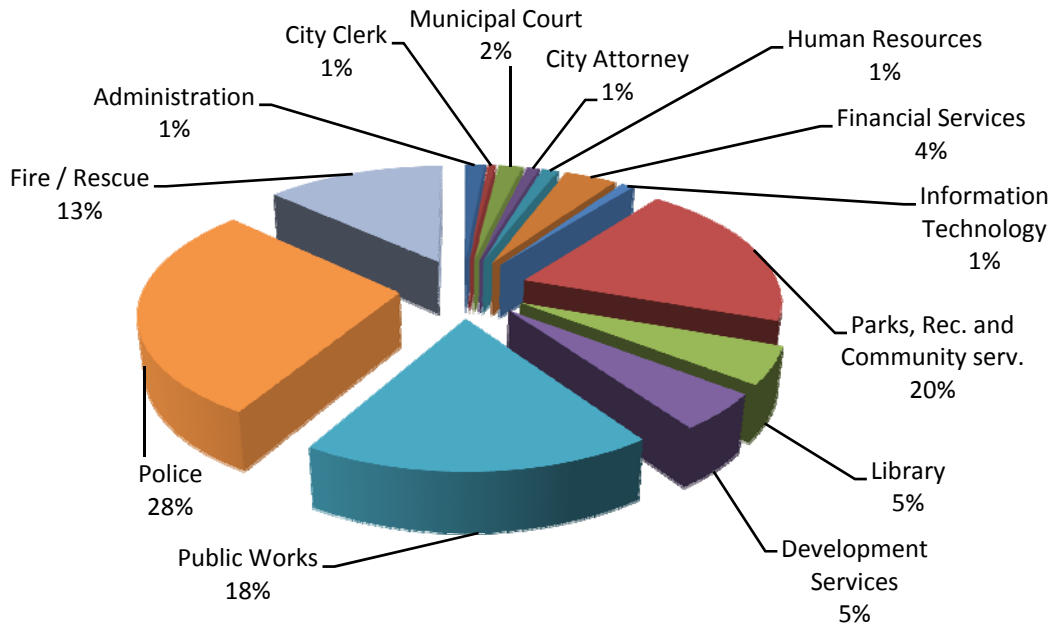


**FISCAL YEAR 2009  
ALL FUNDS  
AUTHORIZED EMPLOYEES**



**ALL FUNDS**

Administration	11.00
City Clerk	4.00
Municipal Court	13.50
City Attorney	7.00
Human Resources	9.00
Financial Services	29.50
Information Technology	7.00
Parks, Rec. and Community serv.	150.86
Library	37.62
Development Services	37.00
Public Works	139.00
Police	215.50
Fire / Rescue	101.00
<b>Total FTE Positions</b>	<b>761.98</b>

**BY FUNDS**

Public Safety Grants	4.00
Keep Rio Rancho Beautiful	3.50
Convention and Visitor Bureau	4.00
Promotion and Marketing	1.00
SAD Administration	1.00
Utility Fund	38.00
General Fund	710.48
<b>Total FTE Positions</b>	<b>761.98</b>

