



# City of Santa Fe, New Mexico

200 Lincoln Avenue, P.O. Box 909, Santa Fe, N.M. 87504-0909  
www.santafenm.gov

*Alan Webber, Mayor*

Councilors:

Signe I. Lindell, Mayor Pro Tem, District 1  
Alma G. Castro, District 1  
Michael J. Garcia, District 2  
Carol Romero-Wirth, District 2  
Lee Garcia, District 3  
Pilar F.H. Faulkner, District 3  
Jamie Cassutt, District 4  
Amanda Chavez, District 4

## MEMO

**Date:** September 19, 2025

**To:** Governing Body; Public Works and Utilities Committee; Finance Committee

**Via:** Mark Scott, City Manager   
Mark Scott (Sep 19, 2025 17:43:46 MDT)

**From:** Jesse Roach, Interim Public Utilities Department Director 

---

### ITEM

Budget Amendment Resolution to Fund Reclassification of 87 Positions in the Public Utilities Department.

### BACKGROUND

The City of Santa Fe Public Utilities Department (PUD) operates and maintains three water treatment plants, two for potable water and one for wastewater. PUD also operates and maintains a potable water distribution system and a wastewater collection system. PUD has historically found it challenging to fully staff these plants and field positions, and rates paid to operators have diverged between water and wastewater. There is significant overlap in associated job duties across PUD and potential gains in organizational efficiency and pay equity to be achieved if the work done at these plants and systems can be performed under a single operator job description. A new job description called Utility Operator has been developed to allow many existing job descriptions in water and wastewater to be consolidated. This consolidation will help ensure consistent compensation across the department and make it easier for operators to move around the department in response to promotion opportunities.

The existing Water Operator, Equipment Repairman, and Waste Operator job ladders have five “rungs” (entry, basic, intermediate, advanced, and lead) with no certification requirement for the Entry and state Water Supply or Wastewater Operator certification Levels I through IV required for basic through lead rungs respectively. These will be replaced by the new Utility Operator job ladder with the same rungs. Other jobs in water and wastewater requiring state certifications in Water Supply or Wastewater will be replaced by the new Utility Operator position requiring the same level of certification.



# City of Santa Fe Water

This change will result in additional compensation to operators which will help attract and retain qualified operators with the goal of fully staffing these critical positions. The table below shows the average change in compensation associated with this change.

Position	NMED Operator Level	Experience required years	Proposed Target Hourly FY26	Increase from Water Target Hourly	Increase from Wastewater Target Hourly
Utility Operator Entry		Any	\$ 20.00	-1%	3%
Utility Operator Basic	1	1	\$ 24.00	1%	10%
Utility Operator Intermediate	2	2	\$ 28.80	5%	13%
Utility Operator Advanced	3	3	\$ 34.56	6%	23%
Utility Operator Lead	4	4	\$ 41.47	9%	26%

The table attached to this memo lists all current positions that will be moved to Utility Operator or Utility Operator CDL. The attached batch position salary analysis determines the total cost by org and object to reclass these positions. This reclass is concurrent with salary adjustments associated with an approved AFSCME contract, and the targets listed here are absolute and are not in addition to any AFSCME contract related adjustments.

Except for positions at Buckman Direct Diversion (BDD), vacancies will be budgeted at Utility Operator Lead to create flexibility to fill any vacancy with the best available candidate at any “rung” of the Utility Operator ladder. The result is a larger amount of money budgeted than will be spent as vacancies are filled. Of the requested BARs, approximately 20% will go to fund salary increases for current employees, with the rest going to budget at the top of the ladder for flexibility in hiring.

BDD is a joint powers facility staffed by the City as the project manager and due to differences in processes for budgeting staff, the BDD will not require a BAR to make these changes. The BDD increases for existing positions will be covered this year by vacancy savings, and the increases for vacant positions will be addressed by BDD in the next operating budget cycle.

## **REQUEST**

Approval of a Budget Amendment Resolution (BAR) totaling \$1,005,495 to support uniform and increased pay for operators across the Public Utility Department. The BAR is summarized in the table below.

