended. Either the Union or employee may drop the grievance at any Step.

I. Grievance Steps:

1. Step 1. The initial filing of a written grievance shall be with the Department Director or designee with a copy to the Human Resources Director, and shall occur within five (5) working days of the commission or omission of the act that generated the grievance.
2. Step 2. Within five (5) working days of filing the grievance with the Department Director, a meeting between the aggrieved employee and the Director will be scheduled at a mutually agreed date and time. The Director will have five (5) working days from the date of the meeting to respond to the aggrieved employee in writing. If the grievance is not resolved with the Department Director’s decision, the grievance may be appealed to the City Manager or designee by filing the appeal in writing, to the Human Resources Director, within five (5) working days of the Department Director’s decision.
3. Step 3. Within five (5) working days of filing the grievance with the City Manager, a hearing between the aggrieved employee and the City Manager will be scheduled. The City Attorney or designee will be present to present the City’s case. The City Manager will have five (5) working days from the date of the hearing to respond to the aggrieved employee in writing. If the grievance is not resolved with the City Manager’s decision, within ten (10) working days, the grievant or representative may advance the grievance to arbitration. The grievant or representative, may submit a written request for an unrestricted regional list of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS) within ten (10) working days of City Manager or designee’s decision. The request to the FMCS shall include notice to the City’s Human Resources Director.
 - a. Within ten (10) working days of receipt of the list of arbitrators from FMCS, the parties shall meet to select an arbitrator. The parties will alternate striking names on the list until only one name remains. The remaining name shall be the arbitrator. The party to strike the first name shall be the grievant.

- b.** If an issue of arbitrability exists, the Arbitrator shall determine such issues through the filing of pre-hearing briefs prior to scheduling the hearing on the merits. If the Arbitrator determines the grievance to be arbitrable, the party who raised the issue of arbitrability shall file for another arbitrator panel to hear the merits of the grievance. Such request for a second panel shall be filed within five (5) workdays of receipt of the Arbitrator's decision on arbitrability.
- c.** The Arbitrator is limited to interpreting and applying the language in this manual. The Arbitrator shall not add to, subtract from, or alter the manual in any way, nor shall the Arbitrator substitute his or her discretion for the City where such discretion is retained by the City.
- d.** The decision of the Arbitrator shall be final and binding on the parties and considered a decision under compulsory arbitration of the New Mexico Uniform Arbitration Act.
- e.** The Arbitrator's charges for services and expenses shall be shared equally by the parties.
- f.** Each party is responsible for its representation and witness costs.
- g.** This is the only grievance procedure available and shall be the sole and exclusive method for resolving any and all claims arising from the alleged violation of this manual or a grievance of corrective action where applicable.
- h.** Any of the time limits outlined within the grievance process may be extended upon mutual agreement.

J. Details Governing Grievance Procedures:

1. If a question arises about whether an issue is a grievable matter the City Manager reserves the right to make that determination.
2. Reasonable attempts will be made to resolve the grievance to the mutual satisfaction of the employee and the city.
3. Grievances filed against the City Manager shall follow the same process and timeline as grievances against other employees, as described above in Section 4-16 Grievance and Arbitration Procedure. However, the grievance shall be filed with the Human Resources Director or designee, or the Assistant City Manager or designee. The Human Resources Director or Assistant City Manager, or designee thereof, shall provide the grievance to the City Commission under limited personnel matters in executive session at the next scheduled Commission meeting. The Commission shall provide direction to the Human Resources Director or Assistant City Manager, or designee thereof, for any action deemed necessary, if any. Should an investigation be required, the Commission shall provide direction to staff about whether an internal or external investigation will be conducted. The Human Resources Director or designee shall provide any results to

Commission in executive session. If required by law, City Commission shall provide notice to the public of their direction to staff in open session following executive session.

4. Protection Against Retaliation - The City and its employees will not retaliate against any person who, in good faith, uses the grievance procedures.
5. In the interest of providing a fair and unbiased process, the City Manager or Director may be substituted with another City Director or the Assistant City Manager for the purpose of a grievance. This substitution shall be allowed in cases when there is a conflict or when the City Manager or Director is the supervisor imposing the corrective action.
6. At-Will employees are ineligible for the grievance process except as provided for in their respective employment contract.
7. Any of the time limits in the grievance procedure may be extended upon mutual agreement. However, if no action is taken within one (1) calendar year from the date of the grievance to the Department Director or the City Manager the grievance will be considered closed, and the action upheld.
8. When the proposed discipline is termination, the employee is not eligible for administrative leave with pay or paid holidays during the grievance process. However, if the proposed termination is not upheld during the grievance or arbitration process, the employee will be back paid for this period.
9. The corrective action may be imposed prior to the completion of the five (5) working days if the employee elects not to file a grievance; however, only upon mutual agreement between the supervisor and the employee, and said agreement is documented in writing.
10. Employees may be accompanied by one personal representative. The employee is responsible for arranging said representation but must notify the Human Resources Director or designee they intend to do so at least two (2) working days before the hearing. The supervisor initiating the proposed action shall also attend unless the employee has requested otherwise. Other Department Directors are not permitted to serve as the employee's personal representative.
11. The department's notice provided to the employee prior to the meeting shall be sufficient to apprise the employee of the basis for the proposed disciplinary action. Reliance upon the contents of the Corrective Action notice shall not limit the City at subsequent meetings from presenting witness testimony and additional documentation not submitted prior to or during the meeting. The purpose of a meeting is to give the employee the opportunity to respond to the Corrective Action notice and to provide information why the proposed action should not be taken. The rules of evidence shall not apply to the meeting, nor are there specific procedural regulations for the conduct of the meeting.

12. Meetings prior to step 3 (with the City Manager), of the grievance process shall not be recorded by audio or visual equipment nor should there be any attempt to make a verbatim record of the proceedings. Hearings with the City Manager shall be recorded as a verbatim record of the proceedings.
13. The Department Director, City Manager or designee(s), may either uphold the recommended Corrective Action, or impose a lessor or more severe action as deemed appropriate by the Director, City Manager or designee's findings.
14. If the sustained discipline is termination, the termination will be effective upon notice being given to the employee by the Director or designee.
15. The official termination date shall be documented in the employee's employment record with the date the employee received notice from the Director or designee. In the case of termination, a meeting request to the City Manager, per the grievance process, shall be considered a post-termination meeting. All other corrective actions will be imposed as described in the notice, unless the employee and Department Director otherwise agree.

4-17 Classification of Positions

All positions/classifications in the City's service shall be grouped into classes and each class shall include those positions sufficiently similar as to character of work, required performance, and level of responsibility, so that:

- A. An equivalent level of training, experience, knowledge, and ability, and other qualifications may be required of incumbents;
- B. Comparable tests of such qualifications may be used to select incumbents; and
- C. The same salary range will apply with equity under substantially equal working conditions; or
- D. Positions that are unusual for reasons such as market demand will be classified according to reasonable market standards.

Position descriptions and job specifications shall be maintained by the Human Resource Office for all positions. Any changes to position descriptions must be submitted to Human Resources. Requests that result in a position's reclassification will require the City Manager's approval.

The position descriptions should include: Job Title, Department, Division, FLSA Status, Effective Date, Summary of Position, Supervision Received, Supervision Exercised, Essential Functions, Other Duties, Minimum Qualifications, Special Requirements, Working Conditions, History Summary, Job Hazard Analysis, and Approval section.

Reclassification Procedure

Revision of position descriptions and re-allocations within the classification plan shall be made as often as is necessary to provide current information on positions and classes.

It shall be the duty of the Human Resource office to examine the nature of all positions and to allocate them to existing or newly created classes, to make changes in the duties and responsibilities of existing positions.

When a new position is requested by a Department Director or the duties of an old position are substantially changed, the Department Director shall submit a change request form and written recommendation to the Human Resource Office including justification for the reclassification, emphasizing changes in position responsibilities or requirements for qualifications (i.e., experience, education, certifications, etc.).

The request will be reviewed by the Human Resource Office. The Human Resource Department will use a standardized method in reviewing new position descriptions or requests for changes to existing position descriptions. This method will value the position responsibilities, requirements, and qualifications to accurately classify or reclassify the position.

If the request is justified, the budget impact will be determined, and a recommendation will be made to the City Manager. The City Manager shall be the final decision-maker for all reclassification requests. If approved, the Human Resource Office will take the necessary steps to implement the reclassification. Reclassification of a position currently filled and not vacant shall not require the position be posted for recruitment. No reclassification involving an upgrade of salary that would overspend the authorized department budget will be approved without City Commission approval.

4-18 References

City of Alamogordo will respond to reference requests through the Human Resources Department. The City will provide general information concerning the employee such as date of hire, date of separation, rehire eligibility status, and positions held.

Requests for further information must be in writing and a release from the individual the request is for must be obtained. These responses will be returned in writing based on information verifiable in the employee or former employee's personnel file.

This policy does not prohibit an employee from giving a personal reference as long as the employee is not acting as a representative of the City and the reference is not on City letterhead.

Please refer all requests for City references to the Human Resources Department.

4-19 Separation from Employment

Voluntary Termination

Should an employee decide to leave the City, ~~we ask that~~ he or she shall provide their supervisor with at least two (2) weeks, or four (4) weeks when retiring through PERA, advance written notice of departure. ~~Thoughtfulness will be appreciated.~~

Failure to comply with this policy may be cause for denying re-employment with the City.

In some cases it may be in the City's best interest to release an employee upon receipt of an employee's resignation, such as when- an employee is still in training and it would not be beneficial to continue with training. The release of an employee in situations where it is found to be beneficial for the City will be at the director's discretion and will not penalize the employee's rehire eligibility.

Where an employee resigns to avoid dismissal or other corrective action, the resignation may be accepted at the discretion of the Department Director with City Manager approval, and the employee will not be subject to rehire.

Retirement

Service retirement is voluntary termination after having satisfied the requirements of P.E.R.A. Retiring employees are requested to give the City at least four (4) weeks written notice prior to retirement date.

Involuntary Termination

This action is originated by the City and may be initiated for a variety of reasons to include, but not limited to:

- A. Termination during the probationary period.
- B. Termination for cause.
- C. Layoff.

Disability Retirement

This is an involuntary termination that is necessitated by an injury or illness, which renders the employee incapable of performing ~~his/her~~ his or her job duties. The retirement will be in accordance with P.E.R.A. ~~for eligible employees.~~

Layoff

Layoff is an involuntary termination of employment for lack of work, lack of funds, reclassification of positions, re-organization of the City's work force, elimination of positions or other changes that have taken place.

The City Manager is responsible for administering the layoff or reduction in force.

No regular full-time, non-probationary, employee shall be laid off involuntarily if there is a vacant position for which the employee is qualified. The City Manager is responsible for offering transfers or

re-employment to employees facing layoff. Employees who accept another position are considered to have voluntarily transferred.

The City will provide at least thirty (30) days advance notification prior to layoff, except in the case of an emergency.

Employees with the least amount of seniority within their position shall be laid off first.

Recall from Layoff

Laid off employees shall be recalled for vacancies based on those who meet the minimum requirements of the vacant positions. Where applicable, employees who are equally qualified will be recalled by seniority. When an employee does not respond to the City's recall notice within seven (7) calendar days, the City's obligation to recall the employee shall cease. The City shall have no obligation to recall an employee after he or she has been on continuous layoff for a period that exceeds one (1) year.

Abandonment

Employees who are absent from their job for one (1) shift or work--day without notifying their supervisor are considered to have abandoned their job voluntarily. The date of termination will be the same date as the first day the job was abandoned.

The employee may apply for reinstatement in writing directly to the City Manager within five (5) working days from the date of termination due to abandonment. Within five (5) working days a meeting will be arranged between the employee and the City Manager or designee. Time limits may be extended upon mutual agreement between the employee and the City Manager or designee. If the City Manager determines that the employee is to be reinstated, such time missed will be charged against the employee's accrued leave or leave without pay.

For purposes of administering this Section, "Working days" is defined as days the City administrative offices are open for business.

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Return of City Property

All City property including, but not limited to: I.D. cards, laptop computer, keys, radios, tools, cell phones, City credit cards, uniforms, policy and procedure and/or rules and regulation manuals, etc., must be returned at separation. Employees also must return all of the City's confidential information upon separation. To the extent permitted by law, employees will be required to repay the City, (through payroll deduction, if lawful) for any lost or damaged City property.

Any item that identifies a person as a City employee must be returned upon separation. This does not include employee appreciation gift items.

Footwear and lifeguard uniforms are not required to be returned.

4-20 Exit Interviews

All employees, either separated voluntarily or involuntarily must report to the Human Resource Department for end of employment processing.

Exit Interview

All regular employees who separate from the City's service may be requested to participate in an exit interview on forms provided by the Human Resource Department. Participation in completing the exit interview form is voluntary on the part of the exiting employee.

Exit interviews are often helpful to determine fully not only why an employee has decided to resign, but to seek out opportunities for improvement in the City's overall operations and employee relations. Department Directors and the employee's supervisor(s) will receive a copy of the ex-employee's exit interview.

Section 5 - Benefits

5-1 Benefits and Leave

In addition to good working conditions and competitive pay, it is City of Alamogordo's policy to provide a combination of supplemental benefits to all eligible employees. These benefits include time-off benefits, such as paid time off and holidays, and insurance and other plan benefits.

The next few pages contain a brief outline of the benefit programs City of Alamogordo provides employees and their families. The information presented here is intended to serve only as guidelines and continuation of benefits are not guaranteed.

The descriptions of the insurance and other plan benefits merely highlight certain aspects of the applicable plans for general information only. The details of those plans are spelled out in the official plan documents, which are available for review upon request from the Human Resources Office or on line at www.mybenefitsnm.com. Additionally, the provisions of the plans, including eligibility and benefit provisions, are summarized in the summary plan descriptions ("SPDs") for the plans (which may be revised from time to time). In the determination of benefits and all other matters under each plan, the terms of the official plan documents shall govern over the language of any description of the plans, including the SPDs and this manual.

Further, City of Alamogordo (including the officers and administrators who are responsible for administering the plans) retains full discretionary authority to interpret the terms of the plans, as well as full discretionary authority with regard to administrative matters arising in connection with the plans and all issues concerning benefit terms, eligibility and entitlement.

While the City intends to maintain these employee benefits, it reserves the absolute right to modify, amend or terminate these benefits at any time and for any reason.

If employees have any questions regarding benefits, they should contact the Human Resources Office.

5-2 Deferred Compensation

The City allows an option to any regular employee to invest a portion of his or her earnings into a Deferred Compensation Plan. The employee may request a payroll deduction to be administered by the Human Resources Office for this purpose.

5-3 Education Assistance

The City, subject to the availability of funds, may provide education assistance to regular non-probationary employees. The courses or training program or type of degree must enhance or create a skill that is directly related to the employee's profession, skill or craft, and must demonstrate a benefit to the City. The determination for reimbursement is the responsibility of the Department Directors and will be handled in accordance with the City's Educational Assistance Internal Policy.

Employees are expected to attend courses on their own time unless other arrangements are pre-approved.

Education reimbursement will be based on a grade of "C" or Pass. A "D" or failing grade will result in the denial of the reimbursement.

To be reimbursed, employees must still be employed by the City when evidence of satisfactory course completion is received. EXCEPTION: Employees whose employment is terminated, because of a downsizing or reorganization will be reimbursed if they complete their course work after their employment is terminated. Employees will be required to serve a pre-determined tenure of service upon completion of the course or will be responsible for paying the City back on a pro-rated basis for the educational reimbursement received for the course.

5-4 Employee Assistance Program

City of Alamogordo provides an Employee Assistance Program (EAP) for employees and their dependents. This program offers qualified counselors to help cope with personal or work-related problems.

The City of Alamogordo may provide an Employee Assistance Program (EAP) subject to the availability of funds. The purpose of this program is to provide employees and their immediate family members with assistance in resolving personal problems that may have an adverse effect on job performance. The program may deal with a broad range of human problems such as emotional, behavioral, family, marital, alcohol and/or substance abuse, financial, legal, or other personal problems.

When an employee uses this program by self-referral, their use will be confidential and will remain anonymous to the City. Self-referral usage of the EAP is limited to the provisions of the contract with the EAP provider. Employees who use the EAP on their own will be required to use accrued leave or take leave without pay to attend appointments during work hours.

A Director may refer an employee to the EAP as a condition of continued employment. In these cases, the information the employee discusses with their provider will remain confidential under provider, client privileges. The City will be provided information from the provider regarding the employee's attendance and fitness to safely perform the essential functions of their job. Employees who are referred to the EAP by their supervisor will be allowed a reasonable amount of administrative leave with pay to attend appointments that occur during their normal work hours.

Contact the Human Resources Department for further information.

5-5 Insurance Programs

Health, Dental, Vision, and Disability Coverage

Regular full-time or part-time employees may participate in the City's health, dental, and vision insurance programs.

All regular full-time employees are eligible to join the City's Group Insurance Plan, which provides coverage for the employee and the employee's dependents. Participation is subject to the City's and the

Carrier's Agreement which is on file with the Human Resources Department. The City's participation in providing Group Medical Insurance is subject to modification, termination, or change of carrier at any time. The City pays a portion of the plan as approved by the City Commission.

Participation is on a voluntary basis and the employee may join or withdraw from the plan at any time the plans and IRS rules allow.

An employee requesting coverage is required to apply for coverage within the first thirty (30) days of employment, otherwise enrollment will not be available until open enrollment or a qualifying event has occurred.

Continuation of medical coverage will be in compliance with any applicable laws.

Employees meeting eligibility requirements under the Affordable Health Care Act will be responsible for their share of premium costs which meets guidelines under the Act.

Regular part time employees that work a minimum of twenty (20) hours per week are eligible to enroll in the City's group insurance plans. Regular part time employees will be responsible for 100% of the premium costs.

Upon becoming eligible to participate in these plans, you will receive information on obtaining Summary Plan Descriptions (SPDs) describing the benefits in greater detail. Please refer to the SPDs for detailed plan information.

Basic Life Insurance Coverage

All regular full time and regular part time employees that work a minimum of twenty (20) hours per week are eligible to receive, at no cost to the employee, a Basic Life Insurance policy.

5-6 Recreational Community Services Facilities Benefit

~~All employees shall be permitted to use the City's recreational facilities and equipment, including the swimming pool, that are located at its Recreational Center at no cost to the Employee. The gym at the Senior Center may also be used at no cost to the employee. Family members and guests will be required to pay the normal charges. Employees will be given a twenty percent (20%) discount on any recreational activity or other programs offered or sponsored by the City's Community Services Department. The discount applies only to the participation of the employee, the employee's spouse or the employee's minor dependent(s). Participation at the discounted rate will only be available in the event the program has available space. Employees shall be given the one day "junior golf green fee rate" at the City's golf course, The Desert Lakes Golf Course. Employees will receive a twenty five percent (25%) discount off the regular price of an annual golf membership at the Golf Course. Rental charges for golf carts and other charges or fees will be at the normal rate. The Golf Course restaurant offers a fifteen percent (15%) discount off an entree for City employees, limited to Monday-Friday during lunch. Family members and guests will be required to pay the normal charges. Rental charges for golf carts and other charges or fees will be at the normal rate. Employees will be charged the non-profit rate for rental of the Civic Center Facility. Employees will also receive free entry to the Alameda Park Zoo.~~

~~City Retirees will continue to be eligible for these services after they retire with the exception of the one day golf at the junior golf green fee rate and the entree discount at the Golf Course restaurant. City Retirees will be provided with an ID card from the Human Resources Department to receive these discounts. For the purpose of this policy a City Retiree is defined as an employee retiring in good standing under City employment and under the New Mexico PERA Retirement System.~~

~~These discounts are subject to change without prior notice. Contact Human Resources for the most current list of discounts available.~~

The following service benefits are provided by the City of Alamogordo (Community Services Department) to all regular full time and part time employees.

May be required to show City ID for participation.

These discounts are subject to change without prior notice. Contact Human Resources for the most current list of discounts available.

Except as specifically noted below, retirees under the NM PERA Retirement System that are in good standing with City employment upon retirement are eligible for service benefits. City retirees will be provided with an ID card from the Human Resources Department to receive eligible discounts.

Alamo Senior Center

The Senior Center Exercise Facility may be used at no cost to the employee. Donations are appreciated from family members and guests over the age of 60. Family and guests under 60 will be required to pay the set fees. Participation will only be available in the event a senior member is not displaced.

Alameda Park Zoo

Employees will receive free entry to the zoo. Family members and guests are required to pay entrance fees.

Alamogordo Family Recreation Center

Recreational facilities include free use of the swimming pool (public swim, lap swim, aqua walk) and gymnasium (for basketball, pickleball, etc.) for the employee only.

Youth program discount only applies to the employee's minor dependent children. Employee or the employee's spouse may initiate enrollment and payment for said youth programs. Participation at the discounted rate will only be available in the event the program has available space. Discount request must be made at the time of registration.

Sgt. Willie Estrada Memorial Civic Center

Employees will be charged the non-profit rate for rental of the Civic Center Auditorium only. All other amenities including but not limited to the kitchen, conference rooms, and alcohol service are billed at regular price.

Desert Lakes Golf Course

Employees are eligible for an annual golf membership for \$712.50. Green fees for 9 holes are \$8.50 and green fees for 18 holes are \$17.00. All applicable taxes apply. Rental fees for golf carts and other

charges or fees will be at the normal rate. All users are subject to “Code of Conduct” rules. This discount is not available to retirees.

19th Hole Restaurant

City employees will receive a fifteen percent (15%) discount off a lunch entree limited to Monday through Friday. Family members and guests will be required to pay full pricing. This discount is not available to retirees.

5-7 Retirement Plan

Retirement

Any employee who qualifies as mandatory under PERA guidelines, except the City Manager who has the option of joining the ICMA 401 Plan in lieu of PERA, participates in the Public Employees Retirement Association of New Mexico (PERA).

Enrollment and benefit forms are provided by the Human Resource's Office. It is the employee's individual responsibility to keep information related to their retirement account as to name, address, and beneficiary up to date.

Retiree Health Care

As part of the City’s participation in PERA, eligible employees participate in the New Mexico Retiree Health Care Authority. This participation provides the benefit of health insurance to PERA retirees.

Detailed information on specific retirement benefits is available at www.nmpera.org for PERA and at www.nmrhca.org for Retiree Health Care Authority.

5-8 Training

Where the City is the one requiring additional certification or licensing beyond any required for appointment to the position held or sought by any regular full time employee, the City will be responsible for scheduling and paying all costs associated with the acquisition of the required training or licensing.

Where training is approved, employees must comply with the Finance Department's guidelines for payment and reimbursements of training. Department Directors shall not approve City paid time or training funds for employees seeking training outside their assigned classification and where the City does not request it.

The City may, subject to the availability of funds and the Department Directors approval, pay for necessary training for employees who are required to maintain a license or certificate as outlined in the employees job description.

5-9 Workers' Compensation

On-the-job injuries are covered by our Workers' Compensation Insurance Policy. If employees are injured on the job, no matter how minor, they should report the incident immediately to their Supervisor. Failure to follow City procedures may affect the ability of the employee to receive Workers Compensation benefits.

Workers Compensation benefits will be administered in accordance with State of New Mexico Worker's Compensation Law.

5-10 Administrative Leave

Administrative Leave

It is recognized that certain events arise that make administrative leave necessary. The Department Director or designee may place an employee on administrative leave with pay based on certain events. These events may include:

- A. The removal of an employee for the safety or welfare of other employees, and/or the public;
- B. The removal of an employee for the purpose of protecting the Cities facilities or properties;
- C. The removal of an employee to conduct an investigation;
- D. The removal of an employee whose conduct or welfare is at issue;
- E. When an employee is referred to the Employee Assistance Program by the supervisor as outlined in the Employee Assistance section. Employees will be granted a reasonable amount of administrative leave for appointments scheduled during normal work hours.

Employee's in pre-termination status are not eligible for administrative leave with pay or paid holidays. These employee's will be provided administrative leave without pay pending the outcome of their pre-disciplinary grievance process.

The basis for such administrative leave shall be documented, in the written administrative leave notice to the employee, -and submitted on the approved form to the Human Resources Director at the time of or within two (2) business days of the administrative leave commencing.

Administrative leave under this section shall not constitute corrective action. During the administrative leave, the employee shall not attend his or her regular work site or any other city facilities, except as designated by the Department Director. The employee shall remain available during normal work hours to meet with the Director or designee, as requested.

The employee may be placed on administrative leave with pay by the A Director with concurrence from the Human Resources Director has authority to approve for up to five (5) consecutive working days for

non-shift workers and seven (7) consecutive calendar days for shift workers. Leave beyond these limitations will only be authorized by the City Manager.

Unauthorized Absence

Any leave not authorized according to the appropriate rules set forth in this manual shall be deemed to be an unauthorized absence without pay. All unauthorized ~~leave absences~~ shall be initially recorded as ~~unpaid AWOL—absence without leave~~ unauthorized LWOP. Upon receiving information of the reasons behind the unauthorized absence, the Department Director may change the leave to Paid Time Off or compensatory time used, without losing the right to give the employee corrective action up to and including termination. After one (1) shift or work-day of unauthorized absence, employees are subject to termination under the Abandonment section of this manual.

Refer to Section 4-19. Separation from Employment, Abandonment for employees who are absent from their job for one (1) shift or workday without notifying their supervisor.

5-11 Bereavement Leave

We know the death of a family member is a time when employees wish to be with their families.

The City shall allow up to three (3) days of paid Bereavement Leave for regular full-time employees in cases of death in the immediate family.

The City shall allow up to three (3) days of paid Bereavement Leave for regular part time employees, pro-rated based on the employee's annual budgeted hours, in cases of death in the immediate family.

Employees who must travel 500 miles or more one-way will be allowed two (2) additional days of Bereavement Leave for a maximum total of five (5) days. Bereavement leave benefits for regular part time employees will be pro-rated based on the annual budgeted hours for these two (2) additional days.

For the purposes of this provision, immediate family is defined as: spouse, domestic partner, child, grandchild, brother, sister, parent, grandparent, step, half, and in-law relatives of the same.

Employees must ~~inform~~ consult with their Supervisor prior to commencing bereavement leave.

In administering this policy, the City may require verification of death.

