




**Date:** May 11, 2026  
**To:** Governing Body, Quality of Life Committee, and Finance Committee  
**From:** Alvin Valdez, Benefits and Wellness Manager <sup>AAV</sup>  
**Via:** Sarah Bolleter-Gonzalez, Interim Human Resources Director   
**RE:** Establishing a Permanent Mental Health and Wellness Program

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## EXECUTIVE SUMMARY:

The proposed resolution would remove the “pilot” status from the Wellness Leave Pilot Program, establishing that the City of Santa Fe’s (“City”) Personnel Rules 13.91 and 13.92 would become permanent policy and be incorporated into the City’s Personnel Rules and Regulations. Rule 13.91 provides one (1) wellness day per calendar year for classified, full-time and part-time, exempt, and term employees; and Personnel Rule 13.92, provides up to two (2) hours per week of physical and mental fitness leave for full-time, exempt, and term employees.

## BACKGROUND:

The Wellness Leave Pilot Program was approved as a two (2) year pilot program by the Governing Body in 2023 through Resolution No. 2023-17. The program, which is set to expire June 30<sup>th</sup>, was then extended in 2025 through Resolution No. 2025-40 in order to collect data and feedback from City employees to determine the impact of the pilot program.

## ATTACHMENTS:

Resolution  
Fiscal Impact Report