Location	Amount	From	To	Amount for Existing Personnel
CRWTP	\$ 187,864	Water Enterprise Fund	5050385	\$ 74,138
T&D	\$ 263,409	Water Enterprise Fund	5050386	\$ 65,582
WWC	\$ 283,103	Wastewater Enterprise Fund	5000361	\$ 20,358
WWS	\$ 55,426	Wastewater Enterprise Fund	5000365	\$ 7,730
WWTP	\$ 215,693	Wastewater Enterprise Fund	5000366	\$ 20,402
Total	\$ 1,005,495		Total	\$ 188,210

# City of Santa Fe Public Utilities Department Utility Operator Reclass Table

MUNIS POSITION #	CURRENT JOB DESCRIPTION	LEVEL REQUIRED	EMPLOYEE #	LEVEL ATTAINED	NEW JOB DESCRIPTION	CURRENT HOURLY RATE	PROPOSED HOURLY RATE	INCREASE
Water - Source of Supply								
230085	WATER OPERATOR ENTRY	None	105637	None	UTILITY OPERATOR ENTRY	\$ 20.65	\$ 20.65	\$ -
230082	WATER OPERATOR ENTRY	None	106812	None	UTILITY OPERATOR ENTRY	\$ 20.56	\$ 20.56	\$ -
180070	EQUIPMENT REPAIRMAN ENTRY	None	109331	None	UTILITY OPERATOR ENTRY	\$ 20.25	\$ 20.25	\$ -
230025	WATER OPERATOR INTERMEDIATE	WS2	108754	WS3	UTILITY OPERATOR ADVANCED	\$ 32.53	\$ 34.56	\$ 2.03
180113	WATER OPERATOR INTERMEDIATE	WS2	109065	WS3	UTILITY OPERATOR ADVANCED	\$ 32.53	\$ 34.56	\$ 2.03
230095	WATER OPERATOR INTERMEDIATE	WS2	110522	WS3	UTILITY OPERATOR ADVANCED	\$ 32.53	\$ 34.56	\$ 2.03
180071	EQUIPMENT REPAIRMAN ADVANCED	WS3	109624	WS3	UTILITY OPERATOR ADVANCED	\$ 32.53	\$ 34.56	\$ 2.03
230071	WATER OPERATOR LEAD	WS4	103736	WS4	UTILITY OPERATOR LEAD	\$ 40.13	\$ 44.48	\$ 4.35
230072	WATER OPERATOR LEAD	WS4	105561	WS4	UTILITY OPERATOR LEAD	\$ 40.07	\$ 44.48	\$ 4.41
230084	WATER OPERATOR LEAD	WS4	109116	WS4	UTILITY OPERATOR LEAD	\$ 38.14	\$ 41.47	\$ 3.33
230073	WATER OPERATOR LEAD	WS4	109265	WS4	UTILITY OPERATOR LEAD	\$ 38.37	\$ 41.47	\$ 3.10
180366	EQUIPMENT REPAIRMAN LEAD	WS4	108780	WS4	UTILITY OPERATOR LEAD CDL	\$ 35.48	\$ 43.54	\$ 8.06
180365	EQUIPMENT REPAIRMAN LEAD	WS4	108645	WS4	UTILITY OPERATOR LEAD CDL	\$ 36.54	\$ 43.54	\$ 7.01
230069	WATER OPERATOR BASIC	WS1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 24.53	\$ 41.47	\$ 16.94
230034	WATER OPERATOR ADVANCED	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 32.52	\$ 41.47	\$ 8.95
230068	WATER OPERATOR ADVANCED	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 24.51	\$ 41.47	\$ 16.96
230083	WATER OPERATOR ADVANCED	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 30.13	\$ 41.47	\$ 11.34
180069	EQUIPMENT REPAIRMAN LEAD	WS4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 38.10	\$ 41.47	\$ 3.37
230070	WATER OPERATOR LEAD	WS4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 40.15	\$ 41.47	\$ 1.32
Water - Transmission and Distribution								
180247	PIPEFITTER ENTRY	None	105990	None	UTILITY OPERATOR ENTRY	\$ 19.13	\$ 20.00	\$ 0.87
180245	PIPEFITTER ENTRY	None	110230	None	UTILITY OPERATOR ENTRY	\$ 18.73	\$ 20.00	\$ 1.27
180244	PIPEFITTER ENTRY	None	111039	None	UTILITY OPERATOR ENTRY	\$ 18.70	\$ 20.00	\$ 1.30
180073	UTILITY HEAVY EQUIPMENT OPERATOR	None	108665	WS2	UTILITY OPERATOR INTERMEDIATE	\$ 27.90	\$ 28.80	\$ 0.90