## POSITION ROSTER FY 09

Position Number	Title	Position Count	FTE
<b>PUBLIC SAFETY GRANTS</b>			
1208	ADVOCATE COORDINATOR	1	1
12069	CCR COORDINATOR GRANT	1	1
12070	VICTIM ADVOCATE GRANT	1	1
12068	VICTIM ADVOCATE PT GRANT	1	0.5
12058	GRANT ADMINISTRATOR AF	1	0.5
<b>GRANT FUNDS TOTAL</b>		<b>5</b>	<b>4</b>
<b>PARKS &amp; RECREATION COMMUNITY DEVELOPMENT GRANT</b>			
1119	COMMUNITY DEVELOPMENT WORKER SE	10	2.5
1139	INTERN - PARKS & RECREATION	2	1
<b>GRANT TOTAL</b>		<b>12</b>	<b>3.5</b>
<b>CONVENTION VISITORS BUREAU (CVB)</b>			
502	ADMINISTRATIVE ASSISTANT AF	1	1
608	CVB SALES COORDINATOR AF	1	1
12013	DIVISION MANAGER CVB MC	1	1
12062	SPECIAL PROJECTS COORDINATOR MC	1	1
<b>CVB TOTAL</b>		<b>4</b>	<b>4</b>
<b>PROMOTIONS FUND</b>			
12093	ASSISTANT DIVISION MANAGER CVB MC	1	1
<b>PROMOTIONS FUND TOTAL</b>		<b>1</b>	<b>1</b>
<b>SAD ADMINISTRATION FUND</b>			
12095	ACCOUNTING TECH REC SAD BU	1	1
<b>SAD ADMINISTRATION TOTAL</b>		<b>1</b>	<b>1</b>
<b>GENERAL FUND - CITY MANAGER</b>			
5001	ADMINISTRATIVE ASSISTANT MC	1	1
12091	ASSISTANT CITY MANAGER MC	1	1
12056	ASST TO CITY MGR/BUS & DEV MC	1	1
12079	CHIEF COMMUNICATION OFFICER MC	1	1
1006	CITY MANAGER MC	1	1
6005	EXECUTIVE ASSISTANT MC	1	1
<b>CITY MANAGER TOTAL</b>		<b>6</b>	<b>6</b>
<b>CITY CLERK</b>			
11006	CITY CLERK MC	1	1
5002	DEPUTY CITY CLERK MC	1	1
410	RECORDS TECHNICIAN AF	2	2
<b>CITY CLERK TOTAL</b>		<b>4</b>	<b>4</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>MUNICIPAL COURT</b>			
1109	CHIEF DEPTUY COURT CLERK CO	1	1
8002	COMMUNITY SERVICES COORDINATOR MC	1	1
1096	COURT CLERK ADMIN CO	1	1
12064	DEPUTY CLERK LINE SUP MUN CO	1	1
1091	DEPUTY CLERK - PROG & PROB CO	1	1
1187	PROBATION ASSISTANT CO	1	1
1018	SENIOR CLER CO	7	6.5
1110	SPECIAL PROJECTS COORDINATOR CO	1	1
<b>MUNICIPAL COURT TOTAL</b>		<b>14</b>	<b>13.5</b>
<b>ATTORNEY</b>			
10001	ASSISTANT CITY ATTORNEY MC	3	3
11005	CITY ATTORNEY MC	1	1
11001	DEPUTY CITY ATTORNEY	1	1
7002	LEGAL ASSISTANT MC	2	2
<b>ATTORNEY DEPARTMENT TOTAL</b>		<b>7</b>	<b>7</b>
<b>HUMAN RESOURCES</b>			
4001	ADMINISTRATIVE COORDINATOR MC	1	1
1205	DIRECTOR HUMAN RESOURCES MC	1	1
9005	HR ADMINISTRATOR MC	1	1
12057	HR GENERALIST MC	1	1
5003	HR REPRESENTATIVE MC	1	1
6006	PAYROLL & BENEFITS ADMIN MC	1	1
5006	PAYROLL TECHNICIAN	1	1
1042	YOUTH WOKERS	8	2
<b>HUMAN RESOURCES DEPARTMENT TOTAL</b>		<b>15</b>	<b>9</b>
<b>FINANCIAL SERVICES - ADMINISTRATION</b>			
6008	BUDGET ANALYST MC	1	1
804	CONTRACT ADMIN/CC LIASON AF	1	1
12014	DEPUTY DIRECTOR OF FINANCIAL SERVICES MC	1	1
12010	DIRECTOR OF FINANCIAL SERIVCES MC	1	1
		<b>4</b>	<b>4</b>
<b>FINANCIAL SERVICES - ACCOUNTING</b>			
801	ACCOUNTANT II AF	3	3
501	ACCOUNTING TECH I AF	3	3

