

**CITY OF SOCORRO, NEW MEXICO
ORDINANCE NO. 22-08-15**

**AN ORDINANCE AMENDING THE CITY OF SOCORRO PERSONNEL MANUAL
RELATING TO VACATION LEAVE**

WHEREAS, the Socorro City Council met upon notice of a regular meeting duly published at the Socorro City Council Chambers, 111 School of Mines, Socorro, New Mexico 87801 on August 15, 2022; and,

WHEREAS, NMSA 1978, Section 3-17-1 (1993) provides that municipalities have the power to "...adopt ordinances or resolutions not inconsistent with the laws of New Mexico for the purpose of effecting and discharging the powers and duties conferred by law upon municipalities."; and,

WHEREAS, pursuant to the City of Socorro Personnel Manual (the "Personnel Manual") adopted November 7, 1988 and amended on several occasions since, the Personnel Manual (Section 1102.5) provides for the accrual and rollover of annual leave; and,

WHEREAS, the City of Socorro further desires to amend the number of annual leave accrual and rollover hours by increasing the limits and thereby providing additional employee benefits intended to reward employee loyalty and entice new employee hiring.

NOW THEREFORE, BE IT ORDAINED, that the Socorro City Council hereby adopts this Ordinance, which is intended to notify the public of the proposed amendments to the Personnel Manual as it relates to vacation leave.

BE IT FURTHER ORDAINED, that Section 1102.5 (*Maximum Balances) of the Personnel Manual is hereby amended and restated in its entirety as follows:

"A maximum of 160 hours of annual leave may be carried forward at the end of the calendar year, up to an accrual maximum not to exceed 320 hours. An employee may request at least one (1) month before the end of the calendar year to reserve annual leave hours in excess of 160 hours for emergency leave. Emergency leave may not exceed 100 hours for any employee. Emergency leave may be used for serious illness of the employee or serious illness in the employee's immediate family. (Immediate family defined in 1105). Use of emergency leave will be with the approval of the Mayor. Upon termination or resignation of an employee, an employee will not be paid for unused emergency leave."

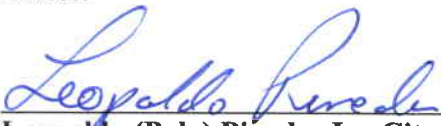
BE IT FURTHER ORDAINED, that the effective date of this Ordinance is hereby made retroactive to July 1, 2022.

PASSED, ADOPTED AND APPROVED this 15th DAY of August 2022.



Ravi Bhasker, Mayor

Attest:



Leopoldo (Polo) Pineda, Jr., City Clerk