180063	EQUIPMENT REPAIRMAN INTERMED	WS2	107365	WS2	UTILITY OPERATOR INTERMEDIATE	\$ 27.82	\$ 28.80	\$ 0.98
180251	PIPEFITTER INTERMEDIATE	WS2	109554	WS2	UTILITY OPERATOR INTERMEDIATE	\$ 25.80	\$ 28.80	\$ 3.00
180253	PIPEFITTER LEAD	WS3	103996	WS3	UTILITY OPERATOR ADVANCED CDL	\$ 37.60	\$ 37.60	\$ -
180255	PIPEFITTER LEAD	WS3	106766	WS4	UTILITY OPERATOR LEAD CDL	\$ 30.72	\$ 43.54	\$ 12.83
180368	PIPEFITTER LEAD	WS3	105792	WS4	UTILITY OPERATOR LEAD CDL	\$ 30.71	\$ 43.54	\$ 12.84
180242	PIPEFITTER ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 20.58	\$ 41.47	\$ 20.89
180240	PIPEFITTER BASIC	WS1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 20.27	\$ 41.47	\$ 21.20
180243	PIPEFITTER ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 21.19	\$ 41.47	\$ 20.28
180241	PIPEFITTER INTERMEDIATE	WS2	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 26.18	\$ 41.47	\$ 15.29
180246	PIPEFITTER INTERMEDIATE	WS2	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 26.19	\$ 41.47	\$ 15.28
180252	PIPEFITTER LEAD	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 31.86	\$ 41.47	\$ 9.61
Water - Buckman Direct Diversion								
180065	EQUIPMENT REPAIRMAN ENTRY	None	107961	WS1	UTILITY OPERATOR BASIC CDL	\$ 23.56	\$ 25.20	\$ 1.65
230086	WATER OPERATOR ENTRY	None	110704	WS1	UTILITY OPERATOR BASIC	\$ 20.25	\$ 24.00	\$ 3.75
230088	WATER OPERATOR ENTRY	None	110990	WS1	UTILITY OPERATOR BASIC	\$ 20.24	\$ 24.00	\$ 3.76
230087	WATER OPERATOR ENTRY	None	110846	None	UTILITY OPERATOR ENTRY	\$ 20.25	\$ 20.25	\$ -
230024	WATER OPERATOR BASIC	WS1	107900	WS2	UTILITY OPERATOR INTERMEDIATE	\$ 24.19	\$ 28.80	\$ 4.61
230007	BDD ADV WATER TREATMENT OP	WS3	105344	WS3	UTILITY OPERATOR ADVANCED	\$ 37.52	\$ 37.52	\$ -
230011	WATER OPERATOR ADVANCED	WS3	110949	WS4	UTILITY OPERATOR LEAD	\$ 32.53	\$ 41.47	\$ 8.94
230014	WATER OPERATOR LEAD	WS4	108175	WS4	UTILITY OPERATOR LEAD	\$ 38.71	\$ 41.47	\$ 2.76
230010	BDD ADV WATER TREATMENT OP	WS3	102628	WS4	UTILITY OPERATOR LEAD	\$ 41.49	\$ 44.48	\$ 2.99
230008	BDD ADV WATER TREATMENT OP	WS3	104139	WS4	UTILITY OPERATOR LEAD	\$ 41.49	\$ 45.64	\$ 4.15
230015	BDD CHARGE OPERATOR	WS4	104249	WS4	UTILITY OPERATOR LEAD	\$ 45.64	\$ 45.64	\$ -
230017	BDD CHARGE OPERATOR	WS4	106982	WS4	UTILITY OPERATOR LEAD	\$ 44.47	\$ 44.47	\$ -
180066	EQUIPMENT REPAIRMAN BASIC	WS1	VACANT	N/A	UTILITY OPERATOR INTERMEDIATE	\$ 26.69	\$ 26.69	\$ -
230067	WATER OPERATOR INTERMEDIATE	WS2	VACANT	N/A	UTILITY OPERATOR INTERMEDIATE	\$ 27.82	\$ 27.82	\$ -
180068	EQUIPMENT REPAIRMAN INTERMED	WS2	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 33.54	\$ 33.54	\$ -
180064	EQUIPMENT REPAIRMAN ADVANCED	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 35.99	\$ 35.99	\$ -
230009	WATER OPERATOR ADVANCED	WS3	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 41.50	\$ 41.50	\$ -
230016	WATER OPERATOR LEAD	WS4	VACANT	N/A	UTILITY OPERATOR LEAD CDL	\$ 46.37	\$ 46.37	\$ -

