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SANTA FE
BOARD OF COUNTY COMMISSIONERS

BUDGET HEARING

May 14, 2001

Paul Duran, Chairman
Paul Campos
Javier Gonzales
Jack Sullivan
Marcos Trujillo

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SANTA FE COUNTY
SPECIAL MEETING
BOARD OF COUNTY COMMISSIONERS

May 14, 2001

This regular meeting of the Santa Fe Board of County Commissioners was called to order at approximately 4:00 p.m. by Chairman Paul Duran, in the Santa Fe County Commission Chambers, Santa Fe, New Mexico.

County Clerk, Becky Bustamante called roll and announced that a quorum was present.

Members Present:

Commissioner Paul Duran, Chairman
Commissioner Marcos Trujillo
Commissioner Javier Gonzales
Commissioner Paul Campos
Commissioner Jack Sullivan

Members Absent:

None

I. APPROVAL OF THE AGENDA

- A. Amendments**
B. Tabled or withdrawn items

CHAIRMAN DURAN: Okay, any changes to the agenda?

MR. MONTOYA: Mr. Chairman, some clarification under item 4(3)(b), about discussion regarding state legislative change, implementing alternative levels for gross receipt taxes. Mr. Chairman, the 3(b) was identified as the county infrastructure tax. It should actually be the county capital outlay tax. That's the appropriate tax for that particular tax.

And, Mr. Chairman, there was a third item, C, that we would like to add for discussion purposes only and that would be the Indigent Fund, Non-sole Community Provider which relates to the Indigent Fund and percentages paid to hospitals outside of Santa Fe County boundaries. We'd like to discuss that matter with you, as well, Mr. Chairman.

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CHAIRMAN DURAN: So it's just a discussion item?

MR. MONTOYA: Yes, sir.

CHAIRMAN DURAN: There's not a problem with that Steve, since it wasn't noticed?

STEVE KOPELMAN (County General Counsel): Mr. Chairman, it can always be brought up under matters from the manager or the Commissioner and as long as no action is taken.

CHAIRMAN DURAN: So what's it called, Sam, Indigent Fund, Non-sole Community Provider Allocations.

MR. MONTOYA: Yes, Mr. Chairman, we do have some documents that we'll hand out at the appropriate time to further that discussion.

CHAIRMAN DURAN: Any other changes to the agenda?

MR. KOPELMAN: Excuse me, Mr. Chairman, it actually wouldn't be added to the agenda: you can't add an item. But it can be brought up.

CHAIRMAN DURAN: So why don't you just bring that up at the appropriate time, Sam.

MR. MONTOYA: Thank you, Mr. Chairman. So there are no amendments to the agenda except for 4(3)(b) which is a clarification that it's the County Capital Outlay tax?

MR. MONTOYA: Correct.

Upon motion by Commissioner Trujillo and second by Commissioner Gonzales, the agenda was unanimously approved as amended.

IV. STAFF AND ELECTED OFFICIALS ITEMS.

A. Finance Department.

1. Proposed Fiscal Year 2002 Budget.

A. Budget Summary.

MR. MONTOYA: Mr. Chairman, members of the Board, good afternoon and thank you very much for being here. Today, Mr. Chairman, is it a very important day on behalf of Santa Fe County, the elected offices and the departments that operate under its umbrella, under the Board of County Commissioners.

Mr. Chairman, we are here to present to you the 2002 Fiscal Year Budget for your review and consideration and ask also that there be a resolution adopted later on in the meeting agenda approving the 2002 Interim Budget.

Mr. Chairman, the presentation today will be a culmination of myself and Ms. Miller. We might also call on some additional finance staff members to present or answer particular questions that the Board might have.

My job today, Mr. Chairman, is to introduce the Budget itself and go over some of the highlights and then turn over the presentation to Ms. Miller which basically we have a slide presentation to go over all of the revenues and cost centers and explain the respective budgets for elected offices and departments as we go.

Also, Mr. Chairman, later on in the agenda we will discuss any potential policy issues that might affect the 2002 Budget and any of the ramifications that relate to finances within the next twelve month period beginning on July 1.

Mr. Chairman, I want to point out that the budget that has been constructed in the total

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general sense relates to about \$90,000,000.00 and that is under Section 3 of your book. Mr. Chairman, Tab 3 will show you the General Fund revenue sources totaling \$38,828,210; a Special Revenue that comes to the Santa Fe County equates to \$19,503,002; Capitol Projects which come from general obligation bonds, monies that are brought from the state legislature and general grants that are applied for, total \$13,555,550; Debt Services, which is basically the debt service to the jail and others, is \$3,989,135; Enterprise Funds which comprise the cost centers including the Utilities Department equate to \$14,770,658. For a total revenue source of \$90,646,555. Mr. Chairman -- below that you have --

CHAIRMAN DURAN: Excuse me Sam, I'm not following you on this. I was with you up to the total Debt Service Fund of \$3,989,000.00. And then the next bold is subtotal Enterprise Funds of \$14,770,000.00 for a total budget of \$80,817,928.00; is that where you are?

Sam, can I just ask of you, I've been through this budget process several times and you really need to tell us what page you're on when you're talking about something.

MR. MONTOYA: Okay, Mr. Chairman.

CHAIRMAN DURAN: And they're not numbers so --

MR. MONTOYA: I thought we were on Tab 3.

CHAIRMAN DURAN: We are.

KATHERINE MILLER (Finance Director): Mr. Chairman, Commissioners, we handed your out of the separate items and it looks just like that. But because it is a copy of what's on the screen.

CHAIRMAN DURAN: But this isn't what's on Tab 3.

MS. MILLER: I apologize for that: it's in his Tab 3, but what's up there and I handed it out to you separately.

MR. MONTOYA: Sorry, Mr. Chairman, for that confusion. Are we on the -- do we have the right section.

CHAIRMAN DURAN: I think so; it's that one? You're reading from that one?

MR. MONTOYA: Yes, Mr. Chairman, that is it.

CHAIRMAN DURAN: Okay.

MR. MONTOYA: The last section was the Enterprise Fund at \$14,779,658, for a total of \$90,646,555. Mr. Chairman, these revenues do not, and I want to underline, do not include any revenue that will be produced by the federal lobbyist, since we are not including any of those revenues until those revenues are brought to the county and are in-hand. Those will be added on through the budget adjustment process or the bars that come before you at the regular meeting.

The other two sources of revenue that are not in the budget currently, are the \$8.5 Million Bond that was recently approved by the Board and we have sold those bonds. However, the revenues are not in-hand as we speak. So we will also be barring that \$8.5 Million when it is received in the Santa Fe County for the purposes stipulated in the budget for those bonds.

Mr. Chairman, the last item that is not in the \$90 Million before you is approximately \$4.2 Million that was in the state legislative Capital Fund bill that was vetoed by the governor, most recently. We have expectations that that bill will be revived when the legislature reconvenes, hopefully for the redistricting issue; however, those dates and commitments have not been made yet. And quite possibly, those efforts might have gone to the wayside. But, we are hopeful that it will be reintroduced, passed as is, and then that \$4 Million will come back to the Santa Fe County for those respective projects. But we have not added those in until they become real to the Santa Fe County in terms of revenue. So those are the three sources that are not included in the \$90 Million.

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Mr. Chairman, I wanted to go over some of the highlights that are in the budget and that will be specifically gone over by Ms. Miller as we go into the slide presentation. I want to point out the highlights of the budget.

This budget contains a 3% cost of living adjustment for all Santa Fe County employees. And that relates to approximately a six-month period after January 1. There is a 15% increase in the health care cost that had been provided to the employees from the inception of their employment. The 15% increase comes from the fact that the provider has increased their cost and they basically passed that one to the users, the Santa Fe County being one of those users.

There is a \$2.1 Million General Fund Capital Fund expenditure that is also augmented by other funding sources that we will explain to you more thoroughly. But \$2.1 Million of that comes directly from the General Fund and Cash Reserve.

Mr. Chairman, we also have a 3/12 cash reserve for the General Fund in this program that equates to about \$7.5 Million in reserve for the General Fund.

We also have a 1/12 Road Reserve Fund that equates to \$170,962 that is required by DFA to be held in advance for the Road Fund separately. So we have met our commitments for the administration for 3/12 reserves for General Fund and 1/12 reserve for the Road Fund.

Additionally, Mr. Chairman, we have \$8 Million that will come out of this \$90 Million going to transfers to different departments for subsidy to programmatic areas for service including, some like the Jail Fund, the Enterprise Fund relating to utilities and others. We will explain that \$8 Million transfer in more detail as we move ahead.

We have also put in a program, Mr. Chairman, based on discussions with the Commissioners to add 7.5 additional FTEs to this operating budget, in different departments, that we will also go through very thoroughly for your and have included some merit increases for different departments.

All of these FTEs and there are also some temporary employment issues that relate to about 4 FTEs that are term employees in the Resource Development Department for the Rural Addressing Program. So we have 7.5 full time FTEs and 4 term employees that, once the Rural Addressing Program is done, that program will end. Mr. Chairman, those FTEs and those merit increases equate to about \$920,000 in this current fiscal budget.

Mr. Chairman, those are the basic highlights of the budget that we will be revealing today. And we will go into much more detail in all of these particular areas. We have from a process standpoint, Mr. Chairman, held budget hearings with all of the department heads and the elected officials, went through all of their programmatic requests, added what we believed to be their basic necessities into the original budget, went through the Capital Project, as well. I think 13 of the 15 departments have received some kind of impact from the Capital Fund. So you'll see that many of the programs have been embellished with capital dollars, this year, that goes to that 2.1 plus some of the other revenue sources we have for capital.

COMMISSIONER TRUJILLO: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Trujillo.

COMMISSIONER TRUJILLO: Sam, on the merit -- is that on top of the 3% or 3-1/2% across the board salary increase?

MR. MONTOYA: Yes, Mr. Chairman, we have given consideration to many of the departments that have asked for compensation requests in the merit area to try to bring some equity in some of the lines for compensation for some of the departments.

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COMMISSIONER TRUJILLO: So this will give impetus to achieving internal equity, parity, with other employees doing the same work but that are paid over?

MR. MONTOYA: Exactly, Mr. Chairman, a specific example of that would be the Sheriff's Department where we are working with the dispatch section. Mr. Chairman, the sheriff and the undersheriff have had a very, very difficult time keeping full employment at the dispatch center because of the fact that our entry hourly rate is so low that we lose them. As soon as they become proficient in that area, we lose them to any other entity that will offer them a job.

And Mr. Chairman, in relation to what we did last year, we were having the same problem with sheriff's deputies. We were calling it "deputy drain" because as soon as we got them through the academy, some other entity would steal them from us after we had trained them. And we're experiencing the same problem with the dispatch. We've put some definitive dollars into that realm, as an example, to keep those employees and to keep full employment in those sections.

So, Mr. Chairman, we want to make sure that we gave due consideration in these particular areas. The other two areas that have had some specific consideration were the road maintenance crew under the Public Works Department. We're trying to bring some equity to them. Also trying to bring the same to the Solid Waste Department in relation to the caretakers as some of the convenience centers to try to keep them employed and try to keep them with us and try to keep some history and good service out to the constituents.

COMMISSIONER TRUJILLO: Sam, I understand that the internal equity issue is prevalent across the Santa Fe County, that we have long-term employees that are training new employees that are paid lower than those people they are training, so I would like to see that some of those merit monies being used to address those sorts of situations and achieving parity internally, from an internal standpoint.

MR. MONTOYA: Very good, Mr. Chairman, we want to make sure that our Human Resource Division works hard to make certain that we have parity in our compensation plan and that is one of the things we're going to ask Ms. Quintana to focus on and make sure that Mr. Ojinaga, through his department, brings us a plan that has that type of parity worked into it.

Most certainly, we have been working on it as we have been building the last two budgets, but we're going to focus on that in this new particular year as one of our major projects.

COMMISSIONER TRUJILLO: The structure that we created, is externally competitive, so that we attract the people and pay them at the right level so that we don't lose them to other entities. We made sure that that structure, that range was put in place for that purpose.

MR. MONTOYA: Exactly, Mr. Chairman, and I appreciate those comments and that's exactly where we'd like to take it. We've also worked with the clerk, as an example, in her office to try to build on some of the issues relative to employee salaries in her department. And we've tried to be as proactive as possible and we intend now to look at the entire scale as we move into the 2002 Budget Year.

CHAIRMAN DURAN: Commissioner?

COMMISSIONER GONZALES: Just a couple of questions on Tab 3. Looking at the Summary of Sources and Uses of Funds, do those tie to the budget revenues as sources? I was just looking at it and trying to get an idea of how this is flowing without going into too much detail.

MR. MONTOYA: Mr. Chairman, they do and I think that would lead us into three slide presentation to give you more specificity, if everyone is ready for that.

COMMISSIONER GONZALES: Well actually, just a couple more questions on the overview of the budget. The General Fund cash balance budgeted, the \$5 Million, is that right,

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is that what we budgeted?

MS. MILLER: Mr. Chairman, Commissioner Gonzales, General Fund cash budgeted on that sources and uses of funds is \$2.4 Million, that's the cash. And to tie that to this first slide on the expenditure side, General Fund, it's the \$36 Million plus the \$2.4 Million cash, bring you to \$38 Million, plus the transfer of 377 but they do tie, but, it's different. You have cash transferred then and this is a summary of all of those dispersed.

COMMISSIONER GONZALES: Is the General Fund cash balance the same as our cash reserves; is that the same?

MS. MILLER: No, it's over and above our General Fund cash balance and when we get to that we are over and above our cash reserve this year.

COMMISSIONER GONZALES: Tell me real quick what our cash reserves are.

MS. MILLER: Our cash reserve is estimated -- what we need when we get for DFA we need basically 3/12 or 1/4 of our General Fund which General Fund less our transfers which is at \$38 Million, less about \$7 some odd Million, which requires us to have about \$7-1/2 Million in unbudgeted cash reserve. We estimate that by the end of June we will have somewhere in excess of that around \$2 Million, due to the fact that we had a higher, from when we did the budget, the estimated property valuation. I don't know if you recall when we talked -- did a financial report about two months ago, I said that the number that was given on property valuation at the time we prepared the budget versus six months later when it was actually certified was much better. The certified number was much better. So we had more revenue there than anticipated.

Also, our Gross Receipts growth was a little bit better at the beginning of the year. We had the tax amnesty last year, so we did have some things that did bump up that cash balance. So the revenues' beyond projected revenues. Also, when we imposed the 1/2 mill, the 1/4 mill was not enough, but 1/2 mill was not, we didn't need every dollar of the 1/2 mill. So some of that went in this past year to bump up our cash reserves.

COMMISSIONER GONZALES: So we have \$7 Million, we're going to have about \$2 Million more at the end of June. Our state requirement is going to be somewhere around \$7 Million?

MS. MILLER: About \$7.5 Million or so.

COMMISSIONER GONZALES: Based on a projected 2002 Budget. So do we have an internal policy in terms of where you'd like to be so that we -- I mean it's always safe -- I think our Santa Fe County is better off than other counties and that counties have to budget to get up to that DFA requirement. It seems that we're pretty solid of having extra money above and beyond that in those reserves. Is that separate from the money that you budget for contingency?

MS. MILLER: Yes it is.

COMMISSIONER GONZALES: So you still have a Contingency Budget out there

MS. MILLER: There's \$1.1 Million and one of the things that I did want to bring up today, was that we should look those cash reserves, if you would like to, as Commission, earmark some of those for specific contingencies.

Sam and I have talked about that and it's been mentioned as potential capital funds that you could earmark those cash balances for specific contingencies, perhaps a jail, or law enforcement reserves, a capital reserve, where they can't be just kind of be used for anything but could be a portion of those could be set to a specific purpose and held there until it's needed.

MR. MONTOYA: Mr. Chairman, Commissioner Gonzales, the other ideas that

we have relative to those balances that are unbudgeted, after we ascertain the direction that we're going to take relative to the corrections facility, we were thinking that we could create two funds that don't exist right now.

The first would be a federal matching fund that would compliment any of the federal lobbyist initiatives. Many times they find funds that require a 25% match or X number of dollars to match getting \$2 Million. We currently don't have a fund for matching and we could set aside some funds for that particular purpose and that might be a very good thing to do.

The other is, we don't have a consistent capital replacement fund. As an example, we have been trying very diligently to replace the sheriff's vehicles over the last couple of years. We're purchasing 20 new vehicles this year. But the need was something like 48 vehicles and it's very hard to buy all of those types of vehicles in one shot.

Also another serious area is the Public Works Department with road equipment and solid waste equipment, very expensive. You'll see we have at least \$2 Million being looked at in those particular areas. But if we had a consistent replacement fund, those kind of hits on an annual basis would be a lot smaller.

So we're thinking of creating those two types of funds to see if we can continually keep maintenance service to replacement of fleet and also to match federal dollars for innovative revenue sources.

CHAIRMAN DURAN: Okay, one this issue of the cash reserves, so at the end of June we're projected to have about \$9 Million in cash reserves, is that right? That's \$7 Million plus \$2 Million that we're anticipating.

MS. MILLER: Mr. Chairman, Commissioner Gonzales, we're estimating that based upon our current budget and our revenues as they're coming as the expenditures that we know we're going to have, that we should have about a \$9 Million to \$10 Million cash balance of unbudgeted cash.

COMMISSIONER GONZALES: So you've already -- I know that one of the things we've done in the past is that we've used available cash at the end of one fiscal year to front capital projects, one-time hits for the following fiscal year. And I submit if we followed that practice that that's already been budgeted out, is that right?

MS. MILLER: The \$2.4 Million.

COMMISSIONER GONZALES: So that's separate from what actually going to end up in the cash reserves unbudgeted fund?

MS. MILLER: Yes.

COMMISSIONER GONZALES: And are we going to -- did you also make an appropriations or an additional allocation to the Unrestricted Cash Balance Fund or are we just going to leave that alone for some policies that need to be made?

In other words, does the 2002 Budget propose to put more money into the unrestricted cash reserves?

MS. MILLER: No. It's basically -- it really depends on how our expenditures go. If we actually expended everything that we budget, we wouldn't have absolutely nothing going to build the cash balance. And that's like in some years that we have additional revenues above projected and also expenditures below projected.

And that's what builds up that excess over the reserve requirement by DFA. And this year we are projecting that it would be about \$2 Million.

COMMISSIONER GONZALES: So, of the \$2.4 Million that we're spending in

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capital, is that all this year's money or are we anticipating that to be paid also through the 2002 monies, as well?

MS. MILLER: That is an addition to the excess and it is cash.

COMMISSIONER GONZALES: That that's all cash that we're getting ready to --

MS. MILLER: Yeah, so you could say it's for simplicity sake, \$4-1/2 Million will fall out of this budget. Although, some if it is a carryover from a previous year. And we're going to spend \$2.4 Million of it and there's still \$2 Million above and beyond our reserve requirement that we will have and that will stay there unless we budget it to spend it or it will just continue forward.

COMMISSIONER GONZALES: And so that's what you're saying, Sam, is in front of this Commission is some policy decisions on the unrestricted cash as to how the best use to do this. Because this is a recurring issue where we're going to have this unrestricted cash that falls out that we may want to be proactive in how we're dealing with it, right?

MR. MONTOYA: Exactly, Mr. Chairman, Commissioner Gonzales, we need to ponder some new financial policies and this is, I think, the first time that the Board has had some unrestricted reserves. And we want to make sure that --

COMMISSIONER GONZALES: It's only one-time money, is that correct? This is money that you're not proposing would go into recurring?

MR. MONTOYA: Yes, Mr. Chairman, and I think there are plenty of good programs that we could put it into but the two I mentioned to you would probably be some very fundamental financial tools that would help the Santa Fe County in the future.

COMMISSIONER GONZALES: Thank you, Mr. Chairman. One last thing, just so I know. In terms of the Clerk's fees, I had noticed that the clerk expected to generate or we budget \$450,000 out of the clerk and \$350,000 for ambulance fees. Do those fees stay within those departments? They just stay inside the departments for other issues?

MS. MILLER: They do all go into General Fund but their budgets, within those two department, well exceed those amounts. We do try to tribute them to increases in those departments or an expenditure but they're not tied directly dollar to dollar.

CHAIRMAN DURAN: Okay, thank you.

So as I'm reading the information in Tab 3, if I look at this figure 2002, I need some help understanding this. The projected budget for 2002 is \$36,048,874. And then the last column on the right says the total sources of \$30,762,837. Is this what we're actually going to be budgeting towards the General Fund recurring?

MS. MILLER: Mr. Chairman, if you look in that part that you're looking at and under Fiscal Year 2002 Projected Budget, this is the \$36 Million, the first column, or first sub-column in that column, \$36 Million is the recurring revenue for General Fund. Meaning there is a revenue source that is in General Fund that comes in year after year and that's gross receipts' tax, property tax, miscellaneous revenues. So that's \$36 Million.

Then the next one, the next column over is a transfer and that is from a -- and we can go to the detail of what that is, but that is \$377,000 is coming from other funds. The majority of that is the environmental gross receipts. So it's being transferred in to help with solid waste. Then if you go to the last column --

CHAIRMAN DURAN: So what's the -- translate, tell me about the transfer out.

MS. MILLER: Well, I was going to show you all of the sources, then the other source is the last column, cash budgeted \$2.4 Million, that one in blue. Those are the three sources

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for revenues in General Fund. Then the transfer out, that money comes in to General Fund, but then goes out to other funds like the jail and road maintenance and some smaller ones. And the Health Fund to provide funding for sole communities, those are monies that go out of General Fund.

CHAIRMAN DURAN: And that leaves us the \$30,762?

MS. MILLER: Yes, if you were to look at the \$36 Million plus the \$377,000 less the \$8 Million going out, we end up with \$28 Million in expenditures with recurring expenditures in General Fund, plus \$2.4 Million in cash which brings you to the \$30 Million.

CHAIRMAN DURAN: And that cash comes from?

MS. MILLER: From, like this year, money that's not expended, that's budgeted revenues. What we do not do and this is a little bit of a clarification to Commissioner Gonzales, adding on to what he was saying, we don't budget a recurring revenue to go to a capital fund. We essentially budget, for instance, salaries at 100% and if there is a vacancy, we don't back it off and say, "Okay, this position is \$50,000 and it might be vacant part of the year so we'll back up to 98." We actually budget at 100% and then typically in our salaries and benefits line items, a few hundred dollars will fall out there and certain things that we don't spend money on, that money falls out at the end of the year. That is what funds our capital and that is what makes up that cash number the following year.

We pretty much make up a capital list and work to see if we are going to have that much money come out of the budget or have that in excess of our cash reserve requirement. Can we fund it, yes we can. We have \$2.4 Million this year.

CHAIRMAN DURAN: So our projected revenues from 2001 to 2002 increased from \$29 Million which was the actual for 2001 to \$36 Million or do we go to the \$30 Million?

MS. MILLER: It's an actual from Fiscal Year 2000 which was last June and then this year we have budgeted that will go through June 30th, this year, 2001. This year is \$31,512,000 and we are going from \$31 Million to \$36 Million. A good portion of that increase, almost \$2 Million of that, is the MOA with St. Vincent.

And if you would allow me to go back to the slide presentation, a lot of this will come out cause we're kind of jumping around but I can show you the actual sources of the funds pretty quickly and you'll get a better idea of where those increased are.

COMMISSIONER GONZALES: Before you do that, can I, and I apologize if you are already explaining this difference and I wasn't listening, but, the General Fund and you're probably going to go through this, but the General Fund revenues were the sheet that you passed out, don't -- they don't tie to this sheet that we're looking at. Did you go through that and I didn't hear?

Like General Fund revenues, you have listed at \$38.8 Million. The projected 2002 prior to the transfers in and transfers out of the cash budget is \$36.48 Million, capital, special revenue projects, I don't see the tie. I do see where debt service does tie and so does the Enterprise Fund and I was just wondering what the differences were between --

MS. MILLER: If you go to the packet that we handed out.

COMMISSIONER GONZALES: This one, -- that's the one I'm looking at, right.

MS. MILLER: It goes to about the next page, or maybe further than that. We had to make an adjustment. We gave you those on Thursday, these big books and we made an adjustment because one of the funds was missing a column and that's in your book. And that's what we handed out in this packet here today. So that's why it's hard.

COMMISSIONER GONZALES: The numbers that you handed out today are the numbers that we're working off of?

MS. MILLER: Yes.

COMMISSIONER GONZALES: So, Mr. Chairman, if you're looking in your packet to the numbers off then you're not getting an accurate number because it's been replaced.

CHAIRMAN DURAN: So what -- ten pages and what does it start with, that I should be looking at? This for the 2002 budget? Is it a summary; this is the new page then?

MR. MONTOYA: Right.

CHAIRMAN DURAN: Okay. Yes, I still don't understand where they don't tie. Where the FY 2002, in this view, is just showing \$28.3 Million. We're trying to tie up to the \$90 Million number and even on this summary, it's \$80.8 Million.

MS. MILLER: That's because the transfers. And that's the way I have to report it to DFA, so the transfers have that impact on the total. Because they're going in and out and they're counted twice in this summary. They show up as a revenue coming into General Fund, but they also show up as a revenue going into the other fund.

And I know that's confusing when you're looking at it from there but if you look on these summaries, you have to -- the column for transfers skews the totals because they come into one fund, then they go out and then they go into another fund so they're showed sometimes as a revenue twice even though they're really not a revenue twice. So that's why you have a difference of \$80 Million and \$90 Million.

CHAIRMAN DURAN: So I guess the problem is that you're making a presentation to us and then we're looking at something that isn't even anywhere near what you're presenting to us. So as we move forward, could you get us to the right thing to look at while you're making the presentation, the right page to look at.

MS. MILLER: Mr. Chairman, I'd like to do that if we could actually go through the presentation. That's why we're saying because then those -- we're jumping to the back of the presentation and it's hard for me to tie that to the front of the presentation, in detail, because the summary includes several of the slides in the detail. And that's where we're mixing one slide, trying to tie it to a slide that actually combines several slides.

CHAIRMAN DURAN: So everything in Tab 3, we should disregard at this point?

MS. MILLER: I think it would be best, Mr. Chairman, if we used the packet that I handed out.

CHAIRMAN DURAN: Okay. And let's go on.

MR. MONTOYA: Mr. Chairman, if we could go to the slides, I think that we could really help you with some of the detail and get some clarity into the confusion here.

CHAIRMAN DURAN: I hope so.

MR. MONTOYA: Thank you, Mr. Chairman, I think this will help.

MS. MILLER: Mr. Chairman, commissioners, as I said, Sam went through the revenue side, the expenditure side, you can see where the capital package in the bottom we have General Fund, \$36 Million plus that \$2.2 Million is the capital package which we'll go into detail what makes up that \$2.2 Million when we get to the individual departments. That's the \$38 Million.

