



City of Santa Fe Water

801 W. San Mateo, Santa Fe, N.M. 87505

www.santafenm.gov/water

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MEMO

Date: October 8, 2025

To: PW-PUC, Finance Committee, Governing Body.

Via: Jesse Roach, Interim Public Utilities Director 
Jesse Roach

From: Jonathan Montoya, Interim Water Div. Director 
JM

ITEM

Request approval of **BAR** to fund a pilot of Operator Certification level-based retention incentives.

BACKGROUND AND JUSTIFICATION

The Public Utilities Department (PUD) is developing a pilot program to encourage professional development and the acquisition of necessary Utility Operator certification certifications crucial for maintaining operational compliance in our Utility system. This pilot would offer operators between \$2000 and \$5000 depending on certification level in exchange for an agreement to maintain employment within PUD for a year. The pilot program has been approved via the attached MOU with AFSCME 3999 and the City of Santa Fe for the purpose of incentivizing and retaining mission critical staff.

RECOMMENDED ACTION

Approval of attached Budget Amendment Resolution (BAR) totaling \$176,549 to support a Utility Operator Level Based Retention incentive.

Signature: JONATHAN MONTOYA

JONATHAN MONTOYA (Oct 9, 2025 15:03:04 MDT)

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