# City of Santa Fe Public Utilities Department Utility Operator Reclass Table

MUNIS POSITION #	CURRENT JOB DESCRIPTION	LEVEL REQUIRED	EMPLOYEE #	LEVEL ATTAINED	NEW JOB DESCRIPTION	CURRENT HOURLY RATE	PROPOSED HOURLY RATE	
Wastewater - Collections								
180086	FIELD OPERATOR ENTRY	None	109996	None	UTILITY OPERATOR ENTRY	\$ 19.77	\$ 20.00	\$ 0.23
180088	FIELD OPERATOR ENTRY	None	110093	None	UTILITY OPERATOR ENTRY	\$ 19.77	\$ 20.00	\$ 0.23
180087	FIELD OPERATOR ENTRY	None	109410	None	UTILITY OPERATOR ENTRY	\$ 19.77	\$ 20.00	\$ 0.23
180367	FIELD OPERATOR ENTRY	None	110845	None	UTILITY OPERATOR ENTRY	\$ 19.77	\$ 20.00	\$ 0.23
180343	FIELD OPERATOR ENTRY	None	109722	WW1	UTILITY OPERATOR BASIC CDL	\$ 19.77	\$ 25.20	\$ 5.43
180342	FIELD OPERATOR BASIC	WW1	109536	WW1	UTILITY OPERATOR BASIC CDL	\$ 23.72	\$ 25.20	\$ 1.48
180091	FIELD OPERATOR LEAD	WW2	107364	WW2	UTILITY OPERATOR INTERMEDIATE CDL	\$ 27.62	\$ 28.80	\$ 1.18
180092	FIELD OPERATOR LEAD	WW2	108136	WW2	UTILITY OPERATOR INTERMEDIATE CDL	\$ 27.62	\$ 28.80	\$ 1.18
180090	LABORER	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 17.51	\$ 41.47	\$ 23.96
180341	FIELD OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 19.49	\$ 41.47	\$ 21.98
200012	FIELD OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 19.77	\$ 41.47	\$ 21.70
180083	FIELD OPERATOR BASIC	WW1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 23.72	\$ 41.47	\$ 17.75
180344	FIELD OPERATOR BASIC	WW1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 26.94	\$ 41.47	\$ 14.53
180345	FIELD OPERATOR BASIC	WW1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 23.72	\$ 41.47	\$ 17.75
180360	FIELD OPERATOR LEAD	WW2	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 27.63	\$ 41.47	\$ 13.84
Wastewater - Solids								
230056	WASTE OPERATOR ENTRY	None	109962	None	UTILITY OPERATOR ENTRY	\$ 18.67	\$ 20.00	\$ 1.33
180339	LABORER	None	109754	None	UTILITY OPERATOR ENTRY	\$ 17.36	\$ 20.00	\$ 2.64
180347	LABORER	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 16.92	\$ 41.47	\$ 24.55
Wastewater - Treatment Plant								
230054	WASTE OPERATOR ENTRY	None	109595	None	UTILITY OPERATOR ENTRY	\$ 18.67	\$ 20.00	\$ 1.33
230058	WASTE OPERATOR ENTRY	None	109643	None	UTILITY OPERATOR ENTRY	\$ 18.67	\$ 20.00	\$ 1.33
230049	WASTE OPERATOR ENTRY	None	110153	None	UTILITY OPERATOR ENTRY	\$ 18.67	\$ 20.00	\$ 1.33
180340	WWM EQUIPMENT SPECIALIST SR.	WW1	105220	WW1	UTILITY OPERATOR BASIC CDL	\$ 22.61	\$ 25.32	\$ 2.71
230091	WASTE OPERATOR INTERMEDIATE	WW2	103998	WW2	UTILITY OPERATOR INTERMEDIATE	\$ 25.01	\$ 28.80	\$ 3.79
230050	WASTE OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 18.93	\$ 41.47	\$ 22.54
230052	WASTE OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 18.66	\$ 41.47	\$ 22.81
230053	WASTE OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 19.47	\$ 41.47	\$ 22.00
230055	WASTE OPERATOR ENTRY	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 18.93	\$ 41.47	\$ 22.54
180337	WWM EQUIPMENT SPECIALIST	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 20.05	\$ 41.47	\$ 21.42
180338	WWM EQUIPMENT SPECIALIST	None	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 20.06	\$ 41.47	\$ 21.41
230051	WASTE OPERATOR BASIC	WW1	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 21.72	\$ 41.47	\$ 19.75
230048	WASTE OPERATOR ADVANCED	WW4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 25.15	\$ 41.47	\$ 16.32
230062	WASTE OPERATOR ADVANCED	WW4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 25.15	\$ 41.47	\$ 16.32
230057	WASTE OPERATOR LEAD	WW4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 31.40	\$ 44.48	\$ 13.08
230059	WASTE OPERATOR LEAD	WW4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 35.86	\$ 44.48	\$ 8.62
230063	WASTE OPERATOR LEAD	WW4	VACANT	N/A	UTILITY OPERATOR LEAD	\$ 31.85	\$ 41.47	\$ 9.62