Then the other items, it's a balanced budget at \$90,646,000 with revenues plus cash being equal to the expenditures and those type of funds. Go to the next slide.

This next slide is just kind of a summary, by some type, it's just a picture of what you just

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saw and give you an idea of the percentages and the makeup of the entire budget as a whole. As I said, the General Fund is \$38 Million, Special Revenues are \$19 Million. Capital Projects, there's \$2.2 Million in General Fund, but there's also another \$11 Million in all the other special funds. Those are all the capital projects.

And then Debt Services is almost \$4 Million and we'll get into the detail of what makes up that \$4 Million, all the various bonds plus the New Mexico Finance Authority loans that we're requesting next year. And then the Enterprise Fund is at \$14 Million.

CHAIRMAN DURAN: So Kathy, looking at the column, the General Fund, where it's \$38,828,210 what can I look at that will show me what comprises that fund? Or am I jumping around?

MS. MILLER: You are jumping around but we can do that. On this particular one, I will show you how this summary sheet that you were looking at before ties to it.

The \$36 Million -- if we go to that sources and uses of funds, which is this slide here and in your packet, it's that same sheet that we were looking at before in the packet that we handed out. The summary of the Sources and Uses of Funds, and it is the first column, the \$36 Million, where you can see where the cursor is right now, that's the number that we were talking about before this, the recurring revenue, the \$36 Million plus the transfers in the \$377,000 plus the cash, the \$2.4 Million. Those add up to a total of \$38 Million which ties to your first slide.

CHAIRMAN DURAN: Okay.

MS. MILLER: See, the total of the last column there for our purpose have to back out then the transfers go into the other fund.

CHAIRMAN DURAN: Right. That transfers out -- okay, makes sense. Thank you.

MS. MILLER: So if now we go back to the slides, on the Budget Revenue Summary, those are how it actually pans out in the way of revenues on a bar graph where we attribute those revenues and then the associated expenditure with them, as I said, the \$4 Million in Debt Service and \$13 Million in Capital Projects. Can we go to the next one, Alfred. That \$90 Million, as I said, we have to do a balance budget, so we have a revenue which includes a recurring revenue plus any budgeted cash. Then we have to have expenditures that tie exactly to that.

These are the expenditure that tie to that, the General Fund, there's \$36,594,000 in recurring expenditures, that does include the transfers going out to other funds, plus the capital package of \$2.2 Million. That's last bar on the bar graph. And that also ties to that first sheet of the \$38 Million.

Then you've got your Special Revenue Funds, \$19 Million, Capital Projects across, the other funds, \$13 Million, and Debt Service and the Enterprise Fund. We go to the next one.

Now this one will help you understand the transfers a little bit better. The General Fund is our main operating fund. And the other funds sometimes need assistance to carry out their purpose, i.e., the jail fund, it does generate revenues of its own, but we also have our inmates and debt service that have to flow through that fund.

The first one is our transfer to the Jail Enterprise Fund. That from 518 when we get into the expenditure in each fund, we can look at what expenditures make up the total budget for the Jail Fund which was more like \$12 Million. But this is how much is coming from the General Fund to supplement that overall budget.

Last year, you can see it was about \$3.5 Million. We're estimating about \$4.1 Million will

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be required from General Fund. And when we get to the Jail Fund, I can show you what those expenditures are estimated to be and how that number -- eventually we take all the revenues that are going into the Jail Fund and we also take all of our expenditures and then whatever the difference is, that has to be covered by General Funds. And that's how that number is arrived at as to what needs to be transferred from General Fund to cover that.

MR. MONTOYA: Mr. Chairman, I want to point out that on that particular graph there, if you look at the middle of the page, middle of that graph where it says, "Road Project Fund, 311, and you look to the left of the graph, it will show you where the transfers have actually grown and there in the Road Project Fund, the Equipment Loan Debt Service, GRT Revenue Debt Service, Emergency Services, the Road Fund and the Jail Fund being the largest culprit in terms of taking cash.

CHAIRMAN DURAN: So the jail's our biggest expense?

MS. MILLER: The Jail Enterprise Fund is probably the single largest fund in short other than General Fund. As I said, it is the juvenile, the adult, and the electronic monitoring and all of those combined are approximately, I believe, \$12 Million. And we generate other revenues of about \$8 Million and the rest needs to be covered by General Fund.

CHAIRMAN DURAN: So Kathy, as I look at this thing, the Emergency Services Fund, the Equipment Loan Debt Service and the Road Project Fund were zero last year?

MS. MILLER: The Emergency Services, that's Fund 232, that was the gross receipts that was diverted from indigent and it has been used to fund other items but then we also put the MOA into place. A good portion of the MOA money goes into General Fund. So to make up for the fact that all the revenue is being used for indigent and sole community, we still have to bring some money back from General Fund to cover the increase in sole community.

As I said, most of the MOA goes to General Fund so it essentially does fund itself. But that's why you see a transfer of \$1 Million going from General Fund to Fund 323 so that we can cover the increased community costs.

Roads Fund is another where we've had a large increase. Last year it was about \$1 Million, this year it's \$1.6 Million. And that's due to the fact that revenues from Motor Vehicle tax and gasoline tax, which go predominate to Road Fund, are down. Also, our cash balances in Road Fund were down and we had to move an additional \$170,000 into the Road Fund. So that's why that transfer has increased to that degree.

Another one, Equipment Loan Debt Service (403), that's the NMSA loan, we're looking at \$750,000 to fund computer equipment and ortho photography, plus \$560,000 for Public Works Capital Equipment. That debt service will then be about close to \$300,000. That's a new expense.

A recurring expense that we have not had, we need to transfer tax revenue, gross receipts tax revenue to a Debt Service Fund to cover that. And Road Project Fund, there's a few grants that we're trying to get, the co-op grant, this is our matching money for that plus some money where we are short in state funds to do those road projects.

And the fun one where there's an increase is the Water Enterprise Fund. That's due to the change in water rates at the city. Our current rates to our customers, we will be short by about \$53,000, so we have to transfer from General Fund. If we change our rates in the utilities, in the Water Fund, then this transfer could be reversed. But we need to balance the budget and based upon current rates we would need to supplement it with General Fund. So we have to show a transfer for that. If once the Board makes a change, then that transfer can be reversed then go back to General Fund.

CHAIRMAN DURAN: You'll be talking to us about that at a later date?

MS. MILLER: Yes, when we got to the water. We can go to the next slide. The next slide is in your packets, this is just giving you a growth of the funds and it looks like -- this is the growth in the General Fund revenues. I'd like to get into just the General Fund, and then we'll go through those special revenue funds and the Enterprise Funds so that you can see where the growth in revenues is. This graph brings it out.

In the inter-governmental grants, you can see that they go -- we have the years from Fiscal Year 2000, this current year, 2001, and then the bar along the back is Fiscal Year 2002. There are the intergovernmental grants that we have. These are grants that we currently have, this the funding and the grant agreement for.

As Sam said, this does not include any capital funds that we might receive over the next few months when the legislature approved the capital package. So these are ones that we currently have, would include things like DWI grant, Funds, Region III, craft grants, things like that.

Then cash balance budgeted, you could see in Fiscal Year 2000, we budgeted \$3,058,000. In this current year, Fiscal Year 2001, it was \$1.9 Million, and next year we're proposing \$2.4 Million.

Miscellaneous Revenues on that Sources and Uses of Funds, those were all the various revenues of the different fees for everything we charge, clerk's fees, ambulance fees, and other miscellaneous revenues.

This also includes, you can see the big jump from last year, the \$2.5 Million to \$4.5 Million, close to \$2 Million of that is the MOA with St. Vincent. About \$1.8 Million of it is the MOA. The other \$400,000 on the MOA does go into Fund 232.

Then the taxes, state shared, those are like the Motor Vehicle and the gasoline tax. The reason you see such a change from the \$406,000 to the \$1,016,000 because DFA distributed them differently between Road Maintenance Fund and General Fund.

They used to go more to Road Maintenance Fund, now they say they go more to General Fund, but we end up transferring almost all of that to -- actually we do transfer all of it to Road Maintenance.

Then Gross Receipts are the, 2000, we received \$6.1 Million and the reason we received so much was last year was they had the amnesty and we saw a large jump in the month that the state implemented that. Then this year we budgeted \$5.7 Million account that they weren't going to have the amnesty, but, the county has had pretty good growth in gross receipts, probably about 15% in the Santa Fe County. Now not so much in the city, so we are estimating 6.1 next year based upon an average between the tax that goes in across the city limits as well as that that's out in the county.

And then the final one is our local tax effort which is property tax plus prior year property tax penalties and interest. And that's where you can see the difference between with our net new and the 1/2 mill we have budgeted the entire estimated revenues from all property taxes and post.

The next slide is an actual breakdown of the General Fund but has all of the revenues, it shows you the recurring revenues in a spreadsheet format and it also shows you the non-recurring revenues with numbers you can see Fiscal Year 2000, the third column, the requested budget that also ties to the \$38,828,000 that was on the first slide.

It shows you the recurring revenues of \$36 Million plus transfers plus the \$2.4 Million capital package, or cash, bringing the entire recurring revenues and cash of the General Fund to \$38,828,000. And you can see the specific variances in the last column between last year and this

year.

If you have any questions on the revenues for General Fund, it would be a good time to discuss those now before we get into the expenditure section by department.

CHAIRMAN DURAN: Any questions of Katherine? Okay.

COMMISSIONER TRUJILLO: Just one question on the variances, would you point me to where those are at. You said the last column.

MS. MILLER: The last column on this side, there is a variance between and that variance, for instance, in local tax effort in Fiscal Year 2001, we had an approved budget of \$19,160,000 and then in FY 2002, we're requesting a budget of \$21,691,000 for a variance and as I said a variance is an increase where the numbers are in black, that's an increase revenue of \$2.5 Million. Then the ones in red are where we have the --

COMMISSIONER TRUJILLO: It's a dollar variance and not a percentage variance?

MS. MILLER: Yes.

COMMISSIONER TRUJILLO: Okay, that's what I was looking for, a percentage, but yeah, this makes sense.

MS. MILLER: So those are where we're just trying to point out where we have a difference and what that total difference is.

COMMISSIONER TRUJILLO: Okay.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan?

COMMISSIONER SULLIVAN: Then just to summarize, Katherine, looking at the variance to the right of the \$38,828,000 of a \$4.5 Million, so basically, from what we budgeted last year, we're seeing or estimating an increase of \$5 Million in revenues over last year which was about \$33.8 Million; am I reading that correctly?

MS. MILLER: We're estimating a increase in revenues of \$4.5 Million plus about \$489,000 more in cash that you see at the bottom there. So -- oh, okay, the \$4.9 Million that you - - yeah, it is about a \$4.9 Million or \$5 Million increase in revenues. And as I said, in that miscellaneous revenue row, that is the MOA, that \$1.942 Million, a good portion of that is attributed to the MOA with St. Vincent.

COMMISSIONER SULLIVAN: So just doing the math in my head, that's about a 15% increase in revenues?

MS. MILLER: Yes it is.

COMMISSIONER SULLIVAN: And \$1.8 Million of it is the MOA, so if you pull that out it's still...

MS. MILLER: Eight percent --

COMMISSIONER SULLIVAN: Eight percent in revenues and that seems to be a pretty hefty or healthy increase in revenues. Is there any one area that that's occurring in that you see?

MS. MILLER: -- increase in property taxes in between net, new and, is that mostly net-new, and then there's also an additional reappraisal increase. So it predominantly in our -- but we did not, last year use, if you look at FY 2000 and FY 2001, we did not budget that full increase because we did not have that net new number until later in the year. So part of it is a catch up from the previous year.

So although it is a bout 8% in this year on property tax, it's making up for the increase that

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we did not have in the previous year because we've not had that number at the time we formulated the budget. So, if you notice, there's only about a \$2 Million increase between those two years, or a \$1.5 Million and then you look from last year to this year. It's what, \$2.5 Million. Some of that is the catch-up from the previous year.

COMMISSIONER SULLIVAN: So certainly we can anticipate a continued annual growth of 15% or even 8%?

MS. MILLER: No.

COMMISSIONER SULLIVAN: Cause part of the 8% was catch-up from a prior year.

MS. MILLER: That's correct, unless of course, the ortho-photography and need of staff really bring back an even larger increase.

CHAIRMAN DURAN: We're counting on them. I have a question though, how much are we rolling over -- what's the projected rollover of funds that we didn't expend in FY 2001?

MS. MILLER: It's \$2.5 Million in the capital plus there's probably going to be somewhere between \$1.5 Million and \$2 Million of unbudgeted and unreserved cash.

CHAIRMAN DURAN: I remember that. Thank you. Any other questions. So now we're going to go into expenditures?

MS. MILLER: Yes. The first line of the first row of the recurring expenditure line item is the transfers. And the transfer out last year or this fiscal year was \$5.3 Million and we're looking at \$7.8 Million. As I said, \$1 Million of that increase is to the EMS Health Fund to fund the increased community costs.

And then we are using revenues in Fund 232, as well, and some cash balance in Fund 232 to fund that increase. Then there's also an increase of about \$600,000 to the Road Maintenance Fund. And that's due to about a 5% increase in budget there. And also a decrease in revenues in the Road Fund.

CHAIRMAN DURAN: Where are you?

MS. MILLER: In the transfer out, the \$2.5 Million, if you go across that first line, I'm just kind of recapping what we had talked about on the previous slide. Why that has gone up by \$2.5 Million.

CHAIRMAN DURAN: Okay, I see.

MS. MILLER: \$1 Million of it is to the Health Fund.

CHAIRMAN DURAN: Right.

MS. MILLER: \$600,000 of it is to the Road Maintenance Fund and another \$500,000 to \$600,000 is an increase to the Jail Fund. Also the Debt Service is \$300,000 for the NMSA loan which was for orthophotography and the Public Works equipment.

COMMISSIONER TRUJILLO: So your sole community provider, wasn't that being funded by the Indigent Fund?

MS. MILLER: This fiscal year, Commissioner Trujillo, this fiscal year we had cash balance in the Indigent Fund. And then if you recall when we did the change to that second half of the third 1/8, all that revenue was going to Indigent and they had accumulated about a \$2 Million to \$2.5 Million cash balance.

When we did the increase to the sole community, in September, we used about \$1.6 Million of the Indigent cash balance plus \$400,000 or so from the diverted money to fund that increase. So now the Indigent cash balance is pretty much depleted and the way that they ordinance

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read for doing that second half of the third 1/8, that diversion, was that then if Indigent needed that money back in order to continue on at the same rate that they were before, that the money would go back. And that's where you see the \$1 Million coming back cause the money for the MOA is going into the General Fund.

And then it's kind of complicated, but then it comes back in to Fund 232 to fund -- we have \$2.2 Million coming out of -- no, I'm sorry, \$3.2 Million coming out of the EMS Health Fund. So most of it is coming out of that diverted money to pay for the sole community and then the Indigent Fund, the revenues in Indigent Fund are going to all of the Indigent budget that we've had in the past.

So those are the main reasons for the variance in the transfers out. That's why we have the increases there. And we will talk about the Indigent Fund and the Health Fund and the specifics of the jail after we go through General Fund. But I just wanted to explain that that's why there is a larger transfer out.

COMMISSIONER TRUJILLO: You said there was a decrease in Road Department revenues? What's that?

MS. MILLER: The Motor Vehicle tax has, this year, about \$80,000 under budget in revenue and we have written Tax and Revenue and asked them about why that is. There's not a real clear explanation except, I believe, driver's licenses. The driver's license went from a four year to an eight year.

COMMISSIONER TRUJILLO: So there's a cash flow from the state to the Road Department for licenses?

MS. MILLER: Yes. The Road Maintenance Fund, the main revenues have been from the state's motor vehicle tax, which includes the car registrations, which are on a two year cycle now, and the driver's license registrations which are eight years now. So the cash flow is different.

And then the other is the gasoline tax. And since this whole state has seen a reduction in gasoline tax revenue attributed partly to the pueblos being able to have gas stations and the gas without the tax. So it's a lower cost so we don't get that revenue in the state anymore. And then it's not distributed then to the counties. So that differences, either to cut the expenditure in the Road Fund or to supplement it more with General Fund tax dollars.

Now the next sections are the budgets by department, the General Fund budgets. This handout that we gave you, if you get to any portion where you want to go into detail of them, but what we tried to do is simply this since there's so many funds. We just wanted to touch on the changes within each department.

So we've put the last two years approved budget and then the requested budget for next year. And then on the sheet behind this one, you'll see where the major changes are.

In the County Manager's budget, we've got about a \$42,000 increase and if you go two sheets back in your package, the major changes in the County Manager's budget were, and this is where we go to the personnel issues, most of the changes within departments are directly related to personnel changes. Whether it be an increase in overtime or salaries or a new position.

So we'll be flipping back and forth between these three pages on your packages as we go through each department.

The County Manager's Office had requested a chief of staff position. On the County Manager's recommendation, we actually have taken that position out but there are also a request for a change in the way that policy analysts' salaries are distributed. And that is that currently Terrence

Brunner and Virginia Vigil's salaries are split, 50/50, half between the Health Fund, the 232 Fund and half between General Fund.

Since Virginia spends more time in health issues than Terry, we actually switched that to a 75% of her salary out of the Health Fund and 25% out of General Fund. And then Terry Brunner's position to be 75% General Fund and 25% Health Fund. This is more reflectable of where they actually spend their time. And that has a net change of about \$5,000.00 more being freed up in General Fund.

And then there's a request for merit increases for the 3 policy analyst positions totaling \$10,800.00. And that has been recommended in lieu of doing a chief of staff position.

COMMISSIONER TRUJILLO: Merit increases, you say, are \$10,000.00?

MS. MILLER: It's in total for all three.

COMMISSIONER TRUJILLO: Cause I see here merit increases for policy analysts for two, I guess, \$6,998.

CHAIRMAN DURAN: Right.

MS. MILLER: I believe that's because of the split, then, between the 75 -- I think that's what total requested, \$10,805 but only \$6,998 would be to General Fund. The rest will go to the Health Fund because of the two policy analysts that are split.

CHAIRMAN DURAN: Would go or come out of the Health Fund?

MS. MILLER: Would come out of it, I'm sorry, the cost would go to that fund. So approximately \$7,000 would hit the General Fund and about \$3,000 would hit the Health Care Fund.

COMMISSIONER TRUJILLO: So the County Manager has requested that the chief of staff position not be filled?

MS. MILLER: That's correct.

MR. MONTYA: That's correct.

COMMISSIONER TRUJILLO: Any reason for that?

MR. MONTOYA: Well, Mr. Chairman, I think there's several reasons. I think we're going to restructure the methodology that's utilized now with the current policy analyst. I'm in the process now of reconstructing the job description for all of these individuals and we will be actually losing one of our policy analyst to another endeavor. So as that individual leaves, it's an appropriate time to reconstruct. And I think I've had the opportunity to discuss issues with all of the commissioners relative to policy analysts and how we can better serve, not only, the BCC but the constituency at large.

So, Mr. Chairman, in the next month, I will be reconstructing the way the policy analyst work and I think we can achieve some of the initiatives that I was after in the original intent. And I'm hopeful that we will be able to get where we want to go with that.

CHAIRMAN DURAN: Okay, any other questions of Sam? Okay, Katherine.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Katherine, how does this sheet that we've been looking at just now, relate to the one before that called "Major Variance by Budget?" Are we looking at that also. The one that looks like this?

MS. MILLER: Yes, except that I did not, on that one, the only change in the County Manager, the only program change that's really come up to make up that variance of \$42,000 of the first sheet is the only one that is a requested program change, is the merit increases

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and the change between the split of the positions.

The rest of the increase that that \$42,000 increase, is the 3% cost of living increase because that's built into everyone's budget. So we only highlighted the program changes and the major changes with the number I just said that are more of decision making. Because the health care costs went up 15% and the cost of living increase of 3% was already negotiated in the union contract.

So those are built into the base and then the changes that you see on those two sheets, the personnel changes and the major variance by budget in each department. Those are the additional ones to the personnel changes.

COMMISSIONER SULLIVAN: So you just didn't put them down there because you didn't consider it to be a major variance?

MS. MILLER: Correct.

COMMISSIONER SULLIVAN: Okay, so we'll come to some others and when we get there, I'm particularly interested in the community health development and economic development that you've shown a couple of major variances.

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: And we'll get to that?

CHAIRMAN DURAN: Where did you find that major variance by budget sheet?

COMMISSIONER SULLIVAN: That was right in front of the sheet that she's got up -- well actually, she's got it on the screen now.

CHAIRMAN DURAN: I've got it.

MS. MILLER: Yes, we'll kind of be going back and forth between those three sheets. We added the sheet with the major variances so that we could explain and we could actually look at where the major changes are from last year to this year, in addition to, the personnel changes.

COMMISSIONER SULLIVAN: But on these three sheets that you call "Program Changes Requests for Salaries and Benefits," I don't see Community Health and Economic Development Department at all.

MS. MILLER: Because they did not request any personnel changes is why they're not on the --

COMMISSIONER SULLIVAN: Oh, okay.

MS. MILLER: It's all grant related, yes.

MR. MONTOYA: Mr. Chairman, Commissioner Sullivan, the Community Health Department has asked for some additional staffing but the dollars for that will come out of the MOA with St. Vincent. So it will not affect the General Fund.

CHAIRMAN DURAN: Is that part of the 7.5 FTEs?

MR. MONTOYA: No, Mr. Chairman, actually we have not quite completed that discussion so we're not exactly sure where that will come in but it's not part of the 7.5, no sir.

CHAIRMAN DURAN: So you're saying our economic development coordinator that we talked about might be funded out of the MOA with St. Vincent?

MR. MONTOYA: No, Mr. Chairman, I'm saying that if the Community and Economic Development Department request comes -- that the funding source will be the MOA with St. Vincent Hospital because there are some specific dollars to manage some health related issues that that department is working on specifically. Like the detox project and some of the others.

CHAIRMAN DURAN: But Economic Development has not been discussed?

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MR. MONTOYA: No, that and in actuality is in the Commission budget itself.
CHAIRMAN DURAN: Okay.

COMMISSIONER SULLIVAN: But one of the items, Mr. Chairman, Katherine, that I didn't see, since Community Health and Economic Development is the first one on that list and it's not listed on the salaries and benefits changes, I was inquiring about the change in the program with the city for the operation of the senior centers.

And I understand that we're moving forward, but that that increasing by some \$40,000 plus, is that correct? I would consider that a major variance. I mean, I see some others that are only \$9,000.

CHAIRMAN DURAN: But that's out of a different budget, right?

MS. MILLER: Mr. Chairman, Commissioner Sullivan, that is in contractual services in the manager's. And you're correct, it doesn't show up here as a major variance because their overall budget did not change except for those program changes. We can go to discuss and I apologize, actually when we did the manager's budget, there was a lot of discussion for those when we did the individual budget by line item. It shows up in -- it's in your budget.

COMMISSIONER SULLIVAN: Whose budget is the senior citizen contractual services in; the manager's?

MS. MILLER: It's under the manager. Because all the joint services with the city are there and if you would like, we could go to and I could have breakdown of that.

COMMISSIONER SULLIVAN: So there does appear to be one major variance in the manager's budget and that is the contractual senior services, the \$40,000, is that correct?

MS. MILLER: You're right. The contractual services line item in the manager's budget, as a whole, did not change and that's because another area was cut out to fund that increase in the senior services. And so some of the other contractual money, there was some other contractual money in the manager's budget that was reduced to fund the increase to the senior services, so that line item actually did not change very much and therefore it didn't come out as a change.

COMMISSIONER SULLIVAN: Okay, but it is correct that next year, we're going to be paying, and I want to focus this because at times we hear things from the city saying that if we're not paying our fair share with some of these programs and we are, in fact, going to next year be paying 25% more for contractual services with the city involved in running the senior citizen centers, is that correct? Am I right?

MR. MONTOYA: Mr. Chairman, Commissioner Sullivan, we have not completely negotiated that due to the fact that the city manager is not available. But we are headed down that path, you're absolutely right. The request is every bit that much. In fact, triple that amount but we are settling on maybe, a third. We're still negotiating that issue.

COMMISSIONER SULLIVAN: But the reason it didn't pop up on the radar screen here is because something else fell out and so it evened out?

MR. MONTOYA: Exactly, Commissioner.

CHAIRMAN DURAN: It's not smoke-and- mirrors.

MS. MILLER: Mr. Chairman, Commissioner Sullivan, we can give you what is kind of earmarked for that but as the manager said, we haven't negotiated those so it was an estimate and just took that entire line item and estimated what those costs would be for a total in the manager's budget for the contracts with the city of about \$400,000 which is emergency dispatch, parking services, senior citizen services, at \$180,780, para-transit and FEMA and they are

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estimates because we have not negotiated those contacts with them. But we did put in more for that service.

CHAIRMAN DURAN: Okay, any other questions on the manager's budget? Do we want to approve each department's budget as we go, Ms. Miller?

MS. MILLER: Mr. Chairman, that would be helpful if we did do that. If there's any areas that you would like us to make changes we can and if you could approve them as we go, then essentially when get to the bottom of the General Fund, we'll know that the is good to go as it is or need to make the changes that you'd request.

COMMISSIONER TRUJILLO: Let me make sure that I'm following this correctly. Where are we at? Are we on Fiscal Year 2002, Program Change Request for Salaries and Benefits, that's the sheet that we're on now?

CHAIRMAN DURAN: Yes.

MS. MILLER: Yes, Commissioner.

CHAIRMAN DURAN: And I think we're approving or disapproving or discussing a description, right. Manager's recommendation or description of those items?

MS. MILLER: Yes, what we're requesting here to do is change the split for the two policy analysts and also for you to approve merit increase for the three policy analysts, that amount in total. For essentially a change in General Fund of the total request of \$99,000, actually instead of approving that request, only approving the \$17,000 request. I'd like to clarify, the \$10,000 is General Fund, the \$7,000 is the Health Fund.

That's how those are split on that merit. I thought it was less the General Fund but it's \$7,000 would go for the two policy analysts that are split between EMS, \$7,000 would hit the EMS Fund and then for the three policy analysts, meaning the two that are split plus the one that is fully funded and then there's going to be a vacancy, that is \$10,000.00. So for a total of \$17,000 increase personnel salaries and wages and benefits in the manager's office.

CHAIRMAN DURAN: Okay, just to be clear, the left side of this Salaries and Benefits section is the requested budget and what we're being asked to approve is the manager's recommendation which is on the right hand side?

MS. MILLER: That's correct, Mr. Chairman.

CHAIRMAN DURAN: And then in the very last column, it's a difference between the request and the recommendation?

MS. MILLER: Yes.

CHAIRMAN DURAN: Okay, so basically, he shaved a considerable amount off, \$81,000 off his budget from his original request.