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
12096	ACCOUNTING TECH II AF	1	1
12097	ACCOUNTING TECH III AF	3	3
9001	DIV MANAGER ACCOUNTING MC	1	1
12058	GRANT ADMINISTRATOR AF	1	1
1185	INTERN	1	0.5
		<b>13</b>	<b>12.5</b>
<b>FINANCIAL SERVICES - AMBULANCE BILLING</b>			
12097	ACCOUNTING TECH III AF	2	2
		<b>2</b>	<b>2</b>
<b>FINANCIAL SERVICES - PURCHASING</b>			
9003	PURCHASING MANAGER MC	1	1
611	PURCHASING SPECIALIST AF	1	1
511	PURCHASING TECHNICIAN AF	2	2
		<b>4</b>	<b>4</b>
<b>FINANCIAL SERVICES - MOTOR VEHICLE</b>			
12071	CUSTOMER SERVICE LEAD AF	1	1
404	CUSTOMER SERVICE REP AF	4	4
8011	DIV MANAGER MVD MC	1	1
		<b>6</b>	<b>6</b>
<b>FINANCIAL SERVICES DEPARTMENT TOTAL</b>		<b>29</b>	<b>28.5</b>
<b>INFORMATION TECHNOLOGY</b>			
12016	DIRECTOR INFO TECHNOLOGY MG	1	1
5004	IT SPECIALIST MC	4	4
6001	IT TECHNICIAN MC	1	1
8008	NETWORK MANAGER MC	1	1
<b>INFORMATION TECHNOLOGY DEPARTMENT TOTAL</b>		<b>7</b>	<b>7</b>
<b>PARKS AND RECREATION - ADMINISTRATION</b>			
502	ADMINISTRATIVE ASSISTANT AF	2	2
12008	DIRECTOR PARKS & RECREATION MC	1	1
120190	DIVISION MANAGER P&R ADMINISTRATION MC	1	1
12049	GRAPHIC DESIGNER AF	1	1
204	OFFICE ASSISTANT AF	1	1
401	OFFICE ASSISTANT SENIOR AF	1	1
12065	RESOURCE DEVELOPMENT MANAGER MC	1	1
		<b>8</b>	<b>8</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>PARKS AND RECREATION - OUTDOOR AQUATICS</b>			
1137	CASHIER AQUATICS - SE	9	2.97
1134	HEAD CASHIER	1	0.5
1136	HEAD LIFEGUARD SE	7	4.62
1162	JUNIOR LIFEGUARD SE	13	3.25
1133	LIFEGUARD SE	63	22.11
1135	POOL MANAGER SE	2	1.41
1217	RECREATION FACILITY COORDINATOR MC	1	1
		<b>96</b>	<b>35.86</b>
<b>PARKS AND RECREATION - AQUATICS CENTER</b>			
12080	AQUATICS CENTER MANAGER MC	1	1
403	BUILDING MAINTENANCE TECHNICIAN AF	1	1
12087	HEAD LIFEGUARD AF	5	5
12086	LIFEGUARD PT AF	20	10
204	OFFICE ASSISTANT AF	5	3
607	RECREATION SPECIALIST AF	1	1
		<b>33</b>	<b>21</b>
<b>PARKS AND RECREATION - PROGRAMMING</b>			
1138	COUNSELOR SE	52	13
1217	RECREATION FACILITY COORDINATOR MC	3	3
304	RECREATION LEADER AF	13	13
607	RECREATION SPECIALIST AF	4	4
1163	SITE SUPERVISOR SE	7	1.75
		<b>79</b>	<b>34.75</b>
<b>PARKS AND RECREATION - PARKS &amp; FACILITIES</b>			
405	INVENTORY CONTROL TECH AF	1	1
205	PARK MAINTENANCE WORKER I AF	12	12
12106	PARK MAINTENANCE WORKER II AF	10	10
7004	PARK MAINTENANCE SUPERVISOR MC	4	4
12082	PARKS & FACILITIES SUPERINTENDENT MC	1	1
12050	PARKS & RECREATION PROJECT COORDINATOR	1	1
		<b>29</b>	<b>29</b>
<b>PARKS AND RECREATION - KRRB</b>			
8002	COMMUNITY SERVICES COORDINATOR MC	1	1
304	RECREATION LEADER AF	1	1
607	RECREATION SPECIALIST AF	1	1
		<b>3</b>	<b>3</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>PARKS AND RECREATION - SENIOR SERVICES</b>			
601	ADMINISTRATIVE ASSISTANT AF	1	1
12028	ASST DIV MGN SENIOR SERVICES MC	1	1
12020	DIV MGN SENIOR SERVICES MC	1	1
102	OFFICE AID AF	2	1
401	OFFICE ASSISTANT SENIOR AF	2	2
304	RECREATION LEADER AF	1	1
607	RECREATION SPECIALIST AF	1	1
		<b>9</b>	<b>8</b>
<b>PARKS AND RECREATION - TRANSIT</b>			
305	TRANSIT BUS DRIVER AF	7	5.5
12109	TRANSFER BUS DRIVER SE	1	0.25
306	TRANSIT DISPATCHER AF	1	1
6007	TRANSIT SUPERVISOR MC	1	1
		<b>10</b>	<b>7.75</b>
<b>TOTAL PARKS AND RECREATION DEPARTMENT</b>		<b>267</b>	<b>147.36</b>
<b>LIBRARY</b>			
601	ADMINISTRATIVE ASSISTANT SR AF	1	1
12037	ASSISTANT DIV MGR LIBRARY MC	1	1
404	CUSTOMER SERVICE REP AF	1	1
12017	DIRECTOR LIBRARY & INFORMATION SERVICES	1	1
12066	LEARNING CENTER COORDINATOR AF	1	0.5
702	LIBRARIAN I AF	7	5.75
12104	LIBRARIAN II AF	8	7.12
8009	LIBRARIAN SUPERVISOR MC	4	4
12075	LIBRARY ASSISTANT AF	2	2
7003	LIBRARY CIRC SUPERVISOR MC	1	1
812	LIBRARY CLERK AF	11	8.5
101	LIBRARY PAGE AF	1	0.5
12042	OFFICE AID SE	10	3.25
401	OFFICE ASSISTANT SENIOR AF	1	1
<b>TOTAL LIBRARY DEPARTMENT</b>		<b>50</b>	<b>37.62</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>DEVELOPMENT SERVICES - ADMINISTRATION</b>			
12009	DIRECTOR DEV SERVICES MC	1	1
12058	GRANT ADMINISTRATOR AF	1	0.5
12102	PERMIT TECHNICIAN AF	2	2
1007	STRATEGIC/SPECIAL PROJECTS MC	1	1
		<b>5</b>	<b>4.5</b>
<b>DEVELOPMENT SERVICES - ZONING</b>			
10004	DIV MANAGER ZONING OPERATIONS MC	1	1
12102	PERMIT TECHNICIAN AF	2	2
610	ZONING SPECIALIST AF	4	4
		<b>7</b>	<b>7</b>
<b>DEVELOPMENT SERVICES - BUILDING INSPECTION</b>			
12078	BUILDING INSPECTOR AF	5	5
8003	CONSTRUCTION INSPECTOR SUPERVISOR MC	1	1
12072	DIV MANAGER BUILDING INSPECTION MC	1	1
12100	ELECTRICAL INSPECTOR AF	2	2
1001	ENGINEER AF	1	1
12102	PERMIT TECHNICIAN AF	2	2
1195	PLANS EXAMINER AF	1	1
12101	PLUMB/MECHANICAL INSPECTOR AF	2	2
1002	PROJECT MANAGER AF	1	1
12094	SR COMMERCIAL PLANS EXAMINER MC	1	1
		<b>17</b>	<b>17</b>
<b>DEVELOPMENT SERVICES - PLANNING</b>			
12018	DIV MANAGER PLANNING MC	1	1
802	MUNICIPAL PLANNER II AF	2	2
12105	MUNICIPAL PLANNER III AF	2	2
		<b>5</b>	<b>5</b>
<b>DEVELOPMENT SERVICES - COMMUNITY DEVELOPMENT</b>			
12063	COMMUNITY DEVELOPMENT MANAGER MC	1	1
12048	REAL PROPERTY SPECIALIST AF	1	1
		<b>2</b>	<b>2</b>
<b>TOTAL DEVELOPMENT SERVICE DEPARTMENT</b>		<b>36</b>	<b>35.5</b>
<b>PUBLIC WORKS - ADMINISTRATION</b>			
12011	DIRECTOR PUBLIC WORKS MC	1	1
		<b>1</b>	<b>1</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>PUBLIC WORKS - FLEET AND BUILDING/MAINTENANCE</b>			
8010	BUILDING MAINTENANCE SUPERVISOR MC	1	1
406	BUILDING MAINTENANCE TECHNICIAN AF	3	3
503	CARPENTER AF	1	1
603	ELECTRICIAN II AF	1	1
		<b>6</b>	<b>6</b>
<b>PUBLIC WORKS - FLEET AND BUILDINGS/CUSTODIAL</b>			
12059	CUSTODIAN SERVICES SUPERVISOR MC	1	1
202	CUSTODIAN AF	9	9
406	CUSTODIAN LEAD AF	1	1
		<b>11</b>	<b>11</b>
<b>PUBLIC WORKS - FLEET AND BUILDINGS/FLEET</b>			
9007	DIV MANAGER BUILDINGS & FLEET MC	1	1
8006	FLEET MANAGER SUPERVISOR MC	1	1
12099	FLEET MAINTENANCE SERVICES REP AF	1	1
506	VEHICLE AND EQUIPMENT MECHANIC II AF	3	3
		<b>6</b>	<b>6</b>
<b>PUBLIC WORKS - STREETS AND ROW</b>			
601	ADMINISTRATIVE ASSISTANT SR AF	1	1
12021	DIV MANAGER STREETS & ROW MC	1	1
605	HEAVY EQUIPMENT OPERATOR AF	8	8
405	INVENTORY CONTROL TECHNICIAN AF	1	1
504	SROW FOREMAN I AF	3	3
714	SROW FOREMAN II AF	1	1
8012	STREETS & ROW SUPERVISOR MC	3	3
303	STREETS & ROW WORKER AF	21	21
12092	STREETS & ROW SUPERINTENDENT MC	1	1
307	TRUCK DRIVER	8	8
604	VEHICLE AND EQUIPMENT MECHANIC II AF	2	2
		<b>50</b>	<b>50</b>
<b>PUBLIC WORKS - ENGINEERING</b>			
601	ADMINISTRATIVE ASSISTANT SR AF	1	1
403	BUILDING MAINTENANCE TECHNICIAN AF	1	1
12001	CITY ENGINEER MC	1	1
12038	CONSTRUCTION MANAGER MC	1	1
603	ELECTRICIAN II AF	1	1
1001	ENGINEER AF	3	3
701	ENGINEER ASSOCIATE AF	2	2
10002	ENGINEERING MANAGER MC	1	1
505	ENGINEERING TECHNICIAN AF	3	3
1185	INTERN SE	2	1