5-12 Jury Duty

City of Alamogordo supports the obligation of all U.S. citizens to serve on a jury when summoned to do so. All employees will be allowed time off to perform such civic service as required by law. Employees are expected to provide a copy of their jury duty and verification of their completed service, available from the court.

Employees are also expected to keep management informed of the expected length of jury duty service and to report to work for the remaining portion of the day if excused by the court.

Employees on jury duty leave will be paid for their jury duty service in accordance with state law; however, exempt employees will be paid their full salary for any week in which time is missed due to jury duty if work is performed for the City during such week.

Some courts pay jurors a fee in exchange for their jury duty. Employees shall remit to the City all compensation received for such service performed during normal working hours. All remitted jury service fees will be turned in to the Finance Department, excluding mileage fees.

5-13 Lactation Breaks

The City will provide a reasonable time to accommodate an employee desiring to express breast milk for the employee's infant child, in accordance with and to the extent required by applicable law.

The City will make reasonable efforts to provide employees with the use of a room or location other than a toilet stall for the employee to express milk in private. This location may be the employee's private office, if applicable. The City may not be able to provide additional break time if doing so would seriously disrupt the City's operations, subject to applicable law. Please consult the Human Resources Department if you have questions regarding this policy.

Employees should advise management if they need break time and an area for this purpose. Employees will not be discriminated against or retaliated against for exercising their rights under this policy.

5-14 Meal Periods/Breaks

Meal periods are usually one (1) hour, unless otherwise specified due to work demands and as pre-authorized by the Department Director. Meal periods are not counted as time worked, unless the employee is not relieved from duty during the meal period. Where meal periods are not taken by the employee and the supervisor has not requested or assigned a verbal or written duty, the employee shall be compensated for time worked, but may be subject to corrective action by their supervisor. Rest breaks may be provided with one (1) fifteen (15) minute rest period the first half of the workday and one (1) fifteen (15) minute rest period the second half of the workday. Rest breaks may not be accumulated, or used in correlation with lunch, at the beginning of work or prior to leaving from work. Breaks will be taken in designated non-work areas, but may not be away from the facility unless the employee has obtained prior supervisor approval or direction. Supervisors shall be responsible for scheduling and may authorize or limit rest breaks if continuous work is required.

5-15 Paid Time Off

The City acknowledges how hard employees work and recognizes the importance of providing time for rest and relaxation. Employees are encouraged to get this rest by taking paid time off.

Leave Defined

Leave is any authorized absence, with or without pay, during regularly scheduled work hours, which is approved by the proper authority. Leave is an employee benefit, and all leave shall be earned and granted to employees as set forth in the following rules.

General Leave Approval

Leave will be granted on the basis of the work requirement as a priority, but whenever possible on the personal wishes of the employee. Requests for leave will be approved, denied, and governed through the chain of command.

Paid Time Off (PTO)

Paid Time Off (PTO) is available to cover employees needs for time away from work for vacation, sickness, or to handle personal affairs.

PTO Accrual

Regular full-time employees earn PTO hours based on the multiplier used times the regular hours paid each pay period, excluding overtime and other hours that are in addition to the budgeted base position hours of 2080. The longer an employee remains with the City of Alamogordo, the larger the multiplier will be based on the following table:

Full Years of Service	Maximum PTO Hours Earned Per Year	Maximum PTO Days Earned Per Year	Multiplier
0-5 Years	172	21.50	0.082692308
6 Years	180	22.50	0.086538462
7 Years	188	23.50	0.090384615
8 Years	196	24.50	0.094230769
9 Years	204	25.50	0.098076923
10-15 Years	212	26.50	0.101923077
16 Years	220	27.50	0.105769231
17 Years	228	28.50	0.109615385
18 Years	236	29.50	0.113461538
19 Years	244	30.50	0.117307692
20 Years & Up	252	31.50	0.121153846

The multiplier will be increased to the next incremental rate effective the first full pay-period following the employee's eligible anniversary date.

PTO hours are calculated and updated each biweekly pay period through the payroll system. Employees whose positions are budgeted for 2080 hours per fiscal year may only earn PTO hours up to the

maximum per year listed in the calculation table above. Employees may not borrow against future PTO accruals or carry a negative PTO balance.

PTO Requests

It is important that employees plan PTO use carefully so that appropriate replacements can be scheduled. Employees are responsible for requesting PTO in writing and submitting it to their supervisor for approval at least one (1) week in advance for all time off, except in those cases where advance notice is not possible i.e. hospitalization, family emergency, etc, or when otherwise agreed to by the supervisor. In the instance of an unplanned absence, the employee is responsible for making every effort to notify their supervisor at least one (1) hour before the beginning of their scheduled work period. If an employee has not notified the supervisor of their absence by mid shift, the employee may be subject to 4-19 Separation fFrom Employment/Abandonment. Abandonment does not override the PTO request requirement.

If an employee calls in sick for three (3) or more consecutive days, the employee may be required to provide his or her supervisor with a doctor's note on the day the employee returns to work.

An absence shall be considered unauthorized whenever the employee's supervisor or designee has not been properly notified before the shift begins. Responsibility for excusing an unauthorized absence shall rest with the immediate supervisor. An unauthorized absence may be paid if PTO accruals are available and the supervisor has approved the unauthorized absence. An unauthorized absence may be recorded as leave without pay at the discretion of the supervisor.

While employees will begin earning PTO hours upon hire, they are not eligible to use PTO until they have successfully completed their initial probationary period, ~~or extended probationary period,~~ or their initial six (6) months of employment if not on an extended probationary period. Employees serving an initial twelve (12) month probationary period shall be eligible to use their PTO hours upon successful completion of the first six (6) months of their probationary period. An exception will be granted and current hours made available if the employee provides documentation of illness signed by a licensed medical professional. Individual circumstances may also be considered and approved by the Department Director.

Except as allowable by law employees eligible to use PTO hours must use accrued PTO hours and accrued compensatory time prior to utilizing LWOP or donated leave.

PTO & Injury on the Job

If an employee is injured on the job during their probationary period they will have access to their available PTO leave balance to cover lost time that they are not compensated for in any other manner for the first seven (7) calendar days. Should the leave balance not be sufficient to cover the time, leave-without-pay may be authorized.

PTO Maximum Roll Over

The maximum amount of earned PTO hours employees can roll over at any fiscal year end is 480 hours. Exceptions may be approved by the City Manager, only under extenuating circumstances which could

not be planned or expected. Approved excess leave must be utilized by the employee within ninety (90) days, or by October 31 of the new fiscal year.

Up to July 1, 2003, any employee having a balance in excess of 480 hours will have their current PTO balance serve as their maximum PTO roll over balance until the employee either separates service or their balance falls below 480 hours. At such time their balance falls below 480 hours their maximum limit then becomes 480 hours.

Exhaustion of PTO

Only Department Directors or their designees, on a case-by-case basis, can grant time off without pay. PTO will not accrue during periods of leave without pay.

PTO & Separation of Employment

Employees will be paid up to 480 earned, unused hours of PTO upon their retirement date through PERA. Payment for unused PTO shall be paid at the employee's regular base rate of pay at the time of retirement. PTO in excess of 480 hours will be forfeited.

Employees will be paid up to 360 earned, unused hours of PTO upon separation of employment; not in conjunction with retirement through PERA. Payment for unused PTO shall be paid at the employee's regular base rate of pay at the time of separation. PTO in excess of 360 hours will be forfeited.

All accruals cease as of the date of separation.

PTO will not be paid out to employees who terminate during their first six (6) months of employment status.

PTO Conversion

Employees may convert a maximum of ~~eighty-one-hundred-sixty (80160)~~ PTO hours per fiscal year for a cash payment at a rate of ~~two-one (21)~~ hours of pay for ~~three-one (31)~~ hours of leave. This conversion is only possible for PTO balances over 240 hours. ~~The remaining PTO balance after the conversion may not drop below 240 hours.~~— The minimum ~~amount~~ number of hours employees may convert per conversion is eight (8) hours. The maximum number of times an employee may convert leave to pay during the fiscal year is four (4). All requests to convert leave to pay must be submitted to the Human Resources Department at least seven (7) calendar days before the pay date the employee wishes to receive the payment.

Voluntary PTO Transfer

There are times when employees may face conditions which require an extended absence from duty and subsequently result in the exhaustion of their PTO. In such cases, upon the employees request and after consultation with the Department Director, the City Manager may permit a regular full-time employee to receive PTO donations from other qualified employees under this subsection, under the following conditions:

The employee or an immediate family member suffers from an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature which has caused, or is likely to cause, the employee to go on leave without pay status or terminate City employment and:

- The employee's absence and the use of shared PTO are warranted;
- The employee has depleted or will shortly deplete his or her PTO reserves; and
- The employee has abided by all personnel rules regarding PTO use.

PTO donations under this provision may not exceed 480 hours per event, unless otherwise determined by the City Manager or designee.

Such leave shall be donated in one (1) hour increments, with a minimum donation of eight (8) hours per donor.

An employee who has accrued a PTO balance of more than 240 hours may request that the City Manager transfer a specified amount of PTO to another employee authorized to receive PTO under this section. In no event may the employee request a transfer of an amount of PTO that would result in his or her own PTO balance going below 240 hours.

~~However, a~~An employee separating from City service, after completing their first six (6) months of employment, may donate PTO below the minimum balance of 240 hours, provided the recipient is currently on FMLA leave and/or has been approved by the City Manager to receive PTO donations.

The amount of PTO time transferred under this section which remains unused shall be returned to the employee or employees who transferred the leave when the City Manager finds that the leave is no longer needed or will not be needed at a future time in connection with the illness or injury for which the leave was transferred. The return of unused PTO will be pro-rated based on the number of hours the donator contributed to the total hours donated under the most recent reconciled balance. If a donating employee is no longer employed the hours remaining from the donator will be shared equally among employees currently approved to receive donations.

Donation forms will be filed in the personnel file of the donating employee.

Under no circumstances, including termination, can donated PTO hours be converted to cash.

5-16 Paid Holidays

The City Manager shall determine which holidays employees of the City will observe, and the date of observation.

Regular full-time and part-time employees will be paid for the following holidays:

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Veterans' Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

One (1) Floating Holiday

Holiday pay, including Floating Holiday, for regular part time employees will be calculated based on a pro-rated eight (8) hour holiday and the annual budgeted hours for the position held.

If a holiday falls within an eligible employee's approved leave period the eligible employee will be paid for the holiday. Leave benefits will not be charged.

Employees serving a suspension without pay shall remain eligible for observed paid holidays occurring during the suspension period; however, the observed paid holiday, including the Floating Holiday, shall not also satisfy an imposed day of suspension without pay. Employees are not eligible for paid observed holidays, including the Floating Holiday, while on administrative leave without pay in the pre-disciplinary process for a proposed termination of employment except in the circumstance the employee's termination is not upheld, in which case the paid holiday would be included in the back-pay for this period.

In the event a holiday falls on Sunday the following Monday shall be deemed to be the holiday. In the event the legal holiday falls on Saturday, the proceeding Friday shall be deemed to be the holiday. In these cases, time worked on the actual holiday on Saturday or Sunday will be the time that is eligible for holiday pay in accordance with the section on Holiday Pay under Compensation.

Employees will receive one (1) Floating Holiday per fiscal year to be used for a purpose of their choice. The Floating Holiday will accrue in each eligible employee's accrual bank on the pay date following the first full pay-period in the new fiscal year. Use of Floating Holidays will be requested and approved by the supervisor in the same manner as required for use of PTO. Floating holidays must be used in the same fiscal year accrued. Floating Holidays will not be carried over to the next fiscal year and are not eligible for conversion to pay. Employees hired during the fiscal year will have the Floating Holiday calculated based on a pro-rated basis for the pay-periods remaining in the fiscal year.

Full and part-time employees eligible for the Floating Holiday upon the effective date of this Manual (January 24, 2022) will have a full year's Floating Holiday added to their accruals as outlined above.

5-17 Voting Leave

An employee who is registered to vote shall be granted up to two (2) hours with pay, between the opening and closing times of the polls, to vote on all election days. Time off will not be granted to employees whose normal work day begins more than two (2) hours after the opening time of the polls or ends more than three (3) hours prior to the closing time of the polls. Time off for voting will not be utilized for any other purpose.

The employee's supervisor should be notified prior to utilizing the Voting Leave. The time of day will be regulated by the supervisor to minimize disruption of service. The employee may be required to produce proof of voter registration.

5-18 Other Benefits

The City may offer other benefits to employees to be paid in whole or part by the employee through a payroll deduction or other means.

City contributions to any benefit are contingent upon available funding and required approvals.

Section 6 - Leaves of Absence

6-1 Personal Leave

If regular ~~full-time~~ full-time employees are ineligible for any other City leave of absence, City of Alamogordo, under certain circumstances, may grant a personal leave of absence without pay. A written request for a personal leave should be presented to the Department Director at least two (2) weeks before the anticipated start of the leave. The Department Director will prepare a recommendation to the City Manager, through the Human Resources Department. The recommendation will include the reason for the request, the day it will start and expected day of return, and how it will impact department operations.

If personal leave is requested for medical reasons and employees are not eligible for leave under the federal Family and Medical Leave Act (FMLA) or any state leave law, medical certification also must be submitted. The request will be considered on the basis of staffing requirements and the reasons for the requested leave, as well as performance and attendance records. Normally, personal leave will be granted for a period of up to twelve (12) weeks. However personal leave may be extended if, prior to the end of leave, employees submit a written request for an extension to management and the request is granted.

Employee's that are on approved personal leave:

1. Are not eligible to withdraw their PERA retirement benefits.
2. Will not earn leave benefits, during any duration of leave without pay (LWOP).
3. Are not eligible for holidays that fall during the period of LWOP.
4. Shall not use LWOP to work for another employer or pursue self-employment.
5. Are eligible to continue participation in the City's health insurance program provided the employee makes arrangements to pay the City the full insurance premium if LWOP exceeds two full pay periods.
6. Will be responsible for the employee and employer share of the premiums.
7. Shall be terminated if they fail to return on the day specified, unless an extension has been authorized in advance.
8. Employees must use all accumulated leave and comp-time prior to utilizing LWOP under this provision.
9. Are not eligible to participate in the donated leave provision.

Upon completion of the personal leave of absence, the City will attempt to return employees to their original job or a similar position, subject to prevailing business considerations. Reinstatement, unless FMLA qualified, is not guaranteed.

Failure to advise management of availability to return to work, failure to return to work when notified or a continued absence from work beyond the time approved by the City will be considered a voluntary resignation of employment.

6-2 Military Leave

If employees ~~are required to attend~~ yearly Reserves, ~~or~~ National Guard duty, or Civil Air Patrol (Civil Air Patrol per HB22 7.1.2020), of New Mexico, they will be eligible to receive military leave with pay, not to exceed fifteen (15) working days in ~~each calendar~~ federal fiscal –year, October 1 through September 30, then unpaid military leave of absence provided the absence does not exceed applicable statutory limitations.

All employees called to active duty in emergencies declared by the Governor of ~~the United States~~ New Mexico or the President of the United States for short periods of time shall be granted military leave with pay not to exceed fifteen (15) working days. This emergency military leave is outside of the provision above for military leave.

A copy of orders must be attached to all requests for military leave, annual or emergency.

This leave applies to individuals who voluntarily or involuntarily leave employment to perform service in a uniformed service. ~~does not apply to assignments volunteered for by the employee.~~

To be eligible for military leave, employees must provide management with advance notice of service obligations unless they are prevented from providing such notice by military necessity or it is otherwise impossible or unreasonable to provide such notice.

Employees should give management as much advance notice of their need for military leave as possible to ensure proper coverage while employees are away.

Provided any absence does not exceed applicable statutory limitations, employees will retain reemployment rights and accrue seniority and benefits in accordance with applicable federal and state laws.

Authority for all military leave shall be within the provisions of Federal, State, and Local Laws.

6-3 Family and Medical Leave

The Family and Medical Leave Policy

Employees may be entitled to a leave of absence under the Family and Medical Leave Act (FMLA). This policy provides employees information concerning FMLA entitlements and obligations employees may have during such leaves. If employees have any questions concerning FMLA leave, they should contact the Human Resources Office.

I. Eligibility

FMLA leave is available to "eligible employees." To be an "eligible employee," an employee must: 1) have been employed by the City for at least 12 months (which need not be consecutive); 2) have been employed by the City for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave; and 3) be employed at a worksite where 50 or more employees are located within 75 miles of the worksite.

II. Entitlements

As described below, the FMLA provides eligible employees with a right to leave, health insurance benefits and, with some limited exceptions, job restoration.

A. Basic FMLA Leave Entitlement

The FMLA provides eligible employees up to 12 workweeks of unpaid leave for certain family and medical reasons during a 12-month period. The 12-month period is determined based on a 12-month period measured forward from the start date of the employee's first FMLA leave. Leave may be taken for any one, or for a combination, of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son, daughter or parent (but not in-law) who has a **serious health condition**;
- For the employee's own serious health condition (including any period of incapacity due to pregnancy, prenatal medical care or childbirth) that makes the employee unable to perform one or more of the essential functions of the employee's job; and/or
- Because of any **qualifying exigency** arising out of the fact that an employee's spouse, son, daughter or parent is a military member on covered active duty or called to covered active duty status (or has been notified of an impending call or order to covered active duty) in the Reserves component of the Armed Forces for deployment to a foreign country in support of contingency operation or Regular Armed Forces for deployment to a foreign country.

For the purpose of this section “parent” is defined as the biological, adoptive, step, or foster parent of an employee or an individual who stood in *loco parentis* to the employee when the employee was a son or daughter. The definition of parent does not include parent-in-law.

To determine further qualifications as a family member or next of kin refer to 29 C.F.R. § 825.122.

- An employee’s written statement or other documentation asserting the relationship is required.

A **serious health condition** is an illness, injury, impairment or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, caring for the parents of the military member on covered active duty and attending post-deployment reintegration briefings.

B. Additional Military Family Leave Entitlement (~~Injured Service Member Leave~~ **Military Caregiver Leave)**

In addition to the basic FMLA leave entitlement discussed above, an eligible employee who is the spouse, son, daughter, parent or next of kin of a **covered service member** is entitled to take up to 26 weeks of leave during a single 12-month period to care for the service member with a serious injury or illness. Leave to care for a service member shall only be available during a single-12 month period and, when combined with other FMLA-qualifying leave, may not exceed 26 weeks during the single 12-month period. The single 12-month period begins on the first day an eligible employee takes leave to care for the injured service member.

A "**covered service member**" is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status or is on the temporary retired list, for a serious injury or illness. These individuals are referred to in this policy as "current members of the Armed Forces." **Covered service member** also includes a veteran who is discharged or released from military services under conditions other than dishonorable at any time during the five years preceding the date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation or therapy for a serious injury or illness. These individuals are referred to in this policy as "covered veterans."

The FMLA definitions of a "serious injury or illness" for current Armed Forces members and covered veterans are distinct from the FMLA definition of "serious health condition" applicable to FMLA leave to care for a covered family member.

C. Intermittent Leave and Reduced Leave Schedules

FMLA leave usually will be taken for a period of consecutive days, weeks or months. However, employees also are entitled to take FMLA leave intermittently or on a reduced leave schedule when medically necessary due to a serious health condition of the employee or covered family member or the serious injury or illness of a covered service member. Qualifying exigency leave also may be taken on an intermittent basis.

D. No Work While on Leave

The taking of another job while on family/medical leave or any other authorized leave of absence is grounds for immediate discharge, to the extent permitted by law.

E. Protection of Group Health Insurance Benefits

During FMLA leave, eligible employees are entitled to receive group health plan coverage under the same terms and conditions as if they had continued to work.

F. Restoration of Employment and Benefits

At the end of FMLA leave, subject to some exceptions including situations where job restoration of "key employees" will cause the City substantial and grievous economic injury, employees generally have a right to return to the same or equivalent position with equivalent pay, benefits and other employment terms. The City will notify employees if they qualify as "key employees," if it intends to

deny reinstatement, and of their rights in such instances. Use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of an eligible employee's FMLA leave.

G. Notice of Eligibility for, and Designation of, FMLA Leave

Employees requesting FMLA leave are entitled to receive written notice from the City telling them whether they are eligible for FMLA leave and, if not eligible, the reasons why they are not eligible. When eligible for FMLA leave, employees are entitled to receive written notice of: 1) their rights and responsibilities in connection with such leave; 2) City's designation of leave as FMLA-qualifying or non-qualifying, and if not FMLA-qualifying, the reasons why; and 3) the amount of leave, if known, that will be counted against the employee's leave entitlement.

The City may retroactively designate leave as FMLA leave with appropriate written notice to employees provided the City's failure to designate leave as FMLA-qualifying at an earlier date did not cause harm or injury to the employee. In all cases where leave qualifies for FMLA protection, the City and employee can mutually agree that leave be retroactively designated as FMLA leave.

III. Employee FMLA Leave Obligations

A. Provide Notice of the Need for Leave

Employees who take FMLA leave must timely notify the City of their need for FMLA leave. The following describes the content and timing of such employee notices.

1. Content of Employee Notice

To trigger FMLA leave protections, employees must inform the Human Resources Office of the need for FMLA-qualifying leave and the anticipated timing and duration of the leave, if known. Employees may do this by either requesting FMLA leave specifically, or explaining the reasons for leave so as to allow the City to determine that the leave is FMLA-qualifying. For example, employees might explain that:

- a medical condition renders them unable to perform the functions of their job;
- they are pregnant or have been hospitalized overnight;
- they or a covered family member are under the continuing care of a health care provider;
- the leave is due to a qualifying exigency caused by a military member being on covered active duty or called to covered active duty status to a foreign country; or
- if the leave is for a family member, that the condition renders the family member unable to perform daily activities or that the family member is a covered service member with a serious injury or illness.

Calling in "sick," without providing the reasons for the needed leave, will not be considered sufficient notice for FMLA leave under this policy. Employees must respond to the City's questions to determine if absences are potentially FMLA-qualifying.

If employees fail to explain the reasons for FMLA leave, the leave may be denied. When employees seek leave due to FMLA-qualifying reasons for which the City has previously provided FMLA-

protected leave, they must specifically reference the qualifying reason for the leave or the need for FMLA leave.

2. Timing of Employee Notice

Employees must provide 30 days' advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days' notice is not possible, or the approximate timing of the need for leave is not foreseeable, employees must provide the City notice of the need for leave as soon as practicable under the facts and circumstances of the particular case. Employees who fail to give 30 days' notice for foreseeable leave without a reasonable excuse for the delay, or otherwise fail to satisfy FMLA notice obligations, may have FMLA leave delayed or denied.

B. Cooperate in the Scheduling of Planned Medical Treatment (Including Accepting Transfers to Alternative Positions) and Intermittent Leave or Reduced Leave Schedules

When planning medical treatment, employees must consult with the City and make a reasonable effort to schedule treatment so as not to unduly disrupt the City's operations, subject to the approval of an employee's health care provider. Employees must consult with the City prior to the scheduling of treatment to work out a treatment schedule that best suits the needs of both the City and the employees, subject to the approval of an employee's health care provider. If employees providing notice of the need to take FMLA leave on an intermittent basis for planned medical treatment neglect to fulfill this obligation, the City may require employees to attempt to make such arrangements, subject to the approval of the employee's health care provider.

When employees take intermittent or reduced work schedule leave for foreseeable planned medical treatment for the employee or a family member, including during a period of recovery from a serious health condition or to care for a covered service member, the City may temporarily transfer employees, during the period that the intermittent or reduced leave schedules are required, to alternative positions with equivalent pay and benefits for which the employees are qualified and which better accommodate recurring periods of leave.

When employees seek intermittent leave or a reduced leave schedule for reasons unrelated to the planning of medical treatment, upon request, employees must advise the City of the reason why such leave is medically necessary. In such instances, the City and employee shall attempt to work out a leave schedule that meets the employee's needs without unduly disrupting the City's operations, subject to the approval of the employee's health care provider.

C. Submit Medical Certifications Supporting Need for FMLA Leave (Unrelated to Requests for Military Family Leave)

Depending on the nature of FMLA leave sought, employees may be required to submit medical certifications supporting their need for FMLA-qualifying leave. As described below, there generally are three types of FMLA medical certifications: an **initial certification**, a **recertification** and a **return to work/fitness for duty certification**.

It is the employee's responsibility to provide the City with timely, complete and sufficient medical certifications. Whenever the City requests employees to provide FMLA medical certifications, employees must provide the requested certifications within 15 calendar days after the City's request,

unless it is not practicable to do so despite an employee's diligent, good faith efforts. The City will inform employees if submitted medical certifications are incomplete or insufficient and provide employees at least seven calendar days to cure deficiencies. The City will deny FMLA leave to employees who fail to timely cure deficiencies or otherwise fail to timely submit requested medical certifications.

With the employee's permission, the City may contact the employee's health care provider to authenticate or clarify completed and sufficient medical certifications. If employees choose not to provide the City with authorization allowing it to clarify or authenticate certifications with health care providers, the City may deny FMLA leave if certifications are unclear.

Whenever the City deems it appropriate to do so, it may waive its right to receive timely, complete and/or sufficient FMLA medical certifications.

1. Initial Medical Certifications

Employees requesting leave because of their own, or a covered relation's, serious health condition, or to care for a covered service member, must supply medical certification supporting the need for such leave from their health care provider or, if applicable, the health care provider of their covered family or service member. If employees provide at least 30 days' notice of medical leave, they should submit the medical certification before leave begins. A new initial medical certification will be required on an annual basis for serious medical conditions lasting beyond a single leave year.

If the City has reason to doubt initial medical certifications, it may require employees to obtain a second opinion at the City's expense. If the opinions of the initial and second health care providers differ, the City may, at its expense, require employees to obtain a third, final and binding certification from a health care provider designated or approved jointly by the City and the employee.

2. Medical Re-certifications

Depending on the circumstances and duration of FMLA leave, the City may require employees to provide recertification of medical conditions giving rise to the need for leave. The City will notify employees if recertification is required and will give employees at least 15 calendar days to provide medical recertification.