MS. MILLER: That's right.

CHAIRMAN DURAN: That's how we should look at this budget as we go through this?

MS. MILLER: Yes, cause you can see what was originally requested and then what we essentially negotiated. I would like to state there are some that don't show up on here because they were not originally requested. For instance, in the Clerk's Office, she did not originally request, as an increase to her budget, for merit increases, but she gave out about \$10,000 worth of General Fund expenditures that she could use in a different area in return for \$12,000 in return to use \$6,000 of that merit increases.

That would not show up in here because it as not an original request that would increase the budget. It was an adjustment that she requested when we were negotiating her actual budget.

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So if they were not a request that actually increased the departmental budget, it does not show up here. But anything where a department came in with a personnel request that would increase their budget, it would show up in here.

CHAIRMAN DURAN: I don't even see the clerk on here.

MS. MILLER: The reason that I pointed that out is that she will have merit increases in her office, however, she gave us other General Fund expenditures saying I'll give you back \$12,000 if you will allow me to keep \$6,000. But it was not in her original request.

MR. MONTOYA: Mr. Chairman, you will see it on the variance list. It will show up on this list.

CHAIRMAN DURAN: Okay. Any other questions.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: The merit increases for policy analysts, prints 3, that plus the merit increases for policy analysts prints 2, those are the two items that make up the \$17,803.72?

MS. MILLER: Yes, less the difference when we changed the split between funds.

COMMISSIONER SULLIVAN: But that seems to wash out totally, either way?

MS. MILLER: Yes, so it will be.

COMMISSIONER SULLIVAN: The \$17,000 is all the merit increases?

MS. MILLER: Yes it is.

COMMISSIONER SULLIVAN: We have five policy analysts?

MS. MILLER: We have four.

COMMISSIONER SULLIVAN: Why is one, say three and then two?

MS. MILLER: Two are split between General Fund and EMS. So if you notice, that's the EMS Health care and it's difficult to show all the things that just shows us where the money has to come from for it. And I tried to give that information as well. But the total increase for the three is about \$17,800. \$7,000 of which will come out of the EMS Health Care Fund for the two policy analysts that their salaries are split, 75 and 25.

COMMISSIONER SULLIVAN: Are you telling me 3 plus 2 equals 4?

MS. MILLER: No.

MR. MONTOYA: Actually, Mr. Chairman, to be more specific, there are four policy analysts and there are three in for merit increases. I did not include the fourth because that person will be vacating and I did not add a merit for that individual or for that position.

CHAIRMAN DURAN: Well, that makes sense.

MS. MILLER: And three of them, all three of them have -- one of them have the total salary is paid out of General Fund. And then two of them have it split. So that's that three. And then when you drop down to the merit increases for the two policy analysts, those are the two that have a portion of their salary coming out of the Health Fund.

And I needed to show it this way because those three merit increases will hit two separate funds.

COMMISSIONER SULLIVAN: And is this a one time increase or does this continue from year to year?

MS. MILLER: This is a recurring increase to their salaries.

CHAIRMAN DURAN: These are recurring?

MS. MILLER: Year after year.

MR. MONTOYA: Mr. Chairman, I want to point out and clarify thought that there has not been a merit increase to the P.A.s.

CHAIRMAN DURAN: They didn't get them last year.

MR. MONTOYA: No, Mr. Chairman, from that perspective, it's new.

CHAIRMAN DURAN: So why would we call them recurring?

MR. MONTOYA: Well, because once you put it into the budget, it becomes a continual hit to the budget, so it become recurring.

CHAIRMAN DURAN: But if we chose, next year, not to give a merit increase?

MS. MILLER: Their base will have been increased. It's not like a bonus where it's a one time, you know, here's \$1,000 for doing good work this year. And then their salary goes back to what it was. It increases their base salary.

COMMISSIONER SULLIVAN: So it's a pay raise?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: It's a pay raise.

MS. MILLER: We call it a merit increase; but, yes, a pay raise.

CHAIRMAN DURAN: In the real world it's called a raise.

COMMISSIONER SULLIVAN: A raise, so these individuals would not be expecting that the Commission would be looking again next year, once that's approved, that's in the paycheck for ever?

MR. MONTOYA: That's correct, Mr. Chairman, Commissioner Sullivan, and it also based on an evaluation of the employees involved.

COMMISSIONER TRUJILLO: If there aren't any more questions, Mr. Chairman, I move for approval for the County Manager's.

CHAIRMAN DURAN: Okay, it's a motion, I'll second that.

[Unanimous affirmative voice vote]

COMMISSIONER SULLIVAN: Mr. Chairman, I would just like to add that I would like to see -- I think there are some efficiencies that we can make in the County Manager's Office in the delegation of the policy analysts which the County Manager has already referred to. So I'm not bringing up something brand new here. But I'd just want to re-emphasize and I think we don't want to micro-manage here but I would like to see how, as that progresses, how that impacts the Commission as well.

And because what little support the commissioners get from time to time, comes from those individuals. And if we want to consider alternate ways of dealing with that, that's fine too. I'm open to anything. But we'd like to or at least I would like to see how that progresses.

CHAIRMAN DURAN: I agree. I'd like to see, I need someone to cook dinner for me and do all those things. Okay, Legal Department. That looks pretty easy.

Legal Department

MS. MILLER: Mr. Chairman, commissioners, the Legal Department actually the only program change that they requested is if you go to the program change requests for salaries and benefits, is the Risk Management position, the safety officer.

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This year a safety officer position, Steve Gonzales' position that we used out at the jail to assess the issues at the jail, that position was approved on a term based at one of the meetings in the year and we used some contractual money to fund that.

But in order to build it as a permanent FTE position, and this position is actually being asked for in Legal as a comprehensive safety officer across all county departments, not just the jail. And that's the position that's being requested in the Legal Department.

CHAIRMAN DURAN: I have a question, do you think that this new position could absorb some of the duties that Baron is going to be leaving behind? to the jail, obviously.

MR. MONTOYA: Mr. Chairman, it is our intent to utilize the information that is received from the New Mexico Association of Counties relative to our insurance losses and issues. And we are going to use that as a yardstick to request that this individual go to each of those respective departments, including the jail facility, and to prepare a proactive approach to avoiding any future litigation or any future safety issues that would go towards the safety of our employees.

And I believe that is going to be the utility that we are going to use to try to reduce, No. 1, the occurrences of accidents and any kind of health issue that would arise, and hopefully, have a dual impact that we're being proactive and reducing our premiums as the same time. And also to show the employees that there is an active safety program that relates to every aspect of county employment. So that's our intention, Mr. Chairman.

And relative to your question about the jail, we believe that any assessment of any operation we have that goes directly to the day to day operation will have some impact. So I think the answer to your question is yes.

CHAIRMAN DURAN: So it's safe to say then that some of the duties that Darren was responsible for had to deal with the safety and conditions at the jail, that a safety officer might undertake?

MR. MONTOYA: Mr. Chairman, Mr. Briscoe's responsibility is more about the management concept of the contract, the management issues of the contract relative to the day to day operations. The safety individual was more looking at the actual facility access to the facility, issues like do we need to have additional bars on those windows like we have determined needs to happen. What should we do with a perimeter fence at the jail. Issues relative to those kinds of things.

And the individual that comes in to replace the policy analyst that would be leaving, we'd have to really structure that individual's role to fill some of the gaps we're going to have.

CHAIRMAN DURAN: I guess I just need to see what Darren's job was at some point.

MR. MONTOYA: I'll provide that Mr. Chairman.

CHAIRMAN DURAN: Okay, any questions?

COMMISSIONER CAMPOS: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: A quick question for Mr. Montoya. Baron leaves at the end of the month?

MR. MONTOYA: Mr. Chairman, yes.

COMMISSIONER CAMPOS: Would it be possible to leave that position open until you decide and the Commission decides how to restructure the manager's policy analyst support system.

MR. MONTOYA: Mr. Chairman, Commissioner Campos, that's the intent at

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this point.

COMMISSIONER CAMPOS: Okay, thank you.

CHAIRMAN DURAN: Any other questions?

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Then, Katherine, in this position, I'm trying to understand this position and the current position filled by Mr. Jeff Trujillo, Risk Manager. These are two different things. So we're adding a safety officer onto the legal department which currently has a risk manager; is that correct?

MS. MILLER: That's correct.

COMMISSIONER SULLIVAN: Okay, and then in the duties of the risk manager, one of the duties is inspect all facilities to ensure that safety standards are met. And that seems to be what we're saying the safety officer is going to do here. But that seems to already be one of the duties of the risk manager. Could you expand on that?

MS. MILLER: Mr. Chairman, Commissioner Sullivan, I'd like Steve to address that.

MR. KOPELMAN: Mr. Chairman, Commissioner Sullivan, right now the risk manager has the overall administrative or monitoring function. But the problem is that there's absolutely no way we can really implement an effective comprehensive safety program countywide with only one person. Because Jeff really is working on claims, he's investigating the accidents, worker's compensation matters, OSHA, he's doing a part of that function now, but he's not able to do two. It's clearly two separate job functions.

The intention is for the safety officer to be going to each building, working with each department head and trying to reduce the losses that we have, the accidents and the insurance claims. Because right now our premiums are extremely high. And this is really one way to try to bring them down.

We spend over \$1.2 Million annually on our liability insurance, worker's comp., on law enforcement. And we need to, I believe, implement a program countywide to try to reduce those losses. And the only way to do it is really to have somebody dedicated to safety 100% of the time.

COMMISSIONER SULLIVAN: So basically that task that I just read is not being done now and I would suspect there's another one, "Develop and implement supervisor and employee training program in accident prevention," which is also listed as a function of the risk management division; is that being done now?

MR. KOPELMAN: Mr. Chairman, Commissioner, it's not being done in a comprehensive manner at all and it can't be done. And that's the reason we're asking for this new FTE.

CHAIRMAN DURAN: If I could offer a little bit of historic background. Since I've been a Commissioner, there's been the request or maybe not since but there's been several requests for this position. We've never been able to give it because we've been operating under a flat budget. So my understanding is that we really need it and have needed it for some time. Any other questions.

COMMISSIONER CAMPOS: I move for approval.

COMMISSIONER TRUJILLO: I second, Mr. Chairman.

[The motion passed by unanimous voice vote]

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Finance Department

MS. MILLER: That's a big chunk of money. Mr. Chairman, Commissioners, the Finance Department originally did request a program change. I would like to bring that up for you. We asked for an Accountant III position and the primary reason for requesting that position is that the GASB, Government Accounting Standards Board has made an entirely new reporting requirement.

The county will have to start doing our financial statements differently starting in FY 2003 and we're going to have to inventory all of our infrastructure. All of our roads, our bridges, our buildings, anything that has been constructed since 1980.

And the intent behind the GASB is that they will be reporting more like businesses do. Actually having our capital infrastructure on the books and then depreciating. And that's going to be a monumental task to implement those requirements for finance.

The reason that I did actually concede to take the position out in our audit contract and so part of the increase that you see in the \$32,000, a very small portion of that is an increase to our audit contract. We have to change auditors this year. There's a six-year rule that the State imposes on us that we can only use an auditor for six years so Barraclough will no longer be our auditor at least for the next two years.

And we're in the process of selecting a new auditor. And one of the things that we hope to do is have them assist us in implementing some of the GASB 34 requirements in this fiscal year. So I did request about an estimated \$10,000 to \$20,000 more on the audit contract instead and to actually work with that auditor to get this portion of the GASB 34 requirement started in FY 2002 so that we can be in compliance in FY 2003.

And at that time next year, we may need to come back for a request for that position. But we're hoping that we can chip away at a good part of it with the contractor and not need to add a new position.

CHAIRMAN DURAN: Any questions? What's the pleasure of the Board?

COMMISSIONER GONZALES: I move for approval.

COMMISSIONER TRUJILLO: I second, Mr. Chairman.

COMMISSIONER SULLIVAN: Is there anything to approve?

COMMISSIONER GONZALES: Finance Budget but no changes.

COMMISSIONER TRUJILLO: No changes.

COMMISSIONER SULLIVAN: Okay.

[Motion passed by unanimous voice vote]

County Assessor

MR. MONTOYA: Mr. Chairman, the County Assessor has asked that you consider his budget. He needs to go to a Pojoaque School Board meeting and would like you to consider him at this point.

CHAIRMAN DURAN: No problem.

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MR. MONTOYA: Thank you, Mr. Chairman.

BENITO MARTINEZ: Mr. Chairman, we are on our way to Pojoaque to hopefully settle a dispute on school district boundaries. This document that I am presenting to you is tied with Santa Fe County evaluation maintenance plan subject to 7-38-38.1(d). I don't expect you go through this all in a matter of five minutes. It will be appearing on the next Commission agenda for your approval as required by Section 7-38-38.1(d). The county evaluation reads "shall be approved by the Commission and that's the only way... A tract is the use of work with orthophotography...I ask you to please review this between now and the next Commission meeting where it will appear on the agenda.

CHAIRMAN DURAN: So this is not part of your budget request?

BENITO MARTINEZ: It is indirectly related because I was...requested by me to indicate...valuations over a ten year period. That has passed. And relevant to [inaudible] pursuant to budget, this is not a part of my budget presentation, but it will become at the next Commission meeting. In other words, 7-38-38.1 requires your approval of the distribution of the 1% funds which are part of my budget. And so that's why I'm seeking your approval for this between now and the next meeting, to approve my Valuation Fund budget.

CHAIRMAN DURAN: While you're here, could I ask you to do us one favor at the next meeting, could you give us an explanation or a presentation on that new tax law that was approved this last year. Maybe I'm confused, but I had a constituent ask me something about tax breaks for the elderly; is that it?

BENITO MARTINEZ: House Bill is, if I may now, House Bill 26 and effects property owners 65 years or older making less than \$18,000 modified gross income. Modified income is defined as household income for all persons. If a person over 65 receives \$18,000 in social security and then has a part time job, those two are combined for modified income. If they've got somebody living at home, that supplements the income, that has to be included in the total income.

CHAIRMAN DURAN: Then if not, they can come in have their property's taxes reduced?

BENITO MARTINEZ: What's happens is they file an application pursuant to the new law. If they are over 65, and has the \$18,000 modified income, their valuation is a base for...for that year.

CHAIRMAN DURAN: Right.

BENITO MARTINEZ: So that increases cannot take place any longer and....So they must apply every year for this and what it does, it was make possible by Constitution Amendment No. 1 in 98, that property evaluation is based upon Class A income [inaudible] of 98. What it is, is allowance for what [inaudible] based on [inaudible] That's only one of many -- and how they affect property tax including House bill 626 which...the distribution...

CHAIRMAN DURAN: I'll just take time out and meet with you personally.

BENITO MARTINEZ: Yes, but I do want to refer you to the page number of the process on the back side of one of the last pages...valuations in this document...of showing homes that have basic --.international software that will help our appraisers.

So with that, I want you once again remind you that it will be on the next meeting agenda and please take the time to look at it, get input and I'll be prepared by next week.

CHAIRMAN DURAN: Benito, are you going to make the presentation on your budget or Katherine are you going to do that? And if we have questions; we ask Benito?

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MS. MILLER: Mr. Chairman, I've just been informed that the assessor now has a change to what we put in your packet. The County Assessor's budget is split essentially between two funds. And it's General Funds and the Valuation Fund.

The Valuation Fund is the 1% fee that we receive for collecting and distributing property taxes to other entities, as well as to ourselves. When that money is distributed to the Santa Fe County, we actually do put in 1% into the Valuation Fund.

So approximately the Valuation Fund is about \$20,000 revenue and expenditures. What we've done with the assessors because that money can only be used for reappraisal purposes, the appraisers are in the Valuation Fund. And I believe there are still a couple in the General Fund.

What the County Assessor initially asked for was to move the chief appraiser and the senior appraiser from the Valuation Fund to the General Fund. We recommended against that and actually worked with Benito to find a way to keep them in Valuation Fund. Because they do predominantly reappraisal work and that is their purpose for being there. And to keep all the other administrative costs within General Fund. So that's why that recommendation or that request was recommended to not happen and that was to keep them in Valuation Fund.

The Administration section has requested merit increases and those were not recommended in the General Fund. But we do recommend in the Valuation Fund one of the things that they do as an appraiser is incentive fee. And there are some appraisers in General Fund, I believe. I'm not sure exactly how many. I think there's five.

What we do when an appraiser actually goes to test and they pass the test and they are certified, they get an incentive of, I think...

BENITO MARTINEZ: [speaks away from microphone system]

MS. MILLER: So we do build those in and Benito is going to get mad at me right now because I recommend from a finance perspective those incentives be built in. But when a person leaves, that money is now freed up and they are able in General Fund to use that as merit increase in the General Fund.

So the recommendation to not to put the merit increases in General Fund came because they have an ability, through these incentive pays, to actually build their salary and wage section as their budget in a way that no other department does because this is the only place they ever...then they do not free up any money because they're not bringing in someone at a lower salary when there's a vacancy.

But we did therefore approve both requests for the appraiser incentive pay at the \$3,800 in General Fund and \$3,800 in incentive pay. That's how and I did the budget with Benito when Sam was out of town. So Sam was not in the middle of those discussions. But that is how that request and recommendation was made. But I understand that Benito does have an additional request and he's free to make it.

BENITO MARTINEZ: Chairman Duran, I'd like to let you know that we have over 250 years of experience between all staff members which far exceeds any county department per employees in longevity. We have over 7 year average for every employee. We have appraisers that range from 17 years, myself and Brian Baca, 17 years, Richard Lopez, 18 years, Frank Valdez, 17 years, I don't need to go on. We have the...of longevity.

When I convinced my subjects with -- I was told verbatim, that there would be no merit increases across the Board. That is not the case today, sir. What I've done is I've pleaded in the budget and barely asking for the merit increases that I requested initially and will to split the difference if that, so what -- all of us.

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Once again, the verbatim was there would not be merit increases across the board and I need to -- Mr. Chairman, thank you.

CHAIRMAN DURAN: So Benito, you want -- so the ones that are indicated here, I'm sorry, it's \$7,659.60. Are you agreeable to that amount or you want an additional --

BENITO MARTINEZ: That \$7,659 is the incentive pay for the appraisers.

CHAIRMAN DURAN: And you want how much more over that?

MR. MONTOYA: Chairman Duran, the total would be \$9,941.00.

CHAIRMAN DURAN: I see that there's a request here for \$25,000.00 merit increases, is that right?

BENITO MARTINEZ: I'm sorry, Chairman Duran?

COMMISSIONER TRUJILLO: I see a request here for clerical merit increases of \$25,000.00 and another merit increase for another individual for \$3,345.

BENITO MARTINEZ: Chairman Duran, Commissioner Trujillo, that's correct. Yes, that takes care of the technicians and the administrative personnel and so that is the amount that we're looking at is the \$2,767 for the two automated drafting technicians, \$3,345 toward the deputy and for clerical staff, \$25,000. I realize that's a little bit upwards but -- if that could be approved.

Once again, on the basis that we were told --

MR. MONTOYA: I'm sorry, Chairman Duran, \$31,000.

BENITO MARTINEZ: -- verbatim that there would not be any merit increases. Then I find out that there is merit increases.

COMMISSIONER TRUJILLO: How was the merit increase kitty determined? Is it on the basis on budget or what other formula was used to determine the merit increase allocation by department, how was that determined?

MS. MILLER: Chairman Duran, Commissioner Trujillo, it was not determined and when we started the budget process early and Benito was one of the first ones, there were no merit increases. We had tried to stay away the fact that there was a cost of living increase at 3%, some of the departments were creative then actually cutting costs somewhere else for offset.

For instance the clerk actually gave up money in order to fund her merit increases they came forward with a new revenue source. And as I said when we did the manager's budget, he actually said instead of a chief of staff, he'd like to reorganize the office. That was the latest one. But the last one that actually came to be. But most of the ones are funded through -- the merit increases were even some of the new positions were funded where they came out with an actual revenue source, an increase revenue source.

Now Benito, which he comes up with a revenue source every year by the increased property taxes and that does have a basis. But that discussion did not occur during his budget hearing. Because when we entered the budget hearings by department, we requested that there not be any merit increases requested from the departments and that we keep those down.

So in some ways and as I said, in his budget, they do get increases to salaries based upon this incentive pay and they have that going into their budget year after year whether or not the person passes their exam or not. That incentive pay stays in this budget and it has been -- he's been able to give merit increases within his department.

So it was not -- there's not a specific pool, each department had specific requests with a request to bring up an increase of revenue by giving a merit increase or something along that line. So there wasn't a systematic way or to cut a cost somewhere. There was not a systematic way of

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determining the merit increases.

COMMISSIONER SULLIVAN: Chairman Duran?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: So, to follow along on that Katherine, so we've got \$7,659 for incentive pay increases. If those don't occur then Benito has the option of doing merit increases with the balance of that money, is that correct?

MS. MILLER: Chairman Duran, Commissioner Sullivan, that is what has happened in the past. We don't take that back.

COMMISSIONER SULLIVAN: That's already been happening and I was just looking up above, for example, the fire department, which is I think, correct me if I'm wrong, a similarly sized department was requesting 3 merit increase line items for a total of, it looks like about \$6,000. And yet the merit increases in the Assessor's Office were about \$31,000 in addition to the incentive pay requests.

So we have \$7,600, if all of those appraisers don't meet their certifications as budgeted, then that frees up some money which seems to be similar in amounts to what the fire department is getting for merit increases. Am I reading that correct?

MS. MILLER: That's correct, Commissioner Sullivan.

COMMISSIONER SULLIVAN: Thank you.

COMMISSIONER TRUJILLO: But I understood that you said, Katherine, that those monies go back to -- they don't stay in the department merit increase kitty. They go back to the General merit increase kitty. Or do they stay in the department to be used by at the discretion of the department head?

MS. MILLER: Chairman Duran, Commissioners, if they don't use that incentive pay or something in here, once we've built it into the budget, the following year, we don't take it back. For instance, if a person leaves and they had received a merit increase, now that position, say it was a \$50,000 position and we give a merit increase and now it's \$55,000 and the following year that person leaves, then they'll have \$55,000. And quite often, what a department will do is hire back at \$50,000 and then spread that \$5,000 out in merit increases within their department.

So once the salary and wages category budget has been set, we allow the departments to give merits within that and so some of the departments have already given merit increases within their budget once they have a vacancy. And you don't see those on here. Those happen throughout the year.

These are just ones where either a department has not had any turnover, not been able to do that, or they -- some departments have more turnover than other, or they have an exemplary performer that they would like to give a merit increase to and those are the ones that you see here.

These are not the total merit increases in the Santa Fe County throughout a year.

COMMISSIONER TRUJILLO: But it seems to me, I'm sorry Chairman Duran.

CHAIRMAN DURAN: Go ahead.

COMMISSIONER TRUJILLO: It seems to me that he's a little confined, the County Assessor is a little confined in what he can do with his merit pool. Because this appraiser incentive pool is probably designated for appraisers. What happens to his clerical staff and other people that don't qualify for this pool of monies.

MS. MILLER: Chairman Duran, Commissioner Trujillo, as I said, if they don't use it for an appraiser, if an appraiser does not pass the test, they are able to give that out anywhere. Or if they have a vacancy, if somebody leaves, they're able to give out and they hire a lower

salary, they are able to use that difference anywhere. And that's the case for every department.

What I might suggest and I'm fine with this and maybe this would be a better way to do this, so that it is fair, because it isn't equitable across the board that there be a certain dollar amount or percentage per department given for merit increases. Because some departments, as I said, they didn't even ask for them at all or they asked for a very minimal amount and it happens where there's low turnover.

A department is unable to give a merit increase as opposed to one where there might be more frequent turnover and they have a savings when they hire at a lower level. Then they have \$2.00 or \$3.00 an hour to give out in merit increases and another department doesn't have any.

CHAIRMAN DURAN: I have a better idea. I've been coming to this county building for 25 years as a businessman and I think that county government is only as good as the people that work here. And I believe that the people in Benito's department work hard and they are in touch with the community quite a bit, and I'd like to see that they merit increases for the drafting technicians, the deputy assessor and the \$25,000 for the clerical staff be approved and let the elected official deal with that as he deems fit.

I'd rather spend the money there than to hold back \$250,000 for this Commission to find a way of finding areas that we might want to spend that money. I think that investing this money in our people, in our county employees is a good investment. And I'd like to make that motion.

COMMISSIONER TRUJILLO: I agree, Chairman Duran, that our work force is the backbone of our county. But I think that the way to do it fairly is to budget this merit increase on the basis of payroll for each department head. So that each department generates a kitty that the manager uses at his discretion based on merit, based on performance. That way it is fair across the board and the monies are disseminated on the basis of payroll, and you get your kitty and you decide how you're going to award that money on the basis of performance. And every department gets a share of their merit kitty.

COMMISSIONER GONZALES: I agree with everything that Commissioner Trujillo have indicated. I think the only concern that I have had in this to speak is that you single out one department when there a lot -- you can say the same thing for every county department that you set for the assessors.

And I know you mean that, for every county department out there, including the assessors. The issue here is that the assessor was proactive and also made sure he put in the merit increases. A lot of people, if they'd known that we were going to approve, they may have really pushed the finance department into saying this.

So it seems to me that falling in line with Commissioner Trujillo was offering, this comes from an individual who has been in human resources for 20 plus years, I'm sure, and in the fair and equitable way to let the managers work with employees to reward those who are excelling and to set a standard for employees who maybe aren't excelling the way they should. That if they do, that you'll be rewarded for the work you do.

And it seems to me, in terms of the budget, I guess we need to figure out what that number can be so that we allocate aside for some merit increases and then it's equal all the way across the board for all. And maybe it's tied to payroll so it's equal all the way across the departments.

COMMISSIONER TRUJILLO: Tied to what?

COMMISSIONER GONZALES: Tied to the amount of payroll in each department is what the percentage would be tied to, it would be, I'm assuming a flat percentage and -- but every department is going to be different because they're going to have a different payroll. And

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that's going to be reflected on the number of employees that they have. But it seems to me that we would send a statement that you just sent out to the whole county, if we do that as Commissioner Trujillo indicated as opposed to just saying, "Well, it's right here, so let's just give it to the assessors and then everyone and they'll have to deal with it.

But the budget ramifications, the \$250,000 that we have in there are one time monies, Chairman Duran, we've got to be careful that we don't take what we're generating in cash just for the year and say, well, we're going to put that into reoccurring expenditures and then next year this Commission is having to figure out how we deal with budget decisions that we made this year.

So we need to find, I think if we're going to go to that point that Commissioner Trujillo or that you're advocating, Chairman Duran, we need to find what monies are reoccurring out there that we can allocate that percentage from and not take these one time monies. Because as Katherine indicated, we have \$2 Million out there, one time monies that are above our cash reserve that we could, if we wanted to, all throw into pay increases. However, next year, what's going to happen is, when we go to do our budget, we're not going to be able to meet it because of these high salaries.