<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
12040	MUNICIPAL PLANNER I AF	1	1
401	OFFICE ASSISTANT SENIOR AF	1	1
602	PROJECT INSPECTOR AF	3	3
1002	PROJECT MANAGER AF	3	3
12083	PROJECT MANAGER/NPDES BU	1	1
303	STREETS & ROW WORKER AF	2	2
12039	TRAFFIC MANAGER	1	1
		<b>28</b>	<b>27</b>
<b>DEPARTMENT OF PUBLIC WORKS TOTAL</b>		<b>102</b>	<b>101</b>
<b>PUBLIC SAFETY - ADMINISTRATION</b>			
8001	ADMINISTRATIVE SERVICES MANAGER MC	1	1
502	ADMINISTRATIVE ASSISTANT AF	1	1
601	ADMINISTRATIVE ASSISTANT SR AF	1	1
1154	CRIMINAL INFORMATION ANALYST MC	1	1
1121	CROSSING GUARDS SE	20	5
404	CUSTOMER SERVICE REP AF	3	3
204	OFFICE ASSISTANT AF	1	1
401	OFFICE ASSISTANT SR AF	2	2
		<b>30</b>	<b>15</b>
<b>PUBLIC SAFETY - COMMUNICATIONS</b>			
1191	CALL TAKER PF	6	6
1075	COMMUNICATIONS ASSISTANT MANAGER	1	1
1222	DISPATCH MANAGER MC	1	1
1076	DISPATCH SHIFT MANAGER PF	6	6
1077	DISPATCHER PF	29	29
12061	NCIC SUPERVISOR PF	1	1
1101	TRAINING COORDINATOR/SUPV DISPATCH PF	1	1
		<b>45</b>	<b>45</b>
<b>PUBLIC SAFETY - ANIMAL CONTROL</b>			
507	ANIMAL CONTROL LEAD AF	1	1
402	ANIMAL CONTROL OFFICER AF	6	6
7001	ANIMAL CONTROL SUPERVISOR MC	1	1
5007	FACILITY MANAGER MC	1	1
203	KENNEL WORKER AF	6	6
204	OFFICE ASSISTANT AF	2	2
		<b>17</b>	<b>17</b>
<b>PUBLIC SAFETY - CODE ENFORCEMENT</b>			
606	CODE ENFORCEMENT LEAD AF	1	1
509	CODE ENFORCEMENT OFFICER AF	5	5
805	CODE ENFORCEMENT SUPERVISOR MC	1	1
		<b>7</b>	<b>7</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>PUBLIC SAFETY - LAW ENFORCEMENT</b>			
1083	CAPTAIN	2	2
1087	CORPORAL PF	8	8
1089	DETECTIVE PF	9	9
1081	DIRECTOR PUBLIC SAFETY MC	1	1
1088	EVIDENCE TECHNICIAN PF	2	2
1084	LIEUTENANT MC	6	6
1090	POLICE DEPUTY DIR MC	2	2
1102	PUBLIC SAFETY OFFICER PF	80	80
1085	SERGEANT PE	17	17
		<b>127</b>	<b>127</b>
<b>PUBLIC SAFETY - TRAINING</b>			
1211	PUBLIC INFORMATION OFFICER MC	1	1
1102	PUBLIC SAFETY OFFICER PF	1	1
		<b>2</b>	<b>2</b>
<b>TOTAL PUBLIC SAFETY DEPARTMENT</b>		<b>228</b>	<b>213</b>
<b>FIRE AND RESCUE</b>			
502	ADMINISTRATIVE ASSISTANT AF	1	1
1150	BATTALION CHIEF PF	4	4
1233	DEPUTY FIRE CHIEF MC	1	1
12081	DIRECTOR FIRE & RESCUE MC	1	1
1193	DISTRICT COMMANDER PF	17	17
1203	EMS COMMANDER PF	1	1
1235	FIRE ENGINEER PF	9	9
1099	FIRE INSPECTOR PF	4	4
1214	FIRE MARSHALL PF	1	1
1098	FIREFIGHTER EMT PF	12	12
1230	FIREFIGHTER EMT I PF	6	6
1097	FIREFIGHTER PARAMETIC PF	18	18
12073	SAFER GRANT FIREFIGHTER PF	24	24
		<b>99</b>	<b>99</b>
<b>FIRE AND RESCUE - EMERGENCY MANAGEMENT</b>			
502	ADMINISTRATIVE ASSISTANT AF	1	1
12023	EMERGENCY PROGRAM MANAGER MC	1	1
		<b>2</b>	<b>2</b>
<b>TOTAL FIRE AND RESCUE DEPARTMENT</b>		<b>101</b>	<b>101</b>
<b>TOTAL GENERAL FUND</b>		<b>866</b>	<b>710.48</b>

