



City Rapid-hiring Event Results in 29 Offer Letters

**New Employees to Receive
\$1,000 Hiring Incentives**

Part of Aggressive Plan to Build Workforce Capacity In Tight Labor Market

December 13, 2021 -- The City of Santa Fe held a rapid-hire job fair on Saturday, December 11, that is considered hugely successful: Over 140 people attended, and 29 contingent offer letters were issued. New employees will receive a \$1,000 hiring incentive.

Mayor Alan Webber says: "This was a great success in every way. People who need work got good jobs and the City got good people to do important work. We'll learn from this and continue to fill City positions quickly and effectively. The City is hiring!"

KOB's coverage provided illuminating color: <https://www.kob.com/new-mexico-news/city-of-santa-fe-holds-rapid-hiring-event-offers-incentives-to-new-and-old-employees/6328867/?cat=500>

Background: Faced with a 20-plus percent vacancy rate and a competitive labor market that presents challenges both nationally and locally in recruiting, hiring, and retaining workers, City Manager LaPan Hill directed the Finance and Human Resources Departments to craft several aggressive, immediate actions to increase workforce capacity.

In addition to the hiring incentive, current employees will receive a \$2,000 retention incentive.

Many positions remain open, with more coming online in the near future. Interested parties are urged to consult the City's employment page: [How to Apply For Jobs | City of Santa Fe, New Mexico \(santafenm.gov\)](https://www.santafenm.gov/employment)

The incentives will be paid for by new money: The \$2.4 million for retention incentives comes from a settlement the City received from the Taxation and Revenue Department in October. The \$300,000 for hiring incentives will be funded from Gross Receipts Tax revenues earned in the first quarter of FY22, above originally budgeted revenue estimates.

Other Budget Adjustments: FY22 Midyear Budget Adjustments totaling \$2 million in recurring expenditures include further investments in core city operations, including funding for:

- Salary increases for construction inspectors, transit drivers, and street maintenance workers;
- Creation of 7.5 new positions in key operational areas from Community Services, Land Use, HR, and the City Attorney's Office;
- Funding 15 vacant, unfunded positions in various departments; and
- Additional operational funds for the Municipal Recreation Complex and Parks.

Other Workforce Development Initiatives:

- City employees recently received raises of up to 4 percent in the new budget.
- The minimum hourly wage for City employees has been raised to \$15.
- The City's robust benefits package was enhanced this year at no cost to employees.
- The City proposes to create the new position of Recruitment Specialist to have more immediate and ongoing communication with applicants and to assist departments in the hiring process.