MR. MONTOYA: Chairman Duran.

CHAIRMAN DURAN: So the salaries actually get increased by the merit increase?

COMMISSIONER GONZALES: Yes, the salaries will go up so next year you'll start a base at the salary of this year plus the merit, plus the cost of living.

MR. MONTOYA: Chairman Duran,

CHAIRMAN DURAN: Well, can't we call it a bonus or something like that.

MR. MONTOYA: You could do a one time bonus. But, Mr. Chairman, if you add that \$31,000 to the base budget of the assessor, it will become recurring year after year after year.

CHAIRMAN DURAN: Unless you call it, you said, a bonus.

MR. MONTOYA: We could do a one time bonus. But, Mr. Chairman, that would require us to go back and do some research on payroll for each department and the create the fund and then disseminate it based on the payroll percentages Commissioner Trujillo is talking about, correct.

COMMISSIONER TRUJILLO: Doing a one time bonus, other ramifications. Because then it's not attached to base pay and it affects your annuity when you retire.

MR. MONTOYA: That's correct. It does not build your retirement.

COMMISSIONER TRUJILLO: What would make it a real incentive, I think we need to make it part of base pay so in the long run, it's better for you when you retire. I think that you took into consideration the \$250,000 that you were going to give out in merit monies anyway. We understand those are going to be recurring. That thing that we're talking about is distribute them in a more equitable way, by department.

COMMISSIONER GONZALES: The contractual money I think that Chairman Duran was alluding to in the manager's budget that we have available to deal with Commission projects and economic issues. You don't have a quarter of a million dollar merit budget do you?

COMMISSIONER TRUJILLO: But we have a merit budget.

MS. MILLER: No, it's just these few requests in here and Chairman Duran, Commissioner Trujillo, you're correct in that it would probably be best because it's very hard from a finance perspective to recommend a merit in one place and not in another. Just cause I don't know if the performance of each individual. But from a finance perspective, it is at Commissioner

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Gonzales said, it's recurring.

So we try to minimize the numbers of those because it builds the base salary budget year after year after year. One possibility is and it is built in here already and we'll have to go back and re-look at it. What we don't anywhere you give a merit, I've got to cut somebody somewhere else right now if it's above and beyond what's recommended here.

Whereas a bonus would be a one time and it could come from that \$2 Million, you could say, "Okay, well there's \$150,000 bonus pool for performance. That's one possibility. The other issue is to establish a merit thing by department, something equitable, that's there for everyone so every department knows.

Because in this case Benito would have more than his lines share in the Assessor's Office compared to what everyone else got. And no one else, comparatively speaking, would receive anything and we'd have to cut something in order to do that.

So I think those are very good points that we need to find a more equitable more way to do it so that it is across the board and there's a recurring merit pool that everybody could tap into equitably. But as I said, most of these that were approved were tied to some increase revenue.

And there's maybe \$20,000, \$30,000 of recurring revenue, estimated revenue that is not earmarked for a specific item in this budget. That won't go very far across the county.

CHAIRMAN DURAN: Well, I think if it was up to me, if I was to get a bonus of X or get nothing, I think I'd rather have the bonus. Even if it didn't increase my retirement fund.

MR. MONTOYA: Bear in mind, Mr. Chairman, that we are giving the employees a 3% in January. I just want to clarify that issue.

CHAIRMAN DURAN: I understand that. But I'm just reminded of a man that worked in your department for years, George, and he never got paid what he was worth, in my opinion.

BENITO MARTINEZ: Chairman Duran, if I may comment. On the comments that the -- some kind of...for some departments they did something in order to make a merit for them. For the last two years I've committed, in fact, an FTE plus -- plus a vehicle, our half to the rural address.

It was paid out like that, it was my vehicle, my vehicle... Anyone that worked over there for a year -- \$200,000 loan to the Property Tax Division so they could order the orthophotography. I believe I carried off...but I think it would be fair and so, I thank you for your motion and your support and in working out -- I mean I'd be happy to split the difference if you so desire.

CHAIRMAN DURAN: The other thing is the department of people that are going to increase our revenues.

MR. MONTOYA: Mr. Chairman, half of the requested amount would be approximately \$15,000. Right now the \$25,000 request and the other merits total to \$31,159. So half of that would be about \$15,500.

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Chairman Duran, I think and I know as was just said, we have good individuals in all of the departments that I've dealt with. But I think we're going to run into this problem in each of the other departments. And neither we, nor the finance director as she just indicated, has the ability to individually decide what's fair and what's reasonable.

I think we need to stick with the budget. I think however, as Commissioner Trujillo, we need to come up with, and as the finance director has just said, we need to come up with a policy

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here that equitably allocates this. And I think we can do that. This is an interim budget, I think we can do that over a short period of time here. We can go back and rework these numbers so people are fairly compensated.

The other side of that coin, that I'm concerned about, is I understand we have a new HR director, I'd want to be certain that these merit increases are applied uniformly department-wide, that there is a set of criteria.

CHAIRMAN DURAN: Sam, is there a set of criteria now on merit increases?

MR. MONTOYA: Mr. Chairman, there really is not. I think it is based on the evaluation process and left to the elected official and/or the department director, the division director.

COMMISSIONER SULLIVAN: Well, just, again, when we were talking about Risk Management and so forth, I would certainly want to give each department director, an elected official, the flexibility that they need because they are dealing with these people. On the other hand, I'd want to have some basic criteria.

For example, how long were they employed with the Santa Fe County before they became eligible for merit increase, a week, a day, six months, a year, two years. What would be some baseline criteria that you would use to evaluate these individuals and to just get away from any claims of favoritism that might occur as a result of that.

So I think Commissioner Trujillo has a good idea. I agree with the comments too, that we ought to be careful taking from one-time revenues and putting them into recurring revenues. But I hate to battle this merit increase thing on each of the remaining department here.

I think we should stick, if we can, to the recommendations unless we see a big change. Go back, look at a payroll percentage budgeting thin and put our new HR director to work and come up with some comprehensive baseline policies to apply for the Commission approval to apply in using these merit increases.

If these motion proceeds, I cannot support it. But not certainly for the reason that I have any feeling for the Assessor's Department that those people don't work hard. I feel that we need a comprehensive policy that fairly treats all employees in all departments.

BENITO MARTINEZ: Mr. Chairman, Mr. Sullivan, how can you say fairly in one breath and in the other you've recommended no merit. You pulled the merit so we bound out. And in addition, we've got new revenue sources, we found a home today that was not on our tax rolls at 69 Churchill Road. It's going to be placed on a tax roll, and there are new sources continually coming on a tax roll. New construction --

COMMISSIONER DURAN: At his house?

BENITO MARTINEZ: At his house. So we've got new improvements that are coming up second. What's fair is fair.

COMMISSIONER SULLIVAN: You know what, Chairman Duran, I appreciate you're providing that information to everyone, Mr. Assessor.

BENITO MARTINEZ: Fair is fair.

COMMISSIONER SULLIVAN: My residence is 49 Churchill, so I hope that your assessors will continue to get facts and figures correct.

However, that wouldn't change my opinion. I think we need to be fair to everyone. What the finance director has said here is that you do have a mechanism for incentive pay that the other departments do not have. And that's the incentive pay certification process. And that totals around \$7,000.00 which is a similar number to the other departments.

I think that in the interim that probably gives you the flexibility you need. But I would really want to be fair to every department and every employee, all 500 plus, at an equal opportunity to be considered for merit increase on a uniform set of guidelines and with a budgeted amount that is comparable with the size of that department. That seems pretty reasonable to me.

CHAIRMAN DURAN: Well, what I think is fair, if you don't mind, what's fair is fair. We just approved \$17,000 for the manager's budget for increases and the assessor is requesting \$15,000. I don't see why that isn't as fair as the merit increases we're giving the manager's office.

MR. MONTOYA: Mr. Chairman, if I could interject. A possibility here or resolved to this issue. We could remove all of the merit increases that are before, go back restructure a new program built on payroll to each specific department, bring you back that information and proceed with that as a method for resolving the merit increases from A to Z.

Mr. Chairman, the other thing we would build on based on the comments made by several of the Commissioners is that we would build some basic criteria and have bench marks for decision making. And then allow, as well, the elected official, the department head, the division director, to assist in making those determinations based on the those based lined numbers and information.

The would resolve it and then we'll just look at the full-time FTEs and the rest of the budget that's left.

CHAIRMAN DURAN: Commissioner Campos, did you --

COMMISSIONER CAMPOS: I agree with Commissioner Sullivan. I think let's start over. I think Sam Montoya is correct. Let's delete all these merit increases at this point. Come up with a policy, we don't have a policy for merit increases. For example, the Assessor has \$25,000.00 for clerical staff, is that for everybody?

BENITO MARTINEZ: Mr. Chairman, no. That is not for everybody. We have a staff of 36 employees of which we have 8 appraisers in the General Fund. Also, the appraisers get -- a mere 6% in addition. And I want to comment a little further about using the reserve from the incentive pay, that there is not reserve because...

COMMISSIONER CAMPOS: I'd like to keep to that issue. Do you have any criteria for who would get the \$25,000.

BENITO MARTINEZ: It is a performance based evaluation, statistically driven and amicably observed. So you can be sure, the number are there, the salary, is there, they're at work, their sick leave is up, annual leave is up and we have our evaluations ready for anybody's review if they wish to take a look at how we are derived proper evaluation and for merit.

COMMISSIONER CAMPOS: **Mr. Chairman, I would like to move forward with the manager's recommendation and ask for further study for a general policy as to how we treat all departments and withdraw any merit increases, even from the manager's office at this point.**

CHAIRMAN DURAN: Do I have a motion and a second?

COMMISSIONER TRUJILLO: Chairman Duran, discussion, we've got, especially in the manager's office, we've got some individuals there that have been waiting for a merit increase for a long time and these are individuals that have proven successful job performance. We've been telling them, that based on performance, that they would receive merit increases six months ago. Essentially, with this we do wipe out the merit kitty for the manager's office too, right.

MR. MONTOYA: Well, Mr. Chairman, not totally. We would have to go back

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and see what the base payroll numbers show us in terms of what percentage the manager's office would get relative to its payroll numbers.

But, Mr. Chairman, I don't disagree with you that that has been the issue and that has been the matter that we're trying to resolve at this time. But in lieu of the fact that we need to get an overall comprehensive issue taken care of, Mr. Chairman, I think the policy analyst would still receive the due diligence based on the numbers.

Unfortunately, we cannot give you that now but there is still an option. If you don't like the way it looks after we've done the research, we can go back to the basic requests that are before you now.

So we would still have an option, a fall back or a safety net, if you will, to consider if the other one doesn't work. But we would come back to you soon with those numbers, Mr. Chairman.

COMMISSIONER TRUJILLO: I would just not like to prolong the agony, if you will, for some of these people that have been waiting for a long time. So I would suggest that we look at the merit distribution scheme from a more egalitarian standpoint in the future and try to look at the requested merit kitties by department.

At this point, as we go through the budget exercise, I would suggest that we retain the merit increase allocation for the County Manager's Office at this point and look at the County Assessor, and maybe recommend a \$10,000 merit increase for the County Assessor at this point and look at it by department as we go through the budget for now. And then in the future develop a more fair distribution scheme for the merit increase.

CHAIRMAN DURAN: Yes, and if I could just piggy-back on – okay. go ahead.

COMMISSIONER GONZALES: Just so we can move on this, I think, Commissioner Trujillo right and the manager's right. We need to come up with a system of how we're going to deal with merits but we're already in this budget process. And we've got to defer to the elected officials in terms of their presentations as of what they need to help the increase of level of service provided to the constituents.

I think going along with Commissioner Trujillo is indicating Benito, you're willing to go half, I think Commissioner Trujillo is throwing out a number, I think your deputy assessor works really hard. In fact, I see him here early in the morning, late at night. If anyone needs it, it seems Mr. Jaramillo is really deserving. But I don't want to be the one to determine that. You're the one that determines it. But, you're saying you're willing to go half. The problem is, Benito, is that if we find an amount that we give to you, we've got to pull from one of your peers' budgets, or ours, which becomes an issue.

So I guess, what I'm wanting to know is if there's a place in your own budget that we could go to get some of that half that you'd be willing to help participate in this effort to try and get more merits for your employees. And I know that puts you in a tough spot but we've all got to try and figure out how we're going to make this happen if we want to make it happen.

Because I don't think you'd bring this forward because it was a frivolous request. And the point is, granted your assessors bring in the money, we know that. We can point to every county employee out there to say what role they play and it's all very important. It's tough to say because you bring in the money, you're more important than the Clerk's Office who administers our elections or our records keeper for whatever might be.

And so I'm trying to see if we can kind a way. And I guess what I'm saying is are you willing to help us if we're willing to go half ways? Are you willing to help somewhere in your budget to help pay for some of these things. And then maybe we can help through some other

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means to address. I think Katherine said we had about \$30,000 in recurring out there that hasn't been allocated yet. She's right. It won't go far but that might be a portion we can pull from.

So if we go with what Commissioner Trujillo is saying and you get \$10,000 for your clerical staff and you get \$3,300 for your deputy assessor, if the Commissioners were to go with that, maybe a percentage can come from this pool that's available and then would you be willing to work with us to come up with some money from your budget?

BENITO MARTINEZ: Mr. Chairman, Commissioners, most definitely. I do want to also remind you that I have been to the plate many time for the county. And so that I feel that I've given but it's for team effort. I want to say...and it's a team effort and I'm willing to work with that and I'm happy to compromise to whatever extend is going to be comfortable for management, finance and Commission to approve this request.

COMMISSIONER GONZALES: Mr. Chairman, I going to go head and make a motion if it doesn't work we'll say...

CHAIRMAN DURAN: Wait a minutes -- I have a motion in there.

COMMISSIONER GONZALES: No one seconded your motion.

CHAIRMAN DURAN: Why not? I though you seconded that motion. No, okay, I stand corrected.

COMMISSIONER CAMPOS: I had a motion.

COMMISSIONER GONZALES: Could you restate your motion.

COMMISSIONER CAMPOS: My motion was to go along with the recommendation of the manager and come up with a policy for merit pay so that it's fair, equitable and within the budget. And even pull back the increase for the manager, the merit increase for the manager's office.

COMMISSIONER GONZALES: Second.

[The motion failed by majority (2-3) voice vote. With the movant and second voting "aye."]

MR. MONTOYA: Mr. Chairman, did that fail?

CHAIRMAN DURAN: Yes. If you look at the elected officials requests which is the sheriff, the assessor, the treasurer and the clerk, I think approving the merit increases being requested by the other elected officials, look at the treasurer merit increase, we're approving that one. The clerk, do you have any Becky, any increases?

MS. BUSTAMANTE: I do, I gave up \$10,000 worth of reoccurring funds and I wanted to get the \$10,000 and put it into merit increases and I was not allowed to. I was only allowed \$6,000. So \$4,000 of what I gave up went somewhere else in the county. I'm happy to get the \$6,000 but I gave up \$10,000 to get \$6,000.

And I would like to say that the people that are going to get it in mine are people who are making \$8.92 an hour, \$9.00 an hour, people who have been here a long time. We're really at low level. And I guess when I see that somebody's going to get \$10,000 and I wasn't allowed to do it, and I know what their salaries are, it really does hurt me - and I'll live with it.

CHAIRMAN DURAN: Okay, so as long as you can live with it.

MS. BUSTAMANTE: I'd really like \$10,000.

CHAIRMAN DURAN: Okay, I just wanted to bring that up.

COMMISSIONER GONZALES: Mr. Chairman, I want to bring a motion and hopefully set some direction and see if we get your support on it.

In terms of the merit increases for county assessor, I propose that \$10,000 be made available for clerical staff and that the \$3,300 remain intact for the deputy assessor and I would

propose that half the money come from the fund that Katherine has alluded to and the other half come from the assessor's budget from some other so that it would be in that increase of about \$7,000 maybe.

CHAIRMAN DURAN: Well, we've already approved those \$7,000, right? The recommended is \$7,000.00

COMMISSIONER CAMPOS: We haven't voted on it.

MS. MILLER: Mr. Chairman, Commissioner Gonzales, if I understand, you're saying go ahead with the incentive pay, but then also that if Benito comes up with \$7,000 of his, we'll match it?

COMMISSIONER GONZALES: Right, if he comes up with \$7,000 we'll match him out of the \$30,000 that's in recurring but not yet budgeted.

MS. MILLER: We can probably find \$7,000. I would like to state that a lot of what you don't see here, cause there's a big picture with merit increases that the assessor's office has given 7 merit increases this year. Some of the departments are unable to do that and it is an equity issue.

And whether there is a way to make this across the board for every department. Some departments because they were asked not to request merit increases did even ask for any. So, none of their employees are getting merit increases. Legal is one, finance is another, there's other departments.

CHAIRMAN DURAN: But we're talking about other elected officials. Not departments that are under the manager.

MS. MILLER: Well, but all due respect, Chairman, it's the employees of the county. And I think it's really difficult here cause we're looking at a very small picture and that is the assessor's budget. And one issue, but it is a countywide issue, and there is this recommendation that Commissioner Gonzales has made, we can probably fund. But I think we do have a global issue here because it's every department, every elected official's office. You know, each one of them has requested something and some held back the request believing that there would not be any increases or did, as the clerk did, and offered to cut an expenditure and to fund that request.

COMMISSIONER GONZALES: Katherine, you've seen me in the last three years, I'm a firm believer in how and that's in sticking to this budget process, I think that's really critical. And I think an addition in direction would be for you guys to come up with a firm method of how we're going to deal with these merits.

Because I do agree that someone has already who's received an increase for year, I don't think they should receive more than one. It doesn't seem fair. And I hope, Benito, that is this is approved by the Commission that this money is not going to be used for multiple merit increases for single individuals. You don't have to tell me how you're going to do it but I think it's an issue of fairness. But as to the issue of the other department, I mean a lot of it is there's different pay scales for different departments.

And we've tried to get to this point, Commissioner Trujillo, has been advocating for this that first of all the county get some equal pay with the city and the state so that we don't invest in training and then we lose people.

Then we have what's happening inside the county where you can look at what people are getting paid in the Clerk's Office and for the same level of work they might be getting paid in the Manager's Office or even in the Sheriff's Office or whatever it might be. So we need to figure out,

there's that whole dynamic internally of how we're going to try and figure out how there's equity amongst county employees for the level of work that's being provided.

I'm hoping that through this merit increase, that somehow, Benito, you're going to use this as the clerk is the lower -- and that's why I support the clerical staff, I think that these are individuals who generally are at lower end of the employment sector. They're not part of the professional classification of individuals that you have in there at higher salaries.

But it seems to me that we've got to get to that. Hopefully, when we develop this merit increase that we're going to look at that as well. What are employees doing in one department as opposed to what they might be doing in another department and is the level is equal assuming that the job responsibilities were equal.

And I thank you for you being you and making sure you bring that up because that is a big issue. It's going to be a big issue of how we deal with salaries when it comes to global perspective of the county. But we've got to stay, wherever we can, putting money back into these individuals over and over and over.

But there does need to be system of fairness. There does need to be a system to assure there's not inequities that are taking place and how these merits are given. So I hope we can give that direction to you. And I agree with you.

As we go on, we're going to be dealing with these merits, case by case, if there are departments out there and Chairman Duran, I think whether they're elected or they appointed, we want to treat them all equally. But if there are departments out there that are going to want a request for merits, I think we're going to have deal it and see how we're going to handle it.

But I think with the assessor willing to match dollar for dollar what we're going to contribute then I'm okay with proposing that and that's assuming that he comes up with whatever the cuts that he comes up, I'm saying we can make available up to \$7,000 to deal with merit increases.

And I'd also like to say that if there have been multiple merit increases in there that these will not go to more than merit increase or go to an individual who's already received a merit increase. They should go to individuals who have established a record of accomplishment and we want to make that they get helped.

BENITO MARTINEZ: Chairman Duran, just a comment on the finance director's response. I guess she seems to forget we gave up a position to MIS, Christopher Leavson, gave up half that salary and we waited for six months in order to use that money. That's where the merits have been coming from. We had to give a sacrifice. All -- other departments for the better good of the county. So just to mention that and -- I don't need to go on with that. But we did give another department one of our FTEs. The difference was the amount that we used for merits. Thank you.

MR. MONTOYA: Mr. Chairman, I think it's dangerous and eroding to our own organizational structure to really put ourselves in a position where you're trying to determine who you want to help and who you don't. I think the issue is the county wants to help all of its county employees. We want to be fair and equitable. And I think we have to be very, very cautious about how we're going to do that. I'm very pleased that the Board wants to be fair and you want to have a policy that treats everyone exactly the same. Now relative to the fact that people get paid more than others, that is just a function of the operation of this facility. There's no way that everybody can make exactly the same amount of money. It's just doesn't work. We need different kinds of levels of expertise, experience, knowledge, etc. So I think that needs to be clearly put on

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the table.

The other is that when we're negotiating budget, Mr. Chairman, you are asked to give absolutely. You're also allowed to asked. Now what comes out in the final negotiating process, that is what the budget process is. So if you bring something to the table and want to give it up in relation to get something else, I think that's part of the process itself.

As the end some lose, some win, but that is, again, the art of negotiation. And we build a budget, we bring you a balanced budget which was the intent our fruit of labor. We have done that for you. And I believe we are doing some very comprehensive things for all county employees. And I appreciate your direction. I think Commissioner Gonzales motion now to fix this particular problem and then to give us some direction on how to fix it long term is a good one.

But I think it's very dangerous for us to tread into this area where people are saying we're that we're trying to protect people over others. I think that the intent of this administration is to be fair and equitable and treat everyone the same. And I see that in the Board and I see that in the direction you give us. And I appreciate that, Mr. Chairman. I just need to say that one thing. Thank you.

COMMISSIONER GONZALES: Mr. Chairman, my only point that as a function you're right. I mean there could be a clerk III who might be making something different than a clerk III for the same level of work in another department. All I was saying is that we should try to find a way to use these merits to help there be some equity between these individuals in cross departments that are doing the same amount of work or the same level of work.

That way we don't drain them from department because you get paid more if you work in a legal office than you do in the Assessor's Office, or whatever. I think that was the only thing I was saying. I don't want every employee to make the exact same amount of money and I'm not asking that that happen.

All I'm saying is that's a more of a long term issue, your right. I'm not proposing that we fix it here. But I apologize if I sent out that message.

COMMISSIONER TRUJILLO: Mr. Chairman, I second this motion.

CHAIRMAN DURAN: Okay, for discussion and I'll make it quick. I just want to remind everybody that we have this new orthophotography that's coming in that is going to increase our revenue significantly, and I believe that. And I would like to see some of these increased revenues go to our people, the people that work here. Commissioner Campos?

COMMISSIONER CAMPOS: Mr. Chairman, I would object to the motion. I think it misses the big picture. I think it's starting to tweak us here at the last moment when we do need some more thinking. I think it's piecemeal. I think we need to follow staff's recommendation. I don't think it's fair to tell people before you start the negotiation these are the rules and then you come here to say no, these are the rules now because the assessor wants to change them.

I think let's treat everybody equally. I think tweaking now is late and unfair. I think it sends a bad message to the employees of the county.

COMMISSIONER GONZALES: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Gonzales.

COMMISSIONER GONZALES: A question, Sam, How long will it take to prepare some type of merit package?

MR. MONTOYA: Mr. Chairman, I think without consulting the appropriate department, but I think we could have something for you next week. I think mid-next week we

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would have something to share with the Commission.

CHAIRMAN DURAN: And then everybody would go forward with their merit increases and then we'd be back to where we were trying to hack away at the budget to make it work, right?

MR. MONTOYA: Mr. Chairman, what we would have is a listing of x number of dollars that would go to each department based on the number of payroll from each department. And then that would create the merit pool and then the elected official, the department head, the division director could decide what to do with that pool based on Commissioner Trujillo's concept.

COMMISSIONER GONZALES: But, Mr. Chairman in order to find some consensus here and in dealing with the request of the assessor with Commissioner Campos has pointed out about piecemeal activity, we don't have to ram this thing through. There's no need for it. I think what we're talking about is trying to show some support here and making sure we get as much money to our staff as possible.

But Sam, if you can get something back in a short time period, I don't necessarily as Commissioner Trujillo, I don't necessarily support or want just the one method to be to tie a percentage to the department's overall salary. I think we need to look it in multiple views and see what's available for it and make sure it comes back equitable. But if you're a small department, it means you have less to offer and that's not fair either. If you're a large department, you're going to have a big chunk to offer.

So as Commissioner Sullivan indicated, we have a new human resource director. Let's put her to work very quickly and see what kind of recommendation we could come back and I'll withdraw that motion assuming that we can have something back here, as a amendment, to consider possibly in our June meeting.

CHAIRMAN DURAN: Before the budget goes to DFA, right.

MR. MONTOYA: Mr. Chairman, so if I again could just for clarity sake, we would pull out all the merits and do the research on the payroll, bring you a listing of that, how it would break out and we would deal with that in the next couple of weeks. And tonight the focus would be to look at the balance of the budget and try to get that adopted and then just leave this one other piece for some additional tweaking.

Cg That direction wasn't so much to pull the payroll, Sam, as much as to give us some options on how we can have a fair and equitable merit increase.

MR. MONTOYA: I see. But that would be one of the options.

COMMISSIONER GONZALES: That would be one of the options. But I'm just saying I don't want to penalize the small department because they happen to be smaller than the other.

MR. MONTOYA: We would bring you some consideration for that.

COMMISSIONER GONZALES: And that way, Commissioner Campos, in an effort to try and find some consensus up here, I'm willing to withdraw and support the point that you brought assuming that we can bring that forward.

COMMISSIONER TRUJILLO: And we understand that the distribution scheme will be put on a fast track, right Sam?

MR. MONTOYA: Yes, Commissioner Trujillo, because we need to have this budget into DFA by June 1.

CHAIRMAN DURAN: Do you withdraw your motion?

COMMISSIONER GONZALES: I withdraw my motion.

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CHAIRMAN DURAN: So we need a motion on the assessor's budget.

COMMISSIONER CAMPOS: I would move to approve the recommendation made by the manager.

COMMISSIONER GONZALES: Second.

cg Seconded and for discussion. Commissioner Campos, did you include in your motion the direction to the manager or the direction in that motion or do we need a separate motion that basically we would put a hold on all merit increase, give direction to the manager to come back with options for equitably distributing merits amongst county departments at which meeting, Sam?

MR. MONTOYA: Chairman Duran, probably the last meeting in May, the administrative meeting which is the 28th, 29th.

COMMISSIONER GONZALES: Would you accept that as a part of your motion?

COMMISSIONER CAMPOS: I would so long as we know that we have to keep within the budget. That means recurring new --.