3. Return to Work/Fitness for Duty Medical Certifications

Unless notified that providing such certifications is not necessary, employees returning to work from FMLA leaves that were taken because of their own serious health conditions that made them unable to perform their jobs must provide the City with medical certification confirming they are able to return to work and the employees' ability to perform the essential functions of the employees' position, with or without reasonable accommodation. The City may delay and/or deny job restoration until employees provide return to work/fitness for duty certifications.

D. Submit Certifications Supporting Need for Military Family Leave

Upon request, the first time employees seek leave due to qualifying exigencies arising out of the covered active duty or call to covered active duty status of a military member, the City may require employees

to provide: 1) a copy of the military member's active duty orders or other documentation issued by the military indicating the military member is on covered active duty or call to covered active duty status and the dates of the military member's covered active duty service; and 2) a certification from the employee setting forth information concerning the nature of the qualifying exigency for which leave is requested. Employees shall provide a copy of new active duty orders or other documentation issued by the military for leaves arising out of qualifying exigencies arising out of a different covered active duty or call to covered active duty status of the same or a different military member.

When leave is taken to care for a covered service member with a serious injury or illness, the City may require employees to obtain certifications completed by an authorized health care provider of the covered service member. In addition, and in accordance with the FMLA regulations, the City may request that the certification submitted by employees set forth additional information provided by the employee and/or the covered service member confirming entitlement to such leave.

E. Substitute Paid Leave for Unpaid FMLA Leave

Employees are required to use any accrued Paid Time Off while taking unpaid FMLA leave.

The substitution of paid time for unpaid FMLA leave time does not extend the length of FMLA leave and the paid time will run concurrently with an employee's FMLA entitlement.

Leaves of absence taken in connection with a disability leave plan or workers' compensation injury/illness shall run concurrently with any FMLA leave entitlement. Upon written request, the City will allow employee's to use accrued Paid Time Off to supplement any paid disability benefits.

F. Pay Employee's Share of Health Insurance Premiums

During FMLA leave, employees are entitled to continued group health plan coverage under the same conditions as if they had continued to work. Unless the City notifies employees of other arrangements, whenever employees are receiving pay from the City during FMLA leave, the City will deduct the employee portion of the group health plan premium from the employee's paycheck in the same manner as if the employee was actively working.

If FMLA leave is unpaid, employees must pay their portion of the group health premium through a "pay-as-you-go" method.

The City's obligation to maintain health care coverage ceases if the employee's premium payment is more than 30 days late. If the employee's payment is more than 15 days late, the City will send a letter notifying the employee that coverage will be dropped on a specified date unless the co-payment is received before that date. If employees do not return to work within 30 calendar days at the end of the leave period (unless employees cannot return to work because of a serious health condition or other circumstances beyond their control), they will be required to reimburse the City for the cost of the premiums the City paid for maintaining coverage during their unpaid FMLA leave.

IV. Exemption for Highly Compensated Employees

The City may choose not to return highly compensated employees (highest paid 10% of employees at a worksite or within 75 miles of that worksite) to their former or equivalent positions following a leave

if restoration of employment will cause substantial economic injury to the City. (This fact-specific determination will be made by the City on a case-by-case basis.) The City will notify employees if they qualify as a "highly compensated", if the City intends to deny reinstatement, and of the employee's rights in such instances.

V. Questions and/or Complaints about FMLA Leave

If you have questions regarding this FMLA policy, please contact the Human Resources Office. The City is committed to complying with the FMLA and, whenever necessary, shall interpret and apply this policy in a manner consistent with the FMLA.

The FMLA makes it unlawful for employers to: 1) interfere with, restrain or deny the exercise of any right provided under FMLA; or 2) discharge or discriminate against any person for opposing any practice made unlawful by FMLA or involvement in any proceeding under or relating to FMLA. If employees believe their FMLA rights have been violated, they should contact the Human Resources Office immediately. The City will investigate any FMLA complaints and take prompt and appropriate remedial action to address and/or remedy any FMLA violation. Employees also may file FMLA complaints with the United States Department of Labor or may bring private lawsuits alleging FMLA violations.

VI. Coordination of FMLA Leave with Other Leave Policies

The FMLA does not affect any federal, state or local law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement that provides greater family or medical leave rights. For additional information concerning leave entitlements and obligations that might arise when FMLA leave is either not available or exhausted, please consult the City's other leave policies in this manual or contact the Human Resources Office.

The City of Alamogordo administers family and medical leaves of absence in accordance with the Family and Medical Leave Act of 1993.

6-4 Volunteer Emergency Responder Job Protection Act

An employee's rights under the New Mexico Statute Chapter 12, Article 10C-1-4, Volunteer Emergency Responder Job Protection Act will be administered in accordance with the Act.

6-5 The Uniformed Services Employment and Reemployment Rights Act

An employee's rights under The Uniformed Services Employment and Reemployment Rights Act (USERRA) will be administered in accordance with the Act.

6-6 Other Leave

City of Alamogordo recognizes that an employee may have a need to be excused from work in order to attend to personal situations beyond their control. The purpose of this policy is to outline the parameters

for Domestic Victims Leave. Under this policy, the following circumstances may be approved for critical personal leaves for employees who are:

- victims of domestic violence
- victims of criminal acts
- victims of natural disasters
- family members of military service members - refer to FMLA Policy under Section 6 of this manual.

All regular full and part time employees, regardless of length of service, are eligible for leave which meet any of the above-referenced criteria. Such approved periods of leaves will be unpaid except where an employee elects to use available paid time off.

The leave provided for in this policy is supplemental to any leave that may be required under applicable laws such as the Family and Medical Leave Act (FMLA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA). You may have similar rights under state law. Employees should look to their leave rights under such laws before resorting to the leave provided for in this policy.

Any request for leave for one of the reasons itemized above must be made in writing, must be for a specified period, and approved by the Department Director.

All leave requests may require documentation supporting the necessity for the leave. Such documentation must be provided within a reasonable time period following the request and may include court, military, insurance, physician, or other documents that verify the need for leave.

The City reserves the right to restrict leave or the duration of a leave if the leave will cause a major impact on City operations.

Domestic Victims leave may be taken in a continuous block of time or sporadically and is limited to fourteen (14) work days in a calendar year; however, employees may submit subsequent documented leave requests for continuation of leave when necessary.

Eligible employees who take leave under this section are entitled to receive group health plan coverage under the same terms and conditions as if they had continued to work and are responsible for ensuring that a benefit payment schedule is arranged with payroll if necessary.

This policy will be administered pursuant to New Mexico Statute 50-4A-1-8, Promoting Financial Independence for Victims of Domestic Abuse Act.

For eligibility requirements contact Human Resources.

Section 7 - General Standards of Conduct

7-1 Drug-Free and Alcohol-Free Workplace

SECTION 1 APPLICABLE TO ALL CITY OF ALAMOGORDO EMPLOYEES

PURPOSE

The purpose of this Policy is to implement a substance abuse and alcohol misuse policy in a manner which provides for a safer environment for all City employees and the public; and, is compliant with Title 49 Code of Federal Regulations Part 382 as it applies to every person and to all employers of such persons who operate a commercial motor vehicle in any State; and is subject to the commercial driver's licensing requirements.

It is intended that this policy will be interpreted and implemented in a manner consistent with anti-discrimination requirements including the Americans with Disabilities Act.

SEVERABILITY

In the event that any portion of this policy or any portion of the regulations it incorporates are declared unenforceable, the remainder of this policy and such regulations shall remain in full effect.

APPLICABILITY

This policy applies to all City of Alamogordo employees and applicants, except where otherwise regulated in Section 2, by the Department of Transportation (D.O.T), for employees holding commercial licenses as part of their job description or are being paid certification pay for a commercial license that is not a requirement of their job description; but is found to be beneficial to the City.

It shall be the responsibility of the City Manager to- determine which positions are safety-sensitive based on the positions essential duties, requirements, and the risk of liability.

Federally Mandated Employees

Federally mandated employees are those working under the rules of the U.S. Department of Transportation (DOT) and the Federal Motor Carrier Safety Administration (FMCSA). These are employees whose job requires a Commercial Driver's License (CDL) or for employees holding CDL that is not a requirement of the job descriptions but is found to be beneficial to the City. Federally mandated employees are subject to pre-employment, post-accident, random, and reasonable suspicion testing.

Safety Sensitive Employees-

Safety sensitive positions for the purpose of this policy are: sworn and non-sworn Police, Dispatch, Dispatch Command Staff, Animal Control Manager, Animal Control Officer, Evidence Technician, Firefighter, Fire Lieutenant, Fire Command Staff, Code Enforcement Officer/Firefighter, Code Enforcement Abatement Officer/Firefighter, Code Enforcement Supervisor, Recreation Center Van Driver, Senior Center Van Driver, Lifeguard, and those positions regulated by D.O.T. for the operation of a commercial vehicle. Safety Sensitive employees are subject to pre-employment, post-accident, random, and reasonable suspicion testing.

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It shall be the responsibility of the Human Resources Office to notify the affected employees of their status upon hire or in the event of a change in safety sensitive determinations.

PROHIBITIONS

1. Employees are prohibited from reporting to work under the influence of alcohol or controlled substance(s), from consuming, or possessing illegal drugs or alcohol during assigned work hours including lunch periods, rest breaks and periods when the employee is in pay status or on call.
2. No employee shall consume alcohol within the eight (8) hours prior to the start of the employee's scheduled shift.

A. DRUG TESTING

The City of Alamogordo and its contracted testing facility shall adhere to the D.O.T. guidelines for drug testing. Split urine specimens collected under this policy shall not be used to test for any other drugs than Marijuana, Cocaine, Opioids, Phencyclidine, or Amphetamines.

Any drug testing component utilized by the City of Alamogordo shall have professionally trained collection personnel, quality assurance requirements for urinalysis procedures, and strict confidentiality requirements.

B. PRIVACY ASSURED

Any individual subject to testing under this policy, shall provide urine specimens in privacy unless there is a reason to believe that a particular individual may alter or substitute the sample.

A collection site staff member of the same gender as the individual tested, may observe the individual provide the urine specimen when such staff member has a reasonable suspicion to believe that the individual may attempt to alter or substitute. If the collection provider does not have a same gender individual available, the City will provide an observer whom shall be a member of City Management. The following are grounds for an observed test under this section:

1. The employee has presented a urine specimen that falls outside of the normal temperature range 32⁰-38⁰ C or 90⁰-100⁰ F; and
2. The employee declines to provide an oral body temperature; or
3. The oral body temperature varies by more than 1⁰ C/ 1.8⁰ F from the specimen temperature; or
4. The last urine specimen provided by the employee (on a previous occasion) was determined by the testing lab to have a specific gravity of less than 1.003 and a creatinine concentration below .2g/L;
5. The collection site personnel observes conduct clearly and unequivocally indicating an attempt to substitute or adulterate the sample (e.g. substitute urine in plain view, blue dye in specimen presented, etc.); or

6. The employee has previously been determined to have used a controlled substance without medical authorization.

C. BREATH ALCOHOL TEST

1. The City of Alamogordo's contracted testing facility will adhere to breath alcohol procedures of Title 49 Code of Federal Regulations Part 40.
2. Breath alcohol shall be collected by a certified Breath Alcohol Technician utilizing a Department of Transportation approved Evidentiary Breath Testing machine.
3. The employee giving the sample shall complete step 2 of the certification on the Alcohol Testing Form.
4. Refusal by the member to sign the certification shall be regarded as a refusal to take the test and will be automatically considered a positive result and will result in corrective action up to and including termination.
5. If the screening test is greater than zero (0) the driver shall take a confirmation test.
6. The confirmation test shall be conducted within not less than 15 minutes and no more than 30 minutes of a positive screening test.

D. PRE-EMPLOYMENT TESTING

All offers to an external applicant, for initial employment with the City of Alamogordo, shall be extended conditionally upon the applicant successfully passing a pre-employment drug test with a negative result.

1. A current full-time or part-time non-safety sensitive employee that is being placed, transferred, or promoted into a non-safety sensitive position is exempt from the pre-employment drug test provision.
2. A current full-time or part-time non-safety sensitive employee being placed, transferred, or promoted into a safety-sensitive position is subject to the appropriate pre-employment drug test with a negative result.
3. A current full-time or part-time safety sensitive employee that is being placed, transferred, or promoted into another safety-sensitive position is exempt from the pre-employment drug test provision.
4. A current full time or part time non D.O.T. Safety Sensitive employee being, placed, transferred, or promoted into a D.O.T. Safety Sensitive position is subject to the appropriate pre-employment drug test, as regulated by D.O.T., with a verified negative result.
5. A current full time or part time D.O.T. Safety Sensitive employee being placed, transferred, or promoted into another D.O.T. Safety Sensitive position is exempt from the pre-employment drug test provision.
6. Seasonal employees promoting to regular status will be tested pursuant to the guidelines described in 1-5 above.

Procedure:

1. The City of Alamogordo shall direct the applicant or employee to an appropriate collection facility with the designated form.
2. The drug test must be undertaken as soon after notification as possible.
3. When an employee being placed, transferred, or promoted submits to a drug test under any of these provisions and has a verified positive result, the employee shall be subject to corrective action up to and including termination.
4. Should an applicant have a pre-employment drug test with a positive result, the conditional offer of employment shall be rescinded.

E. RANDOM TESTING

All employees designated as “Safety Sensitive” per the “Applicability”, Section are subject to random drug and alcohol testing.

Procedure:

1. Tests are unannounced and the City of Alamogordo will notify the employee of any selection for a random test just prior to testing.
2. The employee shall immediately present him or herself for testing at the designated collection location noted on the random selection notice form.
3. Any employee not reporting for testing immediately shall be deemed to have refused to test; and shall be subject to corrective action up to and including termination.

Employees on shift work will present themselves for testing upon notification from their supervisor.

F. RANDOM SELECTION

The following represents how and how often random selections occur:

1. The rate of selection is 50% per annum for drugs and 25% per annum for alcohol. These rates may be adjusted by the Department of Transportation guidelines;
2. The selections are done by a scientifically valid process through the facility contracted to perform drug and alcohol tests.

G. POST-ACCIDENT TESTING

All employees are subject to post-accident drug and/or alcohol testing. All employees are required to report all accidents involving personal injury and illness and/or vehicles and equipment immediately. Reports will be made to the immediate supervisor, Human Resources, and the City Safety Coordinator within one (1) hour unless extreme circumstances prohibit the immediate reporting. Detailed reporting procedures for accidents are defined in the City's Safety & Health Manual, Section 42.

Employees involved in on-the-job accidents are subject to post accident testing. Testing will be determined in coordination with Human Resources and the Department Director or designees thereof. The decision to test will be based on any requirements outlined in this policy, the City Health and Safety

Manual, the employee's accident history, the severity of the accident, and any other circumstances surrounding the accident.

1. SAFETY SENSITIVE AND NON-SAFETY SENSITIVE POSITIONS:

- Testing will be conducted immediately following the accident if information is provided by credible sources, or it is reasonable and independently corroborated that objective facts indicate the driver is under the influence of controlled substance or alcohol.
- Police involved in an accident who use deadly force are subject to drug and alcohol testing. Deadly force means, that force which a reasonable person would consider likely to cause death or serious bodily harm.

2. DEPARTMENT OF TRANSPORTATION (D.O.T) REGULATED EMPLOYEES:

Testing for both alcohol and drugs shall be conducted for each surviving driver:

- If the accident involved the loss of human life;
- Who receives a citation under State or local law for a moving traffic violation arising from the accident;
- Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident;
- One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

All D.O.T employees requiring post-accident testing will report for testing within two (2) hours of the accident and shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing.

Procedure:

1. If test(s) are not administered within two hours following the accident, the employer shall prepare and maintain on file a record stating the reasons the test was not promptly administered.
2. If a test required by this section is not administered within eight hours following the accident, the employer shall cease attempts to administer an alcohol test and shall prepare and maintain the same record.
3. The results of breath or blood test for the use of alcohol by Federal, State, or local officials having independent authority for the test, shall be considered to meet the requirements of post-accident testing, provided the tests conform with the applicable Federal, State, or local alcohol testing requirements, and that the results are obtained by the City of Alamogordo.

Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a driver from leaving the scene of an accident for the period

necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care.

H. REASONABLE SUSPICION TESTING

Reasonable suspicion testing may be based upon, among other things:

1. Observable phenomena, such as direct observation of drug and/or alcohol use or possession and/or the physical symptoms of being under the influence of drug(s) and/or alcohol, or a pattern of abnormal conduct or erratic behavior.
2. Abnormal conduct or erratic behavior may include the following, which is not intended to be all inclusive:
 - Abnormally dilated or constricted pupils
 - Glazed stare-redness of eyes
 - Flushed face
 - Change of speech (ie. faster or slower)
 - Constant Sniffing
 - Redness under nose
 - Needle marks
 - Change in personality
 - Forgetfulness
 - Constant fatigue or hyperactivity
 - Smell of alcohol
 - Slurred speech
 - Difficulty walking
 - Slowed reaction rate
 - Dulled mental processes
3. Information provided by credible sources or independently corroborated;
4. Newly discovered evidence that the driver has tampered with a previous drug and/or alcohol test.

Procedures:

1. If an employee is suspected of using illegal drugs, the appropriate supervisor will gather all information, facts, and circumstances leading to and supporting this suspicion.
2. The employee shall be driven to an approved collection site and the appropriate reasonable suspicion drug and/or alcohol test shall be administered.
3. The employee will be placed on Administrative Leave and taken home or may be picked up by a responsible friend or family member.
4. The Director and Human Resources will be notified immediately.
5. The appropriate supervisor will promptly prepare a written report detailing the circumstances which formed the basis to warrant the testing on the City's designated form.

6. This report should include the appropriate dates and times of reported drug/alcohol related incidents, names of credible sources of information, rationale leading to the test, and the action taken.
7. Completed forms will be submitted to Human Resources for proper filing.

Reasonable suspicion testing does not require certainty, however, mere “hunches” are not sufficient to meet the standard for testing.

I. REFUSAL TO TEST

1. Refusal by the employee to take any required test(s) shall be considered an automatic positive test result and will be grounds for corrective action up to and including termination.
2. Any employee who refuses to be tested when so required will be subject to removal from any safety sensitive function and will be subject to corrective action, up to and including termination.

Refusal to test and incomplete tests are:

Alcohol:

1. Fails to present him or herself for testing, within the designated time frame, after he or she has received notice that testing is occurring;
 2. Employee fails to complete and sign the breath alcohol testing form;
 3. Fails to provide breath, or to provide an adequate amount of breath; or
 4. Fails to otherwise cooperate with the testing process.
- If there is an inability for the driver to provide an adequate amount of breath the driver shall be directed by the City of Alamogordo, if required to, obtain, and as soon as practical, an evaluation from a licensed physician why the employee could not deliver an adequate sample.
 - If the licensed physician is unable to conclude that a high degree of probability existed that a medical problem resulted in the inadequate sample, the test is considered as a refusal and automatically considered a positive test and will result in corrective action up to and including termination.
 - If the driver refuses to take a confirmation test he or she shall not operate a motor vehicle or perform any safety sensitive function and will be subject to corrective action up to and including termination.

Controlled Substance Urine Sample:

1. Fails to provide an adequate urine sample without a genuine inability to provide a specimen after he or she has received notice of the requirement for urine testing;
2. Fails to present him or herself for testing, within the designated time frame, after he or she has received notice that testing is occurring;
3. Engages in conduct that clearly obstructs the testing process; or

4. The employee has presented a urine specimen that falls outside the normal temperature range of 32⁰ - 38⁰ C or 90⁰ - 100⁰ F; and
5. The employee declines to provide an oral body temperature.

Consequences of Refusing to Test:

Refusals to test are treated as if they were a positive test result for either alcohol or controlled substances and will subject the employee to corrective action up to and including termination.

J. TEST RESULTS

Should an employee receive a positive or non-negative drug or alcohol result:

1. Under no circumstance will the employee be allowed to drive.
2. The Director and Human Resources will be notified immediately.
3. A valid prescription may be the cause, and if documentation can be provided, the employee may return to duty, if there is no sign of impairment until the confirmation result is in.
4. If documentation of a valid prescription cannot be provided the employee will be placed on Administrative Leave pending the result of the confirmation test.
5. The employee shall be subject to corrective action up to and including termination.

Opportunity to Justify a Positive Drug or Non-Negative Test Result:

When a drug test result has been returned by the laboratory to the Medical Review Officer (MRO), he or she shall perform their duties. For example, the Medical Review Officer may choose to conduct employee medical interviews, review employee medical history, or review any other relevant biomedical factors. The Medical Review Officer must review all non-negative and positive results.

Evidence to justify a positive result may include, but is not limited to:

1. A valid prescription; or
2. A verification from the individual's physician verifying a valid prescription.

Individuals are not entitled, however, to present evidence in a trial-type administrative proceeding, although the Medical Review Officer has the discretion to accept evidence in any manner that they deem most efficient or necessary. If the Medical Review Officer determines there is not justification for the positive result, such result will be considered a verified positive test result. The Medical Review Officer shall immediately contact the appropriate official upon obtaining a verified positive test result.

K. LEGAL MEDICATION USE

1. Any employee in a safety sensitive position who is taking prescribed, non-prescribed, and/or over the counter medication containing alcohol for illness or injury must report the use of these substances to his or her employer.

2. It is the responsibility of the employee to determine the effects of these medications and/or drugs on job performance and safety. Generally the effects would be considered substantial enough to warrant removal from job duties if the container states that driving should not be done after taking the medication, or drowsiness occurs after taking the medication.
3. In the event that these medications adversely affect performance or safety to the extent that the employee must be relieved from duty no disciplinary action will be taken against the employee. He or she may be required to take Paid Time Off, leave without pay, or be placed in a less sensitive position if available.
4. No prescription drugs shall be brought into the work place by any person other than the person for whom the drug is prescribed by a licensed medical practitioner and shall be used only in the manner, combination, and quantity prescribed.

L. VOLUNTARY ASSISTANCE (SELF REFERRAL)

The City encourages employees who believe or suspect that they may be abusing a substance to voluntarily refer themselves to the Employee Assistance Program (EAP). The EAP staff is prepared to assist employees requesting their services. Employees may self-refer at any time except within twenty-four (24) hours after an accident, as defined in this policy, or after being notified that they must submit to a random or reasonable suspicion drug/alcohol test. Except as otherwise provided in this policy, an employee's use of the EAP services shall remain confidential.

As a part of its efforts to promote employee wellness, the City maintains an Employee Assistance Program (EAP) and encourages employees to voluntarily seek assistance regarding substance abuse. However, because employees who are substance abusers do not always avail themselves of this program, the City, as a responsible employer, elects to take additional steps to deter substance abuse which may impact the workplace.

1. Any employee who self-refers shall be placed on the appropriate leave status. Employees who voluntarily seek assistance for substance abuse may receive, without charge, an evaluation with a Substance Abuse Professional (SAP) through the City of Alamogordo EAP. Recommendations from the SAP will be met, at the employees own expense. Employee will remain on leave status until the Substance Abuse Professional documents that he or she is ready and able to return to assigned job duties without endangering the safety of themselves or others; the employee has completed a return-to-duty drug and/or alcohol test with a negative result; and the City has been provided with a return-to-work agreement.
2. The return-to-work agreement shall require that the employee remain compliant with his or her treatment program and non-compliance is grounds for corrective action up to and including termination. In addition, the return-to-work agreement shall include an agreement to submit to periodic and unannounced follow-up testing which must consist of at least six (6) tests during the first twelve (12) months following the return-to-work and may be done for up to sixty (60) months; and a standard, limited waiver of confidentiality, with respect to compliance with the treatment program only, to allow the Human Resources Office or designee to monitor compliance with the program.
3. During treatment, the employee's leave status shall be as follows: First, accrued leave shall be exhausted and, if insufficient, the employee shall be placed on leave without pay in

accordance with the City of Alamogordo Employee Manual. Any leave taken, either paid or unpaid, shall be considered leave taken under the Family and Medical Leave Act.

4. Employees who are not compliant with the SAP recommended treatment program within thirty (30) calendar days from the date of self-referral shall be subject to corrective action up to and including termination.
5. Referrals to a Substance Abuse Professional play an important role in preventing and resolving employee drug use or alcohol abuse by providing employees an opportunity to discontinue their use.
6. All Substance Abuse Professional operations shall be confidential in accordance with this policy relating to records and confidentiality.

M. RETURN TO DUTY TESTING

The City of Alamogordo shall ensure that an employee returning to duty after testing positive for alcohol has undergone a return to duty test with a verified negative result.

For any substance, the employee returning to duty shall have undergone a controlled substance test with a verified negative result.

The requirements for return-to-duty testing will be performed as outlined in 49 CFR part 40, subpart O.

At the discretion of the City Manager, an employee may return to duty in a safety sensitive position when the employee has been referred to a Substance Abuse Professional and the employee has provided the City with an appropriate return to duty release from the Substance Abuse Professional.

N. FOLLOW UP TESTING

All employees referred through administrative channels who undergo a counseling or rehabilitation program for drug/alcohol use through a Substance Abuse Professional will be subject to unannounced testing following completion of such a program, recommended by the Substance Abuse Professional.

Employees who refuse to submit to periodic, unannounced follow-up testing administered pursuant to a return-to-work agreement shall be subject to corrective action up to and including termination.

An employee with a verified positive test during the follow-up testing administered pursuant to a return-to-work agreement shall be subject to corrective action up to and including termination.

Follow-up testing is separate and in addition to any other testing required by other provisions of the City's Drug and Alcohol Abuse Policy. Appropriate discipline shall be imposed for verified positive tests under those provisions without regard to an employee's participation in the self-referral program.

O. EDUCATION AND TRAINING

This policy shall be provided to every City employee, and training and education programs shall be made available. Supervisors and Managers will receive a minimum of 120 minutes each of drug and alcohol specialized training designed to promote the necessary skills to:

- Inform employees of this policy;
- Enforce this policy;
- Identify the signs of drug and/or alcohol use; and
- Integrate an employee effectively back into his or her work group following treatment.

Non-supervisory employees will receive a minimum of 120 minutes training on the effects and consequences of prohibited drug and/or alcohol use on personal health, safety, and the work environment.

P. OTHER REQUIREMENTS

Department Directors or other Supervisors may not adopt additional substance abuse and/or testing policies without the prior written approval of the City Manager.

All City of Alamogordo employees have the duty and are required to report to their supervisor any suspected drug or alcohol use of another employee while on duty. Failure to do so may result in corrective action.

