

Consideration of Lea County Resolution No. 22-MAR-060R Approving Lifting the Hiring Freeze on Remaining Positions for Fiscal Year 2021 - 2022

Proposed Unfrozen Positions

Detention -	6 positions
Road -	11 positions
Event Center -	2 positions
Fairgrounds -	1 position
Finance -	1 position
Planning -	1 position

Total Salary/Benefits - \$2,074,610 annual
\$690,845 for remainder of FY21-22





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

LCBCC Meeting Date: Thursday, March 10, 2022

Submit this summary form & all attachments to the Finance Director clow@leacounty.net & cc the Executive Coordinator sstout@leacounty.net by: **Monday, February 28, 2022**

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

DATE SUBMITTED mm-dd-yyyy: 03/03/2022	SUBMITTED BY Name, Title, Dept: Craig Bova, HR Director, Human Resources
SUBJECT: Unfreeze 22 frozen positions	ATTACHMENT(S):
NO. OF ORIGINALS FOR SIGNATURE:	ACTION REQUESTED: Action Item <input type="button" value="v"/>
BUDGET LINE ITEM NUMBER:	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:
For the FY 20-21 personnel budget, 36 positions were frozen, and unfunded, to help with the decrease in the overall budget for the year. Since that time, positions have be unfrozen as needs arise and the budget could accommodate. Currently, there are 22 frozen positions spread out in Detention (6), Road (11), Event Center (2), Fairgrounds (1), Finance (1), and Planning (1). HR recommends unfreezing all the remaining positions at this time. The cost of salaries and benefits equals \$2,074,610 on an annual basis (\$690,845 for the remainder of FY 21-22).

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"/>
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SUBMITTER'S RECOMMENDATION(S): Approve unfreezing remaining 22 positions	Submitter's Signature Department Director, Etc.
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FINANCE REVIEW Fiscal Impact/Cost: The financial impact to Lea County will be an increase in personnel costs of approximately \$2,074,610 annually. Funds will be budgeted for the remainder of the fiscal year and included in the FY 23 budget.	Reviewed by Finance Director Henry C Low Jr <small>Digitally signed by Henry C Low Jr Date: 2022.03.03 16:36:34 -07'00'</small>
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LEGAL REVIEW: (Note: Travel does not need legal review)	Reviewed by County Attorney
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COUNTY MANAGER REVIEW:	Approved by County Manager to be Placed on Agenda
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Item No. <u>0402</u> RECORDING SECRETARY'S USE ONLY ~ COMMISSION ACTION TAKEN		
Approved: _____	Denied: _____	Other: _____
Resolution No. <u>22-MAR-060R</u>	Policy No. _____	Ordinance No. _____
Continued To: _____	Referred To: _____	Comments: _____

STATE OF NEW MEXICO
COUNTY OF LEA
RESOLUTION NO. 22-MAR-060R

A RESOLUTION APPROVING LIFTING THE HIRING FREEZE ON REMAINING POSITIONS FOR
FISCAL YEAR 2021 - 2022

WHEREAS, Lea County froze thirty-six positions for the budget fiscal year 2021 - 2022; *and*

WHEREAS, specific frozen positions have been opened and budgeted for as personnel needs arise and budget accommodates; *and*

WHEREAS, operational expenses and projected revenue for the County for the current fiscal year allow for the remaining twenty-two frozen positions to open for recruitment and acquisition for the remainder of fiscal year 2021 - 2022; *and*

WHEREAS, opening the remaining twenty-two positions will total \$690,845 for salary and benefits for the remainder of FY21-2 fiscal year 2021 - 2022.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of County Commissioners of Lea County that unfreezing six Detention positions, eleven Road positions, two Event Center positions, one Fairgrounds position, one Finance position, and one Planning position 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 10th day of March, 2022, by the Lea County Board of County Commissioners in an open meeting in Lovington, New Mexico.

LEA COUNTY BOARD OF COUNTY COMMISSIONERS

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

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

Rebecca Long (District 2), 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