COMMISSIONER GONZALES: I'm with you on that.

BENITO MARTINEZ: -- as long as the effective date for appraisers is not included in that pool.

MR. MONTOYA: It's not. Mr. Chairman, reminds us not to take the assessor out of order again.

[The motion passed by unanimous voice vote]

CHAIRMAN DURAN: Since we're going to go out of order. I would like to do the county sheriff's budget so he can go out there and patrol the streets. Would you like to be next on the agenda, sheriff? Is there any problem with that?

MS. MILLER: No, problem.

COMMISSIONER GONZALES: Who's going to say no to the sheriff.

CHAIRMAN DURAN: We're going to take a five minute break and then we're going to hear the sheriff's budget.

[The Commission recessed for 10 minutes]

Sheriff Budget

CHAIRMAN DURAN: Let's ask the sheriff. Do you agree with the budget as proposed?

RAY SISNEROS: I approve it.

CHAIRMAN DURAN: All of it. Well the recommended..

COMMISSIONER TRUJILLO: He wants 13 positions.

RAY SISNEROS: Mr. Chairman, I think I realize why you put me next. You want to take care of my budget so I'll leave and shut up.

CHAIRMAN DURAN: No, that wasn't it. I figured that you wanted to go home.

COMMISSIONER GONZALES: Do you agree with the manager's recommendation that 2 part-time county security officers, the merit increase of 45 cents, oh no,

that's not going to happen.

MR. MONTOYA: Yeah, that's correct, Chairman Duran. That's correct. On the sheriff's FTEs.

CHAIRMAN DURAN: Right, he just wants to get the merit increases at this point, right?

RAY SISNEROS: Correct. Mr. Chairman, Commissioner Gonzales, we sat down and discussed this with the manager in all of them and he understands the need in the court security transport area. We requested the 6 part-time and Mr. Montoya moved it to the 2 part-time. That is an increase of what we have currently which will help.

COMMISSIONER TRUJILLO: And it's much needed.

COMMISSIONER GONZALES: Mr. Chairman, I don't have any further questions.

RAY SISNEROS: Is this also going to include the capital outlay portion of my budget or should I wait for that?

COMMISSIONER GONZALES: It would include your capital outlay also.

MR. MONTOYA: Mr. Chairman, the other thing that would stay in tact would be the over time.

COMMISSIONER TRUJILLO: That went up to \$150,000.

COMMISSIONER GONZALES: That would stay intact, as well, yes.

MR. MONTOYA: That's actually \$278,987, Commissioner.

COMMISSIONER GONZALES: Your capital outlay calls for 20 new sheriff's vehicles, is that right, Sheriff?

RAY SISNEROS: Mr. Chairman, yes. The vehicles, the equipment for the vehicles, two replacement animal control vehicles, the six 4 x 4, Sam?

MR. MONTOYA: Right.

RAY SISNEROS: I believe there's a desk and some other miscellaneous things in the capital outlay.

COMMISSIONER GONZALES: For the purposes of discussion, Mr. Chairman, I'll just move for approval and if there's a second we can move onto discussion.

COMMISSIONER TRUJILLO: Second, I second that motion.

CHAIRMAN DURAN: Okay, so the amount is \$920,125, is that the sheriff's budget?

COMMISSIONER GONZALES: No.

MR. MONTOYA: Mr. Chairman, for capital outlay, it is on the second page on the capital outlay on Section 4.

CHAIRMAN DURAN: Then the budget's we've approved so far haven't had capital outlay?

MR. MONTOYA: Mr. Chairman, we have not gone through the capital outlay list but the sheriff asked for us to go through that real quick.

CHAIRMAN DURAN: To do them both, okay.

MR. MONTOYA: Right.

COMMISSIONER GONZALES: My motion included that Mr. Chairman.

CHAIRMAN DURAN: Okay. So tell me again, where's the capital outlay.

MR. MONTOYA: Mr. Chairman, it's on the second page of your capital outlay section which is Section 4, second page about middle of the page. It starts with County Sheriff, 4

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computers at \$10,460. Sharon, can you help the Commissioners find that section, please.

CHAIRMAN DURAN: I see it.

MR. MONTOYA: Mr. Chairman, the total amount for the Sheriff's Department equates to \$720,155. It starts with 4 computers, 2 laser printers, a jet laser printer, 35 .mm camera, some desks, some chairs, file cabinets, 20 replacement patrol vehicles, 2 animal control vehicles, 6 additional vehicles, 20 roll bars, etc. all the way down these are the addressing apparatus for the actually emergency vehicles.

CHAIRMAN DURAN: And these amounts have been factored into the budget?

MR. MONTOYA: Yes sir.

CHAIRMAN DURAN: As our capital outlay?

MR. MONTOYA: Exactly.

CHAIRMAN DURAN: Okay. Any questions. There's a motion and a second to approve the Sheriff's budget and his capital outlay request.

CHAIRMAN DURAN: Sheriff what are the 6 additional vehicles for? Those are detective cars?

RAY SISNEROS: Mr. Chairman, no, they're the 4 x 4's that we need to get. This last winter we ran into quite a bit of a problem with the weather. And we had not gotten any 4 x 4's in the past couple of years because the winters have not been as severe. The only area we had as severe, if you recall, was Edgewood and that was only 2 storms the year before last. But this last winter, we had quite a bit of problems.

COMMISSIONER GONZALES: So what kind of 4 x 4's SUV do you use?

RAY SISNEROS: Mr. Chairman, Commission Gonzales, a lot's going to be done on what comes out on the state contract. But as far as I understand, they're the similar to like Bronco II's. I don't know what the model is called. It's the smaller ones. The large Expeditions are too expensive. They're running into \$30,000-\$35,000.

COMMISSIONER GONZALES: How safe are those Bronco II's for you guys?

RAY SISNEROS: For 4 x 4 purposes, Mr. Chairman, Commission Gonzales, to get to a call, we use them as we need them. They're not the type nor are they built to be used every day. But what we're looking at is having them available for the patrol shifts during those bad times. And it's mainly with the snow. This last winter I don't recall how many times we had to send wreckers to pull units out that were stuck trying to get to calls.

COMMISSIONER GONZALES: It just seems as I've traveled the state, it seems like every other county sheriff's department that I've seen, they have Expeditions.

RAY SISNEROS: Mr. Chairman, if you'd like to place that as Expeditions, we'll take them.

COMMISSIONER GONZALES: I mean the question is, I guess my question is, would that be a more effective patrol vehicle out there or would you be able to make due with the Chevy Blazer, which I think is the one that's actually being used. There's no more Bronco II's. It's the Chevy Blazer that you get.

RAY SISNEROS: Mr. Chairman, Commission Gonzales, Blazers would probably work if, as an example, they were still building the Broncos if they stopped in '96 that full size Bronco would be real adequate. It's a Blazer.

CHAIRMAN DURAN: So I just have, for clarification, the amount of the sheriff's budget is what? Not including the capital package request. Is that the 368,175.50?

MR. MONTOYA: No, Mr. Chairman, it's the \$6,022,820.

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COMMISSIONER TRUJILLO: That's including the capital?

MR. MONTOYA: Mr. Chairman, no, that is operating only.

CHAIRMAN DURAN: Why is it not on this?

MR. MONTOYA: It's on the same list we were on previously, Mr. Chairman, there to the bottom, back on your Section 3.

CHAIRMAN DURAN: Okay on the assessor's we approved \$659,000 and that was on salaries and benefits. So this \$6,000,000 isn't on the salaries and benefits charts?

MR. MONTOYA: Mr. Chairman, we're looking at the overall operating budgets. I think you were looking at the --

COMMISSIONER GONZALES: The Program Change Request is what he's looking at.

MR. MONTOYA: Yes, you were looking only at the Program Requests for Salaries and Benefits. We need to go back to the Overall General Budget. And what you approved for the assessor, Mr. Chairman, was \$1,126,625. The sheriff's budget being the one right below it at \$6,322,820.

CHAIRMAN DURAN: I apologize, you forget, I'm a realtor, not an accountant.

MR. MONTOYA: That's all right, you're a quick study, Commissioner.

CHAIRMAN DURAN: Okay, there's a motion for second.

COMMISSIONER CAMPOS: I have a question for the sheriff. You've asked for a 35 mm cameras.

RAY SISNEROS: Mr. Chairman, that's correct.

COMMISSIONER CAMPOS: What do you think of the digital camera? You can put them on your computer and print them right out on your color printer.

RAY SISNEROS: That's the package that we're looking at. It's \$1,000 for the 35.mm. It's listed that way here but actually we're going after the digital setup.

COMMISSIONER CAMPOS: Good.

RAY SISNEROS: And they're hooked in. We already have one and it works tremendously but actually we need to replace an old 35 .mm setup that is not worth repair. But it's a digital camera setup.

COMMISSIONER CAMPOS: Those are great. Just clarification.

CHAIRMAN DURAN: Do you know what kind?

RAY SISNEROS: No, we have to get the bids, Mr. Chairman, therefore we don't violate the procurement code.

CHAIRMAN DURAN: Okay, thank you for keeping me honest.

[The motion passed by unanimous voice vote.]

Community Health

MS. MILLER: If we could go back to where we had the 3 things, the summary one of the General Fund, the one that you were just looking at that showed the sheriff's budget with \$6,000,000 and then there's the variance budget.

Yes. And the program changes. If we work off of those 3, they pretty much address any issues that are major changes and then we can go somewhere else of you have a detailed question.

CHAIRMAN DURAN: We're talking about Resource Development, right?

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MS. MILLER: Community Health, which is Robert Anaya's department. And this is just General Fund mill. Now he's got Indigent and other funds as well and we can do those if you want.

CHAIRMAN DURAN: I have one that shows Community.

MR. MONTOYA: It says Community Health, Commissioner.

MS. MILLER: They're all by General Fund in total.

CHAIRMAN DURAN: We don't have one.

MS. MILLER: You don't have this?

MR. MONTOYA: Mr. Chairman, if you'll look at the one on the screen, if you can see it, that would probably help you. You can't.

COMMISSIONER TRUJILLO: We do have it on this sheet, but we don't have it on the Program Change Request for Salaries and Benefits.

MS. MILLER: Okay, then he doesn't have any change.

MR. MONTOYA: There are no program changes. That's what it's not on that list. The only place you do see it is on the variances.

COMMISSIONER TRUJILLO: Right, okay.

MR. MONTOYA: Where it tells you what the programmatic changes are and those tell you to about \$919,000.

CHAIRMAN DURAN: Is that the \$750,000 and the \$169,000?

MR. MONTOYA: Exactly.

MS. MILLER: The Community Health budget this year is going to increase by \$941,000. So it's going from FY 2001 of \$1,099,000 to \$241,000. As I stated earlier, right now there is not a request in there for an economic development person or any of the MOA coordinator, anything. So what is being approved is essentially exactly what the Community Health and Economic Development Department currently has in a way of employees, plus the Kraft Grant, proceeds and the increases with the DWI Grant. That's why his budget's going up \$1,000,000. But it is essentially status quo except for adding the increases and the DWI Grants and the Kraft Grant, as far as the General Fund.

CHAIRMAN DURAN: Okay, any questions for Katherine?

COMMISSIONER GONZALES: I move for approval.

COMMISSIONER TRUJILLO: Second, Mr. Chairman.

COMMISSIONER CAMPOS: Question?

CHAIRMAN DURAN: There a motion, second, for discussion, Commissioner Campos.

COMMISSIONER CAMPOS: This is non-General Fund money, right? This is true grant money?

MS. MILLER: Yes.

COMMISSIONER CAMPOS: Okay.

MS. MILLER: Well, he has General Fund, those increases, yes, are just grant money. His base budget does have General Fund for salaries and stuff but the increases are all grant money.

COMMISSIONER CAMPOS: Okay.

CHAIRMAN DURAN: So it's relatively flat from last year. The same as last

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year.

MS. MILLER: Very flat. Robert did an excellent job at keeping his budget flat.

COMMISSIONER GONZALES: Nice job, Robert.

CHAIRMAN DURAN: Good job, Robert.

[Motion passes by unanimous voice vote]

Land Use Department

CHAIRMAN DURAN: Are there any salary and benefit changes?

MR. MONTOYA: Yes, Mr. Chairman. There are two. We have a park ranger position at \$42,432. This position is funded by a split of the General Fund, the Open Space Maintenance Fund and the General Obligation Bond for purchasing of real property.

Mr. Chairman, the second position is the development review specialist at \$43,422.08 for a total of \$85,854.08. Mr. Chairman, there are no merit increases in this budget. So the only 2 positions you have are 2 new FTEs in this budget.

CHAIRMAN DURAN: Sam, it's my understanding that this park ranger is going to free up some of Alina's time, is that correct?

MR. MONTOYA: That's correct, Mr. Chairman. And I'll let Estevan fill the holes there.

ESTEVAN LOPEZ: Mr. Chairman, Commissioners, the park ranger might also be called an open space planner or any other number titles but the intent is that that individual would help deal with primarily open space issues and free up one of the other community planner that's working on those issues right now.

Currently the two planners that are working on those issues are Alina Bodke and Robert Griego. So we would free one of the up.

CHAIRMAN DURAN: I'm interested in a motion to approve.

COMMISSIONER TRUJILLO: Just one question. What are we doing in the area of trying to keep community planning process buoyant. Because I understand that we're stretched pretty thin in this area. In fact, Pojoaque has started their community planning process and it was placed on the back burner because of limited staff and resources and things like that.

So on this budget, what are we doing to keep that process going and buoyant and then prolific?

MR. LOPEZ: Mr. Chairman, Commissioners, the Planning Division will continue to take on community planning projects. And as it just mentioned, gaining the park ranger position will free up an additional planner to work on those community plans.

Nevertheless, given the interest by the various communities in our county in getting these plans under way, there are more plans or more communities that would want that sort of effort going on then we have personnel to undertake. So we're having to prioritize them and basically rely on direction from the Commission to set out those priorities. That is one of the emphasis of our department, though.

COMMISSIONER TRUJILLO: I see that you propose two development review specialists on your budget request. And I conjecture that both of those would have help alleviate the community planning process overload and you only got approved one.

MR. LOPEZ: Mr. Chairman, Commissioner Trujillo, actually the development

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review specialists that we've requested are basically to take over the process once a community plan has been done and an ordinance has been adopted and perhaps a development review committee established.

For example, in the last year we've had the community college district plan that was adopted and an ordinance adopted, we're now trying to staff up an LDRC for that. At La Cienega similar things happened and a local development review committee was established for that community. Tesuque, a plan and ordinance was developed. So that's where the development review specialist will really focus.

Also, we're undertaking to establish a cell tower ordinance. So we need additional help in that regard. But in terms of additional community planning, I think it will probably be through the staffing of a park ranger or an open space planner. That will free up a community planner to take on additional duties in that regard.

We had requested substantial amounts in contractual services to undertake some community planning, transportation planning and trails programs in addition to the FTEs. I don't know how exactly how that..

CHAIRMAN DURAN: It must have been slashed.

MR. LOPEZ: We didn't get all of what we had originally requested. However, we do have in our budget \$108,000 for professional services, \$75,000 of which would go to community planning, \$20,000 for transportation planning and \$13,000 for trails planning.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Would we also be approved the \$97,500 in capital package requests with this one?

MR. MONTOYA: That's correct, Mr. Chairman.

CHAIRMAN DURAN: Oh, there is? Okay.

MR. MONTOYA: There's \$97,500.

COMMISSIONER SULLIVAN: I see that includes an engineer. I assume that's to do engineering on the rail trail easement and environmental assessment work and some Arc View software and so forth and so on; rewrite the land code, \$10,000, I assume that's a contractor to assist in rewriting the Land Development Code.

MR. LOPEZ: Mr. Chairman, Commissioner Sullivan, that's correct. And the \$10,000, we anticipate we will need an considerable amount beyond that but we do think that we can get started with \$10,000 and get that process under way.

CHAIRMAN DURAN: If you need any help rewriting it, give me a call.

COMMISSIONER SULLIVAN: And start with the Road section.

COMMISSIONER TRUJILLO: Move for approval, Mr. Chairman.

COMMISSIONER SULLIVAN: Second.

COMMISSIONER CAMPOS: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: I'd just like to make a statement.

We have had a discussion with Land Use at the earlier budget hearings about how to efficiently staff the Land Use Department so they can handle all these different community development. And they promised to come up with some ideas in the near future and at that point

the Board could consider how we want to go, addressing Commissioner Trujillo earlier point. I think we would like to hear from you soon.

CHAIRMAN DURAN: Yes.

MR. LOPEZ: Mr. Chairman, Commissioner Campos, we intend to bring something before you in June in that regard. Thank you.

CHAIRMAN DURAN: Sounds like a budget adjustment to me.

MR. LOPEZ: Upwards; right?

[The motion passed by unanimous voice vote.]

Public Works

MS. MILLER: The Public Works Department, Mr. Chairman, Commissioners, the Public Works Department, their current year budget is \$3,624,000 and we're requesting \$3,891,000 for a total increase of \$267,000. They have quite a few employees so a good portion of that \$267,000 is in the 3% cost of living increase. But there's also requests for, if you go to the Program Changes, we have a request of overtime.

Now on this sheet, the current overtime that we have approved is their base request and then they've requested more than that. They requested \$16,000 above... fleet maintenance, \$3,000 was approved in FY 2001. We actually recommend \$1,000 increase to that and we've also built in a money in the sheriff's office for towing because it is part of the sheriff's after-hours towing. That's why their overtime is high.

So reduce that request, we've actually built in some money for a contract for towing and put another \$1,000 in the fleet overtime. Based upon the other things, I guess the merit increases will be backed out until we come up with another plan.

The next was one was in Project Development for overtime. We're recommending a \$5,000 increase in that overtime budget. From the \$35,000 they currently have to \$40,000 plus taxes. Also, in Project Development, the request today, project manager for the summer months to assist in the project management of all the road construction and well water costing construction projects. So it would be just a term position, a 6 month position for \$28,000.

Then in Project Development, a request for an archeologist was made but we recommended against that position. We don't think that it would be a full time position, that there would be enough work to make that a full-time position. Then under Solid Waste, there's the merit increase request and then a holiday pay reimbursement for caretakers to cover the holidays that they work. And then in Road Maintenance, there's overtime request, \$50,000 was approved in this year and they requested \$64,000. We just kept that the same. This year it was high because we had the snow emergency. And then there's all the personnel program requests that they've made.

MR. MONTOYA: There's also a request for \$657,601 in capital outlay that includes a large appropriation of \$450,000 to improve the Jacona Transfer Station in Pojoaque. And also brings construction of some turbines in the Agua Fria Landfill, paving of the El Dorado Station, 39 open refuse containers, \$12,000 for storage units and the other large piece is a mechanics utility truck for \$32,000 and another vehicle for the department at \$22,000. Mr. Chairman, so the capital package out of the Santa Fe County funds is \$657,601.

Mr. Chairman, we also have on page 3 of the same capital outlay requests, you see at the bottom of the page, there is the equipment loan to the NMSA starting with the transport tractor.

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And that total's \$735,000. All of that money, Mr. Chairman, I'm sorry, \$509,000. It starts with a transport trailer, a transport tractor, a low-boy transfer trailer, pothole repair machine, a tractor mowing machine, a rotary broom, a steel wheel roller, 2 utility trailers, a roll off truck and a tractor fifth-wheel for \$509,000.

So Mr. Chairman, over \$1,100,000 in capital outlay for Public Works and Solid Waste. Half of that \$509,000 of that coming from New Mexico Finance Authority loan.

MS. MILLER: Mr. Chairman, Commissioners, I did want to say, because it does not show up on that Program Change Requests for Salaries and Benefits, one thing that I forgot is that in the Solid Waste, they had actually requested some assistance if we open a transfer station or haul on Sundays, and that they aren't able to keep up with the driving of that.

So they did not initially request a position. But based upon needing another driver, that actually was recommended to add a driver through the discussion in the process, that they need a driver to stand in on holidays, cover the Sundays. So that is recommended in there. Cause it was not in the initial request, it has come up since. They developed the request and we did recommend that there be a driver added for \$28,625.

COMMISSIONER TRUJILLO: Mr. Chairman, I see that there was for Road Maintenance a request for an increase of overtime paid to \$64,590. And you're recommending \$53,825. How was that decision made; because I see that overtime and being able to keep up with road maintenance is a real issue. Especially this time of year when the days are long and the work crews can be out working on roads and doing special projects and things like that. So I see that I could justify an increase in the overtime for road maintenance for the benefit of the community and because this department and roads are so visible in our communities and our constituents utilize them on a daily basis.

So I'd like to see that overtime allocation increase for road maintenance, if at all possible.

MS. MILLER: Mr. Chairman, Commissioner Trujillo, the basis for how we did select that is historical that we take the actuals used over the past 3 years and so that was what that was based upon. If we're looking at an increase in service then that could be addressed and we can revisit that and see if there is some funding for it. But that is the basis which we used it as what's in the history.

COMMISSIONER TRUJILLO: And historically, the county's growing. And the traffic is augmenting and so we need to look at increasing this budget just to keep up with the needs, with the demands and with the requirements that presently exist.

So if you keep it stagnant, we're falling behind. That's what I'm trying to say.

COMMISSIONER GONZALES: Mr. Chairman, just for comment purposes, I know I said this last year. Robert probably remembers but James, you weren't here then. I appreciate the work that Public Works does and in fact, one noticeable difference, I guess I should say, in the last couple years is that I don't anywhere near the amount of requests or complaints on our roads. So I think that the work that you guys have done and the program that you have implemented has proven to be very successful. And I think Commissioner Trujillo is right in terms of the need to continuing making a commitment.

I mean, I think that when people consider what the county does as a function for them in their lives, they think about roads and police. And everything else isn't really that much of a big deal to folks in how we deal with issues. We are used to some extent the roads and the emergency services.

So I think hopefully, we'll be able to continue to make some very heavy investments in this

area and I think under your leadership we've seen that customer services have focused out of that department.

And I think, if I can base it on the fact that I don't receive any complaints that you're obviously doing something out there that the public is accepting. So thanks to you and Robert. If you'd convey that to the guys that are dealing with these roads, I'd appreciate it.

COMMISSIONER GONZALES: I move for approval of this budget, Mr. Chairman.

COMMISSIONER CAMPOS: I second it.

COMMISSIONER TRUJILLO: Is there any consideration of increasing the overtime allocation for road maintenance?

MR. MONTOYA: Mr. Chairman, we will add that on the list when we look at the merit increases and look at the whole issue relative to employees. We'll look at that specific issue and see if we can augment that.

COMMISSIONER SULLIVAN: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: This \$50,000 on the road maintenance overtime, Katherine, was that what was approved in just for FY 2001 and it's almost over now. What's the actual that's been expended?

MS. MILLER: Year-to-date, off the top of my head, I'm not sure. Two years ago, it was \$44,000, then \$48,000 and we're probably getting close to, and they have not kicked in their full -- May and June are some of the bigger months. We used quite a bit on the snow removal and it doesn't appear that we will get reimbursed for that from the state cause they say we're too financially healthy, even though we spent \$140,000 on that emergency.

MR. MONTOYA: We may go over. We may go over the \$50,000.

MS. MILLER: We may. And that's why the Road Fund actually needs a boost to the cash balance of \$170,000 cause we've used up all the cash.

CHAIRMAN DURAN: I think Robert would like to say something.

ROBERT MARTINEZ: Mr. Chairman, Commissioners, we have, I believe about \$10,000 left in overtime that we've been saving for the heavy runoff season. Generally, we start overtime around the time change with daylight savings. But we have not allowed the employees to work overtime basically we knew we'd run short and we were saving for heavy runoff, period. So an extra \$10,000 or \$20,000 would sure help out.

COMMISSIONER SULLIVAN: The other question I had Katherine was, this is the first one I've seen that has the holiday pay reimbursement line item. And I'm sure in other departments there's holiday pay, as well. Could you explain what that is for?

MR. MARTINEZ: Mr. Chairman, Commissioner Sullivan, the transfer stations are only closed, I believe, 3 holidays out of the year. So when the caretakers are required to work on a holiday, they are compensated, not only their regular pay but the holiday pay. That's what that is for.

COMMISSIONER SULLIVAN: But on this sheet it's a program change. So this is -- I understand that obviously we have to keep the transfer stations open, but this shown here as an \$11,626 program change request. So is there something different? Is it because we now have more transfer stations or what?

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MS. MILLER: Mr. Chairman, Commissioner Sullivan, it's actually because it's not been budgeted in the past and we've used vacancy savings or transferred money in from some other part of the budget. But since it is something that is recurring, it's a constant, we felt that it was appropriate to actually build it into the base of the budget from this point forward till we're not -- since we were having Peter to pay Paul, to cover something we know we have.

COMMISSIONER SULLIVAN: So you're bringing it in as a new line item to be able to -- it's gotten so large you need to account for it?

MS. MILLER: Yes. Mr. Chairman, Commissioners, one of the things I might recommend if it's more of a one time thing, if we can't find a recurring revenue to cover an increase in overtime for the Road Fund, we may be able to fund some cash to do it kind of for a year or something like that and then readdress it in following years. That may be a potential way to put some more money into the Road Fund.

COMMISSIONER TRUJILLO: That's fine.

COMMISSIONER SULLIVAN: Now, in approving this, Mr. Chairman, I assume since we already made motion before during the Assessor's Office we will not be approving merit increases at this time?

COMMISSIONER TRUJILLO: That's correct. Any other questions of Katherine?

COMMISSIONER CAMPOS: Mr. Chairman?

COMMISSIONER TRUJILLO: Commissioner Campos.

COMMISSIONER CAMPOS: A couple of questions. I talked to Mr. Montoya about a compactor. He said he was in the process of buying or looking at getting compactors for the transfer stations in the near future. Do you know what's going on there?

JAMES LUJAN: Mr. Chairman, Commissioners, it would be out of this year's budget if we do purchase them.

COMMISSIONER CAMPOS: Out of the current, 2001?

JAMES LUJAN: Yes, 2001, yes.

COMMISSIONER CAMPOS: Are we close to doing that?

JAMES LUJAN: We're looking into the compactors are 3-phase electricity and we're looking into what it's going to cost us to get in these areas of 3-phase electricity.

COMMISSIONER CAMPOS: Second question, you have a roll off truck for \$90,000.

JAMES LUJAN: We bought a roll off truck on an emergency basis for like \$110,000, \$104,000.

COMMISSIONER CAMPOS: What's the difference?

JAMES LUJAN: Well, when we bid it out would get a more competitive price.

COMMISSIONER CAMPOS: Is it a similar?

JAMES LUJAN: It would be the same type of vehicle.

COMMISSIONER CAMPOS: Do you think you can get a better deal if you have more time to work on it?

JAMES LUJAN: Correct.