<b>Position Number</b>	<b>Title</b>	<b>Position Count</b>	<b>FTE</b>
<b>WATER AND WATERWATER UTILITY FUND -ADMINISTRATION</b>			
502	ADMINISTRATIVE ASSISTANT AF	1	1
12022	DIVISION MANAGER UTILITY OPERATIONS MC	1	1
701	ENGINEER ASSOCIATE AF	1	1
505	ENGINEERING TECHNICIAN I AF	1	1
12041	UTILITIES SYSTEM ENGINEER AF	1	1
		<b>5</b>	<b>5</b>
<b>WATER AND WATERWATER UTILITY FUND - CONSERVATION</b>			
703	ENVIRONMENTAL PROGRAMS MANAGER MC	1	1
510	WATER CONSERVATION SPECIALIST AF	1	1
		<b>2</b>	<b>2</b>
<b>WATER AND WATERWATER UTILITY FUND - ENGINEERING</b>			
1001	ENGINEER AF	1	1
612	LINE LOCATOR AF	2	2
602	PROJECT INSPECTOR AF	4	4
1002	PROJECT MANAGER AF	3	3
		<b>10</b>	<b>10</b>
<b>WATER AND WATERWATER UTILITY FUND - ASSET MNGT</b>			
1071	ACCOUNTING MANAGER MC	1	1
12007	DIV MANAGER ASSET MANAGEMENT MC	1	1
		<b>2</b>	<b>2</b>
<b>WATER AND WATERWATER UTILITY FUND - CUSTOMER SERVICE</b>			
8004	CUSTOMER SERVICE MANAGER MC	1	1
6004	CUSTOMER SERVICE SUPERVISOR MC	1	1
12098	UTILITIES BILLING SPECIALIST AF	2	2
12103	UTILITIES SERVICES SPECIALIST I AF	6	6
12046	UTILITIES SERVICES SPECIALIST II AF	2	2
302	UTILITIES SERVICE TECH AF	6	6
12045	UTILITES SERVICES SUPERVISOR MC	1	1
		<b>19</b>	<b>19</b>
<b>WATER AND WATERWATER UTILITY FUND TOTAL</b>		<b>38</b>	<b>38</b>
<b>TOTAL ALL FUNDS</b>		<b>926</b>	<b>761.98</b>
Full Year FTEs			699.12
Seasonal FTEs			62.86
			<b>761.98</b>