City of Santa Fe  
 Batch Position Salary Change (Increase or Decrease) Analysis

Prepared By: Chris Parker  
 Date of Request: 9/19/2025

ORG #	Total Net Expenditure Increase by Object						Total by Org
	500110 Salaries	503100 FICA/Medicare	503150 Retirement (PERA)	503200 Med/Life	503250 Retiree Health Care	503350 Workers' Comp	
5050385	136,300	10,428	33,104	-	2,724	1,364	183,920
5050382	2,923	224	710	-	58	29	3,944
5050386	195,209	14,932	47,412	-	3,904	1,952	263,409
8000801	48,356	3,698	11,745	-	966	484	65,249
5000362	209,806	16,047	50,957	-	4,194	2,099	283,103
5000366	41,076	3,142	9,976	-	821	411	55,426
5000367	159,846	12,231	38,823	-	3,196	1,597	215,693
<b>Total cost by Obj</b>	<b>793,516</b>	<b>60,702</b>	<b>192,727</b>	<b>-</b>	<b>15,863</b>	<b>7,936</b>	<b>1,070,744</b>

For Budget Use Only	
Budget Log #	SA940

Total Impact to CoSF Employees	
Funds Affected	Fund Balance Increase/ (Decrease)
500	(451,273)
505	(554,222)
	<u>(1,005,495)</u>

**Comments/Justification (use multiple lines below if needed):**

Salary Analyses to determine total cost for a reclass of 87 position across Water and Waste Water divisions as well as Buckman's in an effort to create uniformity and equity among Utility Operator positions across multiple divisions. The funding to support this increase will come from defunding three non-union positions from Waste Water (180354, 180355, and 180356), the remainder (~\$1 M) being funded from available cash balances.



*Chris Parker*

Department Director Approval (signature)

Budget Approval (signature)

