

**VILLAGE OF LOS RANCHOS  
ORDINANCE NO. 194**

**AN ORDINANCE AMENDING THE VILLAGE OF LOS RANCHOS DE ALBUQUERQUE PERSONNEL RULES AND REGULATIONS ORDINANCE NO. 176, SECTIONS 1 (C); (D) (E) (F) AND SECTION 19 (A)**

**BE IT ORDAINED BY THE GOVERNING BODY OF THE VILLAGE OF LOS RANCHOS DE ALBUQUERQUE, NEW MEXICO THAT:**

**THE PERSONNEL RULES AND REGULATIONS ORDINANCE 176, SECTIONS 1 (C); (D) (E) (F) AND SECTION 19 (A) ARE HEREBY AMENDED AS FOLLOWS:**

**SECTION 1. PROMOTIONS, TRANSFERS, AND DEMOTIONS**

**C. Pay increase for Village of Los Ranchos de Albuquerque Fire Department Employees following one year of employment.**

Employees of the Village of Los Ranchos de Albuquerque Fire Department, upon completing one year of employment with the Department, shall be entitled to receive a pay increase in accordance with the Village of Los Ranchos de Albuquerque's approved compensation plan. Such pay increases are subject to the availability of funds in the Village budget.

**D. In an effort to promote retention and quality, the Village of Los Ranchos de Albuquerque shall consult the pay schedules for Firefighters in surrounding areas at least once every three years. If it is determined the Village of Los Ranchos de Albuquerque's compensation plan is not comparable to the pay schedules for Firefighters in surrounding areas, taking into consideration unique location and volume of work factors where appropriate, the Village of Los Ranchos administration shall act to modify the pay of its Firefighters to the extent its pay is comparable with surrounding areas, allowable within existing Village budgetary resources, and approved by the Board of Trustees. In no instance shall this result in a reduction in pay, except where a reduction is agreed to by Fire Department employees in an effort to prevent lay offs as a result of insufficient work volume or funds.**

**F. Temporary Pay Increase for Fire Department Employees.**

When a Fire Department employee is assigned by the Chief, or the Deputy Chief, in writing, additional duties or responsibilities for a temporary period of time having a duration of at least four shifts, and the additional duties or responsibilities are those of an employment classification higher than that of the employee's classification, the employee shall, on the fourth shift, receive a 3%

increase. This increase shall be subject to the availability of funds. Where Village funds appropriately permit, the increase shall be paid retroactively to the first shift, and shall continue to be paid until such time as the employee is relieved of the additional duties and responsibilities.

**SECTION 19. EMPLOYEE BENEFITS**

A. Regular non-exempt employees of the Village of Los Ranchos Fire Department shall receive ten (10) 24-hour “floating” holidays per year. These “floating” holidays are in lieu of Village designated holidays. A Firefighter may choose, with supervisor approval, to take “floating” holiday leave on a day that coincides with a Village designated holiday.


Employees of the Village of Los Ranchos Fire Department shall be paid the regular rate of pay for “holiday” days. Employees shall not be paid overtime or “double time”.

An employee of the Village of Los Ranchos Fire Department who does not take ten (10) 24-hour holiday days over the course of a year may exchange unused holiday time for regular pay.

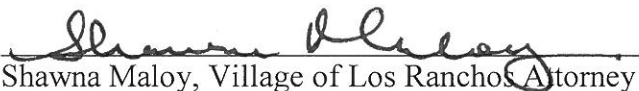
**COMPILING CLAUSE**

This ordinance shall be incorporated and compiled as part of the Codified Municipal Code of the Village of Los Ranchos.

**APPROVED AND ADOPTED** by the Governing Body of the Village of Los Ranchos de Albuquerque this 11<sup>th</sup> day of May, 2005.

  
Larry P. Abraham, Mayor

**REVIEWED BY:**

  
Shawna Maloy, Village of Los Ranchos Attorney

**ATTEST:**

  
Annabelle Silvas, CMC  
Village Clerk