**ACTIVITY CHANGE  
FISCAL YEAR 2009  
DEPARTMENT / COST CENTER / NEW POSITION TITLE**

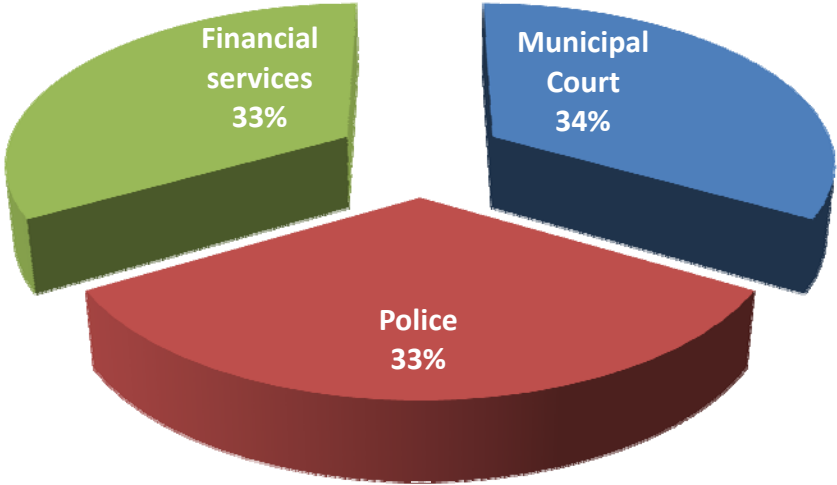
**GENERAL FUND**

Department	Cost Center	Position Title	FTE
General Government	Municipal Court	Senior Clerk	1
Police	Law Enforcement	Capitan	1

**SPECIAL FUNDS**

Financial Services	SAD Operations Fund	Accounting Technician	1
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**New Positions Distribution by Departments**

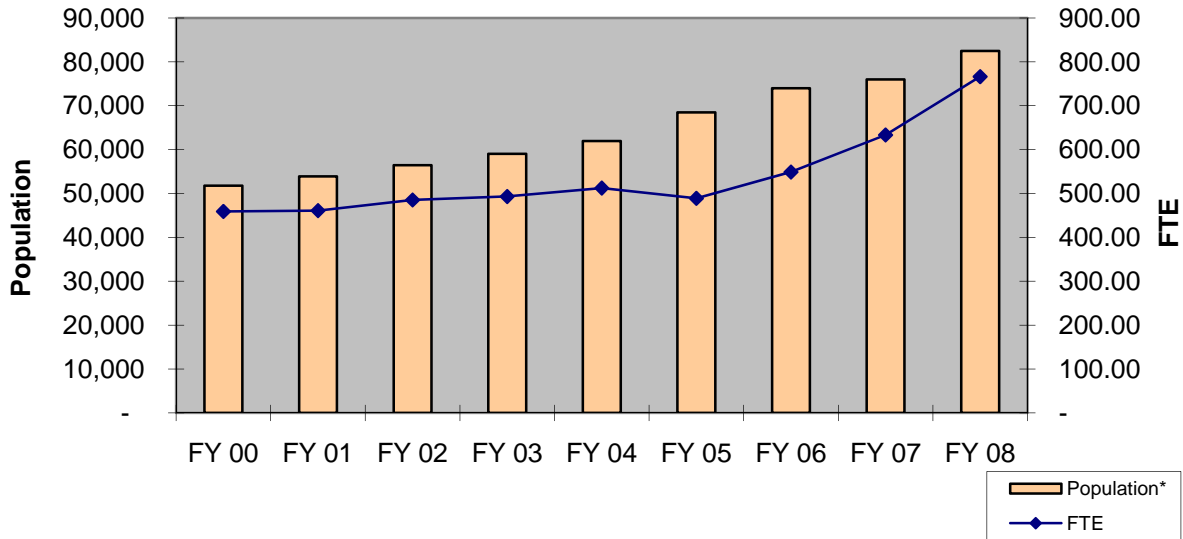


City of Rio Rancho Employment, Population & Residential Building Permits									
	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget
FTE	459.00	461.00	485.20	493.10	512.40	488.91	548.87	633.33	766.33
Population*	51,765	53,915	56,439	59,038	61,953	68,476	74,000	76,000	82,500
Residential Starts**	573	837	850	1,070	1,498	2,510	2,851	1,244	1,200
Employees per 1000	9	9	9	8	8	7	7	8	9

