

FISCAL IMPACT REPORT

General Information:

(Check) Bill: \_\_\_\_\_ Resolution:  X

Short Title(s):  Establishing a Permanent Mental Health and Wellness Program

Sponsor(s):  Councilor Amanda Chavez

Reviewing Department(s):  Human Resources

Staff Completing FIR:  Alvin Valdez, Benefits and Wellness Director  Date:  5/11/2026

Phone:  (505) 955-6075

Reviewed by City Attorney:  *Marcos Martinez*   
 Marcos Martinez (May 20, 2026 14:11:04 MDT)  Date:  05/20/2026

Reviewed by Finance Director:  *Andrea Phillips*   
 ANDREA PHILLIPS (May 22, 2026 10:57:05 MDT)  Date:  05/22/2026

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.

Departments Affected:

All departments.

Consequences of Not Enacting Legislation:

If this legislation is not adopted, then the Wellness Leave Pilot Program will expire June 30, 2026, and will not be made a permanent program. 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, and Resolution No. 2025-40 extended the pilot program through June 30, 2026.

Performance and Administrative Implications:

If the program contributes to hiring and retention and/or employee performance, then the program would improve city performance.

**Fiscal Implications:**

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 \$4,449,668. Lastly, if the past is predictive of the future, not all employees will utilize that benefits provided in Personnel Rule 13.

---

**Fiscal Impact**

    X     Check here if no fiscal impact

**Expenditures**

<b>Expenditure Type</b>	<b>FYE 2026</b>	<b>FYE 2027</b>	<b>FYE 2028</b>	<b>Require BAR (Y/N)</b>	<b>Recurring (R) or Non-recurring (NR)</b>	<b>Fund</b>	<b>3-Year Total Cost</b>
<u>Personnel and Benefits*</u>	\$ _____	\$ _____	\$ _____	_____	_____	_____	
<u>Capital Outlay</u>	\$ _____	\$ _____	\$ _____	_____	_____	_____	
<u>Contractual/</u>	\$ _____	\$ _____	\$ _____		_____	_____	
<u>Professional Services</u>							
<u>Operating</u>	\$ _____	\$ _____	\$ _____		_____	_____	\$ _____
<u>Total:</u>	\$ _____	\$ _____	\$ _____				\$ _____

**Expenditure Narrative:**

---

---

---

**Revenue**

<b>Revenue Type</b>	<b>FYE 2026</b>	<b>FYE 2027</b>	<b>FYE 2028</b>	<b>Recurring (R) or Non-recurring (NR)</b>	<b>Fund</b>
General Fund	\$ _____	\$ _____	\$ _____	_____	_____
Special Revenue	\$ _____	\$ _____	\$ _____	_____	_____
CIP	\$ _____	\$ _____	\$ _____	_____	_____
Enterprise	\$ _____	\$ _____	\$ _____	_____	_____
Internal Service	\$ _____	\$ _____	\$ _____	_____	_____
Trust and Agency	\$ _____	\$ _____	\$ _____	_____	_____
Federal	\$ _____	\$ _____	\$ _____	_____	_____
Other	\$ _____	\$ _____	\$ _____	_____	_____
Total	\$ _____	\$ _____	\$ _____		

**Revenue Narrative:**

---

---

---

**Signature:**

**Email:**

**Signature:**

**Email:**