



**CIBOLA COUNTY
BOARD OF COUNTY COMMISSIONERS
RESOLUTION № 2022-34**

**SETTING SALARIES OF COUNTY EMPLOYEES PURSUANT TO THE SALARY
PLAN STUDY**

WHEREAS, the Cibola County Board of Commissioners met upon notice of meeting duly published at the Cibola County Administration Building, 700 East Roosevelt Ave., Suite 50, Grants, NM 87020, on June 23, 2022, at 5:00 p.m. as required by law; and,

WHEREAS, NMSA 1978, Section 4-38-19 (A) (1973) provides that “[a] board of county commissioners may set the salaries of such employees and deputies as it feels necessary to discharge the functions of the county, except that elected county officials have the authority to hire and recommend the salaries of persons employed by them to carry out the duties and responsibilities of the offices to which they are elected;” and,

WHEREAS, Section 13.3 of the County’s Personnel Policy, Ordinance 2018-03, allows amendment by resolution or motion of the general wage and classification plan and the general wage schedule when appropriate; and,

WHEREAS, an equitable and competitive compensation plan is intended to attract and retain the County’s workforce by considering the needs of employees as well as the financial needs and obligations of the County; and,

WHEREAS this Resolution does not apply to chief deputies, the undersheriff, the sheriff’s executive assistant, or employees who are members of collective bargaining units.

WHEREAS, a Salary Plan Study was completed for Cibola County in August of 2021.


NOW, THEREFORE, BE IT RESOLVED, by the Cibola County Commission that the salary of newly hired employees should be set at the hiring, or minimum rates identified in the salary study unless selection is unusually difficult due to specialized qualifications, in which case, the County Manager or his/her designee, after consultation with the potential employee’s direct supervisor and the Human Resources Director, if applicable, may approve a higher initial rate of pay.



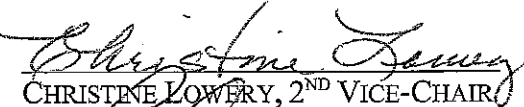
BE IT FURTHER RESOLVED that given the objective of moving County salaries to at least the midpoint, that upon showing of longevity, required certifications, or other objective measure of merit, the County Manager or his/her designee, after consultation with an employee's direct supervisor and the Human Resources Director, if applicable, may approve increases based on the said criteria.

APPROVED, ADOPTED, AND PASSED on this 23rd day of June 2022.

BOARD OF COUNTY COMMISSIONERS


DANIEL TORREZ, CHAIR

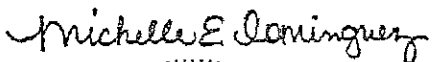

MARTHA GARCIA, 1ST VICE-CHAIR


CHRISTINE LOWERY, 2ND VICE-CHAIR


RALPH LUCERO, MEMBER


ROBERT WINDHORST, MEMBER

ATTEST BY:


MICHELLE E. DOMINGUEZ, COUNTY CLERK