COMMISSIONER TRUJILLO: Another question on the equipment. The excavator that we submitted to the legislature, that's in limbo based on the governor's veto and will be reconsidered in September when the legislature reconvenes.

JAMES LUJAN: That's correct Commissioner.

COMMISSIONER TRUJILLO: Do you have any other questions of Katherine,

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James or Robert? If not, then what is the desire of the Commission?

COMMISSIONER GONZALES: I think we have a motion.

[The motion passed by unanimous voice vote. Commissioner Trujillo and Chairman Duran were not present for this action.]

Resource Development

MS. MILLER: The Resource Development Department, Mr. Chairman, Commissioners, you see a decrease there. It's somewhat because of shifting within between Community Health and Economic Development and Resource Development and some other issues. But if we go to their program change request, they have actually very little changes to their budget.

And I'd like to comment that Corky is another one that did an excellent job of staying flat. So the only changes that they requested is the we already increased there but it's based upon what we discussed will be on hold until we come back to you.

They requested two custodian positions. Those are also on hold because these were to work out at the new Public Safety Building. It's anticipated that building will not come on line until FY 2003. So we put those off, that request off for at least another year.

Then under the Information Technology, last year when the budget was developed there were some term positions in rural addressing. And it was hoped that the rural addressing effort would be completed so they were term positions. We're hoping that will be completed in June 30, 2002.

So those positions were requested again. Those 3 positions are funded with cash. And on the summary sheet you see that part of the reason that Resource Development shows a \$30,000 decrease is because those were built into their base this year. We actually show them funded with cash in FY 2002. So on that summary of the entire General Fund budget, they show up as \$101,837, I guess a cash request.

So we just separated out differently because we're not using a recurring revenues. When the rural addressing is done or on June 30, 2002, those positions will go away. And if they need to fund them again, they'll have to come back with another request to have those positions approved.

Then the last request that they have there that's recommended is a reclass of 5 positions from a GPS technician apprentice to a GPS field technician. One of the things that rural addressing has found is that they do a lot of technical training in these term positions and what not.

And then we lose that expertise and having an opportunity for someone to stay on at a fairly small salary, we're talking, \$12.00, \$13.00 an hour. So the \$7,000 increase is really critical for resource development. Because they're brought in at say \$10.00 an hour, a term position and then they're gone as soon as the city or someone else wants them.

So this request was to try and upgrade the position in order to maintain staff in the rural addressing.

And then the last, the request for a GIS technician IV, new position and that was negotiated out. But between Resource Development and Finance to hold off on that position.

So those are really the only changes with their budget. They had some requests for increased utility costs, things like that but those are all things that we knew we would have to increase anyway. So they do have some increases in postage in and utilities that we didn't separate out because those are pretty much a given cost that we have to fund.

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COMMISSIONER GONZALES: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Sullivan. Oh, Commissioner Gonzales.

COMMISSIONER GONZALES: Can you tell me about what type of investment is being made in our technology infrastructure? What areas are we highlighting in terms of technology that bring about hopefully more efficient and efficient delivery of services.

MS. MILLER: Commissioner Gonzales, it's a great -- way into their capital package. So if we go to their capital package, most of their requests for the technology is in there is of their capital package. And I think that the county was pretty creative with resource development in the Manager's Office and Finance and the Assessor's in trying to find ways to fund several of their requests. First of all, going down their request list, we had where you see those reclassified to Fund 370, these are facility improvements and we're looking at the interest off of the Bond Fund in order to replace the elevators at the judicial complex and at the Amacon Building. Those are unsafe and so we need to do those and the facility money would -- the interest on that money would assist us in meeting those requirements. And same with the roofing.

Then the rest, wherever you see the reclasses Fund 370, we're looking at that and then the computer equipment is also under Fund 370 and we can look at those separately. But everything else that you there where you see a dollar amount, is in resource development. Reroofing the Gurule Complex, reroofing the Youth Development Center, clean the heating and cooling duct work at the Health Center. Then skipping down to the insulation of window covering. I think that's at one of the community centers and a water softener.

When we get to page 2 of the capital requests -- the document imaging project over the next few years, MIS would like to get a comprehensive document imaging plan and \$20,000 is to get them started on how that can be done, what equipment would be needed and how to index it digitally and retrieve all this data. So this is more to get the planning process for that type of technology.

COMMISSIONER GONZALES: Tell me what \$20,000 you're talking about.

MS. MILLER: On the second page of the capital package, at the very top.

COMMISSIONER GONZALES: A Window 2000 license advance server for \$10,000 a -- indication server for \$15,000.

MS. MILLER: Okay, are you under the NMSA loan?

COMMISSIONER GONZALES: Yes.

MR. MONTOYA: We're on page 2, Commissioner.

MS. MILLER: Second page of your capital package at the very top.

MR. MONTOYA: You'll see \$179,000 for the ortho project.

COMMISSIONER GONZALES: Oh, got it, got it, okay.

MS. MILLER: Cause we will get to where you were. That's the NMSA loan. This is just General Fund case right now. So then the orthophotography project, this is probably the best time to bring this up. We're looking at between the Assessor's, a loan from Tax and Revenue for \$200,000, it's an interest free loan and Valuation Fund. The assessor has offered up \$40,000 a year for 5 years plus \$50,000 with this cash for that.

Then this \$179,000 is \$139,00 from the county cash and \$40,000 from the city. And then if we go to the page 4, where Commissioner Gonzales was looking, at the bottom, I'm sorry, page 3, the bottom of page 3, at the capital package, we go with the photography, the NMSA loan would provide another \$583,000. So all of those funding sources plus what they had in this year would fund the entire orthophotography project that would spit out.

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COMMISSIONER GONZALES: Right, but in terms of outside of the orthophotography, what are some of the goals for the department in terms of enhancing the county's technology presence or presence in technology in what we can to try and deliver services more efficiently through technology

MS. MILLER: Agnes, is probably the best one to talk to you because that's all of the items right underneath that are also funded by the loan.

MS. LOPEZ: Mr. Chairman, Commissioner Gonzales, what we've been trying to do is get the document imaging that we were talking about before. We requested \$220,000 for that.

COMMISSIONER GONZALES: What is that, the documenting?

MS. LOPEZ: Document imaging allows us to do what Becky has been doing in her office which is to document all the documents that come across the desk, the deeds and such.

COMMISSIONER GONZALES: So that reduces costs on paper and filing?

MS. LOPEZ: Right, it reduces research costs for county employees, also for the public that comes in. So that's a big initiative that we need to do. We got the \$20,000 for the project management, so, it's a good start.

What we'll do this next year is hire somebody to come in and look at the different departments and how each -

COMMISSIONER GONZALES: What's your estimation of what it would cost us to do that?

MS. LOPEZ: To bring in a consultant?

COMMISSIONER GONZALES: No, to do a document imaging project, a full blown one.

MS. LOPEZ: We put in \$200,000 for it but that's an estimate because until we get somebody in here to look at the extent and it really depends on a lot of factors: how many departments will be in on this initiative and how far back we want to go to image back documents.

COMMISSIONER GONZALES: So this is the first step we need to go through anyway?

MS. LOPEZ: Right. Another area that we looked at were our web enhancements. Now, nothing was approved in there that I noticed, but we looked at some options like streaming audio and video for our Commission meetings. We looked at on-line payments which again...

COMMISSIONER GONZALES: That's not part of this package?

MS. LOPEZ: No, I think that, yes, right the on-line payments were put into the budget, the operating, the contractual budget. And because of the fact that the treasurer didn't seem to express much interest in that, we thought we could hold off for another year. The actually software for this streaming audio and video was actually in our capital package but wasn't approved.

COMMISSIONER GONZALES: How much was that for?

MS. LOPEZ: That was \$7,000 for that software. We also looked at some basic enhancements to the web page such as serving out the data dynamically. Right now we're just putting out a flat file out on a web server and it gets updated every two weeks and so it's not dynamic dated. If you look at it, it could be up to two weeks old.

COMMISSIONER GONZALES: Well, let me see this. We're seeing a stronger presence by the public going to the web site, right?

MS. LOPEZ: Right.

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COMMISSIONER GONZALES: I mean it basically started out pretty small but now it's being hit more frequently.

MS. LOPEZ: That's correct.

COMMISSIONER GONZALES: And it is being used as a method to get information in terms of what's going on here at the county. And I guess what I'd like to ask and I want to ask the Commissioners is to see if we could put back in some type of.. well, first of all, before asking that let me ask you this. Why are we spending \$78,000 to replace 60 PCs? I understand the need for the replacement but as I've gone around the county, it seems like they're okay. Are we wanting just to upgrade the memory capacity of these PCs? Are we wanting stronger PCs.

MS. LOPEZ: Commissioner Gonzales, no, two years ago we took a look at all the PCs and hardware we had on the employees desks. And because we bought the bulk of these PCs back in 1995, 1996, we got such a big surge in PCs at that time that right now most of them are obsolete. Last year we replaced 60 which helped quite a bit. But we still have 60-166 megahertz machines out there on peoples desks. Which according to the state, the state has standardized a minimum configuration is a 200 megahertz. So we've got 60 that are below that.

For the public schools, their minimum configuration is above a 166 as well. I even asked them about taking some of these PCs and they didn't want them.

COMMISSIONER GONZALES: So what are we going to do with these extra PCs? Are we going to donate them to the schools and you're saying they don't want them.

MS. LOPEZ: This year with the extra PCs that we have, we were able to move them around to the different departments that need them. The sheriff's department, for example, has been lacking in PCs for quite a while so we've been putting them out where we can. I thought I'd have quite a bit of surplus that we use but we've pretty much used up all the PCs.

What I'm trying to do is just put the 166's on the desk. We did put 150's on the desk because of the need for them. But any lower than that we cannot load the software that we've standardized on, which is Windows 2000 and Office 2000. They just will not hold the software any longer. So we cannot utilize them. What we're going to do is offer them to schools and to other government agencies and then try and surplus them.

COMMISSIONER GONZALES: Can I make a suggestion on that. Can we look legally to see how we can offer them to more low income families, possibly in our housing developments that we could wire up or provide to kids to these housing developments? Can you see what legal barriers we might have to cross to be able to provide these PCs in some of these homes. Cause I think that goes a lot farther if we could put a PC in a home of some of the people living in our housing developments. That that might be really helpful in terms of expending the learning capabilities.

The other thing that I would say in terms of the \$78,000, you know NACO has created this US Communities -- it's basically a conglomeration of Dow and IBM and Gateway. And basically what we've done is we've aggregated the price of these computers to try to get very low prices on computer and so before you go out to bid on these, can you look at the US Communities Purchasing Program and see if we can get a better rate there than what we can off the state contract or whatever contracts we're going towards?

MS. LOPEZ: Mr. Chairman, Commissioner Gonzales, yes, I will do that. I also want to mention that a number of employees have approached me about buying these computers and I'm really not sure about how feasible that is. But I know that a lot of our employees would

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like to have a change to either buy these.

COMMISSIONER GONZALES: I think that's great. I'd be a little concerned about moving into a program like that. But if we have an opportunity to move these computers into some of these poor families' homes, I think that goes a long way. And I'd like to see if -- and I don't even know if the Commission is going to support that but at least for my perspective, to see if you can look into that so if it is something maybe we could present to the Commissioners for their consideration.

But in terms of enhancing the web site, what I really want to see is I like for you to see for consideration by the Commission, I would like for you to propose or tell us what you would need to bring the web site up to where it should be so that it become more than just a place to go and view information. I mean I like the idea of video and audio streamlining. That creates enormous opportunities whereas to allow people to go on the internet and view Commission meetings and participate on that. And we may not be there this year but we will be over a period of time. And I think the sooner we can get there, the better.

So what do you feel would be an amount we can add to the capital project to enhance our web site to bring it up to where it would really be state of the art. I mean I want it, I want this thing to-- it's a new way of ensuring that our communities participate in these discussions, participate in local government. And we should do everything we can if it's possible to get our technology to the point where they can participate with us.

MS. LOPEZ: Commissioner Gonzales, I believe the streaming audio software was \$7,000, a server is another \$5,000 for that. In order to serve out our data dynamically and we initially thought we could -- I think original proposed \$1,500 however that software that we looked at would require quite a bit of training and knowledge on my staff's which we really don't have in-house right now.

They would be able to do it with some other software that we've been looking at but it's around the lines of \$14,000. But that would allow us to do serving out the data dynamically. It gives us the option of doing on-line payments in the future.

COMMISSIONER GONZALES: So about \$30,000 would give you the ability to get the software that you need plus all the enhancements for the web site?

MS. LOPEZ: That's correct.

COMMISSIONER GONZALES: Okay, so how would I propose that, Katherine, an additional to the capital? Would I have to propose a reduction somewhere else or how do I get it to the Commissioners for consideration in terms of how it affects the overall budget?

MS. MILLER: Mr. Chairman, Commissioner Gonzales, you could propose it either way. Either to substitute it for something that's in here or as I said earlier we do have some unbudgeted cash or you could use from the \$250,000 in the capital package under Commission budget. It's not earmarked for anything specific at this time. So there's a few options as to how to propose that for consideration.

COMMISSIONER GONZALES: Yes, I'd like to propose, then, for consideration to the Commission adding \$30,000 to the capital budget for the Resource Development for full web enhancement services. And I don't know how to describe it Agnes, other than to say bring our web into 2001 so that it's fully capable of offering all the things that we can offer to the citizenry when dealing with county government.

It also, as Commissioners know, this could be a good marketing tool for economic development. It could be a huge tool for businesses in this community. We need to make that

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investment so that they'll feel it's a worthy place to spend their time. So that's the direction I'd like to give and offer \$30,000 in that effort and I do that in a form of a motion for this budget.

COMMISSIONER CAMPOS: Mr. Chairman.

CHAIRMAN DURAN: Commissioner.

COMMISSIONER CAMPOS: Before we do that, I would suggest we have staff make a recommendation to us. Because there may be a lot of other components of costs, maybe we need consultants or other people, training. I mean, I don't know. I hate to just on the spur make that decision without any input from staff with some ideas of what it's going to cost, how valuable is it to the county. I mean, I don't know. It sounds pretty up to date. It will advance our web site but do we need that? Do we need a super web site at this point?

COMMISSIONER GONZALES: I think that's a good question. I think the web site gives us another method of communicating and opening up county government. And I think we've gone a long ways in doing that with the current web site. But what I'm hoping to do is put us in a position where we can use technology to create more efficiencies in how we're doing with county government and how we're dealing with our services. If we could create more participation in county government through an audio and video streamlining process so that people in Edgewood or Chimayo or wherever else they can't get us on cable access, they can go to a computer and access our meeting over the web site.

If we're wanting to make it easier for people to pay on line so they don't have to come downtown, the park and everything else like that. I mean I think those are huge investments we can make. I'm sorry. We can make a nominal investment of \$30,000 for huge gains in the public's eyes in how they deal with county government and that's less than the cost of one FTE to handle literally thousands of requests of people who may want to do business with county government through the terms of technology.

I think your point is a good point and it's a valid one in that how we're going to spend it, really, what are the costs. I'm using \$30,000 because you mentioned that audio would cost \$7,000, the server would be \$5,000. If we're going to get some software, it's going to be about another \$14,000 and so to me it seemed like listening to you and adding that up that it was coming up to about \$30,000 to accomplish this super web site. And I think that's an appropriate way to call it, it would become a super web site.

MS. LOPEZ: Right, and we did do some initial analysis on what we can do and what we can't do in-house. Such as on-line payments really should not be done in-house because there's a lot of consideration if you need the expertise in-house, you need security, it would require quite a bit of software, hardware.

But on-line payments can be contracted out companies such as Easy-Gov, I think, that we met with. And they would be responsible for all the security and doing all the transactions.

So initially, that's the way for the county to get their feet wet. And dive into it and see whether it's worthwhile or not. And then we can take a look in the future actually doing those processes ourselves. So we are going into this slowly and carefully.

Another thing is one of my employees, Chad Olsen, who's been doing the web page has been learning on his own. He's really done a great job but training for him is essential, as well, cause of the fact that he's just learning as he gets a chance. But we could do so much if he could get morning training.

COMMISSIONER TRUJILLO: Is that in your budget?

MS. LOPEZ: We have training budget, yes.

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COMMISSIONER TRUJILLO: Okay.

COMMISSIONER GONZALES: But the budget doesn't necessarily support what we've talked about here because you didn't get a capital appropriation for web enhancement.

MS. LOPEZ: It doesn't for these capital outlays, right.

CHAIRMAN DURAN: Well, you want to make a motion?

COMMISSIONER GONZALES: Well, let me just ask you this question because I think this is important. Do you feel like a \$30,000 investment in our web site or in our technology to provide web enhancement services at this point is something that can be used or is there a modified amount that we can do for this year and then we can work up to that point?

I guess I'm looking for direction from you as to what you feel is the most feasibly thing. I think it's a good point. We don't want to spend \$30,000 in web enhancement services if we're not there this year and we may be there in a couple of years but I think we need to continue to make some investments in the web site to allow for more participation, more interactivity between ourselves and the constituency. So here's your chance to hopefully give us some guidance.

CHAIRMAN DURAN: Just say yes.

MS. LOPEZ: Yes, I'll take it. And I can give you a summary of what I've done. I'll make copies for you guys.

COMMISSIONER GONZALES: I think you've gone a long way and I want to continue moving at that route. So, yes, I would move that in a form of motion.

COMMISSIONER TRUJILLO: So where would the \$30,000 take the county? What would that meet?

MS. LOPEZ: Mr. Chairman, Commissioner Trujillo, in my synopsis here, of what I asked for in the budget included the streaming audio and video which allows, as Commissioner Gonzales said, people to access our BCC meetings over the web. They can also be posted out there so that people can download them at later times.

It would also allow us to serve out our data dynamically so people would get up to date information. We have options to also contract with certain entities. Even our fiscal agent, which I know we're going to out bid for a different fiscal agent, but the fiscal agent we have now has the ability to host on-line payments through their site as well. So we have options to do that as well. But the total that I had initially in the budget was \$24,000, \$25,000.

COMMISSIONER TRUJILLO: So, is Commissioner Gonzales talking about \$30,000 over and above the \$24,000 that you've requested?

CHAIRMAN DURAN: No, they took that out of the budget. He's trying to put it back in.

COMMISSIONER TRUJILLO: Oh, he's trying to put it back in, okay.

CHAIRMAN DURAN: Right.

COMMISSIONER GONZALES: And the reason it came up to that is cause there is some software that Agnes has indicated here tonight that we could probably get for less than \$14,000. It's a little more complicated, we'd have to spend more time on it. For \$14,000, though, increasing the investment in the software sound like it might be a little bit more simplistic, easier to roll out and integrate into our systems.

MS. LOPEZ: That's correct.

COMMISSIONER GONZALES: Is that right?

MS. LOPEZ: Yes.

COMMISSIONER GONZALES: Again, Mr. Chairman, it's for the one time

cost of less than one FTE we move to the point that we can potentially get literally thousands more people involved in accessing information on county government. And I think that's a good investment.

CHAIRMAN DURAN: And I second that.

CHAIRMAN DURAN: Any further discussion?

COMMISSIONER CAMPOS: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: I'd like comment from staff at this point from Sam and Ms. Miller. I mean you've negotiated this budget and you probably have a good reason for not including it at this point.

CHAIRMAN DURAN: Well, let me say that this is the time that we get to play with the budget. And this is where we get to ask for things to be included and ask for things to be deleted. We're up here, we have that right to do it. Independent of what staff says. But if you want to hear what they have to say.

COMMISSIONER CAMPOS: I would.

MS. MILLER: Mr. Chairman, Commissioner Campos, what we did is we did ask the department to prioritize. We asked them to give their priorities out of the capital package because we obviously could not fund everything in their capital package.

So the items that you see were their top priorities. One of them being for a new computer room in MIS. They actually requested \$40,000 some, and we took \$30,000 worth of saving in the current year and put that towards a van at \$10,000 for next year. That was their top priority.

Then also the request under the equipment loans, all of the new computers and the licenses and the authorization server and that. So the reason that that was cut out was the way that MIS brought it forward was that was a lower priority than these items.

And I think that was partly based upon the treasurer not feeling real comfortable with the on-line payments. And there are some concerns too with the on-line payments that there's a fee associated with them. So the reduction is in our revenue unless we charge the user a fee. So there were a lot of issues as to why that was not done immediately because it could actually reduce our revenue as opposed to enhancement.

That's the reason that was cut from their budget. It was more of a priority. We tried to hit their top three priorities in every department.

CHAIRMAN DURAN: But isn't it true that we have some revenues that we can tap into? I mean, this is a non-recurring item.

MS. MILLER: Mr. Chairman, yes. That's what I had said, there are a couple of possibilities as to how to fund this one from some excess cash. I do caution against spending it. But I think you've been very conservative with it up to this point.

CHAIRMAN DURAN: I don't think we've spent any.

MS. MILLER: Right. And then also to replace it for something else, that there is something else that is not a priority for the Commission, they would replace it that way. Or to use the money that we put, those \$250,000 for particular projects, \$50,000 for each Commissioner. So those are the three options and that's what Commissioner Gonzales just requested that we use unbudgeted cash for it.

COMMISSIONER GONZALES: And I would just bring to mind that the issue of on-line payments, I agree with what Katherine indicated. The treasurer is not there yet. But there are other areas that we can explore and we can look at. Buying solid waste fees, there's a million

of other fees that I'm sure we can come up with. Dealing with our Land Use Department and how they deal with permit fees. All those opportunities exist out there.

I don't know what the acceptance will be from the community on that but I think we should at least have the basis to be able to roll that out and offer it.

MS. LOPEZ: Mr. Chairman, Commissioner Gonzales, I'd also like to mention the number of hit's that we've had since we redid our web site. We've had somewhere around the lines of 20,000 hits since we've had it up. We also have some companies who have called me and told me that they use our web site on a regular basis to look up tax bills and payments and have asked to put our web site as a link on their page because their employees are using it so much. So it's gotten some good response from it. The title companies, as well, use our web site to research payments.

MS. MILLER: Mr. Chairman, Commissioners, I'd like to add to that, that we did increase the contracts with the title companies, the fees that they were paying, it was rather antiquated so the time they access our system for title searches and things like that, those contracts we did increase so the revenues have increased a little bit in that area associated with computer access.

COMMISSIONER GONZALES: Mr. Chairman, I'd just like to ask Katherine, in your opinion, do you feel this is a frivolous expense at this time? Is it appropriate to consider in the overall budget situation and what you know about the county to make this type of commitment.

MS. MILLER: Mr. Chairman, Commissioner Gonzales, I believe that we do have the cash to fund something like this. I don't think that it would be detrimental in any way to our cash reserves. And you could either do it now or if Agnes brought a plan back in the way that Commissioner Campos requested, we could also budget the cash at that time. So you can have the option of either. I don't think that either option is any way detrimental to our cash reserves.

CHAIRMAN DURAN: All right, thank you.

COMMISSIONER GONZALES: Well, that was a safe answer.

COMMISSIONER CAMPOS: That was.

CHAIRMAN DURAN: That was a correct one.

COMMISSIONER CAMPOS: Question to Mr. Montoya. What is your response or your perception or attitude?

MR. MONTOYA: Mr. Chairman, Commissioner Campos, I also of the opinion that if we can build our technology base, I think we should do it. Again, we have been extremely conservative in developing this budget. Because we wanted, first of all, to have a balanced budget, secondly, to give you some strong reserves and hopefully to bring you some unappropriated cash reserve that the Commission could develop some policy around.

And having done all three so far, plus having a pretty impressive capital package that brings different sources to it, Mr. Chairman, Commissioner Campos, I would say that for the amount of investment that is being proposed, I think it would be well spent. And that's why I think we do have some extra dollars is because we've been extremely conservative to try and bring you the entire package as I think we have.

COMMISSIONER CAMPOS: Is that a safe answer?

MR. MONTOYA: I hope so.

CHAIRMAN DURAN: Yeah, it is.

COMMISSIONER CAMPOS: Why didn't you approve it the first time?

MR. MONTOYA: Mr. Chairman, again, because we really did not -- I think the

first answer is what Katherine said, we gave everybody their first through third, first through four and this one was probably on the top five or six but it didn't make the credit three or four.

COMMISSIONER GONZALES: And I think when you look at their priorities, I can see why they would have left this. I would have probably done the same if I was told, "You've got three priorities, four priorities," and if I want ranking it, you know, the orthophotography, we're making this huge investment in that, the issue of upgrading the employee PCs and on done the line. So I concur with the way you prioritized and I think that that was appropriate. And would have done the same thing in terms of a cut off.

But if at the end we see that the have, as a result of them making those sacrifices and other departments making those sacrifices, we have a \$2 Million cash surplus, then I guess it might be appropriate to me in my mind, to spend \$30,000 which would benefit all the departments in terms of how they roll out information to the public and how they're using technology to deliver more efficient services.

COMMISSIONER TRUJILLO: Mr. Chairman, and 20,000 people coming onto the site over 90 or 120 days, that tells you something as well.

COMMISSIONER CAMPOS: Question?

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: Ms. Lopez, do you think you've adequately studied this proposal? Do you think \$30,000 is going to do what Commissioner Gonzales wants to do? Do you think you need more time to study?

MS. LOPEZ: Mr. Chairman, Commissioner Campos, we are actually right now looking at the software. We've got a demo version and we're playing with it and developing on it on a trial basis because we don't have the money to purchase it.

I believe that this would allow us, and what this software will allow us to do is serve out the data dynamically. So I want you to know what this will accomplish for us.

COMMISSIONER CAMPOS: Tell me what you mean by serve out the data dynamically?

MS. LOPEZ: Right now, what we do is we copy the data off of the AS-400 and we put it out in a flat file out on our web server. So if you were to look at the data the day that we did it, you'd get current information. If you were to look at a week later, you'd get a week old information. You wouldn't be getting it as it updates dynamically.

And because of the time it takes to update that file, we do it every two weeks. So you could, at any point, look at data that's two weeks old. This would allow us to if you hit our web site and ask for a record, it would go through our web server and into our network, grab the data and bring it back out to you. So as it's being updated, you would get up to date information.

So that's what this software would allow us to do. It's very powerful software which would allow us to do other things such as on-line payments which is down the road. We don't intend to do that in the near future in-house. If we did start doing that, we'd contract it out. But that's what this software would do for us.

The streaming audio and video is pretty straight forward as long as we have the server and the software we'd be able to do that. I think it's doable.

COMMISSIONER CAMPOS: Okay. Mr. Chairman.

CHAIRMAN DURAN: Well, there's a motion and a second. Any more questions?

COMMISSIONER SULLIVAN: Mr. Chairman.

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CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Two questions. One, on this with the increased emphasis on a web site would that require more personnel time?

