ALBUQUERQUE HOUSING AUTHORITY

Empowering people in our community through affordable housing and self-sufficiency opportunities

BOARD OF HOUSING COMMISSIONERS
RESOLUTION NO. 2015-18

ADOPTION OF AMENDMENT #3 TO EMPLOYMENT AGREEMENT BETWEEN AHA AND LINDA BRIDGE

WHEREAS, the AHA has a written Employment Agreement with Executive Director Linda Bridge, which was approved by Resolution 2012-14 and which commenced on December 17, 2012;

WHEREAS the Albuquerque Housing Authority (AHA) awarded a 1% increase in salary to its employees at AHA starting on July 1, 2015 as a cost of living adjustment (COLA) and has budgeted an additional 3% for salary adjustments in fiscal year 2016;

WHEREAS the AHA has an Incentive Compensation Plan that awards employees additional incentive compensation based on achievement of agency goals and personal performance;

WHEREAS the compensation for the Executive Director is determined by the AHA Board of Housing Commissioners;

AND WHEREAS the AHA Board of Housing Commissioners has reviewed the performance of Executive Director Linda Bridge.

NOW, THEREFORE, BE IT RESOLVED BY THE AHA BOARD OF HOUSING COMMISSIONERS, the governing body of the AHA that:

1. The Board does hereby adopt Amendment #3 to the Employment Agreement between AHA and Linda Bridge, which shall increase her annual salary from $114,433 to $115,577.33 USD commencing October 1, 2015.

2. The Executive Director shall be granted an incentive compensation award in the amount of $3,900.00 USD to paid in a single payment in the next pay period, based on the achievement of agency goals and personal performance.

3. The Executive Director shall be included in the payout of any additional incentive compensation that is awarded to all employees in accordance with the guidelines established in the Board approved Incentive Compensation Plan if the AHA achieves overall budget savings of at least 2%.

4. The Chairperson of the Board (or his designee) is authorized to execute Amendment #3 to the Employment Agreement on behalf of AHA, which is attached as Exhibit A.

PASSED AND ADOPTED this 16th day of September, 2015
BY A VOTE OF 3 FOR, AND 1 AGAINST.

Members Absent: Roxanne Rivera-Wiest
Members voting against: D. Todd Clarke

ALBUQUERQUE HOUSING AUTHORITY
BOARD OF HOUSING COMMISSIONERS

By: _____
Stephen J. Vogel, Chairperson of the Board

ATTEST:

_____
Linda Bridge, Secretary to the Board and Executive Director

EXHIBIT A - AMENDMENT #3 TO THE EMPLOYMENT AGREEMENT BETWEEN THE ALBUQUERQUE HOUSING AUTHORITY AND LINDA BRIDGE

THIS AMENDMENT to the existing employment agreement, dated the 16th day of September, 2015, is between the Albuquerque Housing Authority ("Authority"), a public body corporate and politic, and Ms. Linda Bridge ("Employee").

The AHA and Employee agree to the following change in the employment agreement:

[new material in brackets and underlined, ~~deleted material strike through~~]

on page 2 of 5 of the employment agreement (as previously amended on April 16, 2014 by Amendment 1, see AHA Resolution 2014-11 and on August 19, 2014 by Amendment 2, see AHA Resolution 2014-23)

"Section **III. SALARY**"

"The salary paid to the Employee, during the first year of this agreement shall be $110,000 USD. The salary paid to the Employee shall increase 1% to $111,100 USD, starting on July 1, 2013. The salary paid to the Employee shall increase 3% to $114,433 USD, starting on July 1, 2014. [The salary paid to the Employee shall increase _1 (one)_ % to $115,577.33 USD, starting on October 1, 2015].

Thereafter, the salary shall be as negotiated between the Authority and the Employee; provided, however, that the Employee is not guaranteed any increase in salary from year to year; and further provided, that the salary shall not be less than ~~$114,433~~ [$115,577.33] USD. After the first anniversary date of this Agreement, the Employee shall have the right to receive incentive compensation. Such compensation shall be subject to a mutually acceptable supplemental agreement which sets a maximum amount of incentive compensation based upon measureable benchmarks. [For 2015, the Executive Director shall be granted a onetime incentive compensation award in the amount of $3,900.00 USD to be paid in a single payment in the next pay period, based on the achievement of agency goals and personal performance. The Executive Director shall be included in the annual payout of any additional incentive compensation that is awarded to all employees in accordance with the guidelines established in the Board approved Incentive Compensation Plan if the AHA achieves overall budget savings of at least 2%.] Notwithstanding anything to the contrary, salary, incentive compensation and benefits are all subject to available funding and appropriations."

Adoption of Amendment #3 to Employment Agreement was approved by AHA Resolution 2015-18 on September 16, 2015 by a majority vote of the governing body of AHA.

ALBUQUERQUE HOUSING AUTHORITY
BOARD OF HOUSING COMMISSIONERS

By: _____ Date: September 16, 2015 (official seal of AHA)

Mr. Stephen J. Vogel,
Chairperson of the Board

STATE OF NEW MEXICO }
}ss.
COUNTY OF BERNALILLO }

The foregoing instrument was acknowledged before me, Mundy Boen, a Notary Public, this 16th day of September, 2015 by Mr. Stephen J. Vogel.

(notary seal) _____ My commission expires: June 19, 2018

OFFICIAL SEAL
Mundy Boen
NOTARY PUBLIC
STATE OF NEW MEXICO
My Commission Expires: 6/19/18

THE EMPLOYEE

_____ Date: September 16, 2015

Ms. Linda Bridge, Executive Director

STATE OF NEW MEXICO }
}ss.
COUNTY OF BERNALILLO }

The foregoing instrument was acknowledged before me, Mundy Boen, a Notary Public, this 16th day of September, 2015 by Ms. Linda Bridge.

(notary seal) _____ My commission expires: June 19, 2018

OFFICIAL SEAL
Mundy Boen
NOTARY PUBLIC
STATE OF NEW MEXICO
My Commission Expires: 6/19/18