SECTION 2 APPLICABLE TO DEPARTMENT OF TRANSPORTATION (DOT) REGULATED EMPLOYEES ONLY

City of Alamogordo complies with Title 49 Code of Federal Regulations Part 382 relating to the Department of Transportation regulations for employees operating on the City's behalf as a commercial driver.

Title 49 Code of Federal Regulations Part 382

382.601(b) (1): Contact the Human Resources Office at (575) 439-4399 for any questions relating to the City of Alamogordo Drug and Alcohol Abuse Policy.

382.601(b)(2): The operation of the following categories of Commercial Motor Vehicles (CMV) by a Commercial Driver Licensed driver subjects the Commercial Driver Licensed driver to the provisions of Title 49 Code of Federal Regulations Part 382:

A motor vehicle or combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

1. Has a gross combination weight of 26,001 or more pounds inclusive of a towed unit a gross vehicle weight rating of 10,000 pounds; or
2. Has a gross vehicle weight rating of 26,001 or more pounds; or
3. Is designed to transport 16 or more passengers, including the driver; or
4. Is any size and is used to transport hazardous material(s) requiring the motor vehicle to be placarded.

382.601(b) (3): The following are the Safety Sensitive functions that place drivers into the provisions of the Department of Transportation's Drug & Alcohol testing requirements:

1. All time that a carrier or shipper plant, terminal, facility, or other property, or on any public property waiting to be dispatched, unless the driver has been relieved from duty by the City of Alamogordo;
2. All time inspecting equipment as required or otherwise inspecting, servicing, or conditioning commercial motor vehicle at any time. All driving time which means all time spent at the driving controls of a commercial motor vehicle during operation;
3. All time, other than driving time, in or upon any commercial motor vehicle except time spent resting in a sleeper berth;
4. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
5. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

The following constitutes a verified positive controlled substance test result:

SUBSTANCE CONFIRMATORY TEST CUT OFF LEVELS (ng/ml)

Marijuana metabolites 15

Cocaine metabolite 100

Opioids:

Morphine 2000

Codeine 2000

Hydrocodone/Hydromorphone 100

Oxycodone/Oxymorphone 100

6-Acetylmorphine 10

Phencyclidine 25

Amphetamines:

Amphetamine 250

Methamphetamine 250

MDMA/MDA 250

382.601 (b) 10: The following are consequences for drivers found to have an alcohol concentration greater than zero (0)%:

Levels of alcohol concentration over zero (0)% require an employee to be relieved of safety sensitive functions. The driver is then subject to the full range of disciplinary action, including termination.

382.601 (b) 11: The following is information concerning the effects of alcohol and controlled substances.

ALCOHOL

Although used routinely as beverage for enjoyment, alcohol can also have negative physical and mood-altering effects when abused. These physical or mental alterations in a driver may have serious personal and public safety risks.

HEALTH EFFECTS

An average of three or more servings per day of beer (12 oz.) Whiskey (1 oz.) or wine (6 oz.) over time, may result in the following health hazards:

- Dependency
- Fatal liver disease
- Kidney disease
- Pancreatitis
- Ulcers
- Decreased sexual functions
- Increased cancers of the mouth, tongue, pharynx, esophagus, rectum, breast, and malignant melanoma birth defects such as Fetal Alcohol Syndrome.

Social Issues

- 2/3 of all homicides are committed by people who drink prior to the crime.
- 2-3% of the driving population are legally drunk at any one time. This rate doubles at night and on weekends.
- 2/3 of all Americans will be involved in an alcohol-related accident during their lifetime.
- The separation and divorce rate in families with alcohol dependency problems is seven (7) times the average.
- 40% of family court cases are alcohol-related.
- Alcoholics are 15 times more likely to commit suicide.
- More than 60% of burns, 40% of falls, 69% of boating accidents, and 76% of private aircraft accidents are alcohol related.
- Over 17,000 fatalities occurred in 1993 in highway accidents, which were alcohol-related. This was 43% of all highway fatalities.
- 30,000 people will die each year due to alcohol caused liver disease.
- 10,000 people will die each year due to alcohol-related brain disease or suicide.
- Up to 125,000 people die each year due to alcohol-related conditions or accidents.

Workplace Issues

- It takes one hour for the average person (150 pounds) to process one serving of alcohol from the body.
- Impairment can be measured with as little as two drinks in the body.
- A person who is legally intoxicated is 6 times more likely to have an accident than a sober person.

Reporting Legal Drug Use

The reporting requirements which arise under Title 49 Code of Federal regulations Parts 40 and 382 are an element of this policy. To the extent such reporting requirements hinge on operations in interstate, or intrastate, commerce or application of United States Department of Transportation regulations or require reporting to Federal agencies, such reporting requirements will be implemented to the degree to which they apply.

The City of Alamogordo utilizes a Third Party Administrator (TPA) to data base employee drug/alcohol testing information, conduct random drug/alcohol selections, and receive testing results. The TPA acts as an agent for the employer. It does not replace the employer or responsibilities for meeting the Department of Transportation requirements.

1. Drug/alcohol testing records are first received by the Third Party Administrator of the City's drug and alcohol program. The results are transmitted to the Human Resources Department who shall maintain them and, except as provided below or by law, the results of any drug/alcohol test shall not be disclosed without express consent of the tested employee.
2. Records of a verified positive drug/alcohol test result shall be released to the employee's Department Director.
3. Records of an employee's drug/alcohol tests shall be released to the adjudicator in a grievance, lawsuit or other proceeding initiated by or on behalf of the tested individual arising from the results of the drug/alcohol test.

Failure to do so may result in disciplinary actions.

Alcohol's Trip Through the Body

Mouth and Esophagus: Alcohol is an irritant to the delicate linings of the throat and food pipe. It burns as it goes down.

Stomach and Intestines: Alcohol has an irritating effect on the stomach's protective lining, resulting in gastric or duodenal ulcers. This condition, if it becomes acute, can cause peritonitis, or perforation of the stomach wall. In the small intestine, alcohol blocks absorption of such substances as thiamine, folic acid, fat, vitamin B1, vitamin B12, and amino acids.

Bloodstream: 95% of the alcohol taken into the body is absorbed into the bloodstream through the lining of the stomach and duodenum. Once in the bloodstream, alcohol quickly goes to every cell and tissue in the body. Alcohol causes red blood cells to clump together in sticky wads, slowing circulation and depriving tissues of oxygen. It also causes anemia by reduction of red blood cell production. Alcohol slows the ability of white cells to engulf and destroy bacteria and degenerates the clotting ability of blood platelets.

Pancreas: Alcohol irritates the cells of the pancreas, causing them to swell, thus blocking the flow of digestive enzymes. The chemicals, unable to enter the small intestine, begin to digest the pancreas, leading to acute hemorrhagic pancreatitis. One out of five patients who develop this disease dies during the first attack. Pancreatitis can destroy the pancreas and cause a lack of insulin thus resulting in diabetes.

Liver: Alcohol inflames the cells of the liver, causing them to swell and block the tiny canal to the small intestines. This prevents bile from being filtered properly through the liver. Jaundice develops, turning the whites of the eyes and skin yellow. Each drink of alcohol increases the number of liver cells destroyed, eventually causing cirrhosis of the liver. This disease is eight times more frequent among alcoholics than among non-alcoholics.

Heart: Alcohol causes inflammation of the heart muscle. It has a toxic effect on the heart and causes increased amounts of fat to collect, thus disrupting its normal metabolism.

Urinary Bladder and Kidneys: Alcohol inflames the lining of the urinary bladder making it unable to stretch properly. In the kidneys, alcohol causes increased loss of fluids through its irritating effect.

Sex Glands: Swelling of the prostate gland caused by alcohol interferes with the ability of the male to perform sexually. It also interferes with the ability to climax during intercourse.

Brain: The most dramatic and noticed effect of alcohol is on the brain. It depresses brain centers, producing progressive incoordination: confusion, distortion, stupor, anesthesia, coma, death. Alcohol kills brain cells and brain damage is permanent. Drinking over a period of time causes loss of memory, judgement and learning ability.

DRUGS

Marijuana

Health Effects

- Emphysema-like conditions.
- One joint of marijuana contains cancer-causing substances equal to ½ pack of cigarettes.
- One joint causes the heart to race and be overworked. People with heart conditions are at risk.
- Marijuana is commonly contaminated with the fungus Aspergillus, which can cause serious respiratory tract and sinus infections.
- Marijuana lowers the body's immune system response, making users more susceptible to infections. Chronic smoking causes changes in brain cells and brain waves. The brain does not work as efficiently or effectively. Long-term brain damage may occur.
- Tetrahydrocannabinol (THC) and sixty (60) other chemicals in marijuana concentrate in the ovaries and testes.

- Chronic smoking of marijuana in males causes a decrease in testosterone and an increase in estrogen, the female hormone. As a result, the sperm count is reduced, leading to a temporary sterility.
- Chronic smoking of marijuana in females causes a decrease in fertility.
- A higher than normal incidence of stillborn births, early termination of pregnancy, and higher infant mortality rate during the first few days of life are common in pregnant marijuana smokers.
- THC causes birth defects including brain damage, spinal cord, forelimbs, liver, and water on the brain and spine in test animals.
- Prenatal exposure may cause underweight newborn babies.
- Fetal exposure may decrease visual functioning.
- User's mental function can display the following effects:

1. delayed decision making
2. diminished concentration
3. impaired short-term memory
4. impaired signal detection
5. impaired tracking
6. erratic cognitive function
7. distortion of time estimation

Workplace Issues

- THC is stored in body fat and slowly released.
- Marijuana smoking has long-term effects on performance.
- Increased THC potency in modern marijuana dramatically compounds the side effects.
- Combining alcohol or other depressant drugs with marijuana increase the impairing effects.

Cocaine

Used medically as a local anesthetic. When abused, it becomes a powerful physical and mental stimulant. The entire nervous system is energized. Muscles tense, heart beats faster and stronger, and the body burns more energy. The brain experiences an exhilaration caused by a large release of neurohormones associated with mood elevation.

Health Effects

- Regular use may upset the chemical balance of the brain. As a result, it may speed up the aging process by causing damage to critical nerve cells. Parkinson's Disease could also occur.
- Cocaine causes the heart to beat faster, harder, and rapidly increases blood pressure. It also causes spasms of blood vessels in the brain and heart. Both lead to ruptured vessels causing strokes and heart attacks.
- Strong dependency can occur with one "hit" of cocaine. Usually mental dependency occurs within days for "crack" or within several months for snorting coke. Cocaine causes the strongest mental dependency of all the drugs.
- Treatment success rates are lower than other chemical dependencies.
- Extremely dangerous when taken with other depressant drugs. Death due to overdose is rapid. Fatal effects are usually reversible by medical intervention.

Workplace Issues

- Extreme mood and energy swings create instability. Sudden noise causes a violent reaction.
- Lapses in attention and ignoring warning signals increases probability of accidents.
- High cost frequently leads to theft and/or dealing.
- Paranoia and withdrawal may create unpredictable or violent behavior.
- Performance is characterized by forgetfulness, absenteeism, tardiness, and missing assignments.

Opioids

- Narcotic drugs which alleviate pain and depress body functions and reactions.

Health Effects

- IV needle users have a high risk of contracting hepatitis or AIDS when sharing needles.
- Increase pain tolerance. As a result, a person may more severely injure themselves and fail to seek medical attention as needed.
- Narcotic effects are multiplied when combined with other depressants causing an increased risk for an overdose.
- With increased tolerance and dependency combined, there is a serious financial burden for users.

Workplace Issues

- Side effects such as nausea, vomiting, dizziness, mental clouding and drowsiness place the user at high risk for an accident.
- Causes impairment of physical and mental functions.

Amphetamines

- Central nervous system stimulant that speeds up the mind and body.

Health Effects

- Regular use causes strong psychological dependency and increased tolerance.
- High doses may cause toxic psychosis resembling schizophrenia.
- Intoxication may induce a heart attack or stroke due to increased blood pressure.
- Chronic use may cause heart or brain damage due to severed constriction of capillary blood vessels.
- Euphoric stimulation increases impulsive and ~~risk-taking~~ risk-taking behavior, including bizarre and violent acts.
- Withdrawal may result in severe physical and mental depression.

Workplace Issues

- Since the drug alleviates the sensation of fatigue, it may be abused to increase alertness during periods of overtime or failure to get rest.
- With heavy use or increasing fatigue, the short-term mental or physical enhancement reverses and becomes an impairment.

Phencyclidine (PCP)

- Often used as a large animal tranquilizer. Abused primarily for its ~~mood-altering~~ mood-altering effects. Low doses produce sedation and euphoric mood changes. Mood can rapidly change from sedation to excitation and agitation. Larger doses may produce a coma-like condition with muscle rigidity and a blank stare. Sudden noises or physical shocks may cause a “freak out” in which the person has abnormal strength, violent behavior, and an inability to speak or comprehend.

Health Effects

- The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with anesthetic effect on the body.
- PCP, when combined with other depressants, including alcohol, increases the possibility of an overdose.
- If misdiagnosed as LSD induced, and treating with Thorazine, can be fatal.
- Irreversible memory loss, personality changes, and thought disorders may result.

Workplace Issues

- Not common in the workplace primarily because of the severe disorientation that occurs.
- There are five (5) phases to PCP abuse:

1. Acute toxicity causing combativeness, catatonia, convulsions, and coma.
2. Distortions of size, shape, and distorted perception are common.
3. Toxic psychosis with visual and auditory delusions, paranoia and agitation.
4. Drug induced schizophrenia.
5. Induced depression which may create suicidal tendencies and mental dysfunction.

382.605 Referral, evaluation and treatment.

Each driver who has engaged in conduct prohibited by Title 49 Code of Federal Regulations Part 382, sub-part B shall be advised by the employer of the resources available to the driver in evaluating and resolving problems associated with the misuse of alcohol and the use of controlled substances.

382.413 Release of Alcohol and Controlled Substance Test Information By Previous Employers:

The City shall, pursuant to a driver's written authorization, inquire about information on the driver's alcohol tests with a result of 0.04 or greater, positive controlled substance test results, and refusals to be tested within the preceding two years of employment application, which are maintained by the driver's previous employers.

If feasible this information must be obtained and reviewed by the City prior to the first time a driver performs a safety sensitive function. If it is not feasible to obtain the information prior to the driver performing a safety sensitive function the City has 14 calendar days to obtain and review this information. The City may not permit a driver to perform safety sensitive functions after 14 calendar days without having made a good faith effort to obtain the information as soon as possible.

If the driver stops performing safety sensitive functions for the City before the 14 calendar days expires, or before the information is obtained, the City must still make a good faith effort to obtain the information.

382.601 (b) 11 (d): Certificate of Receipt:

Drug/Alcohol educational material packets shall be distributed to covered employees. A minimum of two hours of supervisory training shall be required of all supervisors. Employees and supervisors are required to sign for the materials. A copy showing receipt shall be maintained by the City of Alamogordo, or the Third-Party Administrator, as part of the employee's confidential drug and alcohol file.

Pursuant to Title 49 Code of Federal Regulations Part 382, sub-part B you are advised by the City of Alamogordo of the resources available to the driver in evaluating and resolving problems associated with the misuse of alcohol and/or the use of controlled substances. You may not return to any "Safety Sensitive" position within the City of Alamogordo until such time as you have completed, or been

released, by an approved Substance Abuse Program that contains: referral, evaluation, and treatment.
A non-inclusive assistance resource listing:

- Zia Therapy / 900 First St., Alamogordo, NM 88310 / 575-439-4900
- Behavioral Health Services Division / 37 Plaza La Prensa, Sante Fe, NM 87507 / 505-827-476-26019266
- Substance Abuse and Mental Health Services Administration (SAMHSA) 877-SAMHSA-7 or 877-726-4727 / 1-800-662-4357
- National Institute for Drug Abuse (NIH) www.drugabuse.gov / 301-496-40001-800-662-4357.
- Cocaine Helpline / 800-COCAINE or 800-262-2463 American Addiction Centers / 888-231-4983.
- New Mexico Alcoholics Anonymous / 1405 San Mateo Blvd., NE Albq., NM / 505-266-3688 311 E. 9th St., Alamogordo, NM 88310
- New Mexico Alcoholics Anonymous / 1921 Alvarado Dr. NE, Albq., NM / 505-266-1900 1216 Mechem Dr. #7215, Ruidoso, NM 88345.
- Arid Clue Alcoholism Treatment / 334 W. Griggs Ave., Las Cruces, NM 88005 / 575-523-9850.
- New Mexico Alcoholics Anonymous / 2411 4th St., Albq., NM / 505-243-8426
- New Mexico Alcoholics Anonymous / 11605 Menaul Blvd., NE, Albq., / 505-292-1067
- National Institute on Alcohol Abuse and Alcoholism / niaaa.nih.gov / 888-MY-NIAAA or 888-696-4222
- Dr. Mary Ann Cotton (EAP) / 820 Scenic Dr. #B, Alamogordo, NM / 575-439-1550 Open Minds, LLC, Tamara Dees, 1909 Cuba Ave., Suite #5 / 575-4378181
- LaRocque Counseling Assoc., LLC (EAP) / 1213 Michigan Ave. Alamogordo, NM / 575-437-8942.

Employee Signature of Receipt Date of Receipt

City of Alamogordo

Original: Employee Confidential Auxiliary File

Copy: Employee

7-2 Code of Ethics and Conflict of Interest

Code of Ethics: Public Employment as a Public Trust.

City employees in performing their duties are required to conduct themselves in an ethical manner at all times. In performing their day-to-day duties and in their many contacts with residents and visitors,

City employees should be aware that the impressions of City government are based upon their manner, appearance, speech, and conduct. Consequently, City government is dependent upon standards of reliability, integrity, industriousness, helpfulness, courtesy, efficiency, patience, grooming, dress, and language that are appropriate to the work situation and acceptable to the majority of the community. A public employee away from the job shall have the same rights as any other private citizen insofar as they do not interfere with their performance on the job or undermine the public confidence in the City, the employee, or another City employee.

Conflict of Interest

It is City of Alamogordo's policy that all employees avoid any conflict between their personal interests and those of the City. The purpose of this policy is to ensure that the City's honesty and integrity, and therefore its reputation, are not compromised. The fundamental principle guiding this policy is that no employee should have, or appear to have, personal interests or relationships that actually or potentially conflict with the best interests of the City.

It is not possible to give an exhaustive list of situations that might involve violations of this policy. However, the situations that would constitute a conflict of interest in most cases include but are not limited to:

1. Holding an interest in or accepting free or discounted goods or services from any organization, or citizen that does, or is seeking to do, business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties;
2. Being employed by (including as a consultant) or serving on the board of any organization which does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties;
3. Profiting personally through commissions, loans, grants, expense reimbursements, honorarium, contribution or other payments, from any organization or citizen that does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties, for representing, advising, presenting, or assisting in matters within official duties;
4. Misuse of official position or withholding official action on a matter in which they have an outside personal or financial interest;
5. Use of City time, services, equipment, property or facilities for personal and/or financial benefit;
6. Coercion of another employee in any manner which will result in outside personal and/or financial benefit;
7. Giving away or taking for one's self City owned property, property belonging to a citizen, or services outside of typical means addressed in City Ordinances;
8. Solicitation of or acceptance of, directly or indirectly, any gift that benefits the employee's personal or financial interest if it can be reasonably inferred that the gift is intended to influence the employee's actions or judgment, from any organization or citizen which does, or is seeking to do business with the City, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties. For the purpose of this section, "gift" includes, but is not limited to: money, property, items of value,

services, loans, favors, promises, travel, entertainment, hospitality, and employment, but does not include food and refreshments with a value of less than one hundred dollars (\$100) consumed in a day.

9. Disclosure of confidential information gained from City employment if the use or disclosure could result in a financial or personal benefit, unless that information has already become public;
10. Aiding in or not reporting any violation of the Code of Ethics and Conflict of Interest policies.

It is the employee's responsibility to report any actual or potential conflict that may exist between the employee (and/or an immediate family member) and the City in writing to the City Manager with a copy to the Department Director at the time any conflict occurs.

Any honorarium or contributions received must be turned over to the Finance Department.

Violations of or complaints relating to this policy must be reported immediately to the City Manager.

Violation of this Policy may result in disciplinary action up to and including termination.

7-3 Confidential Information

During the course of work, an employee may become aware of confidential information about City of Alamogordo's business, including but not limited to information regarding City and/or citizen and employee personal information. It is extremely important that all such information remain confidential. Any employee who improperly copies, removes, destroys (whether physically or electronically), uses or discloses confidential information to anyone outside of the City without permission may be subject to disciplinary action up to and including termination. Employees may be required to sign an agreement reiterating these obligations.

7-4 Employee/Employer Relations

All City employees are expected to treat **each** other ~~employees and management~~ in a respectful and courteous manner while on duty.

7-5 Workplace Conduct

City of Alamogordo endeavors to maintain a positive work environment. Each employee plays a role in fostering this environment. Accordingly, we all must abide by certain rules of conduct, based on honesty, common sense and fair play.

Because everyone may not have the same idea about proper workplace conduct, it is helpful to adopt and enforce rules all can follow. Unacceptable conduct may subject the offender to disciplinary action, up to and including termination, in the City's sole discretion. The following are examples of some, but not all, conduct which can be considered unacceptable:

1. Obtaining employment on the basis of false or misleading information.
2. Stealing, removing or defacing City of Alamogordo property or a co-worker's property.
3. Disclosure of confidential information.
4. Completing another employee's time records without authorization.
5. Violation of safety rules and policies.
6. Violation of City of Alamogordo's Drug and Alcohol-Free Workplace Policy.
7. Fighting, threatening or disrupting the work of others, or other violations of City of Alamogordo's Workplace Violence Policy.
8. Failure to follow lawful instructions of a supervisor.
9. Failure to perform assigned job duties.
10. Violation of the Punctuality and Attendance Policy, including but not limited to irregular attendance, habitual lateness or unexcused absences.
11. Gambling on City property.
12. Willful or careless destruction or damage to City assets, or to the equipment or possessions of another employee.
13. Wasting work materials.
14. Performing work of a personal nature during working time.
15. Violation of the Solicitation and Distribution Policy.
16. Violation of City of Alamogordo's Harassment or Equal Employment Opportunity Policies.
17. Violation of the Communication and Computer Systems Policy.
18. Unsatisfactory job performance.
19. Any other violation of City policy or local, state, or federal law.

Obviously, not every type of misconduct can be listed. City of Alamogordo reserves the right to impose whatever discipline it chooses, or none at all, in a particular instance. The City will deal with each situation individually and nothing in this manual should be construed as a promise of specific treatment in a given situation. However, City of Alamogordo will endeavor to utilize progressive discipline but reserves the right in its sole discretion to terminate the employee at any time for any reason.

The observance of these rules will help to ensure that our workplace remains a safe and desirable place to work.

7-6 Health and Safety

The health and safety of employees and others on City property are of critical concern to City of Alamogordo. The City intends to comply with all health and safety laws applicable to our City. To this end, we must rely upon employees to ensure that work areas are kept safe and free of hazardous conditions. Employees are required to be conscientious about workplace safety, including proper operating methods, and recognizing dangerous conditions or hazards. Any unsafe conditions or potential hazards should be reported to management immediately, even if the problem appears to be corrected. Any suspicion of a concealed danger present on the City's premises, or in a product, facility, piece of equipment, process or City practice for which the City is responsible should be brought to the attention of management immediately.

Periodically, the City may issue rules and guidelines governing workplace safety and health. The City may also issue rules and guidelines regarding the handling and disposal of hazardous substances and

waste. All employees should familiarize themselves with these rules and guidelines, as strict compliance will be expected.

Any workplace injury, accident, or illness must be reported to the employee's supervisor as soon as possible, regardless of the severity of the injury or accident.

7-7 Hiring Relatives/Employee Relationships

It is the City's policy to avoid the practice or appearance of nepotism through family relations or fraternization in employment. In carrying out this policy, the following family relationship or relationship through fraternization exists between the employees, and either employee:

A. would have the authority to appoint, remove, correct the action of, evaluate the performance of, or recommend any employment actions or conditions of employment of the other;

B. is asked to participate in a selection process where another has applied for a position; and/or

C. is under other circumstances which would place the employees in a situation of actual or reasonably foreseeable conflict between the City's interest and their own.

Should any of the relationships afore-mentioned exist, the employee shall advise their immediate supervisor and immediately withdraw from any conflicting action or processes.

While the City of Alamogordo encourages amicable relationships between members of management and their subordinates, or among members of the same department, it recognizes that involvement in a romantic relationship may compromise or create a perception that compromises an employee's ability to perform his or her job. Any involvement of a romantic nature between a supervisor and anyone he or she supervises, either directly or indirectly, is prohibited.

Any employee in a relationship that may cause the practice or appearance of nepotism in employment shall disclose the relationship in writing to their immediate supervisor immediately. Parties in such relationships may be reassigned at the discretion of the City Manager.

Violations of this policy may result in corrective action up to and including termination.

For the purpose of this section ~~Immediate Relatives~~ ~~relative~~ —includes spouse, domestic partner, child(ren), parent, sibling, grandparent, grandchildren, in-laws, and step and half relatives of the same. This definition shall also include persons related by blood or marriage residing in an employee's home and to persons who have established a relationship by other operation of law or through lifestyle accommodations being equivalent of a marriage or family relationship.

7-8 Professional Dress and Personal Appearance

The appearance and dress of employees is important in creating a favorable image supportive of public confidence. City employees should present a professional demeanor conducive to high work standards and consistent with job duties.

Employees are expected to report to work well groomed, clean, and dressed according to the position requirements. Some employees may be required to wear uniforms or safety equipment/clothing. Please contact your supervisor for specific information regarding acceptable attire for your position. If you report to work dressed or groomed inappropriately, you may be prevented from working until you return to work well-groomed and wearing the proper attire.

Uniforms that are supplied to employees by the City shall not be worn off duty and may be subject to tax in compliance with IRS rules.

7-9 Personal Visits and Telephone Calls

Disruptions during work time can lead to errors and delays. Therefore, we ask that personal visits and telephone calls or other correspondence be kept to a minimum or occur preferably, during lunch or break time ~~when ever~~ whenever possible.