MS. LOPEZ: Mr. Chairman, Commissioner Sullivan, yes it would. Right now, Chad Olsen who is doing our web page was not hired as a web master or any sort of web person in my department. He was hired as a PC technician. And lately with the number of calls and requests that are coming into my department, I've had to pull him off of it and all he does right now is update the web page. Because I don't have time for him to be sitting there and learning. And it's time consuming, especially to sit there and learn on your own. So yes, it does take out time from him and from the requests.

COMMISSIONER SULLIVAN: So how do we address that? We're talking about the capital package that Commissioner Gonzales has proposed?

MS. LOPEZ: This software would allow us to -- initially what I request was software that would take a lot more expertise to do. The software that we have been looking at and testing right now is easier to learn and would be able to be picked up and implemented quickly. More quickly than what we originally proposed.

COMMISSIONER SULLIVAN: I heard you initially say you thought it would take more personnel, but are you saying because the software is more efficient you can handle this increase emphasis on the web page with your existing personnel?

MS. LOPEZ: Yes, we could. We'd have to give him some time to do it. We'd have to set aside a couple of hours each day for him to implement it. But yes, we could.

COMMISSIONER SULLIVAN: So we only need to look at the capital part? We don't need to look at the salaries and wages part to implement this suggestion.

MS. LOPEZ: Mr. Chairman, Commissioner Sullivan, I believe that as this time we wouldn't have to. There are some things that are coming up, such as the Public Safety Complex which is going to be another site for us to support. At that time we would need more personnel anyway. So I believe at this time we could look at it and put it into effect.

COMMISSIONER SULLIVAN: The other question I had was, Katherine, on the three term positions, Resource Development has essentially a level budget, yet we're adding in three term positions that total over \$100,000. And was the reason for that because the term positions on the rural addressing were phasing out and we were able to phase in the term positions on the GPS field technicians? Did I understand that right?

MS. MILLER: Mr. Chairman, Commissioner Sullivan, what it is in the number that you see in FY 2001 Approved Budget for Resource Development, those three term positions were built into that base. I've separated them out in this year's because they are funded with cash and I wanted to show them separately from their base.

But actually, if you took those \$3.5 Million and added \$101,000 it's really \$3.6 Million. So they did go up by \$70,000 plus. I wanted to demonstrate that that was being funded with cash. They are term position. I was trying not to use recurring revenue for those term positions. They are the only positions funded that way. So I separated them out.

When you look at the summary sheet, Alfred could you go down to the part where they are funded, right there, so they show up in just a different section but they are part of Resource Development.

COMMISSIONER SULLIVAN: So they were funded in the current year's budget, these three?

MS. MILLER: Yes they were. And they were funded with grant money as well as some money from the EMS Health Care Fund.

COMMISSIONER SULLIVAN: But they haven't been brought on board yet?

MS. MILLER: Those positions are currently on board in the Rural Addressing Effort right now. We had hoped that that would be done when we built FT 2001 budget, that it would be done by June of 2001. And due to turnover and just the complexity of that task, they need another year of those term positions.

COMMISSIONER SULLIVAN: Are the Rural Addressing term positions?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: Which is also built in?

MS. MILLER: Where are those three term positions. Now they have their regular permanent positions. But these are -- these three term positions are specifically for the Rural Addressing Effort.

COMMISSIONER SULLIVAN: So these are the three people that are already there who are doing rural addressing and they're all GIS field technicians?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: So the only reason it's a new term position is because it wasn't broken out as a term position last year?

MS. MILLER: Well, because the term expired or it does expire on June.

COMMISSIONER SULLIVAN: On a term position goes for one year,

MS. MILLER: For one year.

COMMISSIONER SULLIVAN: So that's why it's called a new term?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: We need to continue them on to finish the rural addressing?

MS. MILLER: Let's just call it a renewed position.

COMMISSIONER SULLIVAN: I understand, alright. Thank you.

CHAIRMAN DURAN: Okay, what's the pleasure of the Board -- the motion to increase the capital package by \$30,000 for web enhancements.

[The motion passed by unanimous voice vote.]

COMMISSIONER GONZALES: Mr. Chairman, can I just send out some quick direction also, for study?

CHAIRMAN DURAN: Would you do it quick.

COMMISSIONER GONZALES: Okay, in the effort of continuing this technological advancement, I know we tried this at one point where we tried to hook up the Commissioners to a computer and it was difficult because we were all having to get our own computers and bring it over here and I'm tired and everything.

Can you study what it would be to actually hook up this bench to five monitors that we could actually use rather than having these massive packets used to click on and go through all the material on line so that people out there in the public have the same thing we have. The other cool thing about that and they're doing thin in other parts of the county that the constituents that are watching at home could actually go on-line and sent you e-mails as to how they're feeling. Which is really cool. So rather than Gloria coming up here, she's going to be on-line just typing away

really fast.

CHAIRMAN DURAN: But remember they won't be on the video.

COMMISSIONER SULLIVAN: The only thing I would mention, Commissioner Gonzales, about that is that there is benefit to taking the packets home over the weekend and being able to read them and research them and that's several hours of work and to stare at a computer screen for that long you'll go crazy. But it certainly would be an innovative idea. But I'm not quite sure it would replace the paper.

COMMISSIONER GONZALES: Right. Just to look at that. I'm not proposing that right now. But I think it would be a good study to see if it's worthy, if we're willing to do it. I only think it works if all of us do it. We tried to do it before.

CHAIRMAN DURAN: I thought we did it once before?

COMMISSIONER GONZALES: We were able to do it. The problem was we had to bring in the computer, they have to get it wired and then we had to take it back down and it's just more of a hassle than it's worth.

MS. LOPEZ: I think the major problem with it was that a lot of the packet comes over the desk from outside sources. So what it would have required is somebody to either submit it electronically or for us to scan it in and put it in some sort of packet which is very time consuming and seemed to be very burdensome for the staff and the manager's office. So those are some considerations that it would require.

A lot of times there's maps and different things that are included in the packets.

COMMISSIONER GONZALES: Well, I'll give you a list of some counties so you can call them to see how they do it. That was it. Thank you, Mr. Chairman.

CHAIRMAN DURAN: I was wondering, Sam, it's getting late and I'm getting tired, do you think we can do those items on the agenda that you wanted to bring up on Wednesday towards the end, like 12:00 on Wednesday night.

MR. MONTOYA: It's at your discretion, Mr. Chairman.

CHAIRMAN DURAN: That way we would do just up to number 2, which is -- we are on number 2; aren't we?

MR. MONTOYA: Mr. Chairman, we still need a couple of departments. We need the fire department, the clerk division.

CHAIRMAN DURAN: No, I know that, but after we do that, what's next. After the fire and...

MR. MONTOYA: We have some very short discussions on some potential resolutions that wouldn't take more than five minutes, Mr. Chairman.

Fire Department

COMMISSIONER TRUJILLO: Mr. Chairman, just one question, Sam. How about some issue that we want to address, projects that we want to fund for our communities. When are we going to discuss that? Is that part of this budget exercise now?

MR. MONTOYA: Mr. Chairman, we had not planned on that this evening. But when we bring the other merit issues and all of that we can put a line item for that discussion for sharing with you on that.

COMMISSIONER TRUJILLO: Yes, cause we've got some requests from the Girls and Boys' Club. I have a satellite program that I want to advocate for, the Chimayo area, and so

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that is not part of the process today?

MR. MONTOYA: It is not, Mr. Chairman, and I want to point out that -- I just want to reiterate what Ms. Miller said that we have about \$250,000 set aside.

COMMISSIONER TRUJILLO: That's \$50,000 a Commissioner?

MR. MONTOYA: For each Commissioner, yes, Mr. Chairman. So if you ponder that and bring us back some direction on some ideas, we would program those, Mr. Chairman.

COMMISSIONER TRUJILLO: Okay.

CHAIRMAN DURAN: Move for approval of the Fire Department budget.

COMMISSIONER GONZALES: Second.

CHAIRMAN DURAN: There's a motion and second. Any discussion on the fire department's budget?

COMMISSIONER GONZALES: Would it include the equipment?

CHAIRMAN DURAN: It would include the equipment. Why don't we take a few minutes to look at the equipment and if you have any thoughts on those keep them to yourself. I'm only kidding.

COMMISSIONER GONZALES: My motion would be just to postpone or table would be the merit increases until..

CHAIRMAN DURAN: We have to, those are across the board.

COMMISSIONER GONZALES: Right.

CHAIRMAN DURAN: You gentlemen have any questions? Commissioner Campos?

COMMISSIONER CAMPOS: Question. Mr. Holden, you asked for a secretary I position that was denied. How were you going to use that position?

STAN HOLDEN: Mr. Chairman, Commissioner Campos, currently the fire department has no administrative support personnel within our department. So within our organization, basically each one of us perform our own secretarial tasks. We do all of our own correspondence, we do all of our telephone answering, those normal type of functions that you would have a central person in the office coordinate.

The reason that I finally bowed to the pressure from the internal staff on this issue is because it's eating up so much of our administrative time for those that at the higher level salaries.

And so I thought this was a way to help improve what little efficiency we have left to squeeze out of fire admin. But because of the overall constraints and prioritizing our requests, we were left with a difficult choice of going with a paramedic fire fighter float position instead.

COMMISSIONER CAMPOS: I'd like to have some comment from staff cause to me having a secretary I for a lot of people that are in a higher paid scale makes them more efficient in not having them...it reduces their efficiency sometimes really tremendously.

MS. MILLER: Mr. Chairman, Commissioner Campos, what it really came down to was we were looking at \$100,000 increase in fire. We asked him what his top priority was and that was the paramedic fire fighter floater. We did that last year. It really assisted in the four fire regions because we...four full time fire regions, 24, 7. That's been a large increase over the last few years to the General Fund budget. And we're trying to grow the fire budget but we just can't grow it all at once. And overtime is an issue.

So we did increase their \$5,000 to \$10,000 in each region plus an additional floater

position. But, there's been kind of the growing pains with opening the four regions and we're still going through those and when we asked fire to prioritize that was it.

He initially said, all three of his were his priority. Because the other issue is their fire protection specialist is also the more development review we need, there's also fire protection review. But we requested it be if he only had one position, which one would it be. Because we've got growth in fire across the board. And that was how that came out.

COMMISSIONER CAMPOS: Thank you.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Katherine, are we also talking about the capital package in the Fire Protection Fund?

MS. MILLER: Mr. Chairman, Commissioner Sullivan, we can discuss that now. All we had initially brought up was General Fund but we can talk about any area that you'd like since we probably won't go into detail in all the funds, the separate funds cause it's fairly restricted. But if you'd like to bring up any questions on that.

COMMISSIONER SULLIVAN: I'd just like some clarification. There's three entries all of which say, "New Main Station," and they're about \$4,000 apiece. And what is "New Main," obviously that's not a new main fire station. That's a pretty good rate for that. What is a new main station? And what are three of them?

STAN HOLDEN: Mr. Chairman, Commissioner Sullivan, that's an excellent catch. Specifically what that has to do with is we take money from other funds and what you're looking at there are the specific Fire Protection Funds that we get from the state.

And these districts what they're doing is allocating a certain portion of their reoccurring fund to go towards the purchase equipment and supply of their new main station. You're not going to build a new main station for \$4,000. This is simply a portion of fund in the overall project out of multiple funds.

COMMISSIONER SULLIVAN: It's like a reserve fund until they get a build up and then they can build a new main station or it's just equipment for the main station?

MR. HOLDEN: Mr. Chairman, Commissioner Sullivan, primarily it's equipment that they know that they have the new main station coming forward and so they'll put this amount of money in to help them with either purchasing new equipment of furniture or a number of other issues, miscellaneous equipment that they need for that station.

COMMISSIONER SULLIVAN: And then on the overtime that's been increased this year, is the same in each reason, is that administrative personnel or is that the folks that drive the trucks and fight the fires?

MR. HOLDEN: Mr. Chairman, Commissioner Sullivan, there is no administrative personnel overtime costs specifically for fire admin. That overtime cost is for the paramedic fire fighters, in the field.

The only personnel that we would list as admin that get overtime are those fire protection specialist that are responsible for fire investigation. And so if they respond, those are the 80 hour employees, 80 hours every two weeks. If they wok up at 2 am in the morning to go out and investigate a fire or fire scene then they receive overtime. That would be an administrative cost.

The other overtime is specifically for fire regions and those are for the paramedic fire fighters. I'd like to point out that with the amount of money that we get for overtime, it barely covers the cost of overtime for running the four regions. Each year we request additional funds so

we can pay for the training that these individuals need as well. But through the budget process it typically gets cut.

So this is specifically for the salaries and expenses associated with the responding to the emergency fire, rescue or EMS.

MR. MONTOYA: Mr. Chairman, I want to also point out that there's \$548,000 on the fire tax fund that goes to a lot of the firehouses around the county for equipment and for building.

COMMISSIONER GONZALES: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER GONZALES: Just a couple of comments and then a question for Stan, just for the new Commissioners benefit and inform them that two years ago I don't think we had any paramedics out in the field, much less full time paramedics. And thanks to Stan and the work of the Finance Department, right now every region of the county is covered by a full-time, 24 hour paramedic and granted that a huge capital investment but I think it makes our communities feel a little bit safer that our response time is far more quicker now than anywhere it was before.

So to that, Stan, you need to be applauded and certainly to the Finance Department for working creatively to figure out how we were able to jump start that. I think that was great. But it is a reality that it's going to be more of a commitment on our part as time goes forward because we're not going to have the resources that we've had over the last couple of years to be able to pay for this. And that's that access indigent money that we were able to get it jump-started with. But nevertheless, I think this is a good function.

The question that I have for you Stan and it goes back to the question that Commissioner Campos was asking you, how many volunteer fire fighters do we have around the county?

MR. HOLDEN: Mr. Chairman, Commissioner Gonzales, we have almost 300 volunteer fire fighter EMTs in the county. And there are about 76 additional volunteers that we designate as auxiliary personnel. That simply means that they're not licensed emergency medical technicians or they're not certified fire fighters. But they function in a support role which help us out with the individual fire districts.

COMMISSIONER GONZALES: And how large is your department in terms of personnel?

MR. HOLDEN: Mr. Chairman, Commissioner Gonzales, we're your largest department in county government. We have 400 personnel.

MS. MILLER: How many are paid?

MR. HOLDEN: How many are paid; 38, right?

COMMISSIONER GONZALES: Yes, 38 paid, okay. I guess, my point is, Mr. Chairman, I'd like to make an amendment and suggest and not even look at Katherine when I do this cause I know it's going to be tough. But I think when you're dealing with 300 volunteers out there and 38 paid members and there's not one administrative support, I know that this position is really going to help out. And I know that it's clearly going to be needed. I really appreciate the fact that you haven't asked.

Frankly, I'm really surprised you don't have any secretarial support. I didn't know that. And so I'll like to make amendment to my motion earlier that we would actually add back in the secretary I position for the fire administration.

COMMISSIONER TRUJILLO: Second, Mr. Chairman. That's in a form of a

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motion, second.

CHAIRMAN DURAN: Did you look at Katherine when you said that.

COMMISSIONER TRUJILLO: Well, you hadn't made a motion before.

COMMISSIONER GONZALES: I did.

COMMISSIONER TRUJILLO: What was your motion?

COMMISSIONER GONZALES: I made a motion to approve the budget, you seconded it and then we went into discussion. I made the amendment now.

COMMISSIONER TRUJILLO: Okay.

CHAIRMAN DURAN: Does this include the capital outlay?

COMMISSIONER GONZALES: I included the capital outlay, yes.

CHAIRMAN DURAN: Okay, well, maybe we could start with a part-time person.

MR. HOLDEN: Mr. Chairman, Commissioner Gonzales, just to give you some background information about how we tried to operate the department. Right now, even for administrative functions, anytime we can, we try to encourage the volunteers to come forward and function in a special type of operation position. Technically, the major of their time is spent with the fire district.

But we've been so overwhelmed, especially on the fire prevention side, and on the admin side, that we've even tried to get some of our volunteers to step forward and volunteer their time administratively. And we've had very little success.

We have one volunteer fire fighter, right now, who's helping us with the public education side of fire prevention. And that's the only response that we've had to our request that's been out for over six months.

COMMISSIONER GONZALES: I'm sure cause they all work and then they come home and --

MR. HOLDEN: Mr. Chairman, Commissioner Gonzales, you're exactly right. And really, the biggest demand that we put on individuals in the fire services, the district fire chiefs, they're overwhelmed with paperwork and they don't get the administrative support and help that we need to them from the fire side in them.

This is not just for fire admin that you're talking about, this is also for help for those district fire chiefs as well.

COMMISSIONER GONZALES: Case in point is probably Mr. Anaya back there who's a volunteer fire fighter and he's working here tonight. So probably the last thing he wants to do is go and volunteer to do some administrative work in your department.

COMMISSIONER TRUJILLO: Did you request this position last year too and you had to sacrifice it because of some mitigating circumstances? You requested this position last year and it didn't come through for you, right?

MR. HOLDEN: Mr. Chairman, Commissioner Trujillo, that's correct. We did request the same positions last year.

CHAIRMAN DURAN: Okay, let's take a vote.

COMMISSIONER CAMPOS: I think Katherine wants to comment.

MS. MILLER: Mr. Chairman, the money's going to come from somewhere and it can't come from capital cause it's a recurring position. You could look at this instead of merits anywhere in the county. This is the bind that we get in. I would like to add that the part of the reason that Stan does, although he doesn't have specifically a secretary, he does have a couple of accountants that help with the purchasing and with the counting of all the funds that they have

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through the districts and coordinate that with the district. And he also have an individual who works on all the computer stuff.

So there is lack of somebody to do travel orders and things like or travel vouchers and that type of administrative work, and letters, but they do have some pseudo administrative support in their purchasing, their accounting and their computers.

And Stan will probably whack me in the back for saying that but that wasn't part of why this came up, the way that it did, why it came forward as a floating paramedic.

I would like to say something in Stan's, cause he does a very good job in keeping the overtime in those region down to the minimum. And uses the floater positions very effectively. But I am concerned as to where we would get recurring revenues to fund another position. And so it's not as simple as just approving it. I've got to take it from somewhere else.

CHAIRMAN DURAN: Take it out of the merit raises.

[Motion passes by unanimous voice vote.]

COMMISSIONER GONZALES: We still have what I was targeting was that \$30,000 and we've been pretty good about not touching that \$30,000 unencumbered recurring revenues; right?

MS. MILLER: When you were out of the room, I think it was touched a few times. But it depends on what we do with it. Because there was requests for an increase of overtime in road maintenance, and then those merits. We can bring back something, kind of comprehensive that includes all of this but there is not a whole lot of recurring revenue to work with. And that's all d...if you make a motion for this, I'm going to have to take if from somewhere and it can bring that plan back at the next meeting.

COMMISSIONER GONZALES: I think that is appropriate so we can make some decisions as to where it to become appropriate.

CHAIRMAN DURAN: The other thing is that we haven't made many amendments at all to this budget and you keep forgetting that with the orthophotography our revenues are going to increase. And we made an investment in that.

MR. HOLDEN: Mr. Chairman, in light of that, we would support in recognizing that that's a huge possibility budgeting it as a term position for the year and then maybe mid-year come back if we actually see that reflection happen, then we would roll it over to a permanent position.

CHAIRMAN DURAN: Let's do that. Do you want to change your motion to that?

COMMISSIONER CAMPOS: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: I want to ask Ms. Miller a question: Would you prefer that we wait until the next meeting on the budget, you can give us some ideas to how you could fit this in within the recurring revenues?

COMMISSIONER TRUJILLO: It's no longer recurring.

COMMISSIONER CAMPOS: Well, what would we have to give up?

COMMISSIONER GONZALES: It wouldn't be recurring. We would use cash to pay this because it's a term position. Right, and wait to see how things are coming in and see if you could move it into recurring.

MS. MILLER: Mr. Chairman, Commissioners, about three ideas. One of them is that the revenues for the increased property tax, we won't see those for about two years, by the time the tax bills out and they actually start to come in. So to budget them on a recurring basis now, we won't see those for a few years.

So a possibility would be to do a term position for this and we could bring and also Commissioner Campos, in response to your specific question, is there are several issues floating around here. I'm still going to have to bring those back on the merit increases and whether there's bonuses, the overtime issue and this position with a comprehensive plan.

But knowing those are the priorities you'd like us to address, we could bring that back. But as a motion right now whether it could definitely say, "yeah, no problem," we're going to have to go back and incorporate all these together as a comprehensive change.

COMMISSIONER CAMPOS: Mr. Chairman, I think this is a very important position. We have to really look at the whole picture again. I would like to have staff give it a little more time to think about it, we're going to have another meeting, bring this issue up again, let's see if we can fit it in, if it works. I think it's a very important thing that we need to do for the fire department: amend your motion to make it a term, this is my recommendation, you turn it into a term position and then mid-year do an analysis and if there's money to do it.

I realize that the orthophotography is going to take a couple of years but the fact of the matter is that our revenues are going to increase anyway. They increased from last year. They increased from the year before that.

COMMISSIONER GONZALES: Mr. Chairman, I agree to my motion to establish a term position to provide administrative support and give direction to Katherine to come back with some options for us as how it's going to be dealt with and at that time we can make the decisions that Commissioner Campos is asking us to make as well.

COMMISSIONER CAMPOS: We can always amend it. We can always take it away before they finalize it.

COMMISSIONER GONZALES: Right. Unfortunately Stan.

[The motion passed by unanimous voice vote.]

MR. HODEN: Thank you Commissioners.

COMMISSIONER TRUJILLO: Stan, aren't you going to invite us to the ribbon-cutting in Pojoaque.

MR. HOLDEN: Mr. Chairman, Commissioner Trujillo, one last time, the Pojoaque Main Station Dedication and more traditional fire department terms, "the wet down" will happen at 6:00 this Thursday evening. So we certainly would appreciate your attendance there.

CHAIRMAN DURAN: Aren't we going to be in the meeting?

COMMISSIONER GONZALES: No, that's the only night we're not.

MR. HOLDEN: Not Thursday, we set it aside for you. Just for you.

CHAIRMAN DURAN: Okay, great.

County Probate

CHAIRMAN DURAN: The Chair will entertain a motion to approve the County Probates.

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COMMISSIONER GONZALES: Motion.

COMMISSIONER TRUJILLO: Second.

CHAIRMAN DURAN: Any discussion. We didn't give her anything.

MR. MONTOYA: We also need the County Clerk.

CHAIRMAN DURAN: Right. So any questions about the County Probate?

COMMISSIONER SULLIVAN: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: What does the County Probate do. She does marriages; right? And is that it.

MR. MONTOYA: Mr. Chairman, Commissioner Sullivan, she also opens up the probate files for people that pass away without wills that need to have their estates probated. And sometimes that takes years as Commissioner Campos knows. But she is the steward of estates that have no last will and testament.

COMMISSIONER SULLIVAN: Thank you.

COMMISSIONER CAMPOS: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Campos.

COMMISSIONER CAMPOS: Mr. Montoya, she requested a part-time position. What was your assessment of that request -- I mean you rejected it.

MR. MONTOYA: Mr. Chairman, Commissioner Campos, we have fixed that situation. We asked Mr. Kopelman in the legal department to share some of his staff support and he agreed to that. So that's been taken care of and the judge is quite happy.

COMMISSIONER CAMPOS: Great.

[The motion to approve the Probate Court budget passed by unanimous voice vote]

County Clerk.

COMMISSIONER GONZALES: Move for approval.

COMMISSIONER TRUJILLO: Second.

CHAIRMAN DURAN: Any questions concerning the County Clerk's budget.

MS. BUSTAMANTE: I wish the Assessor was here because I would like to tell him we're more important because he can assess we have to be recorded in our office. But since he's not here well get that on the record.

I would just like to say is the most important thing for me was the merit increase and I went ahead and I gave up quite a bit of money in recurring funds to be able to do that.

The postage that you see for \$26,000 is going to be paid out of the capital outlay and we didn't put it in recurring because this year is redistricting and I will have to send out new cards for the 80,000 voters.

The two -- that we have is for \$8,000 and that's because we're becoming we class A county. And a class A county are mandated by law to have four early voting sites. So that's the reason for the rudders.

Reporting and recording, as you know we really go along in our BCC meetings, that is costing a lot so that's why we're asking for an increase of about \$8,000 for that. That's for the recording.

The voting machines, that request was at the request of the county manager. We are short some machines. By law I'm supposed to have one machine for every 400 voters. I have a space

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problem but the few extra machines will help in regard to the increase in the census and stuff.

I would just like to ask that my \$6,000 merit increase be increased to \$10,000 but I think it's real important. Thank you.

CHAIRMAN DURAN: Okay. I think what we've decided to do is table all merit increases until further studies, is that correct, Sam?

MR. MONTOYA: That's correct, Mr. Chairman. I also want to note that the clerk has \$34,000 in the Capital Fund, if you would include that in your action.

MS. BUSTAMANTE: And that was the \$26,800 that I explained.

[The Clerk's budget was approved by unanimous voice vote.]

County Treasurer

MR. MONTOYA: The County Treasurer, Mr. Chairman,

COMMISSIONER GONZALES: I move for approval, Mr. Chairman.

COMMISSIONER TRUJILLO: I second it, Mr. Chairman.

MR. MONTOYA: And that's \$190,537.

COMMISSIONER SULLIVAN: There's also some capital?

MR. MONTOYA: There's also, yes, Mr. Chairman, \$2,500 in capital.

COMMISSIONER GONZALES: That's included in my motion.

CHAIRMAN DURAN: Any questions?

COMMISSIONER CAMPOS: Laser printer, that's all he's asking for?

MR. MONTOYA: That's right, he's asking for a laser printer.

COMMISSIONER CAMPOS: And a merit increase.

MR. MONTOYA: The merit increase is on ice until we figure it out.

[The motion passed by unanimous voice vote.]

County Surveyor.

MR. MONTOYA: Yes, Mr. Chairman, a total \$26,172.

COMMISSIONER GONZALES: I make a motion for approval.

COMMISSIONER TRUJILLO: Second.

MR. MONTOYA: And \$8,000 in capital outlay.

COMMISSIONER GONZALES: That's \$8,000 more than he's ever gotten in the past.

CHAIRMAN DURAN: Tell me what the \$8,000 is for. I think it would be easier for you to tell me than for me to find it.

MR. MONTOYA: Mr. Chairman, \$3,000 for a work station or lap top, \$5,000 for computer software.

CHAIRMAN DURAN: Okay. Any questions?

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: As the only licensed surveyor on the County Commission let me just raise up a red flag. When we become a Class A county, this position is going to go to a \$40,000 plus a year salary by statute. And essentially a full-time job, almost.

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Although it's elected, of course. And with that will come some fairly substantive requests for equipment and personnel and backup. So this is kind of the tip of the iceberg here and it doesn't impact us now but within this fiscal year there may be a major change here. So don't spend all your money right now. Because that's coming.

