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## **CITY of ALBUQUERQUE TWENTIETH COUNCIL**

COUNCIL BILL NO. R-13-212 ENACTMENT NO.		
SPONSORED BY: Dan Lewis, Isaac Benton & Don Harris		
	1	RESOLUTION
	2	RESERVING FUNDING WITHIN THE GENERAL FUND 110 TO PROVIDE FOR
	3	SALARY INCREASES AND RECRUITMENT AND RETENTION INCENTIVE
	4	PROGRAMS FOR ALBUQUERQUE'S POLICE OFFICERS, SUBJECT TO THE
	5	COLLECTIVE BARGAINING PROCESS.
	6	WHEREAS, the City of Albuquerque has as one of its goals to enhance local
	7	law enforcement efforts thereby providing for the public safety and welfare;
	8	and
	9	WHEREAS, the Albuquerque Police Department (APD) has as one of its
	10	goals to employ 1,100 sworn officers and has not reached this goal within the
⊆	11	last 5 years; and
J - New Deletior	12	WHEREAS, officer retirement eligibility and changes to the New Mexico
	13	Public Employees Retirement Association (PERA) benefits have negatively
ᇍ	14	affected APD's ability to retain officers; and
late teri	15	WHEREAS, new officer recruitment has become increasing difficult as
	16	evidenced in smaller cadet classes; and
	17	WHEREAS, the City Council wishes to incentivize officer recruitment and
ders #hrc	18	retention by providing funding for salary increases and officer recruitment and
	19	retention incentives, subject to the collective bargaining process.
[+Bracketed/Underscored Material+] - New [-Bracketed/Strikethrough Material-] - Deletio	20	BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
	21	ALBUQUERQUE:
된 절	22	Section 1. Two million four hundred thousand dollars (\$2,400,000) in
<b>-</b> ٣	23	unexpended, unencumbered fund balance is hereby reserved within the
	24	General Fund (110) to pay for salary increases and recruitment and retention
	25	programs for police officers, subject to the collective bargaining process.
	26	Section 2. The funding reserved in Section 1 above, together with the

reserve previously made within the General Fund for the purpose of salary

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

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