7-10 Punctuality and Attendance

Employees are hired to perform important functions at City of Alamogordo. As with any group effort, operating effectively takes cooperation and commitment from everyone. Therefore, attendance and punctuality are very important. Unnecessary absences and lateness are expensive, disruptive and place an unfair burden on fellow employees and supervisors. We expect excellent attendance from all employees. Excessive absenteeism or tardiness will result in disciplinary action up to and including termination.

We do recognize, however, there are times when absences and tardiness cannot be avoided. In such cases, employees are responsible for notifying their supervisor, through the chain of command, at least one (1) hour before the beginning of their scheduled work period. Asking another employee, friend or relative to give this notice is improper and constitutes grounds for disciplinary action. Employees shall contact their supervisor, stating the reason for the absence and its expected duration, for every day of absenteeism. If the employee knows in advance that he or she will be unable to report, the employee shall seek the supervisor's approval prior to that date. It is essential to give notice as far in advance as possible so that the supervisor can make proper accommodations to provide the services that the department must provide.

Individual departments may establish work rules requiring employees to call in with more than one (1) hour notice based on business necessity.

In cases of a medical or other such emergency the City will accept a call from a friend or relative. The City will evaluate each instance on a case by case basis.

~~See Refer~~ to Section 4-19. Separation From Employment for job abandonment.

7-11 Solicitation and Distribution

To avoid distractions, solicitation by an employee of another employee is prohibited while either employee is on work time. "Work time" is defined as the time an employee is engaged, or should be engaged, in performing his or her work tasks for City of Alamogordo.

Distribution of advertising material, handbills, printed or written literature of any kind in working areas of the City is prohibited at all times.

No City employee shall be required to contribute funds to a community volunteer service or charity drive. Employees wishing to serve as volunteers to collect contributions from other employees will clear it with their Department Director before beginning solicitation.

7-12 Supplementary Employment

The City shall be considered the primary employer for all regular employees. While the City does not prohibit employees from having a second job, secondary employment must not affect the employee's work hours, interfere, or conflict with the employee's regular duties, raise any ethical concerns, or necessitate long hours that may impact the employee's working effectiveness.

Employees that are contemplating secondary employment are required to submit a **Supplementary Employment Form** ~~written request~~ for approval, prior to engaging in secondary employment, to their Department Director. The written request should identify the secondary employer, the nature of the duties to be performed, and the anticipated hours the employee will be working. Supplementary employment will include in kind trade and bartering. This request will be promptly answered in writing and a copy placed in the employee's personnel file.

Disclosures of supplementary employment shall be made in writing **on a Supplementary Employment Form** to the Human Resources Department before entering City employment, and ~~during the month of January~~ every year thereafter. Failure to disclose supplementary employment may result in corrective action.

Employees who are receiving Worker's Compensation or benefits under the Family and Medical Leave Act will not be allowed to engage in outside employment except as allowed by law.

7-13 Tobacco

The use of smoking and chewing tobacco products, including but not limited to, cigarettes, e-cigarettes, cigars, and pipes is prohibited inside any City of Alamogordo facility, vehicle, or equipment.

1. The use of smoking tobacco products is allowed out-of-doors clear from any doorways, windows, or any ventilation system that may circulate the outside air to the indoors.
2. Smoking tobacco products are not to be used near any chemicals, gas pumps, or any other hazardous or flammable chemicals or materials.

3. Smokeless and smoking tobacco products may only be used during breaks and lunch periods.
4. Tobacco waste is to be disposed of properly using a designated fire--resistant container.

7-14 City Property

Any item issued to an employee or in an employee's possession, including, but not limited to, employee keys, I.D. cards, computer ~~lap-tops~~ laptops, tablets, proximity cards, radios, tools, cell phones, City credit cards, uniforms, policy and procedure and/or rules and regulation manuals, all confidential information, etc. must be returned to the City upon request. Employees will be responsible for any lost, stolen, or damaged items. The value of any property issued and not returned may be deducted from the employee's paycheck, and the employee may be required to sign a wage deduction authorization form for this purpose.

Intellectual property created by an employee during the course of their duties, remains the property of the City of Alamogordo.

7-15 Operation of Vehicles

All employees authorized to drive City-owned or leased vehicles or personal vehicles in conducting City business must possess a current, valid driver's license in the proper classification, and an acceptable driving record.

An employee must have a valid driver's license in his or her possession while operating a vehicle on or off City property. It is the responsibility of every employee to drive safely and obey all traffic, vehicle safety, and parking laws or regulations. Drivers must demonstrate safe driving habits at all times.

All occupants of a City vehicle will have a safety belt properly fastened, so if equipped, about their body at all times when the vehicle is in motion, in accordance with New Mexico state law.

City vehicles shall not be for personal use except incidentally.

An employee that requests and is approved to use their personal vehicle for City business must be insured and licensed. The same rules of conduct outlined herein will apply in cases of approved personal vehicle use.

Suspension or Revocation of Drivers License

Any employee whose driver's license is suspended or revoked is not eligible to drive City vehicles. It is the responsibility of the employee to immediately notify his or her supervisor that their driving privilege has been suspended or revoked.

Any employee whose driver's license is suspended or revoked and who is required to drive as a part of his or her job may be considered unable to meet the minimum requirements of the job. On first occurrence and based on the decision of the Department Director, the employee may be:

- A. Suspended without pay for the period of license revocation if ninety (90) calendar days or less;

- B. Demoted with a pay decrease to a non-driving position indefinitely; or
- C. If the suspension or revocation is longer than ninety (90) calendar days, terminated.
- D. Considered for a reasonable accommodation if not detrimental to department operations.

Employees will be subject to termination on the second occurrence of suspension or revocation of his or her driver's license within a five (5) year period, regardless of the time length of the revocation.

Any employee driving a City vehicle or operating City equipment while impaired by alcohol or illegal drugs will be subject to disciplinary action, up to and including termination as outlined in the City of Alamogordo Drug and Alcohol Free Workplace Policy.

Safety Sensitive drivers as defined by the Department of Transportation (D.O.T) are responsible for notifying their supervisor of any prescriptions identified in 21 CFR 1308.11 (391.42 (b)(12)) or any other substance such as amphetamine, a narcotic, or any other habit forming drug. Human Resources is responsible for verifying and documenting a valid prescription from a licensed practitioner. Such notifications by the employee will be made on the next scheduled work day.

Any situation causing an employee to be convicted of any violation while driving a City vehicle will be reported to the Department Director for appropriate action.

The Human Resource office will review motor vehicle records of all employees in regular driving positions at least annually.

7-16 Personal and Company-Provided Portable Communication Devices

City-provided portable communication devices (PCDs), including cell phones and personal digital assistants, should be used primarily for business purposes. Employees have no expectation of privacy in regard to the use of such devices, and all use is subject to monitoring, to the maximum extent permitted by applicable law. This includes, as permitted, the right to monitor personal communications as necessary.

Some employees may be authorized to use their own PCD for business purposes. These employees should work with the MIS-current IT contractor department to configure their PCD for business use. Communications sent via a personal PCD also may be subject to monitoring if sent through the City's networks and the PCD must be provided for inspection and review upon request.

All conversations, text messages and e-mails must be professional. When sending a text message or using a PCD for business purposes, whether it is a City-provided or personal device, employees must comply with applicable City guidelines, including policies on sexual harassment, discrimination, conduct, confidentiality, equipment use and operation of vehicles. Using a City-issued PCD to send or receive personal text messages is prohibited at all times.

Please note that whether employees use their personal PCD or a City-issued device, the City's electronic communications policies, including but not limited to, proper use of communications and computer systems, remain in effect.

Portable Communication Device Use While Driving

Employees who drive on City business must abide by all state or local laws prohibiting or limiting PCD (cell phone or personal digital assistant) use while driving. Further, even if usage is lawful, employees must choose to refrain from using any PCD while driving. "Use" includes, but is not limited to, talking or listening to another person or sending an electronic or text message via the PCD.

Employees who are charged with traffic violations resulting from the use of their PCDs while driving will be solely responsible for all liabilities that result from such actions.

Texting and e-mailing while driving is prohibited in all circumstances.

7-17 Use of Communications and Computer Systems

City of Alamogordo's communication and computer systems are intended primarily for business purposes; however limited personal usage is permitted if it does not hinder performance of job duties or violate any other City policy. This includes the voice mail, e-mail and Internet systems.

City of Alamogordo may access the voice mail and e-mail systems and obtain the communications within the systems, including past voice mail and e-mail messages, without notice to users of the system, in the ordinary course of business when the City deems it appropriate to do so. The reasons for which the City may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that City operations continue appropriately during an employee's absence.

-

Users have no expectation of privacy ~~in regard to~~ regarding their use of the City of Alamogordo systems.

For more information see the City of Alamogordo, Computer and Telecommunications Policy on the City of Alamogordo website.

7-18 Use of Facilities, Equipment and Property, Including Intellectual Property

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. When using City property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards and guidelines.

It is the employee's responsibility to timely report any motor vehicle accident, damage to City property, and/or injury occurring while conducting City business or while operating a City Vehicle.

Employees should notify their supervisor if any equipment, machines, or tools appear to be damaged, defective, or in need of repair. Prompt reporting of loss, damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The supervisor can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job.

Employees are prohibited from any unauthorized use of the City's intellectual property, such as audio and video tapes, print materials and software.

Improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in disciplinary action, up to and including termination.

The City is not responsible for any damage to employees' personal belongings.

7-19 City Litigation Requirement

As a condition of employment or continued employment, City employees must cooperate with City Officials in an effort to recover damages, benefits, settlements or any court or administrative action relating to any City business.

Any contact that occurs on City time that leads to police contact must be reported to a supervisor immediately.

Employees must cooperate with any resulting investigation(s).

7-20 City Travel Expense Reimbursement

Travel expenses will be processed per the City of Alamogordo Travel Policy.

7-21 Bulletin Boards

Important notices and items of general interest are continually posted on City bulletin boards. Employees should make it a practice to review bulletin boards frequently. This will assist employees in keeping up with what is current at City of Alamogordo.

Department Directors are responsible for current information and the posting of current job vacancies. Distasteful, ~~risque~~ **risqué** or potentially offensive or discriminatory materials shall not be posted.

7-22 Lobbying

In order to assure that the official policies of the City are expressed during appearances before legislative bodies or other governmental agencies, the following rules will apply:

A. All testimony or statements, written or oral, given by an employee of the City before any governmental legislative body or other governmental agency shall strictly comply with the policies set forth by the City Commission, by motion, resolution, or ordinance.

B. When there is a lack of formal action by the City Commission, authorization must be obtained from the City Manager prior to any activity by an employee of the City.

C. The policies expressed above shall also apply to any correspondence written on City or departmental stationery and to any oral conversation where the speaker represents him or herself as an employee of the City.

D. The policies expressed above apply to all employees during normal working hours except that any written statement on City or departmental stationery applies at all times. Any employee who appears before any governmental legislative body or any agency during hours other than working hours will not represent themselves as employees of the City unless all information given is in compliance with this policy. If during the course of an appearance or oral interchange, the fact emerges that the person is an employee of the City, then a disclaimer will be issued that the information or testimony given represents the views of the employee and not that of the City. If information or testimony is given that is contrary to official policies of the City, then a statement to that effect will be given.

7-23 Political Activities

City employees shall not engage in political activities while on the job, while wearing a City uniform, or while using City property. City employees shall not be expected, required or coerced to contribute to any campaign. No City employee will represent the official position of the City at any political meeting or in any political activity without the prior approval of the City Manager or his or her designee.

A City employee choosing to campaign for political office during normal working hours shall utilize accrued leave or leave without pay.

A City employee who is elected to the Alamogordo City Commission shall resign from City employment prior to swearing in for the political seat.

7-24 Publicity/Statements to the Media

All media inquiries regarding the position of the City as to any issues must be referred to the Communications & Marketing Administrator. Only the Communications & Marketing Administrator is authorized to make or approve public statements on behalf of the City. No employees, unless specifically designated by the City Manager, are authorized to make those statements on behalf of City. Any employee wishing to write and/or publish an article, paper, or other publication on behalf of the City must first obtain written approval from the City Manager.

7-25 Social Media Policy

SCOPE: These rules have general applicability to all prospective and current employees, both classified and unclassified, officials, and others serving in an official capacity on behalf of the City, i.e. City representatives.

PURPOSE: To establish and publish the City's position on the permitted and prohibited use of all forms of social media by City representatives, for business use. The policy covers current and future forms of social media.

POLICY: The City may use social media to meet community needs, perform community outreach, problem-solving, and otherwise furthering the goals of the City. In doing so, the City's official use of social media must be at the highest professional standard.

OFFICIAL USE OF SOCIAL MEDIA

A. The City shall maintain a social media presence through its Communications and Marketing Office.

B. No department shall have their own specific social media page or presence without the express consent of the City Manager.

C. All department pages that are approved by the City Manager will be administered by the Communications and Marketing Administrator.

~~D.~~ Any director wishing to administer their own page shall fill out an application with the Communications and Marketing Administrator in the City's Public Information Office, which will then be considered. If approved, the department will be able to administer their own social media page; but shall also continue to include the Communications and Marketing Administrator as an administrator as well.

~~E.~~ In order to minimize public confusion, City Employees should only publish or post information under the City's official user-name and profile.

~~F.~~ All social media content shall adhere to applicable state, federal, and local laws, regulations, the City's General Standards of Conduct and Code of Ethics. As such, if the City Manager or his or her designee feels the post is inappropriate, it will not be posted, at the City Manager's discretion.

~~G.~~ All contents published and received by the City using social media in connection with City business are public records, and therefore subject to record retention law.

~~H.~~ First Amendment: City representatives are cautioned that their speech, made pursuant to their employment duties, in the course of their official duties, or relating to their professional responsibilities, whether on or off duty, may not be protected by the First Amendment.

~~I.~~ No expectation of privacy: Communications sent or received using the City's electronic communications systems or equipment are the City's property, and are not individual's private property. City representatives using City equipment have no right to privacy and no expectation of privacy with respect to those communications, whether communicated via social media sites or otherwise. The City

reserves the right to monitor, review, intercept or gain access to communications initiated or received by City representatives on the City's electronic communications systems and equipment. Use of the City's systems constitutes consent to such monitoring, reviewing, interception or access. The City is not required to provide notice to City representatives before or after any review of communications.

IJ. Social media is subject to the Inspection of Public Records Act (IPRA) and any other open records laws.

PRIVATE USE OF SOCIAL MEDIA BY CITY EMPLOYEES

A. The City recognizes and respects that City employees may choose to have their own personal social media accounts, and does not wish to regulate personal use.

B. However, employees should keep in mind that identifying one-self as a City employee and making disparaging remarks about the City on a public website is not appropriate, as noted in the City's General Standards of Conduct and Code of Ethics.

C. Therefore, employees are cautioned that acting in their capacity as a City employee and making adverse remarks about the City is considered to be in violation of this policy and disciplinary action may be taken as a result of the remarks.

VIOLATIONS OF THE SOCIAL MEDIA POLICY

A. City employees who become aware of or having knowledge of a posting or of any website or webpage in violation of any provision of this policy should notify the appropriate supervisor, department director, human resources staff person or other high-level management official immediately.

B. Violations of this policy.

(1) Employees in violation of any provision of this policy are subject to disciplinary action, up to and including termination.

EMPLOYEE RIGHTS: Nothing in this policy is meant to restrict or prohibit City personnel rights under any applicable local, state, or federal laws.

7-26. Recording Devices and Cameras in the Workplace

Recording Devices

City of Alamogordo prohibits the recording of conversations or meetings unless the consent of all parties involved is obtained or is specifically allowed in this manual. As such, secret recordings, or recordings without permission of the City are prohibited in and on all City of Alamogordo owned and operated properties.

Restrictions on Recording

Employees are prohibited from using audio or video recording devices in areas and or meetings where citizen, vendor, contractor, or employee privacy or confidentiality may be compromised.

Employees may record workplace activities that are not prohibited by law or do not compromise private or confidential information as described above.

Cameras

City of Alamogordo reserves the right to install security cameras in work areas for specific business reasons, including but not limited to security and theft protection.

City of Alamogordo may find it necessary to monitor work areas with security cameras when there is a specific job or business reason to do so. The City will do so only after first ensuring that such action is in compliance with state and federal laws.

Employees do not have any expectation of privacy in work areas where duties are performed.

Employee privacy in non-work areas will be respected to the extent possible. City of Alamogordo's reasonable suspicion of onsite drug use, physical abuse, theft, or similar circumstances would be possible exceptions. Legal advice will be sought in advance in such rare cases where a non-work area privacy must be compromised.

Employees should contact their supervisor or the Human Resources department if they have questions or complaints with regards to this policy or violations thereof.

7-27. Service Animals

City of Alamogordo prohibits bringing a pet(s) to work; having a pet in vehicles, City owned buildings and premises, at classes, meetings, or other City events. Exceptions are only for qualified service animals, as defined by New Mexico's Service Animal Act and the Americans with Disabilities Act (ADA), for a person with disabilities.

A person with a disability uses a service animal as an auxiliary aid. In compliance with the ADA, service animals are welcome in all vehicles, buildings on City property and may attend any class, meeting or other event. There may be an exception to certain areas including, but not limited to the Senior Center and Civic Center Kitchens. Exceptions will be evaluated on an individual basis.

Employees wishing to request a reasonable accommodation for a disability that includes a service animal, must contact the Human Resources Department and engage in the interactive process. The employee will be required to complete a *Request for Reasonable Accommodation* form and may be required to provide medical documentation, how the animal accommodates the employee's disability, proof of an animal's qualifications as a service animal, vaccinations, etc. All service animals must be registered with the Human Resources Department.

Requirements of an authorized Service Animal and responsible employee include:

- The service animal is immunized against rabies and other diseases common to that type of animal. All vaccinations must be current and on file with Human Resources;

- Animals must wear a rabies vaccination tag if appropriate;
- Service animal must be licensed per state law and local City Ordinance;
- Service animal must wear an owner identification tag (which includes the name and phone number of the employee) at all times;
- Animals must be in good health and free of parasites and insects;
- Animals must be on a leash, harness, or other type of restraint always, unless the employee is unable to retain an animal on leash due to a disability;
- Reasonable behavior is expected from authorized service animals while on City property;
- The employee must be in full control of the animal at all times. The care and supervision of the animal is solely the responsibility of the employee;
- Cleanliness of the service animal is the employee's responsibility prior to bringing the animal to any City property; and
- The employee is responsible for cleaning up after the animal and disposing of waste; including providing cleaning supplies and waste bags.

For the purpose of this policy a “pet” is defined as a domestic animal kept for pleasure or companionship and does not fall under the protection of the ADA for a person with a disability. A “service animal” is defined by the ADA as any animal individually trained to work or perform tasks for the benefit of an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals to an impending seizure or protecting individuals during one, and alerting individuals who are hearing impaired to intruders, or pulling a wheelchair and fetching dropped items. The employee of a disruptive and aggressive service animal may be asked to remove the animal from City property. If the improper behavior happens repeatedly, the employee may be told not to bring the service animal into any facility until the employee takes significant steps to mitigate the behavior. Any exceptions to this policy may only be authorized by the City Manager. Requests for exceptions will be made in writing to the City Manager through the appropriate Department Director.

7-26-28 A Few Closing Words

This manual is intended to give employees a broad summary of things they should know about City of Alamogordo. The information in this manual is general in nature and, should questions arise, any member of management should be consulted for complete details. While we intend to continue the policies, rules and benefits described in this manual, City of Alamogordo, in its sole discretion, may always amend, add to, delete from, or modify the provisions of this manual and/or change its interpretation of any provision set forth in this manual. Employees should not hesitate to speak to management if they have any questions about the City or its personnel policies and practices.

Section 8 - Employee Handbook Related Forms

8-1 Social Media Application

CITY OF ALAMOGORDO

SOCIAL MEDIA APPLICATION

Applicant: _____ Department: _____

Host Site: _____

Reason for establishing new site:

Which employees will be authorized to post, have access to the password, and act as moderators? Please list names of each administrator and password for the site.

Name Page Role

_____	_____
_____	_____
_____	_____
_____	_____

How often do you expect employees to post content?

How often will employees moderate content posted by the public?

City Manager approval: _____ Date: _____

The signed original copy of this application will be filed with the Communications/Marketing Administrator.

8-2 Social Media and Networking Approval/Agreement Form

CITY OF ALAMOGORDO

SOCIAL MEDIA and NETWORKING APPROVAL/AGREEMENT FORM

Name: _____ Position/Title: _____

Department: _____ Section: _____

Authorized to Access the following City Websites, Social Media Pages, and Social Networking:

Approved by Department Director:

Signature _____ Date _____

Approved by City Manager:

Signature _____ Date _____

I have received the Online Publishing and Social Media Policy (the "**Policy**") I agree to use City Websites, City-approved Social Media Pages, and engage in Social Networking Activities for City business only as appropriate and in compliance with this Policy. I understand that I must have approval from my Department Director and the City Manager to use City Websites, Social Media Pages, or engage in Social Networking on behalf of the City. I also understand that I am responsible for all postings made by me on City Websites, Social Media Pages, or in Social Networking Activities including those made in the comments sections. I further understand that this Policy also applies to City-related postings made by me via personal (non-City) websites, Social Media Pages, and Social Networking Activities, and I agree to adhere to the guidelines in this Policy when so doing.

I acknowledge that all content on City Websites, City-approved Social Media Pages or in Social Networking Activities are considered to be City property and will be monitored by officials of the City. I understand that employees do not have privacy rights in the use of City Websites, Social Media Pages, and in Social Networking Activities, and the postings, data, access to or distribution of such materials is subject to all applicable laws.

I agree to abide by all security procedures as set forth by MIS, before accessing or posting publishing content on City Websites, City-approved Social Media Pages, or via Social Networking Activities. I acknowledge that any violation of the rules and guidelines set forth in this Policy or in any current or future modified Human Resources Social Media Policy, can be grounds for disciplinary action, up to and including termination of my employment.

Printed Name Signature Date

The signed original copy of this agreement form will be filed in your personnel file.

CC: Communications/Marketing Administrator

8-3 Pay Check Release form

CITY OF ALAMOGORDO

PAYCHECK RELEASE FORM

TODAY'S DATE: _____ PAY DATE OF CHECK TO BE RELEASED: _____

EMPLOYEE NAME: _____

This is my written authorization to release my paycheck to:

(Name of Person Authorized to Pick Up Payroll Check)

I understand that my paycheck may only be picked up directly through the City Hall Payroll Office located at 1376 E. 9th St. Authorized person must show proof of ID at the time of check pick up.

Employee's Signature Date

Signature of Authorized Person Date Check Picked Up

Signature of Employee Releasing Check Date Check Released

Original: Personnel File

CC: Payroll

|

8-4 Request for Early Release of Payroll Check

CITY OF ALAMOGORDO

REQUEST FORM FOR EARLY RELEASE OF PAYROLL CHECK

Date of Request: _____

Employee Name: _____

Payroll Period: _____

Scheduled Pay Date: _____

Early Payment Date Requested: _____

Employee Signature Date

Department Approval:

I am authorizing that the aforementioned employee is given his or her payroll check early as indicated above, and that said payment is not an advance payment of services not rendered as prohibited by Section 30-23-2 NMSA1978.

Department Director Date

Finance Director Date

City Manager Date

I am acknowledging that the payroll department is able to release the check requested by _____.

(if not by the date requested, explain why) _____.

Accounting Manager Date

CC: Personnel File

General Handbook Acknowledgment

This Employee manual is an important document intended to help you become acquainted with City of Alamogordo. This document is intended to provide guidelines and general descriptions only; it is not the final word in all cases. Individual circumstances may call for individual attention.

Because the City's operations may change, the contents of this manual may be changed at any time, with or without notice, in an individual case or generally, at the sole discretion of management.

Please read the following statements and sign below to indicate your receipt and acknowledgment of this Employee manual.

The key provisions of this manual have been reviewed with me and I acknowledge my responsibility to know all provisions included in this manual. I understand that the policies, rules and benefits described in it are subject to change at the sole discretion of the City at any time.

I understand that my signature below indicates that I have been made aware that the City's Employee manual is available on the City's website at ci.alamogordo.nm.us. Contact Human Resources or Legal for any questions regarding this manual.

Employee's Printed Name: _____-Position:

Employee's Signature: _____ Date: _____

The signed original copy of this acknowledgment will be filed in your personnel file.

Receipt of Harassment Policy

It is City of Alamogordo's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws, ~~on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age.~~ The purpose of this policy is to ensure that no one harasses another individual.

If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels he or she has been subjected to any such retaliation, he or she should report it in the same manner in which the employee would report a claim of perceived harassment under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Harassment policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Non-Harassment Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

Receipt of Sexual Harassment Policy

It is City of Alamogordo's policy to prohibit harassment of any employee by any supervisor, employee, citizen or vendor on the basis of actual or perceived sex or gender. The purpose of this policy is to ensure that all City employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

If the employee feels that he or she has been subjected to conduct which violates this policy, the employee should immediately report the matter to the employee's supervisor. If unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of perceived harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived harassment will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Sexual Harassment policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Sexual Harassment Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

Receipt of Workplace Violence Policy

Workplace Violence

City of Alamogordo is strongly committed to providing a safe workplace. The purpose of this policy is to minimize the risk of personal injury to employees and damage to City and personal property. City of Alamogordo prohibits employees from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage employees to exercise reasonable judgment in identifying potentially dangerous situations.

Prohibited Conduct

Threats, threatening language or any other acts of aggression or violence made toward or by any City employee will not be tolerated. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation.

Procedures for Reporting a Threat

Emergency 911 should be contacted if needed.

All potentially dangerous situations, including threats by co-workers, should be reported immediately. If an employee feels that he or she has been subjected to conduct which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived workplace violence will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

If an employee is the recipient of a threat made by an outside party, that employee should follow the steps detailed in this section. It is important for the City to be aware of any potential danger, and to take effective measures to protect everyone from the threat of a violent act by an employee or by anyone else.

In addition, the City will not allow any form of retaliation against individuals who report workplace violence or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner workplace violence would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Workplace Violence policy is a zero-tolerance policy.

