



**VALENCIA COUNTY  
BOARD OF COUNTY COMMISSIONERS  
RESOLUTION № 2021- 56**

**REQUIRING THAT RAISES FOR EMPLOYEES BE MADE PURSUANT TO THE  
SALARY STUDY**

**WHEREAS**, the Valencia County Board of Commissioners met in a regularly scheduled meeting, on Wednesday, October 6, 2021, at 5:00 p.m., at the Valencia County Administration Building, 444 Luna Avenue, Los Lunas, New Mexico 87031; 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**, the Board of County Commissioners has adopted Ordinance 2006-05 allowing for established Personnel Rules and Regulations (Personnel Policy) duly adopted by Resolution which further the intent of the Ordinance; and,

**WHEREAS**, section 9.1 of the Personnel Policy requires the County to establish compensation plan is to establish equitable compensation for all positions in the County. Section 9.1 states that “[s]uch a plan shall establish a salary schedule containing a minimum and maximum wage or salary for each position [ ].”

**WHEREAS**, in compliance with section 9.1 this Board commissioned a salary study to define a fair, equitable and competitive salaries for the employees of the County. After extensive research the study determined the median salary for each position in the County, taking into consideration the region, other counties & municipalities and Valencia’s size; and,

**WHEREAS**, the salary study is dated August 25, 2021.


**NOW, THEREFORE, BE IT RESOLVED**, by the Valencia County Commission that the salary study dated August 25, 2021 , as updated from time to time, shall be utilized as the sole

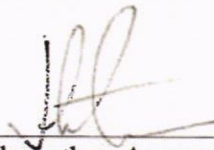
basis to implement wage increases for County employees and shall be implemented in across the board percentage increments.

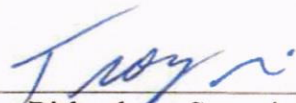
**BE FURTHER RESOLVED** that this resolution exempts bargaining unit members and statutorily appointed officials.

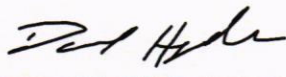
**APPROVED, ADOPTED, AND PASSED** on this 6<sup>th</sup> day of October 2021.

**BOARD OF COUNTY COMMISSIONERS**

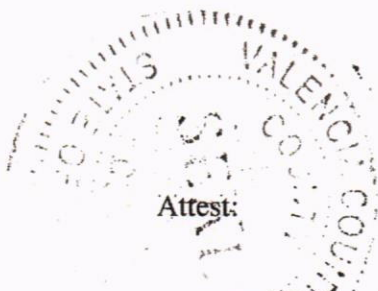
  
\_\_\_\_\_  
Gerard Saiz, Chair  
District I

  
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Jhonathan Aragon, Vice-Chair  
District V

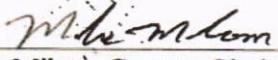
  
\_\_\_\_\_  
Troy Richardson, Commissioner  
District II

  
\_\_\_\_\_  
David A. Hyder,  
District III

  
\_\_\_\_\_  
Joseph Bizzell, Commissioner  
District IV



Attest:

  
\_\_\_\_\_  
Mike Milam, County Clerk