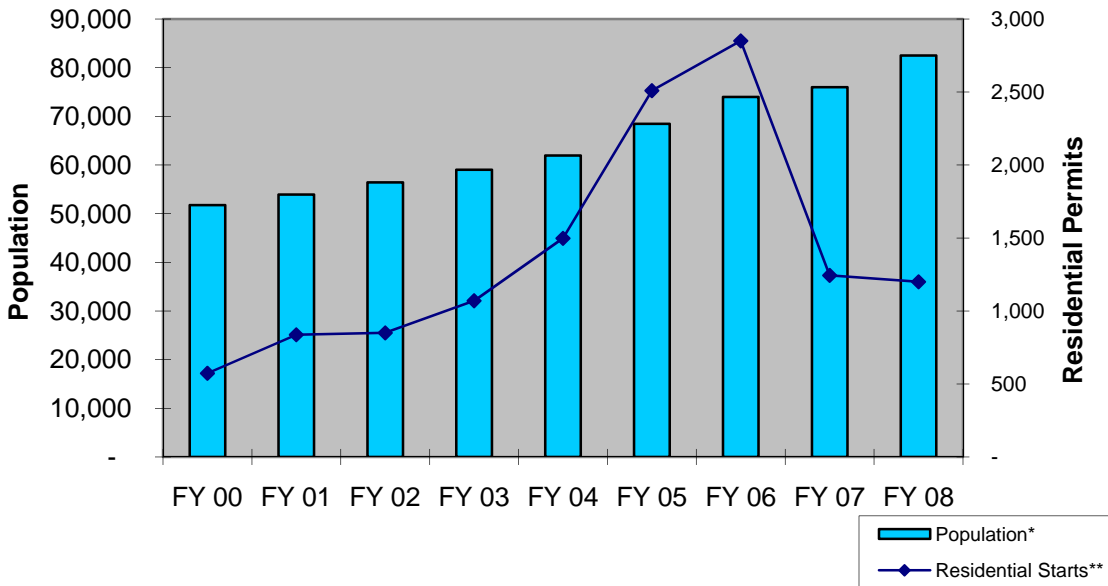
FTE: Full Time Equivalent

\* City of Rio Rancho Impact Fees Study, 2005-2010 Land Use Assumptions

### Population & City Employees FTE



### Population & Residential Building Permits



## Employee Benefits

**General Employee:** as used in this writing is a full time permanent employee.

**Retirement:** New Mexico Public Employee's Retirement Association (PERA) –General employees, other than police and fire, should be contributing 9.15% under the Municipal plan 2, the city pays 75% of the employees portion and therefore employees only contribute 2.29%, a total of 9.15% is credited to each employee's individual account as if the employee had made that contribution.

Law Enforcement service employees should be contributing 16.3% under the Police Plan 5, the city contributes 75% of the employee's portion and therefore employees are only contributing 4.07%, a total of 16.3% is credited to each employee's individual account as if the employee had made the contribution.

Fire/EMS service employees should be contributing 16.2% under the Fire Plan 5, the city contributes 75% of the employee's portion and therefore employees are only contributing 4.05%, a total of 16.2% is credited to each employee's individual account as if the employee had made the contribution.

	Employee	City	Total
General Employee	2.29%	16.01%	18.3% of Salary
Law Enforcement Employee	4.07%	30.73%	34.80% of Salary
Firefighter/EMS	4.05%	33.40%	37.45% of Salary

City Share PERA Cost: \$6,046,771

**Social Security:** the City participates only in the Medicare portion of Social Security. The employee pays 1.45% of salary and the City matches the 1.45%.

City Share Social Security Cost: \$481,300

**Tax Deferred Savings:** the City offers a tax deferred 457 plan with a variety of investment options through the City/County Managers Association (ICMA) for employees to set aside a portion of their salary on a pre-tax basis to supplement retirement. The City does not contribute to the 457 plan.

### Cafeteria Plan

**Health:** the City offers a health plan and contributes \$341-\$1,326 up to 90% of the premium costs depending on the plan chosen.

City Share Health Insurance Cost: \$4,382,531

**Dental:** the City offers a dental plan and contributes \$35 to \$102 depending on the levels (Employee Only, Employee plus One, or Employee plus Family).

City Share Dental Insurance Cost: \$373,179

**Flexible Benefits Program:** in addition to the pre-tax health and dental cafeteria plan, the city offers a flex spending program to save taxes on unreimbursed medical expenses and dependent care costs.

**Life Insurance:** Jefferson Pilot provides group term life insurance for all general employees enrolled in the health insurance plan. Employees are covered at 1x's annual salary. Supplemental coverage is available at an additional cost. Employees may purchase additional life insurance for themselves and their dependents.

City Share Life Insurance Cost: \$65,588

**Retiree Healthcare:** The City offers a retiree healthcare for all employees through New Mexico Retiree Healthcare Authority.