I have read and I understand City of Alamogordo's Workplace Violence Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

Receipt of Anti-Bullying Policy

City of Alamogordo prohibits any form of bullying. Bullying is an act of aggression causing embarrassment, pain, or discomfort to someone. It can take a number of forms including, but not limited to; physical, verbal, making gestures, or exclusion. It may be an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of individuals.

The City is opposed to bullying and it will not be tolerated. If an employee feels that he or she has been subject to conduct in the workplace which violates this policy, he or she should immediately report the matter to the employee's supervisor. If the employee is unable for any reason to contact this person, or if the employee has not received a response within five (5) business days after reporting any incident of what the employee perceives to be bullying, the employee should contact the Human Resources Office. Human Resources will consult with the Department Director. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact the City Attorney's Office or the City Manager's Office.

Every report of perceived bullying will be investigated. Corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.

In addition, the City will not allow any form of retaliation against individuals who report bullying to management or who cooperate in the investigations of such reports in accordance with this policy. If an employee feels that he or she has been subjected to any such retaliation, the employee should report it in the same manner in which a claim of perceived harassment would be reported under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

The Anti-Bullying policy is a zero tolerance policy.

I have read and I understand City of Alamogordo's Anti-Bullying Policy.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt will be filed in your personnel file.

DONE this _____ day of _____, 2022

CITY OF ALAMOGORDO, NEW MEXICO
a New Mexico municipal corporation

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 6.

Submitted By: Stella Rael

Subject: Consider, and act upon, adoption and final publication of Ordinance 1646 Case Z-2021-0006(A) for a map amendment to change the zoning of the property located at 1215 Michigan Ave. from R-3 Two-Family Dwelling District to C-1 Neighborhood Business. *(Stella Rael, City Planner)* **(Roll Call Vote Required)**

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact: None

Recommendation: Approve

Background:

The Commission approved first publication during the regular meeting of January 25, 2022 by a vote of 6-0.

The property owner is requesting the map amendment in order to operate a small business (barber shop).



City of Alamogordo

City Commission



Z-2021-0006(A)

Stella Rael, City Planner
January 25, 2022

Zoning Request Case: Z-2021-0006(A)

Request:

The property owner is requesting for a map amendment to change the zoning of the property located at 1215 Michigan Ave., from R-3 Two Family Dwelling District to C-1 Neighborhood business.

Applicants/Owner:

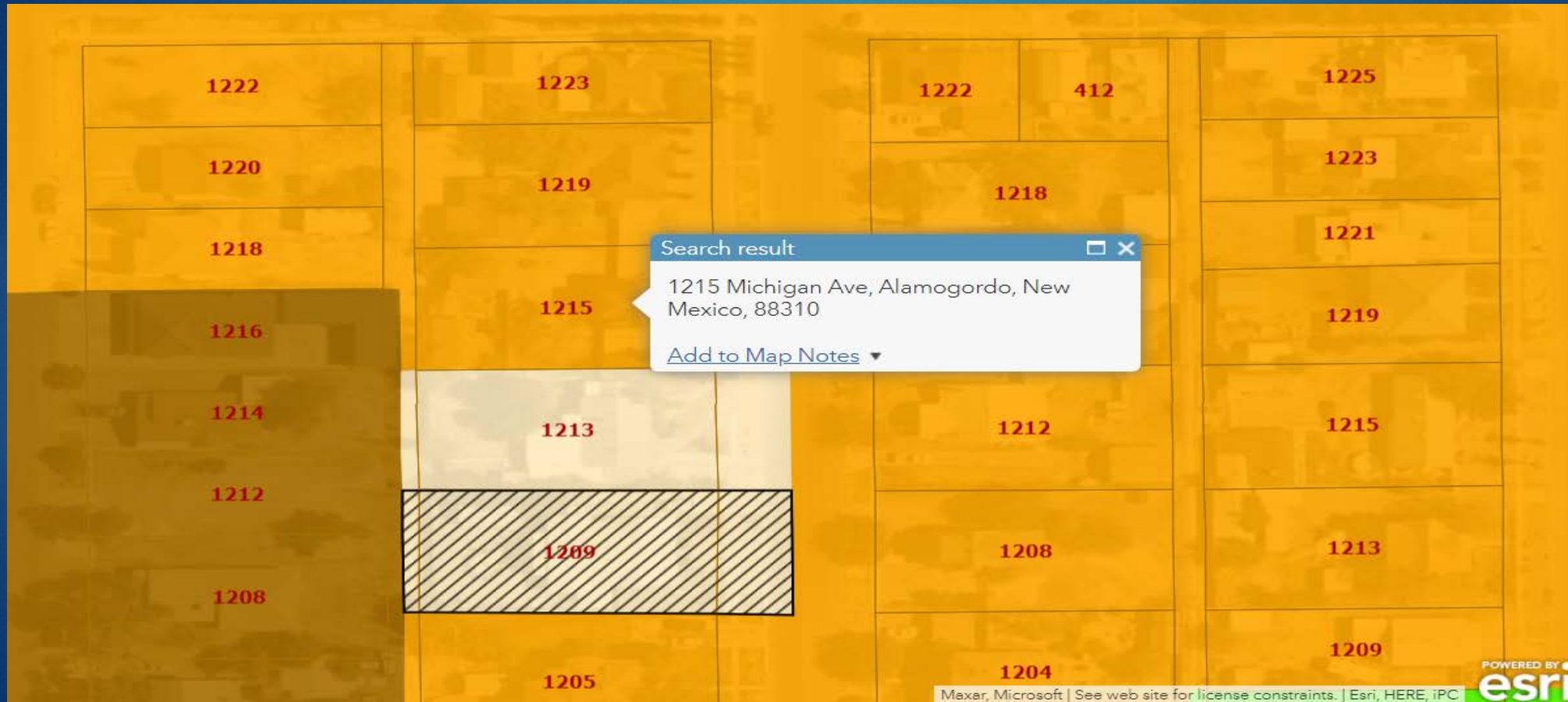
Douglas R. McCarty

Findings of Fact

- ▶1. The application was filed on November 15, 2021
- ▶4. The legal notice was published on December 19, 2021
- ▶5. Twenty-One (21) letters were mailed by certified/returned receipt mail to all property owners of record within two hundred (200) feet from the property excluding public right-of-way, of the property.
- ▶6. As of January 13, 2022 there has been one letter returned undeliverable, two (2) letters returned unclaimed, and I have not received any letters or phone calls of opposition.
- ▶7. Item was presented to the Planning and Zoning Board on January 6, 2022. Planning and Zoning Board recommended approval by a vote of
- ▶4-0-0..

1215 MICHIGAN AVE. R-3 ZONING DISTRICT

4



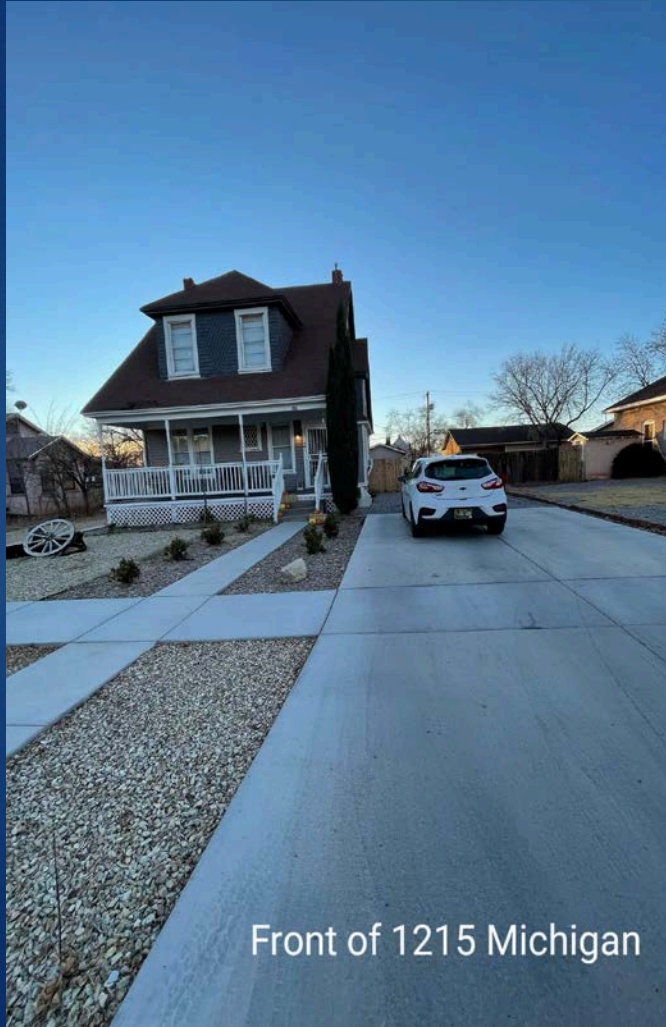
1215 MICHIGAN AVE. GOOGLE EARTH

5



Site Photos

6



Front of 1215 Michigan



Front entry to prospective business



Prospective business building

Site Photos

7



Z-2021-0006(A)

8

- ▶ 7. Staff recommends approval.

ORDINANCE No. 1646

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP OF THE CITY OF ALAMOGORDO, CHANGING THE CLASSIFICATION OF A CERTAIN PROPERTY COMMONLY KNOWN AS ALAMO BLOCKS, LOT 13 S1/2, 14 BLOCK 59 FROM THEIR PRESENT DESIGNATION AND ZONING DISTRICT R-3 TWO-FAMILY DWELLING DISTRICT TO C-1 NEIGHBORHOOD BUSINESS DISTRICT, WITHIN THE CORPORATE BOUNDARIES OF THE CITY OF ALAMOGORDO, OTERO COUNTY, NEW MEXICO.

WHEREAS, Douglas R. McCarty (hereinafter referred to as "the Owner") is the owner of certain real property legally described below (herein after referred to as "the Property") located within the corporate boundaries of the City of Alamogordo, New Mexico, (hereinafter referred to as "the City"); and

1215 MICHIGAN AVE.

WHEREAS, an application has been filed in the Owner's name under Case No. **Z-2021-0006(A)** to change the zoning of the Property, and

WHEREAS, the Planning and Zoning Commission, after notice and hearing did recommend to the City Commission adoption of an ordinance amending the zoning map by removing the Property from the present designation and zoning district of R-3 Two-Family Dwelling District to C-1 Neighborhood Business District; and

WHEREAS, the City Commission, after notice and hearing, finds and determines that the application for re-zoning of the Property is in the public interest and is consistent with proper development of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION, THAT the zoning of the Property, which is more fully described below:

1215 MICHIGAN AVE.

Is hereby changed from R-3 Two-Family Dwelling District to C-1 Neighborhood Business District; and the official zoning map and comprehensive plan of the City are hereby amended to reflect this change.

PASSED, APPROVED, AND ADOPTED this _____ day of _____, 2022.

**CITY OF ALAMOGORDO, NEW MEXICO a
New Mexico municipal corporation**

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/17/2022

Report No: 7.

Submitted By: Stella Rael

Subject: Consider, and act upon, adoption and final publication of Ordinance 1647 Case Z-2021-0005(A) for a map amendment to change the current zoning designation of the property located at 1005 E. Ninth Street from C-3 Business District to MH-2 Manufactured Housing Park District to bring into zoning compliance and continue operating as a Manufactured Housing Park. (*Stella Rael, City Planner*) (**Roll Call Vote Required**)

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact: None

Recommendation: Approval

Background:

The Commission approved first publication during the regular meeting of January 25, 2022 by a vote of 6-0.

This property has been operating as a manufactured housing park with fifteen (15) manufactured home spaces since the early 1950's. Property was recently purchased by Alamo Estates, LLC



City of Alamogordo

City Commission



Z-2021-0005(A)

Stella Rael, City Planner
January 25, 2022

Zoning Request Case: Z-2021-0005(A)

Request:

The property owner is requesting for a map amendment to change the zoning of the property located at 1005 E. 9th Street from C-3 Business District to M-2 Manufactured Housing Park to bring property into zoning compliance and continue operating as a manufactured housing park.

Applicants/Owner:

Alamo Estates LLC

300 Drakes Landing Road #172

Greebrae, CA 94904

1005 E. 9th Street Google Map

3



1005 E. 9th Street C-3 Zoning District

4





Findings of Fact

- ▶1. The application was filed on November 23, 2021
- ▶4. The legal notice was published on December 19, 2021
- ▶5. Sixteen (16) letters were mailed by certified/returned receipt mail to all property owners of record within two hundred (200) feet from the property excluding public right-of-way, of the property.
- ▶6. As of January 13, 2022 there has been one letter returned undeliverable, two (2) letters returned unclaimed, and I have not received any letters or phone calls of opposition.
- ▶7. Item was presented to the Planning and Zoning Board on January 6, 2022. Planning and Zoning Board recommended approval by a vote of
- ▶4-0-0.

ORDINANCE No. 1647

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP OF THE CITY OF ALAMOGORDO, CHANGING THE CLASSIFICATION OF A CERTAIN PROPERTY COMMONLY KNOWN AS ALAMO BLOCKS, LOTS 1-5, W38', BLOCK 124 FROM THEIR PRESENT DESIGNATION AND ZONING DISTRICT C-3 BUSINESS DISTRICT TO MH-2 MANUFACTURED HOUSING PARK DISTRICT, WITHIN THE CORPORATE BOUNDARIES OF THE CITY OF ALAMOGORDO, OTERO COUNTY, NEW MEXICO.

WHEREAS, Alamo Estates, LLC (hereinafter referred to as "the Owner") is the owner of certain real property legally described below (herein after referred to as "the Property") located within the corporate boundaries of the City of Alamogordo, New Mexico, (hereinafter referred to as "the City"); and

1005 E. NINTH STREET

WHEREAS, an application has been filed in the Owner's name under Case No. **Z-2021-0005(A)** to change the zoning of the Property, and

WHEREAS, the Planning and Zoning Commission, after notice and hearing did recommend to the City Commission adoption of an ordinance amending the zoning map by removing the Property from the present designation and zoning district of C-3 Business District to MH-2 Manufactured Housing Park District; and

WHEREAS, the City Commission, after notice and hearing, finds and determines that the application for re-zoning of the Property is in the public interest and is consistent with proper development of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION, THAT the zoning of the Property, which is more fully described below:

1005 E. NINTH STREET

Is hereby changed from C-3 Business District to MH-2 Manufactured Housing Park District; and the official zoning map and comprehensive plan of the City are hereby amended

to reflect this change.

PASSED, APPROVED, AND ADOPTED this _____ day of _____, 2022.

**CITY OF ALAMOGORDO, NEW MEXICO a
New Mexico municipal corporation**

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/11/2022

Report No: 8.

Submitted By: Petria Bengoechea

Subject: Consider, and act upon, approval of changes to City Manager's contract. (*Petria Bengoechea, City Attorney*)

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation:

Background: The changes to the contract include a one time raise of \$840 dollars, a mechanism for an annual 1.5% increase, a one time purchase of PERA "air time", and an extension of the contract to June 30, 2025.

EMPLOYMENT AGREEMENT

THIS AGREEMENT, entered into this 22nd day of February 2022, between the CITY OF ALAMOGORDO, a New Mexico municipal corporation, "City", and BRIAN L. CESAR, "City Manager", both of whom understand as follows:

City desires to employ the services of Brian L Cesar as City Manager of the City of Alamogordo, New Mexico, as provided in Section 2.03-055 through Section 2.03-120, *Code of Ordinances of the City of Alamogordo, New Mexico*; Article XI, Charter for the City of Alamogordo, New Mexico, and, Article 14, Chapter 3 NMSA 1978, as amended, and;

It is the desire of the City:

1. To provide certain benefits, establish certain conditions of employment, and set working conditions for the City Manager; and,
2. Secure and retain the services of the City Manager and to provide inducement to remain in such employment; and,
3. Make positive full work productivity by assuring the City Manager's morale and peace of mind with respect to future security; and,
4. Act as deterrent against malfeasance or dishonesty for personal gain on the part of the City Manager; and,
5. Provide a means for terminating the City Manager's service at such time as he may be unable fully to discharge his duties due to disability or when City may otherwise desire to terminate his employment; and,

Brian L Cesar desires to accept employment as City Manager of the City.

Now therefore, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties. City agrees to employ Brian L Cesar as City Manager of the City, to perform the customary functions and duties of a city manager, as provided by the Alamogordo City Charter, the Code of Ordinances of the City of Alamogordo, the official job description for the position, the Alamogordo Employee Manual; and, to perform other legally permissible and proper duties and functions as delegated by the City Commission. The City Manager shall devote full attention and effort to the office and perform the mentioned duties and functions in a professional manner.

Section 2. Status and Term.

(a) The City Manager shall serve for a term at the pleasure of the City Commission, and shall be considered an at-will employee of the City. The term of this agreement shall be effective as of the date of signing, and the agreement shall expire June 30, 2025.

(b) Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City Commission to terminate the employment of the City Manager at any time, subject only to the provisions set forth in Section 4, paragraph (a), (b), (c) of this Agreement.

(c) Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of City Manager to resign at anytime from City employment, subject only to the provisions set forth in Section 4, paragraph (d), of the Agreement.

(d) City Manager agrees to remain in the exclusive employ of the City for an indefinite period and shall neither accept other employment nor become employed by any other employer without the prior written approval of the City Commission until notice of resignation is given.

The term “employed” (and derivations of that term as used in the preceding paragraph) shall include employment by another legal entity or self employment; however, it shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed on City Manager’s time off, and with the advance approval of the City Commission.

Section 3. Administrative Leave. City Commission may place the City Manager on Administrative Leave with full pay and benefits at any time during the term of this Agreement.

Section 4. Termination and Severance Pay. Brian Cesar shall serve at the pleasure of the City Commission, and the City Commission may terminate Cesar’s employment at any time, for any reason or for no reason. For the purpose of the agreement, termination shall occur when:

- (1) The majority of the governing body votes to terminate City Manager at a duly authorized public meeting.
- (2) If the City, citizens or legislature acts to amend any provisions of the Alamogordo City Charter, Code or enabling legislation pertaining to the role, powers, duties, authority, responsibilities of the City Manager position that substantially changes the form of government, Brian L Cesar shall have the right to declare that such amendments constitute termination.
- (3) If Brian L Cesar resigns following an offer to accept resignation, whether formal or informal, by the City as representative of the majority of the governing body that Cesar resign, then Cesar may declare a termination as of the date of the suggestion.
- (4) Breach of contract is declared by either party with a 30 day cure period for either Brian L Cesar or City. Written notice of a breach of contract shall be provided in accordance with the provisions of Section 14.

(a) Except as provided in subsection (b), in the event the City Commission terminates the employment of the City Manager, and during such time the City Manager is willing and able to perform the assigned duties under this Agreement, then, the City shall pay to City Manager a severance payment equal to salary payments which the City Manager would have been receiving

over a six (6) month period, at the City Manager's current rate of pay in effect on the day prior to the date of termination. In addition, if City Manager was enrolled in the City's group insurance benefit(s) on the day prior to termination, for the lesser of sixty (60) calendar days after the date of termination or the time City Manager secures such insurance through attainment of comparable employment, the City shall maintain and pay for such group insurance benefits in such amounts and on such terms as have been received by City Manager and City Manager's dependents at the time of such termination; however, no other or additional benefits shall accrue during this sixty (60) calendar day period. Such payment shall fully and finally release the City from any and all further obligations to City Manager under this Agreement. Any severance shall be paid in a lump sum within ten (10) calendar days of termination unless otherwise agreed to by the City and City Manager.

(b) (1) Notwithstanding subsection (a) above, the following reasons shall constitute grounds to terminate the employment of City Manager without severance pay:

- (i) A willful breach of this agreement or the willful and repeated neglect by City Manager to perform required duties.
- (ii) Conviction of any criminal act relating to employment with the City;
- (iii) Conduct relating to City employment, which while not necessarily criminal in nature, violates the City's established work rules or standards of conduct in some substantial manner;
- (iv) Conviction of a felony.

(c) In the event City Manager voluntarily resigns from City employment, City Manager shall give City Commission written notice at least sixty (60) days prior to the last work day, unless City Commission and City Manager otherwise agree. Unless there is agreement to the contrary, if City Manager fails to provide such notice to the City Commission, any right to accrued benefits for Paid Time Off (PTO) pay shall terminate. If Brian Cesar voluntarily resigns, the City is not obligated to pay severance under this Section 4.

(d) It is understood that after notice of termination in any form, City Manager and City will cooperate to provide for an orderly transition. Specific responsibilities during such transition may be specified in a written separation agreement.

Section 5. Disability. If City Manager is totally disabled or otherwise unable to perform his duties because of a serious health condition, City Manager shall be eligible for leave under the Family and Medical Leave Act. This leave will be unpaid unless there is sufficient leave balances in City Manager's leave bank or the leave is covered under the Workers' Compensation Act. If City Manager is unable to obtain a release to return to work from a qualified physician at the conclusion of FMLA covered leave, City shall have the option to terminate the employment of the City Manager. In the case that City Manager is terminated based solely on disability as herein described, the City will pay severance pay and benefits as outlined in Section 4.

Section 6. Performance Evaluation. City Commission shall review the performance of City Manager as often as the Commission deems necessary.

Section 7. Salary. City agrees to pay Brian L Cesar an annual base salary of \$135,000, payable in installments at the same time that the other management employees of the City are paid. Cesar's salary will be adjusted by the salary study currently being conducted, upon budgetary approval by the City Commission. Annually, the Governing Body agrees to raise Cesar's salary by at least 1.5%. If no other action is taken, the raise will automatically be given at 1.5% at the first pay period of each new fiscal year. Additionally, Cesar will be entitled to any increases that are given to all employees across the board.

Section 8. Other Benefits.

(a) All applicable provisions of the "Alamogordo Employee Manual" as they may be amended from time to time, shall apply to the City Manager as they would to other employees of the City, except as the terms and conditions of this Agreement may preclude them or modify them. In recognition of the many hours worked beyond the normal work week, the City Manager shall be credited ten (10) days of executive leave to be taken by City Manager in each fiscal year. This leave will be prorated for the first fiscal year based on the effective date of this contract. Executive leave may not be carried over, nor may it be converted to cash upon termination. The City will pay 100% of the cost of health, dental, and basic life coverage under the City's group insurance policy for City Manager and eligible family. If insurance is not elected, or partial coverage is elected, the City will pay the difference between an amount equivalent to the lowest available cost of family group coverage under the City's group insurance policy and the elected benefit into Cesar's deferred compensation plan available through the City. The maximum contribution amount placed into the deferred compensation plan each year will be determined by the maximums allowed for a 457 deferred compensation plan as determined by the IRS. Insurance costs that exceed the annual contribution amount allowable will be forfeited. Any amount placed into deferred compensation will be reduced by any mandatory taxes or deductions. City Manager will be eligible to participate at his own expense, in the City's Deferred Compensation Plan and/or any other benefit offered to other City employees. As an employee of an affiliated public employer, the City Manager is required to become a member of the New Mexico Public Employees Retirement Association.

(b) The City shall provide Brian Cesar a City vehicle for use in the course of his employment including commuting or other incidental personal use. The City shall be responsible for paying for liability, property damage, and comprehensive insurance, and for the purchase, operation, maintenance, repair and regular, reasonable replacement of the vehicle. Under the Internal Revenue Service Commuting Rule, some vehicles may be taxable. The City Manager shall remain eligible for travel per diem for any City related travel per the City's Travel Policy; however, eligibility under this policy shall be limited to City related travel outside the Otero County area. Such payment will be subject to applicable withholding taxes.

(c) The City shall provide directly to PERA (Public Employees Retirement Association) the funds to purchase one year of "air time" for Cesar. This amount shall not exceed forty six thousand dollars (\$46,000), and shall be paid by March 1, 2022. In the event that Cesar is terminated prior to the contract expiration date of June 30, 2025, City

agrees to forfeit any repayment of the funds paid directly to PERA for prior service time or air time. Additionally, should Cesar voluntarily leave during that time, Cesar agrees that the pro-rated amount of both prior service time and air time will be withheld from any payout he receives from benefits such as un-used Paid Time Off. Should Cesar leave either voluntarily or otherwise after June 30, 2025, this section shall be null and void.

- i. Any such repayment amount will be calculated by dividing the total amount of the payment by the commitment period expressed in months. The repayment amount will be this result multiplied by the remaining full months of the commitment period.

Section 9. Professional Development.

- (a) Subject to appropriation of the necessary funds by the City Commission, the City Manager shall receive paid leave, plus registration, travel and reasonable expenses for short courses, conferences and seminars that are necessary for personal development and, in the judgment of City Commission, for the good of the City, and subject to budget limitations and to established travel policies and procedures.
- (b) City agrees to pay for professional dues and subscriptions of Brian Cesar, necessary for continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for City Manager's continued professional participation, growth and advancement, and for the good of the City as the City Commission deems appropriate.
- (c) City acknowledges the value of having City Manager participate and be directly involved in local civic clubs or organizations. Accordingly, City shall pay for the reasonable membership fees and/or dues to enable City Manager to become an active member in local civic clubs or organizations as the City Commission deems appropriate.

Section 10. Financial Disclosure. The City Manager shall report to City Commission any ownership interest in real property within the County of Otero, excluding personal residence. The City Manager shall further report to City Commission any financial interest in a business doing work for the City or being considered for doing work for the City, selling or providing goods or services to the City, or being considered for the sale or provision of goods or services to the City, and any financial interest in property being considered for purchase by the City. Any such interest possessed at the time of the execution of this Agreement shall be disclosed in writing within seven (7) calendar days. Subsequent disclosures shall be made immediately upon the City Manager becoming aware of the proposed purchase of the work, goods, services or property.

Section 11. Conflict of Interest. The City Manager shall comply with provisions in the New Mexico Governmental Conduct Act. These provisions include standards for ethical behavior and controls financial conflicts of interests for public employees. The City Manager shall also comply with provisions of section 8. 150- Conflict of Interest, of the Alamogordo Employee Manual.

Section 12. Bonding. City shall bear the full cost of any fidelity or other bonds required of the City Manager under any law or ordinances.

Section 13. Litigation Expenses. City shall pay all reasonable litigation expenses of Cesar throughout the pendency of any litigation to which Cesar is a party, witness or advisor to the City. Such expenses payments shall continue beyond Cesar's service to the City as long as litigation is pending.

