

**City of Socorro**  
**Resolution No. 24-08-20a**

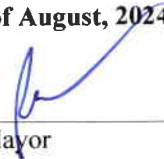
- WHEREAS,** The City of Socorro operates a local gas department, and;
- WHEREAS,** The success of the department depends heavily on the training of gas proficiency personnel employed by the City, and;
- WHEREAS,** Through the years, the City has educated and trained many individuals in their positions with the department, and;
- WHEREAS,** The retention of employees (due in part to higher pay offered by other agencies for similar positions) has been an ongoing problem for City management, and;
- WHEREAS,** It has been determined by the City Administration and Gas Director that the gas department employees are required to complete training annually, and;
- WHEREAS,** The City's Budget Committee has discussed various forms and methods of pay (for all City employees) to encourage retention, and;
- WHEREAS,** For City gas department personnel, the form of compensation being recommended is a form of longevity pay which does not increase the hourly wage of the employee but rather is a flat amount (which incrementally increases as team members receive more experience and become more valuable to the department) added to each payroll check.

**NOW, THEREFORE,** We, the Governing Body of the City of Socorro, in order to help retain City gas personnel, adopt the following longevity pay chart and corresponding rules:


1. On the first of the month of the anniversary date (along with other items already in place) for full-time City gas department personnel, the following longevity pay chart will be included in police salaries:

Year 2 Experience	\$20 per Payroll
Year 3 Experience	\$40 per Payroll
Year 4 Experience	\$60 per Payroll
Year 5 Experience	\$80 per Payroll
Year 6 Experience	\$100 per Payroll
Year 7 Experience (and beyond)	\$120 per Payroll
2. At the adoption of this resolution, current officers will receive the longevity pay which corresponds to the number of years of service.
3. Employees who do not complete an entire pay period (LWOP) will not be eligible for the longevity for that pay period.
4. Should a gas department employee be hired by the City, they will begin receiving longevity pay at the second (2<sup>nd</sup>) year level (\$20 per payroll) after their second (2<sup>nd</sup>) anniversary and continue on an annual basis from the date of hire.
5. City employees who transfer from other City positions will not be eligible for the longevity pay increment until they have served in the role of gas department team member for two (2) complete years regardless of years of service in another capacity for the City.

**PASSED, APPROVED AND ADOPTED this 20th day of August, 2024.**

  
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Ravi Bhasker, Mayor

**ATTEST:**

  
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Leopoldo Pineda, City Clerk