City Share Retiree Healthcare Cost: \$355,669

**Vacation:** AFSCME union employees accrue vacation at a rate of:

From the date of hire through four (4) years 10 days per year - Fifth (5<sup>th</sup>) through the ninth (9<sup>th</sup>) year 15 days per year - Tenth (10<sup>th</sup>) through the fourteenth (14<sup>th</sup>) year 20 days per year - Fifteenth (15<sup>th</sup>) year and above 1 additional day for each 2 years

All other employees accrue vacation at the rate of:

From the date of hire through three (3) years 10 days per year - Fourth (4<sup>th</sup>) year through the tenth (10<sup>th</sup>) year 15 days per year - Eleventh (11<sup>th</sup>) year and above 20 days per year

**Sick Leave:** general employees receive 8.00 hours per month (or 3.69 hours per pay period). Part-time employees who work more than twenty (20) hours are granted sick leave prorated as per the number of hours worked. The city offers an annual sick leave conversion based on the number of sick hours used in the preceding (12) calendar months. Accumulation of sick leave hours earned is not limited.

**PTO (Paid Time Off):** RRPFDA union employees can accrue PTO up to a maximum of 1376 hours. The cap for Fire/Rescue MOS working the 48/96 schedule shall be 1747. At the end of the year, hours accrued beyond the maximum will be deposited into the EIB (Extended Illness Bank) for critical health coverage.

Law Enforcement and Fire Personnel working a 40 hour week

Years of Service	Annual Accrual Rate
1 - 3	176 hours
4 - 10	216 hours
11 - 15	256 hours
16 and above	296 hours

Fire and Rescue Personnel working a 48-96 hour week

Years of Service	Annual Accrual Rate
Date of Hire – 3	232 hours
4 - 10	285 hours
11 - 15	338 hours
16 and above	391 hours

**Long Term Disability Insurance:** is available for general employees.

Employee pays .51% of monthly salary.

Example: \$30,000 annual salary=\$2,500/month (\$30,000./12).

Multiply monthly salary by \$.0051 = \$12.75/month = \$6.245 per pay period.

**Holidays:** general employees receive 11 or 12 days depending on annual holiday calendar.

**Employee Assistance Program:** a counseling and consultation service at no cost to the employee designed to help employees and eligible family members with a wide range of personal issues.

Employee Assistance Program Cost: \$18,816

**Tuition Reimbursement:** the city will reimburse job-related education costs based at the University of New Mexico credit (hourly) rate to employees who have passed probation.



## PDF GRADES AND PAY RANGES

Pay Grade	Position Title	Hourly Minimum	Hourly Maximum
C2	EVIDENCE TECHNICIAN	15.04	19.79
PS1	PSO CADET	\$ 15.56	\$ 15.56
PS2	PSO	18.30	24.30
PS3	DETECTIVE/CORPORAL	21.04	25.30
P&4	SERGEANT	24.05	29.11
C1	CALL TAKER	12.02	16.49
C2	DISPATCHER	15.04	19.79
C3	DISPATCH SHIFT SUPERVISOR	17.26	22.47
FF1	FIREFIGHTER/EMT-B CADET	11.14	11.14
FF2	FIREFIGHTER/EMT-I CADET	11.42	11.42
FF3	FIREFIGHTER - EMT BASIC	13.42	17.00
FF4	FIREFIGHTER - EMT INTERMEDIATE	13.82	17.48
FF5	ENGINEER	15.00	18.24
FF6	FIREGIGHTER- PARAMEDIC	15.24	19.28
FF7	EMT-P ENGINEER	19.52	19.28
FF8	DISTRICT COMMANDER	19.52	22.83
FF9	BATTALION COMMANDER	21.32	23.98
FF10	FIRE INSPECTOR	19.88	23.25
FF11	FIRE MARSHAL	28.09	31.59

## AFSCME GRADES AND PAY RANGES

Pay Grade	Positions for each grade can be obtained at the Human Resource Office	Hourly Minimum	Proposed Hourly Maximum *
A1		9.42	12.51
A2		\$ 9.45	\$ 13.14
A3		9.47	\$ 13.79
A4		9.68	\$ 14.48
A5		9.88	\$ 15.21
A6		10.59	\$ 15.97
A7		11.70	\$ 16.76
A8		11.72	\$ 17.60
A9		11.97	\$ 18.48
A10		12.25	\$ 19.41
A11		12.50	\$ 20.38
A12		13.53	\$ 21.40
A13		14.68	\$ 22.47
A14		15.00	\$ 23.59
A15		16.50	\$ 24.77
A16		17.50	\$ 26.01
A17		18.37	\$ 27.31
A18		19.25	\$ 28.67
A19		21.00	\$ 30.11
A20		22.00	\$ 31.61
A21		23.50	\$ 33.19
A22		25.25	\$ 34.85
A23		27.00	\$ 36.60
A24		29.00	\$ 38.42

\* Each employee's salary is individualized for the period 7/1/08 through 7/1/10  
to bring them into market parity