Section 14. Notices. Notices pursuant to this Agreement shall be considered given by deposit in the custody of the United States Postal Service, certified mail, postage prepaid, addressed to Mayor with a copy to the City Attorney at 1376 E. Ninth Street, Alamogordo, New Mexico 88310, and to Brian L Cesar's home address on file in the Human Resources Department. Alternatively, notices required pursuant to this Agreement may be personally served or served in the same manner as is applicable to civil suits in the state of New Mexico. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 15. General Provisions.

- (a) The text here shall constitute the entire Agreement between the parties.
- (b) This Agreement shall become effective commencing February 22, 2022 and shall expire June 30, 2025.
- (c) If any provision or a portion of any provision contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement or any portion of it shall not be affected, shall be deemed severable, and shall remain in full force and effect.
- (d) No amendment of this Agreement shall be effective unless in writing and signed by both parties herein.

Section 16. Entire Agreement; Amendment; Waiver. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof, and supersedes all prior or contemporaneous communications, negotiations, and agreements, written or oral, regarding the subject matter hereto. No modification of or amendment or waiver to this Agreement will be effective unless in writing and signed by each of the parties.

IN WITNESS WHEREOF, City of Alamogordo has caused this Agreement to be signed and executed on its behalf by its City Mayor, and duly attested by its City Clerk, and Brian L. Cesar has signed and executed this Agreement the day and year first above written.

CITY OF ALAMOGORDO

By: _____
Susan L Payne, City Mayor

CITY MANAGER

By: _____
Brian L. Cesar

ATTEST:

Raquel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/14/2022

Report No: 9.

Submitted By: Debbie Osborne

Subject: Consider, and act upon, approval of a request from the Alamo Senior Center to dispose of a fully depreciated Hobart dishwasher by way of auction. (*Magdalena Morales, Alamo Senior Center Manager, Veronica Ortega, Community Services Director*)

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact: No fiscal impact.

Recommendation: Approve the Senior Center's request to dispose of an old Hobart dishwasher.

Background: The Alamo Senior Center purchased a Hobart dishwasher on March 31, 2006, through a 2006 Aging and Long-Term Services Legislative grant. The dishwasher's life expectancy was 84 months and it has become unreliable with frequent periodic breakdowns and costly repairs. The dishwasher is fully depreciated and its current value is less than \$5,000. It is listed for between \$1,760-\$3,450 at online auction sites. The Senior Center was awarded a GO bond in 2021 to purchase a new dishwasher and, subsequently submitted a request for a Fixed Asset Disposal Report to dispose of the Hobart dishwasher by way of auction. The Senior Center will receive any proceeds from the auction. The Aging and Long-Term Services Division of the State of New Mexico has recently changed its policies and now requires entities to follow Section 13-6-1 of the NM State Statutes when disposing of public property. According to the instructions, the City's governing body must approve of the disposition of the dishwasher, determine that its current resale value is less than \$5,000, and that it is worn-out to the extent that it is no longer economical or safe for continued use by the Senior Center.



City of Alamogordo

OFFICE OF THE MAYOR
1376 E. Ninth Street • Alamogordo, NM 88310 • (575) 439-4205

February 22, 2022

Veronica Ortega
Community Services Director
1376 E. Ninth Street
Alamogordo, NM 88310

Re: Disposition of Hobart Dishwasher

Dear Ms. Ortega,

The Alamo Senior Center has submitted a request for a Fixed Asset Disposal Report to dispose of a Hobart dishwasher by way of auction. This dishwasher was purchased on March 31, 2006, with funds received from an Aging and Long-Term Services Legislative award and had a life expectancy of 84 months.

The City Commission has reviewed the Fixed Asset Disposal Report and has determined that the dishwasher is fully depreciated, and its current resale value is less than \$5,000. It is worn-out and no longer economical for continued use by the Senior Center. The Commission approves the disposition of the dishwasher by way of auction with the understanding that the Alamo Senior Center will receive all proceeds from the auction.

Sincerely,

Susan L. Payne
Mayor, City of Alamogordo



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Restaurant Equipment > Warewashing > Door Type Dishwashers

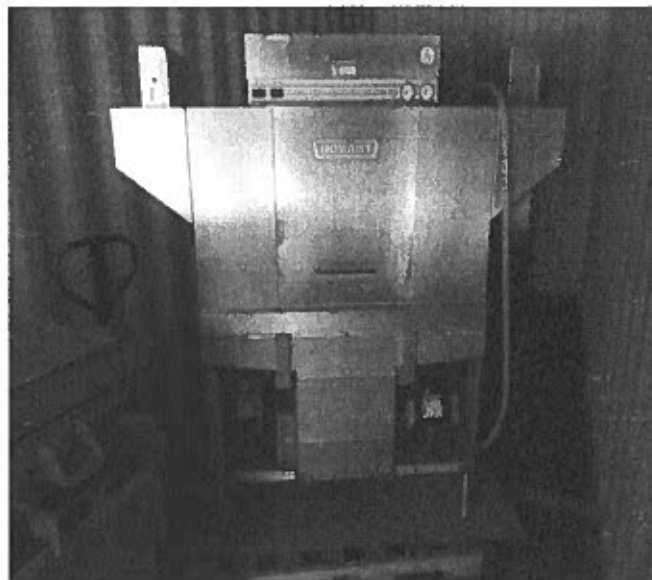
HOBART C44A Dishwasher for Sale

This listing is closed.

Sorry, this item is no longer available.
Please call us at 847-854-8577

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Item Details

Item #: 371907
Item: HOBART C44A Dishwasher
Model #: C44A
Serial #: N/A
Year Built: N/A
Location: Washington
Price: \$1,875.00

Description

Very good condition. No racks available. 208 V / 3 phase
 Additional Prep Fees May Apply

Shipping

Height: 36.00 in
Width: 48.00 in
Length: 72.00 in
Weight: 700.00 lbs
Prep Fee: N/A

Registered Customers can request
 shipping quotes free of charge. Shipping
 Quotes take 1-3 Business Days to Process

This item has today

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\$6,000.00

Current Offer

DOUGLAS MACHINES
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 Dishwasher

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Conveyer Hi-Temp...****\$1,500.00**

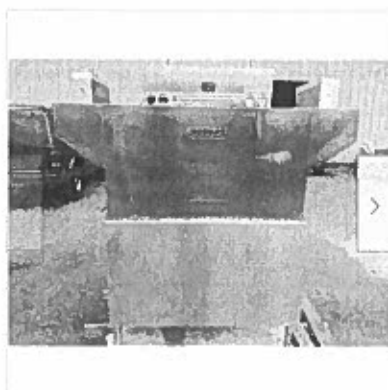
+ shipping

**Hobart C44AW Conveyor
Dishwasher, 208v 3ph, Le...****\$3,875.00**

+ shipping

**Hobart CHB-44
Commercial Conveyor B...****\$1,078.99**~~\$1,299.99~~

+ shipping



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Hobart C44A Conveyor Dishwasher - Right to Left

Condition: **Used**Price: **US \$3,450.00**[\\$149 for 24 months with
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Best Offer:

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Seller information

bay-rest (52)

100% Positive feedback

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Shipping: Freight - Read the item description or contact the seller for
details | [See details](#)

Located in: Everett, Massachusetts, United States

Delivery: Varies

Returns: Seller does not accept returns | [See details](#)

Payments:

*\$149 for 24 months. Minimum purchase required. |
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Conveyor Type Commercial...**
Pre-owned**End Cap Assembly Wash &
Rinse for HOBART OEM # 00...**
New**Hobart AM-14C Dish Machine
Dishwasher Tested 200/230...**
Pre-owned**Ho
De
Pre**



Catalog > Equipment > Commercial dishwashers > Products > Hobart C44A Commercial Dishwasher Right to Left 208 Volt Tested



Hobart C44A Commercial Dishwasher Right to Left 208 Volt Tested

Jak's Restaurant Supply price

\$3,350 / unit

Click to Get Quote

Sold by Jak's Restaurant Supply

Category Commercial dishwashers

Product specifications

Condition Used

Brand Hobart

Financing available for this product

See how much you qualify for

Product description

Hobart C44A Commercial Dishwasher Right to Left 208 Volt Tested

Condition: Used

Jaks Restaurant Supply is your source for quality used restaurant equipment in the Midwest. We have an in house technician that tests and repairs all equipment. Shipping is available worldwide contact us for a quote.

Typical lead time
Varies, click to get quote

Typical shipping details
Varies, click to get quote



+9

Sold by Jak's Restaurant Supply

Supplier rating

14 reviews available

Product trends

This product has recently been viewed by businesses in:



Albuquerque, NM



Farmington, MI
Regina, SK
Columbus, OH

Similar commercial dishwashers

Hobart AM-14C Pass Thru Dish Ma...
sold by Jak's Restaurant Supply
from \$3,450

3 Phase Upright Pass Thru Dishwas...
sold by Ace Mart Restaurant Supply
\$10,225 - \$11,250

HOBART CRS86 Conveyor Rack Co...
sold by Ace Mart Equipment
from \$4,780

Dip Tank 6000
sold by Unisource Food Equipment

LYO HIGH VOLUME PANTRY RACK...
sold by B.A.E. Marketing Corporation

CIMA E-VA 2000 Pass Thru Dish Ma...
sold by Jak's Restaurant Supply
from \$1,500

DishStar® High Temperature Under...
sold by Ace Mart Restaurant Supply
\$4,307 - \$4,736

American Dish Service - AF-3D-S 37...
sold by Food Service Warehouse

2011 New Mexico Statutes

Chapter 13: Public Purchases and Property

Article 6: Sale of Public Property, 13-6-1 through 13-6-8

Section 13-6-1: Disposition of obsolete, worn-out or unusable tangible personal property.

Universal Citation: NM Stat § 13-6-1 (1996 through 1st Sess 50th Legis)

13-6-1. Disposition of obsolete, worn-out or unusable tangible personal property.

A. The governing authority of each state agency, local public body, school district and state educational institution may dispose of any item of tangible personal property belonging to that authority and delete the item from its public inventory upon a specific finding by the authority that the item of property is:

(1) of a current resale value of five thousand dollars (\$5,000) or less; and

(2) worn-out, unusable or obsolete to the extent that the item is no longer economical or safe for continued use by the body.

B. The governing authority shall, as a prerequisite to the disposition of any items of tangible personal property:

(1) designate a committee of at least three officials of the governing authority to approve and oversee the disposition; and

(2) give notification at least thirty days prior to its action making the deletion by sending a copy of its official finding and the proposed disposition of the property to the state auditor and the appropriate approval authority designated in Section 13-6-2 NMSA 1978, duly sworn and subscribed under oath by each member of the authority approving the action.

C. A copy of the official finding and proposed disposition of the property sought to be disposed of shall be made a permanent part of the official minutes of the governing authority and maintained as a public record subject to the Inspection of Public Records Act [14-2-4 NMSA 1978].

D. The governing authority shall dispose of the tangible personal property by negotiated sale to any governmental unit of an Indian nation, tribe or pueblo in New Mexico or by negotiated sale or donation to other state agencies, local public bodies, school districts, state educational institutions or municipalities or through the central purchasing office of the governing authority by means of competitive sealed bid or public auction or, if a state agency, through the surplus property bureau of the transportation services division of the general services department.

E. A state agency shall give the surplus property bureau of the transportation services division of the general services department the right of first refusal when disposing of obsolete, worn-out or unusable tangible personal property of the state agency.

F. If the governing authority is unable to dispose of the tangible personal property pursuant to Subsection D or E of this section, the governing authority may sell or, if the property has no value,

donate the property to any organization described in Section 501(c)(3) of the Internal Revenue Code of 1986.

G. If the governing authority is unable to dispose of the tangible personal property pursuant to Subsection D, E or F of this section, it may order that the property be destroyed or otherwise permanently disposed of in accordance with applicable laws.

H. If the governing authority determines that the tangible personal property is hazardous or contains hazardous materials and may not be used safely under any circumstances, the property shall be destroyed and disposed of pursuant to Subsection G of this section.

I. No tangible personal property shall be donated to an employee or relative of an employee of a state agency, local public body, school district or state educational institution; provided that nothing in this subsection precludes an employee from participating and bidding for public property at a public auction.

J. This section shall not apply to any property acquired by a museum through abandonment procedures pursuant to the Abandoned Cultural Properties Act [18-10-1 NMSA 1978].

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/15/2022

Report No: 10.

Submitted By: Barbara Pyeatt

Subject: Consider, and act upon, the award of RFQ 2021-01 Airport Engineering Services, White Sands Regional Airport to Delta Airport Consultants. (*Brian Cesar, City Manager*)

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Approve the award and authorize staff to proceed with service agreement

Background: This service involves engineering and design of various projects at the Alamogordo-White Sands Regional Airport. The consultant firm's fees will be paid as a part of any project they do for the airport through grants either from FFA or the State Aviation Division. If an FFA grant, the City would have to pay 5% of the overall amount of the grant, which translates as 5% of the fee for the consultant firm. If asked to do anything for the City, the consultant firm will provide a cost proposal for what is requested. The proposal will be reviewed by the FFA and State criteria, including costs. They will advise accepting the proposal and they agree to pay 95% (90% from FFA and 5% from State). The consultant firm's proposal cost then becomes a part of the funding that would be requested through the grant process.

RFQ was advertised on December 12, 2021. Two (2) responsive proposals were received on January 12, 2022. Both proposals were reviewed and considered valid.

Proposals are available at the Purchasing Department Office

CITY OF ALAMOGORDO
COMPOSITE SCORE SHEET
Airport Engineering Services
January 12, 2022
RFQ NO. 2022-01

Factor	Available Points per Vendor	5 Committee Members	Delta Airport Consultant	Armstrong Consultants
1	50	Recent Experience in airport planning & development projects	47	49
2	50	Capability to perform all aspects of project	50	43
3	50	Reputation	48	44
4	50	Ability to meet schedules within budget	48	46
5	75	Quality of previous airport project undertaken	64	60
6	50	Familiarity with Sponsor and project location	50	50
7	75	Understanding the airport And proposed projects	70	68
8	50	Understanding the Sponsor's special concerns	48	47
9	50	Understanding the Sponsor's special concerns	47	50
Total Available	500	Accumulated Score	472	457
Total Rank			1	2

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/15/2022

Report No: 11.

Submitted By: Barbara Pyeatt

Subject: Consider, and act upon, award of RFP 2022-003 Re-Bid On Call Bay Door Repair and Maintenance Services to Custom Overhead Doors, Inc. *(Nancy Beshaler, Public Works Director)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Approve the award and authorize staff to proceed with a service agreement

Background: RFP 2022-003 Scope of Work is to provide the City of Alamogordo Departments with On Call Services for Bay Door Repairs and Maintenance Services to all City departments.

RFP was advertised on January 30, 2022 in both the Alamogordo Daily News and the Albuquerque Journal. The City received 2 (two) proposals. Proposals were reviewed for validity and were determined to be responsive. All proposals were distributed to 3 evaluators. Attached is the composite score sheet.

Copies of all proposals are available at the Purchasing Department.

Composite Score
RFP 2022-003 Re-Bid On Call Bay Door Repair and Maintenance Services
February 14, 2022 3:00 PM

Factor	Available Points per Vendor	3 Committee Members	Custom Overhead Door Inc	Overhead Door Company of Albuquerque
1	75	Technical Competence	63	68
2	60	Capacity and Capability	56	51
3	30	Past Record of Performace	29	21
4	30	Approach to Providing the Services	26	27
5	30	Personnal Qualifications	30	30
6	75	Pricing	75	48
7	Based on Percentages	Preference-Local, State & Veterans	27.9	12.25
Total Available	300	Accumulated Score	307	257

AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/10/2022

Report No: 12.

Submitted By: April Jones

Subject: Consider, and act, upon Resolution 2022-10, declaring 118 New York Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. (*Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief*) **(Roll Call Vote Required)**

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Recommend declaring 118 New York Avenue to be ruined, damaged, and dilapidated.

Background: It appears that most, if not all, of the problems with this structure are caused by inadequate maintenance. This is an adobe structure. These types of structures were built with no foundations. Without proper preventative care, the structure will fail. No preventative measures to secure or stop the decay of the structure have been started or undertaken by the homeowner. This structure poses a fire hazard to surrounding structures, and is a collapse hazard.

RESOLUTION NO. 2022-10

A RESOLUTION DECLARING ALL THE BUILDINGS OR STRUCTURES, OR THE PREMISES LOCATED AT 118 NEW YORK AVENUE, ALAMOGORDO, NEW MEXICO, TO BE RUINED, DAMAGED AND DILAPIDATED TO BE A MENACE TO THE PUBLIC COMFORT, HEALTH, PEACE OR SAFETY, AND ORDERING ITS ABATEMENT

WHEREAS, the governing body of the City of Alamogordo, New Mexico, finds that there is located within the City certain buildings, structures or premises at 118 New York Avenue, as more particularly described as on the attached Exhibit 1 (the “Property”); and,

WHEREAS, the governing body does further find that the Code Enforcement Manager has investigated the condition of the Property and has found the same to be so ruined, damaged and dilapidated, or covered with ruins, rubbish, wreckage or debris, that it constitutes a menace to the public comfort, health, peace or safety so as to warrant abatement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION:

Section 1. That the findings of said Code Enforcement Manager, in regard to the Property, attached hereto as Exhibit 2, are hereby approved and adopted, and that the Property is found to be ruined, damaged and dilapidated, so as to constitute a menace to the public comfort, health, peace or safety pursuant to Section 3-18-5, NMSA, 1978.

Section 2. That Seedorf & Zajac, record owners of the Property is hereby ordered to commence removal of the building or structure from the Property within ten (10) days after service of a copy of this Resolution, or within said ten (10) day period, file written objection to findings herein with the City Clerk of the City of Alamogordo, asking for a hearing before the City Commission.

Section 3. That if there is a failure of compliance with the provision of Section 2 herein, the City of Alamogordo shall proceed to remove said building or structure from the Property, and abate said unsafe condition, at the cost and expense of said record, with said cost and expense constituting a lien against the building or structure so removed, and against the Property, as allowed by law.

Section 4. **SEVERABILITY CLAUSE.** If any section, paragraph, sentence, clause, word or phrase of this resolution is for any reason held to be invalid or unenforceable by any court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this resolution. The Commission hereby declares that it would have passed this resolution and each section, paragraph, sentence, clause, word or phrase thereof irrespective of any provisions being declared unconstitutional or otherwise invalid.

PASSED, APPROVED AND ADOPTED, this _____ day of _____, 2022.

CITY OF ALAMOGORDO, NEW MEXICO
a New Mexico municipal corporation

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

118 New York

Report and Reasoning

James Baker, Code Enforcement Supervisor

February 7, 2022

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Exhibit 1:

Legal Summary Subd: CHIHUAHUA ADDITION Lot: 8 Block: F



The City of El Paso only makes representation
into the reliability of accuracy of the information
provided and the user is responsible for making
such further investigation and inquiries as may be
necessary to properly consider such permanent and
temporary representations.

Map Title

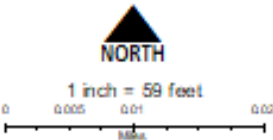


Exhibit 2

Report Narrative

118 New York is located on New York Ave with 116 New York to the South and two vacant lots to the North before reaching 2nd Street. On this lot is a one story single family residential structure. The property is in a zoned R-3 district (2 family dwelling) and is vacant.

Background:

On 11-30-21 a certified IPMC letter was sent to the owner and no response was received. 2 previous IPMC letters were sent to the owner with no response on 10-14-21 and 06-14-17. Section 107.1 of the IPMC requires the code official to give notice to the property owner of the violations and certified letters were sent to the owner, Seedorf & Zajac. 30 days passed each time to correct the violations with no progress was made on the violations.

Notices have been sent to the owner on 18 different occasions for weed violations since 2005 and Four weed abatements have been performed on since 2017.

On 02-01-22 an administrative warrant was served at 118 New York and the property was inspected. The inspection was made on the interior and exterior of the structure and the property was found to be in violation of numerous sections of the International Property Maintenance Code (IPMC).

The property has broken or missing windows, gaps in the roof that allow the elements into the structure, significant large cracks forming in the walls of the structure. Cat feces located on a mattress located on the floor and the interior was trashed. Water damage was evident and ceiling materials were hanging down. The front porch overhand appears to be separating from the building.

The structure in its current state is unfit for human occupancy as defined in Section 108.1.3 of the 2006 International Property Maintenance Code. The structure and condition of the property continue to decline with little to no indication that the owner will address these issues responsibly. It is my recommendation that the City Commission move forward with approval of the resolution.

James Baker
Code Supervisor

Exhibit 3

Report Narrative

RE: 118 New York Ave.

To whom it may concern:

The Alamogordo Fire Department, along with the Alamogordo City Mayor, Alamogordo City Manager, Alamogordo City Attorney, and the Alamogordo Code Enforcement Officer, conducted a fire safety and structural walk-thru of the above mentioned property. The walk-thru was conducted using an Administrative Warrant. The building owners were not present for the walk-thru. During the walk-thru, the following deficiencies and hazards, in violation of the International Property Maintenance Code, and the International Fire Code, were found and are listed below:

International Fire Code

- Unsafe Conditions IFC 110.1.1- Inadequate Maintenance. The structure is not currently occupied, or maintained
- Safeguarding Vacant Premises IFC 311.2- The structure has missing or broken windows and doors throughout, allowing for entry by animals, persons, and weather.
- General IFC 311.1 Temporarily unoccupied buildings, structures, premises, or portions thereof, including tenant spaces, shall be safeguarded and maintained in accordance with Sections 311.1.1 through 311.6. Buildings, structures and premises for which an owner cannot be identified or located by dispatch of a certificate of mailing to the last known or registered address, which persistently or repeatedly become unprotected or unsecured, which have been occupied by unauthorized persons or for illegal purposes, or which present a danger of structural collapse or fire spread to adjacent properties shall be considered abandoned, declared unsafe and abated by demolition or rehabilitation.

International Property Maintenance Code

- 108.1.1 Unsafe Structure
- 108.1.3 Structure Unfit for Human Occupancy
- 108.1.5 Dangerous Structure or Premises. 7. The building or structure is neglected, damaged, dilapidated, unsecured or abandoned so as to become an attractive nuisance to children who might play in the building or structure to their danger, becomes a harbor for vagrants, criminals or immoral persons, or enables persons to resort to the building or structure for committing a nuisance or an unlawful act.
- 301.2 Responsibility. The owner of the premises shall maintain the structures and exterior property in compliance with these requirements, except as otherwise provided for in this code.
- 301.3 Vacant Structures and Land. Vacant structures and premises thereof or vacant land shall be maintained in a clean, safe, secure and sanitary condition as provided herein so as not to cause a blighting problem or adversely affect the public health or safety.

- 302.5 Rodent Harborage. Structures and exterior property shall be kept free from rodent harborage and infestation.
- 304.1.1 Unsafe Conditions. The following conditions shall be determined as unsafe and shall be repaired or replaced to comply with the “International Building Code” or the “International Existing Building Code” as required for existing buildings: 4. Siding and masonry joints including joints between the building envelope and the perimeter of windows, doors and skylights are not maintained, weather resistant or water tight. 8. Roofing or roofing components that have defects that admit rain, roof surfaces with inadequate drainage, or any portion of the roof framing that is not in good repair with signs of deterioration, fatigue or without proper anchorage and incapable of supporting all nominal loads and resisting all load effects.
- 304.2 Protective Treatment. Exterior surfaces, including but not limited to, doors, door and window frames, cornices, porches, trim, balconies, decks and fences, shall be maintained in good condition. Exterior wood surfaces, other than decay-resistant woods, shall be protected from the elements and decay by painting or other protective covering or treatment.
- 304.6 Exterior Walls. Exterior walls shall be free from holes, breaks, and loose or rotting materials and be maintained weatherproof and properly surface coated where required to prevent deterioration.
- 304.13 Window, Skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.
- 305.1 Interior Structure General. The interior of a structure and equipment therein shall be maintained in good repair, structurally sound and in a sanitary condition.
- 308.1 Accumulation of Rubbish or Garbage. Exterior property and premises, and the interior of every structure, shall be free from any accumulation of rubbish and garbage.
- 309.1 Infestation. Structures shall be kept free from insect and rodent infestation.
- 604.3.1 Abatement of Electrical Hazards Associated with Water Exposure. The provisions of this section shall govern the repair and replacement of electrical systems and equipment that have been exposed to water.
- 604.3.1.1 Electrical Equipment. Electrical distribution equipment, motors circuits, power equipment, transformers, wire, cable, flexible cords, wiring devices, ground fault circuit interrupters, surge protectors, molded case circuit breakers, exposed to water shall be replaced in accordance with the provisions of the ‘International Building Code’.
- 702.1 General. Means of Egress. Fire Safety Requirements. A safe, continuous and unobstructed path of travel shall be provided from any point in a building or structure to the public way. Means of egress shall comply with the “International Fire Code”.
- 703.1 Fire-Resistance-Rated Assemblies. The required fire-resistance rating of fire-resistance-rated walls, fire stops, shaft enclosures, partitions and floors shall be maintained.
- The roof of the structure is leaking, and not secure to weather, causing further damage and degradation to the structure.
- Due to the unsecured nature of the structure, pigeons and other rodent animals, have taken up residence in the structure. Their droppings pose a threat to health of persons working in and around the structure.
- There is evidence of structural failure, or foundation failure as visible on the north end, near the front door of the structure.

In closing, it appears that most, if not all of the problems with this structure are being caused by inadequate maintenance, and the structure not being secured or occupied. This is an adobe structure. The foundation in the rear of the structure is failing, causing the walls to crack and the roof to start to collapse. The structures roof is continuing to fail due to missing roofing material, and poses a collapse threat. This structure poses a fire hazard to surrounding structures, and a health threat to persons working in and around the structure.

Respectfully,
John Stroope
Lieutenant, Shift 1
Alamogordo Fire Department

JS/js

Reasoning

Unless specifically cited, all sections are of the 2006 International Property Maintenance Code.

Section 8-03-080 of the Code of Ordinances adopts the 2006 International Property Maintenance Code. (IPMC)

Section 104.1 compels the Code Official to enforce the provisions of the Code.

Section 104.3 Compels the Code Official to make the necessary inspections to determine the compliance with the Code.

