



Consideration of Lea County Resolution No. 21-OCT-230R Approving Lifting the Hiring Freeze for Five (5) Positions and the Reclassification of a Position

Proposed Unfrozen Positions

Sheriff's Office – 2 Deputies
Appraiser – 1 Field Appraiser
Finance – 1 Assistant Finance Director
Fairgrounds – 1 Operations Lead*



Total Salary/Benefits Unfrozen - \$602,844 annual cost (salary and benefits)
 \$401,916 cost for remainder of 21/22

* Operations Lead position reclassified to Assistant General Manager - Fairgrounds



**LEA COUNTY BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY FORM**

LCBCC Meeting Date: Thursday, October 21, 2021

Submit this summary form & all attachments to the Finance Director clow@leacounty.net & cc the Executive Coordinator sstout@leacounty.net by: **Thursday, October 7, 2021**

County Manager Approval mgallagher@leacounty.net required for all time sensitive issues that do not meet the above deadline.

DATE SUBMITTED mm-dd-yyyy: 10/13/2021	SUBMITTED BY Name, Title, Dept: Craig Bova, HR Director, Human Resources
SUBJECT: Unfreeze five frozen positions	ATTACHMENT(S):
NO. OF ORIGINALS FOR SIGNATURE:	ACTION REQUESTED: Action Item
BUDGET LINE ITEM NUMBER: Various	FISCAL BUDGET YEAR: Fy 21/22
STRATEGIC PLAN Implementation of 5 Year Strategic Plan: County employees are valued. The responsibility to be good stewards of the publics' finances.	
SUMMARY: Unfreeze five previously frozen positions. These positions are two Sheriff's Deputies, one Field Appraiser from the Assessor's Office, one Assistant Finance Director in the Finance department, and one Fairgrounds Operation Lead position. Furthermore, reclassify the Fairgrounds Operations Lead position to be Assistant General Manager of Fairgrounds. The total annual expense in salaries and benefits for these five positions is \$602,844.	
Requested Items Needed for Presentation Easels/Laptop/Projector/Etc.: Easel <input type="checkbox"/> Laptop <input checked="" type="checkbox"/> Projector <input checked="" type="checkbox"/> Other: _____ <small>If checked, how many:</small>	See Additional Summary Attached <input type="checkbox"/>
SUBMITTER'S RECOMMENDATION(S): Approve unfreezing 2 Sheriff's Deputies, 1 Field Appraiser, 1 Assistant Finance Director, and 1 Fairgrounds Operation Lead positions. Reclassify the Fairgrounds position to be Assistant General Manager - Fairgrounds.	Submitter's Signature Department Director, Etc. Craig Bova <small>Digitally signed by Craig Bova Date: 2021.10.14 13:54:37 -06'00'</small>
FINANCE REVIEW Fiscal Impact/Cost: The financial impact to Lea County will be an increase in personnel costs of approximately \$603,000 annually. The impact to the FY 22 budget will be approximately \$402,000. Funds will be budgeted for these positions through a budget adjustment.	Reviewed by Finance Director Henry C Low Jr <small>Digitally signed by Henry C Low Jr Date: 2021.10.15 10:14:03 -06'00'</small>
LEGAL REVIEW: (Note: Travel does not need legal review)	Reviewed by County Attorney
COUNTY MANAGER REVIEW:	Approved by County Manager to be Placed on Agenda
Item No. <u>0207</u> RECORDING SECRETARY'S USE ONLY ~ COMMISSION ACTION TAKEN	
Approved: _____ Resolution No. <u>21-OCT-230R</u> Continued To: _____	Denied: _____ Policy No. _____ Referred To: _____
Other: _____ Ordinance No. _____ Comments: _____	

STATE OF NEW MEXICO
COUNTY OF LEA
RESOLUTION NO. 21-OCT-230R

A RESOLUTION APPROVING LIFTING THE HIRING FREEZE FOR FIVE (5) POSITIONS AND THE RECLASSIFICATION OF A POSITION

WHEREAS, Lea County has the responsibility to be good stewards of the public finances; *and*

WHEREAS, Lea County froze open, vacant positions throughout the County to save personnel expenses for the fiscal year 2020 – 2021 budget; *and*

WHEREAS, in fiscal year 2020 – 2021 two certified Sheriff's Deputy positions were frozen; one Field Appraiser position was frozen; one Assistant Finance Director position was frozen; and one Fairgrounds Operation Lead position was frozen; *and*

WHEREAS, Lea County wants to attract and hire qualified personnel; *and*

WHEREAS, Lea County wishes to reclassify one position at the Lea County Fairgrounds from Operations Lead to Assistant General Manager.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of County Commissioners of Lea County that lifting the hiring freeze of two certified, Sheriff Deputy positions in the amount of \$229,224 in annual salary and benefits, one Field Appraiser position in the amount of \$72,520 in salary and benefits, one Assistant Finance Director position in the amount of \$156,248 in annual salary and benefits, and one Fairgrounds Operations Lead reclassified to be an Assistant General Manager for Fairgrounds in the amount of \$144,852 in annual salary and benefits, is hereby approved.

BE IT FURTHER RESOLVED that the Commission Chair and/or County Manager may finalize and sign any agreements consistent with the terms of this resolution.

PASSED, APPROVED AND ADOPTED on this 21st day of October, 2021, by the Lea County Board of County Commissioners in an open meeting in Lovington, New Mexico.

LEA COUNTY BOARD OF COUNTY COMMISSIONERS

Rebecca Long (District 2), Chair
Voted: Yes No Abstain

Dean Jackson (District 1), Vice Chair
Voted: Yes No Abstain

Gary G. Eidson (District 3), Member
Voted: Yes No Abstain

Jonathan Sena (District 4), Member
Voted: Yes No Abstain

Pat Sims (District 5), Member
Voted: Yes No Abstain

ATTEST: Keith Manes
Lea County Clerk

**APPROVED AS TO FORM AND LEGAL
SUFFICIENCY:**

By: _____
Teri Davis, Deputy Clerk

John W. Caldwell, County Attorney