I don't know if we want to do it or not but it's certainly bound to be requested.

CHAIRMAN DURAN: I thought that someone was supposed to bring forward some information on what the surveyor does, his job description, cause I thought we were going to make a decision whether or not to vote to have it on the ballot.

MR. MONTOYA: Mr. Chairman, we have that information and we will bring to the budget meeting, the next budget meeting we have for discussion. But Commissioner Sullivan is absolutely right.

COMMISSIONER TRUJILLO: And we're only one of two counties in the state --

MR. MONTOYA: That's exactly right, correct, as well.

CHAIRMAN DURAN: And I think all we wanted was some justification for the position.

MR. MONTOYA: We have that, Mr. Chairman. We'll provide that. Thank you. Mr. Chairman, have we voted on this particular...

CHAIRMAN DURAN: Do you want to table; would it be appropriate to table this? The budget for this?

MR. MONTOYA: Mr. Chairman, we still have to run it for the coming fiscal year.

[The motion passed by unanimous voice vote.]

MR. MONTOYA: Mr. Chairman, could I ask the Board to consider approving the balance of the capital package that has not been individually discussed.

COMMISSIONER GONZALES: So moved.

MR. MONTOYA: Thank you Mr. Chairman. It includes the manager's capital, legal capital, finance capital, CHED capital, and that was pretty much it. The rest are specific funds that can only be spent for those particular.

COMMISSIONER TRUJILLO: Second Mr. Chairman.

CHAIRMAN DURAN: There's a motion and a second. Any further discussion?

COMMISSIONER CAMPOS: Question?

CHAIRMAN DURAN: Commissioner

COMMISSIONER CAMPOS: Is that a desk; is that in the manager's budget?

MR. MONTOYA: Yes, that was going to be in case we were going to hire a chief of staff which at this point we really don't need that \$2,000 desk.

COMMISSIONER CAMPOS: That's referring to furniture for the office?

MR. MONTOYA: Yes, Mr. Chairman, that's correct.

COMMISSIONER CAMPOS: You don't need that?

MR. MONTOYA: We really don't but we could leave the \$2,000 and use it for other capital needs.

COMMISSIONER CAMPOS: And a projector, \$8,000, what kind of projector.

MR. MONTOYA: Mr. Chairman, that's something like this but a higher grade, something you can really see. Something you'll be able to really enjoy.

COMMISSIONER CAMPOS: Two palm pilots?

MR. MONTOYA: Yes, Commissioner, that was actually in anticipation of the Commissioners needing some assistance in keeping their schedules and we would provide those to the new Commission.

COMMISSIONER CAMPOS: Laptop computer?

MR. MONTOYA: Mr. Chairman, again, in anticipation, I think the administrative pool of computers, we need to replace at least two of them and we actually put in money to replace one.

COMMISSIONER CAMPOS: What is actually Commission Capital Requests.

MR. MONTOYA: Mr. Chairman, that would be any particular project, probably more specific to the county in general and/or something specific in your respective district that you would like to fund. Example, you would like to fund maybe the construction of a playground that might require some augmentation. You might to do some kind of recreation club that requires acquisition of equipment. You might want to help a senior center acquire a van. Any issue relates directly to the Commission as a unit or as something individual to your district.

COMMISSIONER CAMPOS: I heard someone say that every Commissioner had \$50,000?

MR. MONTOYA: Mr. Chairman, that's how we've appropriated the money, \$50,000 per district or \$250,000 in total.

COMMISSIONER CAMPOS: This has been going on for some time?

MR. MONTOYA: Mr. Chairman, this is only the second year that we've been able to afford this. We didn't spend all the money last year.

COMMISSIONER SULLIVAN: Mr. Chairman?

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: The only big item that I see in the balance of this list is under Community Health and Economic Development, construction of 40 public housing units for \$2.18 Million. Is that a grant through the feds?

MR. MONTOYA: Yes, it is Mr. Chairman, Commissioner Sullivan.

COMMISSIONER SULLIVAN: So there's no General Fund impact on that one?

MR. MONTOYA: Mr. Chairman, I'm sorry I missed the question.

COMMISSIONER SULLIVAN: There's no General Fund impact?

MR. MONTOYA: No, no, Mr. Chairman.

COMMISSIONER SULLIVAN: That is a specified fund that we're anticipating getting, we haven't gotten yet.

MR. MONTOYA: Exactly. It's basically a pass through fund from HUD, I believe.

MS. MILLER: Mr. Chairman, Commissioner Sullivan, those are the units we're building right now. That's was originally \$5.5 Million or something. This is what's remaining of that as we're building the units we're currently doing.

COMMISSIONER SULLIVAN: Where are we building these?

COMMISSIONER GONZALES: Santa Cruz.

ROBERT ANAYA: Mr. Chairman, Commissioner Sullivan, we're building 20 units adjacent to the Santa Fe County Club behind Cedar Creek Apartments, 12 units at Valle Vista, and if approved on Wednesday, we will be building 4 duplex at Santa Cruz.

COMMISSIONER SULLIVAN: Okay, and last question, Sam, on your \$50,000 capital request, what's included in that?

MR. MONTOYA: Mr. Chairman, actually at this point in time, we have not decided on any particular specific project. We do have though, some contracting that is anticipated and I was considering spending some of these funds as an example to engage a contractor to help us with the Class A status. Someone that has done this work before for other counties that would look at all the implications beginning with taxes all the way up to salaries for different elected officials and what the total impact would be to package that whole thing.

I've also thought about engaging the expertise of Mr. Crane who has helped us with the corrections contracts. And as you know we are on the verge of making that decision. Mr. Crane is a renown expert in this field in the country and he's expensive. He's about \$200.00 an hour but well worth his money.

And the other possibility there is to hire someone to help us with redistricting of the Santa Fe County Commission districts. So those are some of the ideas I have for that particular \$50,000 and it might not engage at all but a line share might be taken up by it.

CHAIRMAN DURAN: So, can I just add an amendment to it? Could you change the desk in the manager's budget to plural; would you agree?

MR. MONTOYA: Desks.

CHAIRMAN DURAN: Just in case.

MR. MONTOYA: That's fine, Commissioner. Absolutely.

COMMISSIONER GONZALES: Sure.

COMMISSIONER SULLIVAN: Let's take the debt out and then we only have \$28,000 left to find for the web site enhancement. Let's do that.

MR. MONTOYA: I don't have any problem with that Commissioner.

CHAIRMAN DURAN: Oh, for the secretary. Spend it wherever you want to spend it.

[The motion carried by unanimous voice vote.]

COMMISSIONER SULLIVAN: That was minus the \$2,000, right?

CHAIRMAN DURAN: Yes.

COMMISSIONER SULLIVAN: So we actually took something out.

CHAIRMAN DURAN: Okay, we're on No. 2. Resolution No. 2001-

MS. MILLER: Mr. Chairman, Commissioners, we've just approved the General Fund budget. There's another \$60 Million worth of budget between the General Fund, the Indigent Fund, and all that. I don't know to what detail you'd like to go into those. And I know there are some issues. The gentleman did just hand something about the Boys and Girls Club. And I don't know if you'd like in the Commission and manager budget there are contracts that we traditionally had and then there's some changes in those.

I don't know if you want to discuss them at this time. But I think that in light of this request on Boys and Girls Club, I would like to say that the General Fund appropriated again, the \$75,000 for the Boys and Girls Club and it there's a drug elimination grant that could potentially go there. Although it looks like it might be less next year then it has been in the previous years.

So that's what currently built into the budget is what we've had in the past and then Economic Development we have \$50,000 for contracts and \$10,000 for trade. There are things that are built into the budget. There's not a lot of leeway to do things except with that \$50,000 per Commissioner in the districts. So I just want to clarify that because I know these issues come up as

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we go through the year. That's where they are built. The current contract that we have, they remain the same and then the \$50,000 per district or \$250,000 is there but that's it.

COMMISSIONER GONZALES: Just a quick question. In terms of the work that the MCH Council is doing and work into the area, what's the name of the program, Child --

MS. MILLER: Child/Infant Project.

MR. MONTOYA: You mean the Child/Infant Project?

COMMISSIONER GONZALES: Right, that's where we're going out and working with young moms and teaching them life skills of being parents and hopefully reducing the amount of child abuse that's occurring in Santa Fe County. I know we've paid that out over that last couple of years. Is that still in the budget?

MS. MILLER: Mr. Chairman, Commissioner Gonzales, that's been paid out of Fund 232. We've had \$100,000 for that program plus \$5,000 to administer it under EDD powers. And that's in the EMS Health Care Fund and having Susan look, I know we put in at least the \$105,000, there may an increase to that as well. We put \$130,000 in there.

COMMISSIONER SULLIVAN: Of that \$60,000, the \$50,000 for economic development and the \$10,000 for trade that you have in the budget, we would still, would we not, have the option to reallocate that in some other fashion? For example, if we thought it might be worthwhile to hire a contractor to work on economic development in a different way, either with the economic gardening or some other mechanism, or would that be able to come out of that \$60,000 or are we committed to trade and we're committed to some other thing for the \$50,000?

MR. MONTOYA: Mr. Chairman, we're committed to the \$10,000 to trade because we put in \$5,000 this year with a commitment to put in \$10,000 in the following year. The \$50,000 for Economic Development in general, does not have a specific tie to it yet. No specific program or reasoning.

Although there are some discussions that we could work with the Economic Development, what is it, Santa Fe EDI to provide a kind of mosaic of services for some benchmarks and some products tied to it.

But we've not taken that to a national scope of work yet. But there has been some discussion.

COMMISSIONER SULLIVAN: I think, just again, some direction at least for my personal side that I'd like to see the county manager's thoughts on that in getting a little better handle on economic development. Particularly since we've got the business park out there. And doing a little more than just piggy-backing on other programs.

Now it doesn't mean that some of these existing programs couldn't provide that service. If it were let out for an RFP and they'd certainly be available to submit on it.

But I think we need to give some thought to Economic Development. \$50,000 is a pretty small chunk out of \$100 Million budget and enough said about that.

MR. MONTOYA: I understand your direction, Commissioner, and I agree with you.

COMMISSIONER GONZALES: Mr. Chairman, I was just going to ask to support Commissioner Sullivan indicating. I fully think that there's lots and lots of changes and how we can increase our economic activity in this community and we need to be aggressive in that area when given that opportunity.

COMMISSIONER TRUJILLO: Mr. Chairman, we've had extensive discussion with the rest of the budget. It looks like \$50,000 by district and the breakdown of what the state

funded in the past would be funded this year. I make a motion to approve \$60 Million rest of the budget.

COMMISSIONER GONZALES: Second.

CHAIRMAN DURAN: For discussion, Commissioner Campos.

COMMISSIONER CAMPOS: I really want to make general comments before going there. My comment was that there's a new contract being negotiated. It could cost us a lot of extra money. What about a jail contingency fund or a contingency fund for other issues like capital improvements or matching funds or capital replacements. What do we have for strategic planning for the next five years instead of planning one year out, maybe planning five years out.

I mean there's a lot of issues.

We had to keep focus and I think we have to keep an eye on what is our essential mission and about the anti-donation clause of some of these issues that are going to be coming up. There are just general comments that I think we have to work further out, five years out. We have to have contingencies for the jail. They could sink us.

I mean, these are really important issues and we have to discuss them in the context with the budget. As far as approved the \$60 Million whatever, I don't -- I haven't seen it. I don't think. I'd like to have some time to look at it.

CHAIRMAN DURAN: Any comments from --.

MR. MONTROYA: Mr. Chairman, I agree with Commissioner Campos that the issues that you just mentioned are really important. I think the five year strategic planning is something that the senior staff has been working on and it's staff retreat and I would like to also set up a new staff retreat with the Commission to kind of set up the new goals that we should pursue for 2002 and into 2003.

I agree that we need to start looking way out ahead and start getting some strategic benchmarks put together. I also would recommend to the Board that if we have additional capital money that is left or unappropriated, reserve is probably a better tag for it, that we would set aside some of that money for federal matching projects that might come down the pike through the federal lobbyist. And that we also set up a capital reserve fund for replacement of fleet and equipment.

Those three things, Mr. Chairman, I think are really important. I don't disagree whatsoever that the Jail Enterprise Fund of the jail contract is one of the things that doesn't let Katherine or I sleep well at night. Because we just have not put that thing to bed yet. And we're not really exactly how that's going to come out.

So we are working now, very diligently, Commissioner Campos, to provide the BCC with some options relative to how we should approach the corrections contract in general.

There might be some difficulty in making the ends meet, money versus what the contractors want, so we're going to study a second possibility that am going to work on here in the next couple of weeks once we get the budget behind us.

So, Mr. Chairman, we still have a lot of work and some very tough issues coming ahead. But you're right, the corrections budget on its own could put the county budget on its ear if it's not done right.

COMMISSIONER SULLIVAN: Now, Mr. Montoya, a motion has been made to approve some \$60 Million can you explain that. I just don't understand that. What are they asking us to do?

MR. MONTOYA: Mr. Chairman, I believe what Commissioner Trujillo is proposing is that the balance of the funds that are left, the indigent fund, the Utility Fund, the Enterprise Fund for the utility, the Jail Fund, are pretty much fixed, Commissioner. There's not a lot of lee room. We don't have a lot of latitude to spend this money like we do on the General Fund.

I think we had a great discussion, great input from you on the General Fund.

When it comes to these other funds, they're pretty much set in concrete. You can spend them for one specific purpose and that's it. And lion share of this money and I'll defer to Ms. Miller to have her either concur or add some issues, but the lion share of this money is tied into payment of bond premiums, reserve funds, payment for acquisition of water that we're going to resell. Lot's of capital money that's already designated to a specific project. General obligation bonds that are tied to specific issues that can only be spent for certain things.

So the latitude does not exist in these funds. And I believe that's why Commissioner Trujillo is engaging the entire group because it does have strict parameters. And I'll defer to Ms. Miller.

COMMISSIONER CAMPOS: I think I understand. Ms. Miller would you like to add something to that?

MS. MILLER: Mr. Chairman, Commissioner Campos, what Sam said is true. Most of it is special revenue funds. \$19 Million of it is special revenue funds, debt service \$4 Million, Enterprise funds, \$14 Million of that. So it all essentially adds up to the other \$57 odd Million of the budget.

Quite a bit of that is restricted. And I think one of the other issues that Sam wants to bring up has to do with indigent and that's what we pay other hospitals. That would be the one thing that would impact what we do in the Indigent Fund. So I think that can be discussed based upon what we do there.

And also then in the water, utilities Enterprise Fund, how we structure the rates, would make the changes to the budge there. So those could be done as individual discussions. When we talk about those resolutions to change those rates.

So I think that Commissioner Trujillo's recommendation is just to get this interim budget approved and then we can still address those specific issues.

COMMISSIONER CAMPOS: Thank you very much.

COMMISSIONER SULLIVAN: Mr. Chairman.

CHAIRMAN DURAN: Commissioner Sullivan.

COMMISSIONER SULLIVAN: Could we, Katherine, be more specific in giving an actual number here to approve. Is what you're talking about this Summary of Sources and Uses of Funds, the one that you passed out to us? And on the right hand column where it says total sources, we've gone through the General Fund and that says total of the projected budget, \$36 Million. We're well plus the enhances, whatever those come out to.

So what we're approving then, would be the \$14.9 Million of special revenue funds, the \$6.4 Million of capital improvement funds, the \$2.5 Million of Debt Service Fund, and the \$9.5 Million of Enterprise Fund; is that correct?

MS. MILLER: Essentially, or the total source overall, including cash, those are the revenues and then if you went to the far column...

COMMISSIONER SULLIVAN: So it's the far column?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: All right, so if you add up -- I'd like to put a number on this. Do you have a calculator. \$30,762,000.

MS. MILLER: What you would be approving is the revenues and the expenditure in all of those funds plus the transfers in and out between General Fund and those funds.

So as I said before, when you try to tie that number to the \$90 Million on the first slide, it's a little hard because of the money moving in and out.

But what are we requesting that you would approve are those special revenues, the revenues projected, the transfers between those and the cash budgeted. So it's all those columns combined, that we're asking that you approve.

COMMISSIONER SULLIVAN: It's all those columns in FY 2002?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: It can't be just the right columns because that only totals up to \$89 Million; right.

MS. MILLER: Right, because of the transfers.

COMMISSIONER SULLIVAN: Because of the transfers. So we are approving the transfers also?

MS. MILLER: Yes.

COMMISSIONER SULLIVAN: And do you have a number on that?

COMMISSIONER GONZALES: Is that it right there?

MS. MILLER: It's \$52 Million, it's essentially this first slide, if you go to this first slide, it's the \$90 Million less the \$38 Million as we went through the...

COMMISSIONER SULLIVAN: Okay.

MS. MILLER: Yes, it's all of those that we're asking you to approved.

COMMISSIONER SULLIVAN: So we can say --

MS. MILLER: You want to total that, Alfred, that --

COMMISSIONER SULLIVAN: This one from the other there.

MS. MILLER: \$51,800,000.

COMMISSIONER SULLIVAN: So \$51,800,000 are the --

MS. MILLER: All other funds.

COMMISSIONER SULLIVAN: All the other depicted funds, sort of speak.

CHAIRMAN DURAN: That we have not approved.

CHAIRMAN DURAN: That we have not yet approved.

COMMISSIONER SULLIVAN: Will the maker include that in his motion, that number?

COMMISSIONER TRUJILLO: Yes, let's include \$51,818,345.

[The motion passed by unanimous voice vote.]

MS. BUSTAMANTE: Mr. Chairman, for the record, it was 66 and I apologize.

CHAIRMAN DURAN: Thank you.

MR. MONTOYA: Mr. Chairman, for clarity's sake would you want to do the resolution now or you save them for some other time. I could go through them very quickly and just give you a general idea. And seek your guidance to place them on an agenda later because you cannot act on them tonight.

CHAIRMAN DURAN: Okay, how about -- can we leave here by 10-15 minutes.

MR. MONTOYA: Oh, absolutely.

Mr. Chairman, the first resolution I want to talk to the Commission about relates to the Indigent Fund. And it relates to all of the hospitals outside the Santa Fe County boundary that are not sole community providers.

As an example, we have run up a tally at a Albuquerque hospital for heart care that equates to \$650,000 approximately. That money is coming out of the indigent fund directly because we are providing these services to indigents. ms, we are paying 80% of those clients bills.

One of the resolutions before you is to limit paying the percentage from 80% to 50% just to keep our indigent fund consistent and keep it whole for services within our county.

We're still going to help people that need to go get specialized service but we are also building a cardiac unit at St. Vincent. So a lot of those people will be able to stay here. But we're trying to curtail a lot of revenue loss to outside hospitals outside of our boundary.

So one of the proposals I want to bring to you is to consider reducing the percentage from 80% to 50% for outside hospitals. That's just the issue relative to that one particular resolution. Mr. Chairman, I'll bring that to one of our agendas for actual action.

Mr. Chairman, is to bring to you a resolution that would authorize the Santa Fe County to go to its constituency and ask them to allow us to place a referendum for a local option liquor excise tax. We talked about this last year. We wanted to impose or take to the public the question, "Should we impose an excise tax on liquor within our Santa Fe County boundaries?"

That money would be used to fund substance abuse programs and to also help construct facilities that would house those programs. Now the total amount to be generated is attached to the resolution. Santa Fe could generate approximately \$1,200,000 if we were to impose the full 5%. These are just potentials for revenue that we would like to share with you. We have \$300,000 coming in from the state's share, that is coming to the county for these types of purposes. But if we were to impose our own tax, we would generate \$1.2 Million or there about.

CHAIRMAN DURAN: That's more than any county?

MR. MONTOYA: Except McKinley.

COMMISSIONER GONZALES: Mr. Chairman, If I could ask that -- I think this is an important resolution but you know we have this, Commission that's set up to review issues like this. With concurrence from the Commission, can we send this for some kind of recommendation by the Health Planning Commission to either support this or to not support it.

And I would just add that we talk about our jails costs, what I understand is 80% of our costs come from substance abusers. \$1.3 Million could go a long way in generating revenues to address alternatives to incarceration. So rather than sending individuals to the Santa Fe County facility, they could send them to a detox unit or some other provider out there that would be able to take care of them better than what we can in our Santa Fe County facility.

So, that money can go into addressing that issue and saving money or helping us manage our costs on the jail side of things. So can we send that?

MR. MONTOYA: Mr. Chairman, Commissioner Gonzales, that's exactly the kind of direction we were looking for and we'll absolutely send it there first before we bring it back to the BCC for action.

COMMISSIONER GONZALES: Good.

ROBERT ANAYA: Mr. Chairman, Commissioner Gonzales, would it be appropriate for us, as well, to send in our DWI council also. One of the issues that...was working on, if we could send them to both of them, I think it would be a good idea.

CHAIRMAN DURAN: Excellent suggestion.

MR. MONTOYA: Thank you Mr. Chairman. The last issue is a brand new piece of legislation, Mr. Chairman. It is now called the County Capital Outlay Gross Receipts Tax., counties such as ourselves because you are required to impose every single gross receipts tax you have available and we had done that including all of our mill levy . Mr. Chairman, we are allowed to impose an additional 1/4 cent tax in 16% increments. In other words, you can impose to 1/16 increments.

This money, if you will look at the resolution, Mr. Chairman, can be spent on a myriad of things. Anything from parking lots to buying land easements, using it for water, waste water, public buildings, purchasing open space, using these monies for recreation, and solid waste. All kinds of different --

COMMISSIONER TRUJILLO: Solid waste?

MR. MONTOYA: Solid waste. All kinds of different venues. So this is a brand new source that's available after June 15, 2001. We have to pass an ordinance that would allow us to impose this and then we have to pass a resolution that specifies what kind of projects we're going us it on.

The one beautiful thing about this is that that tax crosses city boundaries. So it would generate approximately \$7 Million for Santa Fe County.

COMMISSIONER GONZALES: Seven Million; without an election?

MR. MONTOYA: No, it requires a referendum. The electorate has to allow us to impose it.

COMMISSIONER TRUJILLO: The good thing about it is that everybody pays for it.

MR. MONTOYA: Everybody pays, visitors to Santa Fe County pay the lion's share. So Mr. Chairman, I want to do some more study and bring this to you and then this could be one of the venues to fund the diversion projects that you've been talking about so excitedly. And then I think that would be good for the community.

Also, almost anything else on that long laundry list is allowable as well.

COMMISSIONER GONZALES: That's \$7 Million a year?

MR. MONTOYA: \$7 Million is what Tax and Revenue Department has shared with that it would generate.

MS. MILLER: It's actually based upon our current revenues, would be more like \$7.6 Million.

COMMISSIONER GONZALES: Very cool.

MS. MILLER: Which is phenomenal. I couldn't believe it was cross the city. And we can bond for all kinds of capital with that, as well.

MR. MONTOYA: With \$7 Million..

COMMISSIONER SULLIVAN: I just wanted to remind the Commission that this was one of the revenue sources that I addressed in the Road Program when I asked the Santa Fe County Public Works Department to do a road study and Sam reported on that at our last meeting that they were just getting started on that. But you've got to sell this. So the question is what are you going to sell? And certainly water crosses jurisdictional boundaries. Roads don't quite as much. The feedback that I got, for example, is that if we did a transportation package, that roads would sell well in the county but for the city, the city people don't think much about roads in terms of upgrading roads. They just think about filling potholes. So for the city, it might have to include some types of multi-modal transport, or something of that nature.

But we'd like to get these numbers for some of these other options. And how much would a 1/4% or 1/16 or an 1/8 give us in these various categories. Cause in the end it has to be very simple and we have to go to the public and say, "Here's what we're going to use the money for."

And maybe we're just going to use it all for diversion and we make it simple and so be it. But then we've spent our whole wad on that and we haven't addressed some of this other basic needs such as roads.

MR. MONTOYA: Mr. Chairman, I want to point out two quick things. One, if the electorate rejects it, let's say we put it out and they reject it, they cannot bring it again for another year. And the important element about this is it is driven by the community and we will complete more through study if you direct us to do so.

Mr. Chairman, I think we're done on the budget issues and I just want to take two seconds to thank the Finance staff for working so diligently and keeping this whole thing together.

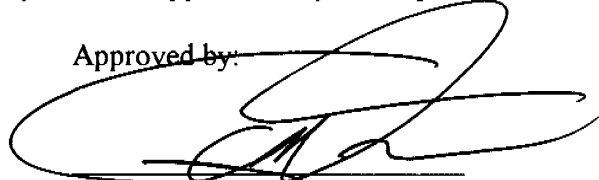
COMMISSIONER CAMPOS: Mr. Chairman, just a question or a comment. The gross receipts tax, the very regressive tax applied to food and things that the most poor people are going to have to pay, we're already paying a pretty high tax in this community. So I want to keep that in mind. I mean, it might burden the poorest people in the community.

MR. MONTOYA: That's very true. Commissioners, thank you so much for your attention and for your

ADJOURNMENT


Chairman Duran declared this meeting adjourned at approximately 10:55 p.m.

Approved by:




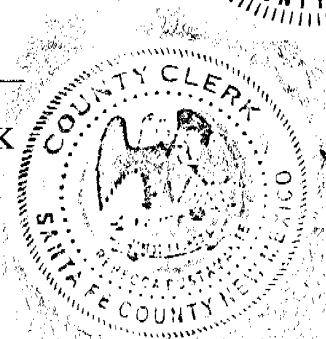
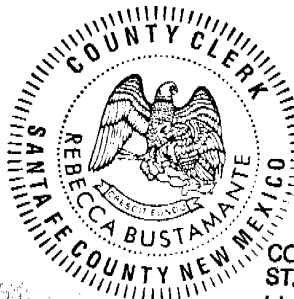
Board of County Commissioners
Paul Duran, Chairman

Respectfully submitted:


Karen Farrell, Commission Reporter

ATTEST TO:

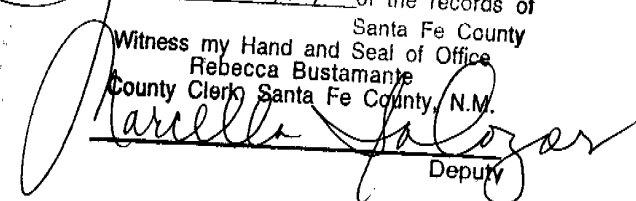

REBECCA BUSTAMANTE
SANTA FE COUNTY CLERK



1162.496

COUNTY OF SANTA FE
STATE OF NEW MEXICO } SS
I hereby certify that this instrument was filed
for record on the 2 day of July A.D.
20 01 at 1:40 o'clock P.m.
and was duly recorded in book 1933
page 332-414 of the records of

Witness my Hand and Seal of Office
Rebecca Bustamante
County Clerk Santa Fe County, N.M.


Deputy