Section 104.4 grants authority to enter property.

Section 106.1 states that it is unlawful to violate the Code.

Section 108.1.3 states the conditions of a structure unfit for human occupancy.

Sections 301.2, 501.2 and 701.2 state that unless otherwise provided in the Code, the property owner is responsible for compliance.

Section 110.1 Compels the Code Official to order the owner to repair and make safe and sanitary the structure. At the owner's option, the structure may be demolished in lieu of the repairs.

Violations

108.1.3 Structure unfit for human occupancy. A structure is unfit for human occupancy whenever the code official finds that such structure is unsafe, unlawful or, because of the degree to which the structure is in disrepair or lacks maintenance, is insanitary, vermin or rat infested, contains filth and contamination, or lacks ventilation, illumination, sanitary or heating facilities or other essential equipment required by this code, or because the location of the structure constitutes a hazard to the occupants of the structure or to the public.

301.3 Vacant structures and land. All vacant structures and premises thereof or vacant land shall be maintained in a clean, safe, secure and sanitary condition as provided herein so as not to cause a blighting problem or adversely affect the public health or safety.

304.1 General. The exterior of a structure shall be maintained in good repair, structurally sound and sanitary so as not to pose a threat to the public health, safety or welfare. *The structure shall perform four primary functions: be in good repair, structurally sound, sanitary condition and capable of preventing the elements and rodents from entering the interior areas.*

304.2 Protective treatment. All exterior surfaces, including but not limited to, doors, door and window frames, cornices, porches, trim, balconies, decks and fences shall be maintained in good condition. Exterior wood surfaces, other than decay resistant woods, shall be protected from the elements and decay by painting or other protective covering or treatment. Peeling, flaking and chipped paint shall be eliminated and surfaces repainted. All siding and masonry joints as well as those between the building envelope and the perimeter of windows, doors, and skylights shall be maintained weather resistant and water tight. All metal surfaces subject to rust or corrosion shall be coated to inhibit such rust and corrosion and all surfaces with rust or corrosion shall be stabilized and coated to inhibit future rust and corrosion. Oxidation stains shall be removed from exterior surfaces. Surfaces designed for stabilization by oxidation are exempt from this requirement.

304.6 Exterior walls. All exterior walls shall be free from holes, breaks, and loose or rotting materials; and maintained weatherproof and properly surface coated where required to prevent deterioration.

304.13 Window, skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.

304.15 Doors. All exterior doors, door assemblies and hardware shall be maintained in good condition. Locks at all entrances to dwelling units and sleeping units shall tightly secure the door. Locks on means of egress doors shall be in accordance with Section 702.3.

305.3 Interior surfaces. All interior surfaces, including windows and doors, shall be maintained in good, clean and sanitary condition. Peeling, chipping, flaking or abraded paint shall be repaired, removed or covered. Cracked or loose plaster, decayed wood and other defective surface conditions shall be corrected.

118 Exterior photos taken 10-14-21







118 Texas photos taken 02-01-22





























118 New York

Timeline

118 New York

-
- On 11-30-21 a certified IPMC letter was sent to the owner and no response was received.
 - 2 previous IPMC letters were sent to the owner with no response on 10-14-21 and 06-14-17.
 - 18 notices have been mailed to the owner for weed violations since 2005
 - 4 abatements have been performed to remove weeds since 2017
 - On 02-01-22 an administrative warrant was served to inspect the property.

Condition of property at 118 New York

Taken 10-14-21



Condition of property at 118 New York

Taken 10-14-21



Condition of property at 118 New York

Taken 10-14-21



Condition of property at 118 New York

Taken 10-14-21



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



Condition of property at 118 New York

Taken 02-01-22



AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/10/2022

Report No: 13.

Submitted By: April Jones

Subject: Consider, and act, upon Resolution 2022-11, declaring 700 Delaware Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. (*Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief*) **(Roll Call Vote Required)**

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Recommend declaring 700 Delaware Avenue to be ruined, damaged, and dilapidated.

Background: It appears that most, if not all, of the problems with this structure are caused by inadequate maintenance. This is an adobe structure. These types of structures were built without a foundation. Without proper preventative care, the structure will fail, No preventative measures to secure or stop the decay of the structure have been started or undertaken by the homeowner. This structure poses a fire hazard to surrounding structures, and is a collapse hazard.

RESOLUTION NO. 2022-11

A RESOLUTION DECLARING ALL THE BUILDINGS OR STRUCTURES, OR THE PREMISES LOCATED AT 700 DELAWARE AVENUE, ALAMOGORDO, NEW MEXICO, TO BE RUINED, DAMAGED AND DILAPIDATED TO BE A MENACE TO THE PUBLIC COMFORT, HEALTH, PEACE OR SAFETY, AND ORDERING ITS ABATEMENT

WHEREAS, the governing body of the City of Alamogordo, New Mexico, finds that there is located within the City certain buildings, structures or premises at 700 Delaware Avenue, as more particularly described as on the attached Exhibit 1 (the "Property"); and,

WHEREAS, the governing body does further find that the Code Enforcement Manager has investigated the condition of the Property and has found the same to be so ruined, damaged and dilapidated, or covered with ruins, rubbish, wreckage or debris, that it constitutes a menace to the public comfort, health, peace or safety so as to warrant abatement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION:

Section 1. That the findings of said Code Enforcement Manager, in regard to the Property, attached hereto as Exhibit 2, are hereby approved and adopted, and that the Property is found to be ruined, damaged and dilapidated, so as to constitute a menace to the public comfort, health, peace or safety pursuant to Section 3-18-5, NMSA, 1978.

Section 2. That Alexander M. McKellop, record owner of the Property is hereby ordered to commence removal of the building or structure from the Property within ten (10) days after service of a copy of this Resolution, or within said ten (10) day period, file written objection to findings herein with the City Clerk of the City of Alamogordo, asking for a hearing before the City Commission.

Section 3. That if there is a failure of compliance with the provision of Section 2 herein, the City of Alamogordo shall proceed to remove said building or structure from the Property, and abate said unsafe condition, at the cost and expense of said record, with said cost and expense constituting a lien against the building or structure so removed, and against the Property, as allowed by law.

Section 4. **SEVERABILITY CLAUSE.** If any section, paragraph, sentence, clause, word or phrase of this resolution is for any reason held to be invalid or unenforceable by any court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this resolution. The Commission hereby declares that it would have passed this resolution and each section, paragraph, sentence, clause, word or phrase thereof irrespective of any provisions being declared unconstitutional or otherwise invalid.

PASSED, APPROVED AND ADOPTED, this _____ day of _____, 2022.

CITY OF ALAMOGORDO, NEW MEXICO
a New Mexico municipal corporation

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

700 Delaware

Report and Reasoning

James Baker, Code Enforcement Supervisor

February 7, 2022

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Legal Summary Subd: ALAMO BLOCKS Lot: 1, 2 Block: 26 Exhibit 1



The City of Alamo only makes representation
as to the validity of accuracy of the information
provided and the user is responsible for making
such further investigation as may be necessary
to properly consider such permanent and
temporary opportunities.

Map Title



Exhibit 2

Report Narrative

700 Delaware is located at the corner of Delaware to the West and 7th Street to the South. 700 Delaware is positioned south of 704 Delaware Street and across the alley from 703 Maryland to the East. On this lot are two vacant one story single family residential structures. The property is in a zoned R-3 district (2 family dwelling) and is vacant.

Background:

On 07-16-20 a certified IPMC letter was sent to the owner and left with an individual. No response was received. On 10-14-21 another certified IPMC letter was sent to the owner and on 11-16-21 and the Post Office listed the letter as unclaimed/being returned to sender. Section 107.1 of the IPMC requires the code official to give notice to the property owner of the violations and the certified letters were sent to the owner, Alexander M McKellop. on these 2 occasions giving over 30 days each time to correct the violations and no progress was made on the violations.

Notices have been sent to the owner on 10 different occasions since 2010 for weed and trash violations.

On 02-01-22 an administrative warrant was served at 700 Delaware and the property was inspected. The inspection was made on the interior and exterior of the structure and the property was found to be in violation of numerous sections of the International Property Maintenance Code (IPMC).

The property had significant damage from a structure fire resulting in a fatality on 02-01-15. 700 Delaware has extensive damage including broken or missing windows, damage and gaps in the roof that allow the elements into the structure, significant cracks large enough to see through the walls of the structure.

The structure in its current state is unfit for human occupancy as defined in Section 108.1.3 of the 2006 International Property Maintenance Code. The structure and condition of the property continue to decline with little to no indication that the owner will address these issues responsibly. It is my recommendation that the City Commission move forward with approval of the resolution.

James Baker
Code Supervisor

Exhibit 3

Report Narrative

RE: 700 Delaware Ave.

To whom it may concern:

The Alamogordo Fire Department, along with the Alamogordo City Mayor, Alamogordo City Manager, Alamogordo City Attorney, and the Alamogordo Code Enforcement Officer, conducted a fire safety and structural walk-thru of the above mentioned property. The walk-thru was conducted using an Administrative Warrant. A building representative was present during the walk-thru, but objected to the proceeding. During the walk-thru, the following deficiencies and hazards, in violation of the International Property Maintenance Code, and the International Fire Code, were found and are listed below:

International Fire Code

- Unsafe Conditions IFC 110.1.1- Inadequate Maintenance. The structure is not currently occupied, or maintained
- Safeguarding Vacant Premises IFC 311.2- The structure has missing or broken windows and doors throughout, allowing for entry by animals, persons, and weather.
- General IFC 311.1 Temporarily unoccupied buildings, structures, premises, or portions thereof, including tenant spaces, shall be safeguarded and maintained in accordance with Sections 311.1.1 through 311.6. Buildings, structures and premises for which an owner cannot be identified or located by dispatch of a certificate of mailing to the last know or registered address, which persistently or repeatedly become unprotected or unsecured, which have been occupied by unauthorized persons of for illegal purposes, or which present a danger of structural collapse or fire spread to adjacent properties shall be considered abandoned, declared unsafe and abated by demolition or rehabilitation.

International Property Maintenance Code

- 108.1.1 Unsafe Structure
- 108.1.3 Structure Unfit for Human Occupancy
- 108.1.5 Dangerous Structure or Premises. 7. The building or structure is neglected, damaged, dilapidated, unsecured or abandoned so as to become an attractive nuisance to children who might play in the building or structure to their danger, becomes a harbor for vagrants, criminals or immoral persons, or enables persons to resort to the building or structure for committing a nuisance or an unlawful act.
- 301.2 Responsibility. The owner of the premises shall maintain the structures and exterior property in compliance with these requirements, except as otherwise provided for in this code.
- 301.3 Vacant Structures and Land. Vacant structures and premises thereof or vacant land shall be maintained in a clean, safe, secure and sanitary condition as provided herein so as not to cause a blighting problem or adversely affect the public health or safety.
- 302.5 Rodent Harborage. Structures and exterior property shall be kept free from rodent harborage and infestation.
- 302.7 Accessory structures. Accessory structures, including detached garages, fences and walls, shall be maintained structurally sound and in good repair.
- 304.1.1 Unsafe Conditions. The following conditions shall be determined as unsafe and shall be repaired or replaced to comply with the "International Building Code" or the "International Existing Building Code" as required for existing buildings: 4. Siding and masonry joints including joints between the building envelope and the perimeter of windows, doors and skylights are not maintained, weather resistant or water tight. 8. Roofing or roofing components that have defects that admit rain, roof surfaces with inadequate drainage, or any portion of the roof framing that is not in good repair with signs of deterioration, fatigue or without proper anchorage and incapable of supporting all nominal loads and resisting all load effects.

- 304.2 Protective Treatment. Exterior surfaces, including but not limited to, doors, door and window frames, cornices, porches, trim, balconies, decks and fences, shall be maintained in good condition. Exterior wood surfaces, other than decay-resistant woods, shall be protected from the elements and decay by painting or other protective covering or treatment.
- 304.6 Exterior Walls. Exterior walls shall be free from holes, breaks, and loose or rotting materials and be maintained weatherproof and properly surface coated where required to prevent deterioration.
- 304.13 Window, Skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.
- 305.1 Interior Structure General. The interior of a structure and equipment therein shall be maintained in good repair, structurally sound and in a sanitary condition.
- 308.1 Accumulation of Rubbish or Garbage. Exterior property and premises, and the interior of every structure, shall be free from any accumulation of rubbish and garbage.
- 309.1 Infestation. Structures shall be kept free from insect and rodent infestation.
- 604.3.1 Abatement of Electrical Hazards Associated with Water Exposure. The provisions of this section shall govern the repair and replacement of electrical systems and equipment that have been exposed to water.
- 604.3.1.1 Electrical Equipment. Electrical distribution equipment, motors circuits, power equipment, transformers, wire, cable, flexible cords, wiring devices, ground fault circuit interrupters, surge protectors, molded case circuit breakers, exposed to water shall be replaced in accordance with the provisions of the "International Building Code".
- 702.1 General. Means of Egress. Fire Safety Requirements. A safe, continuous and unobstructed path of travel shall be provided from any point in a building or structure to the public way. Means of egress shall comply with the "International Fire Code".
- 703.1 Fire-Resistance-Rated Assemblies. The required fire-resistance rating of fire-resistance-rated walls, fire stops, shaft enclosures, partitions and floors shall be maintained.
- The roof of the structure is leaking, and not secure to weather, causing further damage and degradation to the structure.
- Due to the unsecured nature of the structure, pigeons and other rodent animals, have taken up residence in the structure. Their droppings pose a threat to health of persons working in and around the structure.

There are current construction/demolition operations being done on the structure. It is unknown if the work is being done by licensed contractors, or if the work is properly permitted. There are no posted construction permits on the property. Due to the age of this structure and the materials used during its initial construction, the use of asbestos products can not be ruled out without a proper asbestos survey done. There is no evidence of this survey being done. The construction/demolition of this structure poses a health risk to persons in and living around the structure.

In closing, it appears that most, if not all of the problems with this structure are being caused by inadequate maintenance, and the structure not being secured or occupied. The structure's roof is continuing to fail due to previous fire damage to the structure and poses a collapse threat. This structure poses a fire hazard to surrounding structures, and a health threat to persons working in and around the structure.

Respectfully,
John Stroope
Lieutenant, Shift 1
Alamogordo Fire Department

JS/js

Reasoning

Unless specifically cited, all sections are of the 2006 International Property Maintenance Code.

Section 8-03-080 of the Code of Ordinances adopts the 2006 International Property Maintenance Code. (IPMC)

Section 104.1 compels the Code Official to enforce the provisions of the Code.

Section 104.3 Compels the Code Official to make the necessary inspections to determine the compliance with the Code.

Section 104.4 grants authority to enter property.

Section 106.1 states that it is unlawful to violate the Code.

Section 108.1.3 states the conditions of a structure unfit for human occupancy.

Sections 301.2, 501.2 and 701.2 state that unless otherwise provided in the Code, the property owner is responsible for compliance.

Section 110.1 Compels the Code Official to order the owner to repair and make safe and sanitary the structure. At the owner's option, the structure may be demolished in lieu of the repairs.

Violations

108.1.3 Structure unfit for human occupancy. A structure is unfit for human occupancy whenever the code official finds that such structure is unsafe, unlawful or, because of the degree to which the structure is in disrepair or lacks maintenance, is insanitary, vermin or rat infested, contains filth and contamination, or lacks ventilation, illumination, sanitary or heating facilities or other essential equipment required by this code, or because the location of the structure constitutes a hazard to the occupants of the structure or to the public.

301.3 Vacant structures and land. All vacant structures and premises thereof or vacant land shall be maintained in a clean, safe, secure and sanitary condition as provided herein so as not to cause a blighting problem or adversely affect the public health or safety.

304.1 General. The exterior of a structure shall be maintained in good repair, structurally sound and sanitary so as not to pose a threat to the public health, safety or welfare. *The structure shall perform four primary functions: be in good repair, structurally sound, sanitary condition and capable of preventing the elements and rodents from entering the interior areas.*

304.2 Protective treatment. All exterior surfaces, including but not limited to, doors, door and window frames, cornices, porches, trim, balconies, decks and fences shall be maintained in good condition. Exterior wood surfaces, other than decay resistant woods, shall be protected from the elements and decay by painting or other protective covering or treatment. Peeling, flaking and chipped paint shall be eliminated and surfaces repainted. All siding and masonry joints as well as those between the building envelope and the perimeter of windows, doors, and skylights shall be maintained weather resistant and water tight. All metal surfaces subject to rust or corrosion shall be coated to inhibit such rust and corrosion and all surfaces with rust or corrosion shall be stabilized and coated to inhibit future rust and corrosion. Oxidation stains shall be removed from exterior surfaces. Surfaces designed for stabilization by oxidation are exempt from this requirement.

304.13 Window, skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.

305.3 Interior surfaces. All interior surfaces, including windows and doors, shall be maintained in good, clean and sanitary condition. Peeling, chipping, flaking or abraded paint shall be repaired, removed or covered. Cracked or loose plaster, decayed wood and other defective surface conditions shall be corrected.

700 Delaware
Taken 02-01-22



















700 Delaware

Timeline

- 700 Delaware

- Since 2010, 10 notices for weed violations have been issued at this residence.
- On 02-01-15, a structure fire occurred at this residence resulting in a fatality of the occupant.
- On 07-16-20 a certified IPMC letter was sent to the owner and left with an individual. No response was received.
- On 10-14-21 another certified IPMC letter was sent to the owner and on 11-16-21 the Post Office listed the letter as unclaimed/being returned to sender.
- On 02-01-22, an administrative search warrant was served at this location.

Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



Condition of property at 700 Delaware

Taken 02-01-22



AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/14/2022

Report No: 14.

Submitted By: April Jones

Subject: Consider, and act, upon Resolution 2022-12, declaring 808 3rd Ave. to be so ruined, damaged, and dilapidated that it is a menace to the public comfort, health, peace or safety and ordering its abatement. *(Jim Baker, Code Enforcement Supervisor and Richard Adler, Fire Chief) (Roll Call Vote Required)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation: Recommend declaring 808 3rd Street to be ruined, damaged, and dilapidated.

Background: It appears that most, if not all of the problems with this structure are being caused by inadequate maintenance. This is a wood frame structure. Without proper preventative care, the structure will fail. No preventative measures to secure or stop the decay of the structure have been started or undertaken by the homeowner. This structure poses a fire hazard to surrounding structures, and is a collapse hazard.

808 3rd Street

Timeline

808 3rd Street

- 06-24-19 a certified IPMC letter was sent to the owner. No response was received.
- 05-26-21 certified IPMC letter was mailed to the owner. Contact was made with the owner.
- 08-26-21, after three months of no action being taken, an administrative search warrant was served, and the interior was inspected.
- 11-18-21, another certified letter was sent to the owner regarding the property. No action has been taken by the owner to remedy the violations.

Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



Condition of property at 808 3rd Street

Taken 08-26-21



RESOLUTION NO. 2022-12

A RESOLUTION DECLARING ALL THE BUILDINGS OR STRUCTURES, OR THE PREMISES LOCATED AT 808 THIRD STREET, ALAMOGORDO, NEW MEXICO, TO BE RUINED, DAMAGED AND DILAPIDATED TO BE A MENACE TO THE PUBLIC COMFORT, HEALTH, PEACE OR SAFETY, AND ORDERING ITS ABATEMENT

WHEREAS, the governing body of the City of Alamogordo, New Mexico, finds that there is located within the City certain buildings, structures or premises at 808 Third Street, as more particularly described as on the attached Exhibit 1 (the "Property"); and,

WHEREAS, the governing body does further find that the Code Enforcement Manager has investigated the condition of the Property and has found the same to be so ruined, damaged and dilapidated, or covered with ruins, rubbish, wreckage or debris, that it constitutes a menace to the public comfort, health, peace or safety so as to warrant abatement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION:

Section 1. That the findings of said Code Enforcement Manager, in regard to the Property, attached hereto as Exhibit 2, are hereby approved and adopted, and that the Property is found to be ruined, damaged and dilapidated, so as to constitute a menace to the public comfort, health, peace or safety pursuant to Section 3-18-5, NMSA, 1978.

Section 2. That Smith & Smith et, al., record owners of the Property is hereby ordered to commence removal of the building or structure from the Property within ten (10) days after service of a copy of this Resolution, or within said ten (10) day period, file written objection to findings herein with the City Clerk of the City of Alamogordo, asking for a hearing before the City Commission.

Section 3. That if there is a failure of compliance with the provision of Section 2 herein, the City of Alamogordo shall proceed to remove said building or structure from the Property, and abate said unsafe condition, at the cost and expense of said record, with said cost and expense constituting a lien against the building or structure so removed, and against the Property, as allowed by law.

Section 4. **SEVERABILITY CLAUSE.** If any section, paragraph, sentence, clause, word or phrase of this resolution is for any reason held to be invalid or unenforceable by any court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this resolution. The Commission hereby declares that it would have passed this resolution and each section, paragraph, sentence, clause, word or phrase thereof irrespective of any provisions being declared unconstitutional or otherwise invalid.

PASSED, APPROVED AND ADOPTED, this ____ day of _____, 2022.

CITY OF ALAMOGORDO, NEW MEXICO
a New Mexico municipal corporation

By: _____
Susan L. Payne, Mayor

ATTEST:

Rachel Hughs, City Clerk

APPROVED AS TO FORM:

Petria Bengoechea, City Attorney

808 3rd Street

Report and Reasoning

James Baker, Code Enforcement Supervisor

February 9th, 2022

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Site Map-----

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Exhibit 1:
Subd: FLORIDA STREET SUB Lot: 14 Block: 115A



The City of Miami only makes representation
as to the reliability of accuracy of the information
provided and the user is responsible for making
such determination and cannot be held liable for any
inaccuracy or omission in such representation and
any representation.

Map Title

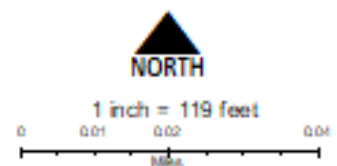


Exhibit 2

Report Narrative

808 3rd Street is located on 3rd Street between 806 3rd Street to the West and 810 3rd Street to the East. It is directly across the alley from 809 2nd Street with Alaska Avenue located to the East and N. Florida Avenue located to the West. On this lot is a single-family wood framed residential building and an accessory structure. The property is currently zoned R-1 single-family dwelling and is vacant.

Background:

On 06-24-19 a letter was sent to the owner of 808 3rd Street regarding IPMC building violations. The property was found to be in violations of numerous sections of the International Property Maintenance Code (IPMC). Section 107.1 of the IPMC requires the code official to give notice to the property owner of the violations and a certified letter was sent to the owner, Smith & Smith Etal, giving 30 days to correct the violations. No progress was made on the violations. On 05-26-21 another letter was sent, but this time contact was made with the owner, who identified herself as Anita Shells in Aurora Colorado. Mrs. Shells advised that she was in the process of getting bids to have the house demolished. Mrs. Shells advised that she would have the bids in a few days and would let us know. There were no further communications with Mrs. Shells and no progress was made on the structure. An administrative search warrant was obtained, and an inspection was performed on 08-26-21 and numerous violations noted.

The exterior of the structure is missing siding, exposing gaps that allow elements and pest inside. There are hanging and loose materials which could become projectiles in windy weather. The roof is damaged allowing the elements in and in areas is caving in posing a collapse hazard. The interior and exterior walls are damaged and allow you to see through the cracks in some areas. The floor in areas is rotting and a hazard to step thru. The interior is trashed and unsanitary. There are broken windows and the back door is missing allowing for entry into the structure by pest and unwanted persons.

On 11-18-21, another letter was sent and signed for by the resident at 810 3rd Street, J Stackhouse on 11-23-21, and no communications or progress have been made as of 02-09-22.

The structure in its current state is unfit for human occupancy as defined in Section 108.1.3 of the 2006 International Property Maintenance Code. The structure and condition of the property continue to decline with little to no indication that the owner will address these issues responsibly. It is my recommendation that the City Commission move forward with approval of the resolution.

Reasoning

Unless specifically cited, all sections are of the 2006 International Property Maintenance Code.

Section 8-03-080 of the Code of Ordinances adopts the 2006 International Property Maintenance Code. (IPMC)
Section 104.1 compels the Code Official to enforce the provisions of the Code.

Section 104.3 Compels the Code Official to make the necessary inspections to determine the compliance with the Code.

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Section 108.1.3 states the conditions of a structure unfit for human occupancy.

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302.7 Accessory structures. All accessory structures, including detached garages, fences and walls, shall be maintained structurally sound and in good repair

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304.6 Exterior walls. All exterior walls shall be free from holes, breaks, and loose or rotting materials; and maintained weatherproof and properly surface coated where required to prevent deterioration.

304.13 Window, skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.

304.15 Doors. All exterior doors, door assemblies and hardware shall be maintained in good condition. Locks at all entrances to dwelling units and sleeping units shall tightly secure the door. Locks on means of egress doors shall be in accordance with Section 702.3.

305.3 Interior surfaces. All interior surfaces, including windows and doors, shall be maintained in good, clean and sanitary condition. Peeling, chipping, flaking or abraded paint shall be repaired, removed or covered. Cracked or loose plaster, decayed wood and other defective surface conditions shall be corrected

808 3rd Street Photos Taken on 08-26-21



808 3rd Street Photos Taken on 06-14-19



808 3rd Street Photos Taken on 08-26-21



808 3rd Street Photos Taken on 06-14-19



808 3rd Street Photos taken 08-26-21































AGENDA REPORT

CITY OF ALAMOGORDO

CITY COMMISSION

Meeting Date: 2/22/2022

Report Date: 02/16/2022

Report No: 15.

Submitted By: Stephanie Hernandez

Subject: Discuss and provide staff direction on the Local Economic Development Act (LEDA) next steps. *(Brian Cesar, City Manager)*

Fiscal Impact:

Amount Budgeted:

Fund:

Additional Fiscal Impact:

Recommendation:

Background: Requesting that the Commission provide direction to Staff as to the following options:

1. Revamp the Request for Proposals and resend out in order to try and attract an economic development firm.
2. Start the process of bringing economic development in house. A plan and budget would be brought back in a subsequent meeting.
3. Take no action, let the LEDA tax sunset and work with DFA on how to repurpose the tax dollars.