

FISCAL IMPACT REPORT

General Information:

(Check) Bill: _____ Resolution: X

Short Title(s): Updating and Extending the Mental Health and Wellness Pilot Program

Sponsor(s): Councilor Amanda Chavez

Reviewing Department(s): Human Resources

Staff Completing FIR: Bernadette Salazar, Human Resources Director Date: 5/28/2025

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Reviewed by City Attorney: *Erin McSherry* Date: 06/05/2025
Erin McSherry (Jun 5, 2025 15:08 MDT)

Reviewed by Finance Director: *Emily K. Oates* Date: _____

Summary:

The proposed resolution would extend a two (2) year pilot program (“Wellness Leave Pilot Program”) for City of Santa Fe (“City”) employees until June 2026. The Wellness Leave Pilot Program provides one (1) day a year of “Wellness Day Leave” and up to two (2) hours per week of “Physical and Mental Fitness Leave” for City employees. The resolution would also amend Personnel Rule 13.92 to require employees to agree to complete up to three surveys—one before leave is taken, one at the end of the pilot program, and, if determined helpful by the Human Resources Department, an additional survey during the program.

Departments Affected:

All Departments.

Consequences of Not Enacting Legislation:

If this legislation is not adopted, then the Wellness Leave Pilot Program will end, and City employees would no longer have Wellness Day Leave and Physical and Mental Fitness leave.

Conflict, Duplication, Companionship, or Relationship to Other Legislation:

Resolution No. 2023-17 established the initial pilot program.

Performance and Administrative Implications:

The City would need to develop and the Human Resources Department would need to administer the required surveys. If the program contributes to hiring and retention and/or employee performance, then the program could improve city performance.

Fiscal Implications:

If the Health and Wellness program contributes to City hiring and retention and/or employee performance, then the program could have significant fiscal benefits to the City that are difficult to quantify without additional data. If every employee took Wellness Day Leave, the equivalent cost would be approximately \$342,284. In addition, there is a possibility that overtime costs could be incurred as a result of the leave if a position requires an employee to work a shift in the absence of an employee who is on the leave, however that amount is unknown. It is unknown because an employee who is called in to work may or may not be eligible for overtime pay pursuant to City rules and the Fair Labor Standard Act. Additionally, most positions in the City do not require calling in another employee for overtime in the absence of the originally scheduled employee. If every employee utilized two hours per week of Physical and Mental Fitness Leave, the equivalent cost of the lost hours would be approximately \$4,449,688. Lastly, if the past is predictive of the future, not all employees will utilize the benefits provided in Personnel Rule 13.

Fiscal Impact

 x Check here if no fiscal impact

Expenditures

Expenditure Type	FYE 2025	FYE 2026	FYE 2027	Require BAR (Y/N)	Recurring (R) or Non-recurring (NR)	Fund	3-Year Total Cost
<u>Personnel and Benefits*</u>	\$ _____	\$ _____	\$ _____	_____	_____	_____	
<u>Capital Outlay</u>	\$ _____	\$ _____	\$ _____	_____	_____	_____	
<u>Contractual/</u>	\$ _____	\$ _____	\$ _____		_____	_____	
<u>Professional Services</u>							
<u>Operating</u>	\$ _____	\$ _____	\$ _____		_____	_____	\$ _____
<u>Total:</u>	\$ _____	\$ _____	\$ _____				\$ _____

Expenditure Narrative: See above narrative.

Revenue

Revenue Type	FYE 2025	FYE 2026	FYE 2027	Recurring (R) or Non-recurring (NR)	Fund
General Fund	\$ _____	\$ _____	\$ _____	_____	_____
Special Revenue	\$ _____	\$ _____	\$ _____	_____	_____
CIP	\$ _____	\$ _____	\$ _____	_____	_____
Enterprise	\$ _____	\$ _____	\$ _____	_____	_____
Internal Service	\$ _____	\$ _____	\$ _____	_____	_____
Trust and Agency	\$ _____	\$ _____	\$ _____	_____	_____
Federal	\$ _____	\$ _____	\$ _____	_____	_____
Other	\$ _____	\$ _____	\$ _____	_____	_____
Total	\$ _____	\$ _____	\$ _____		

Revenue Narrative:

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