



# Consideration of Lea County Resolution No. 22-MAR-080R Approving Salary Adjustments for Certain County Departments and Offices

## Departments

Clerk  
Assessor  
Treasurer  
IT  
Facilities  
Planning  
Finance  
Human Resources  
Fairgrounds  
Event Center

## Non-Public Safety Employees

Sheriff's Office  
Road  
Detention  
LCCA  
Emergency

Total Increase for FY 21/22 - \$189,981



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

**LCBCC Meeting Date: Thursday, March 31, 2022**

Submit this summary form & all attachments to the Finance Director [clow@leacounty.net](mailto:clow@leacounty.net) & cc the Executive Coordinator [sstout@leacounty.net](mailto:sstout@leacounty.net) by: **Wednesday, March 16, 2022**

County Manager Approval [mgallagher@leacounty.net](mailto:mgallagher@leacounty.net) required for all time sensitive issues that do not meet the above deadline.

<b>DATE SUBMITTED</b> mm-dd-yyyy: 03/22/2022	<b>SUBMITTED BY</b> Name, Title, Dept: Craig Bova, HR Director, Human Resources
<b>SUBJECT:</b> Five percent increase for non-public safety employees	<b>ATTACHMENT(S):</b>
<b>NO. OF ORIGINALS FOR SIGNATURE:</b>	<b>ACTION REQUESTED:</b> Action Item <input type="button" value="v"/>
<b>BUDGET LINE ITEM NUMBER:</b>	<b>FISCAL BUDGET YEAR:</b> FY 21/22
<b>STRATEGIC PLAN</b> Implementation of 5 Year Strategic Plan: Employees are valued	
<b>SUMMARY:</b> Lea County values its employees and recognizes that current inflation is around eight percent. To help the County's non-public safety employees, staff recommends a five percent salary increase for FY 21/22. This increase is approximately \$189,981.	
<b>Requested Items Needed for Presentation</b> 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>	<b>See Additional Summary Attached</b> <input type="checkbox"/>
<b>SUBMITTER'S RECOMMENDATION(S):</b> Approve five percent increase for non-public safety employees	<b>Submitter's Signature</b> Department Director, Etc.
<b>FINANCE REVIEW</b> Fiscal Impact/Cost: The financial impact to Lea County would be an increase in personnel costs of approximately \$189,981 in the current fiscal year. Funds would be budgeted in a budget adjustment.	<b>Reviewed by Finance Director</b> <b>Henry C Low Jr</b> <small>Digitally signed by Henry C Low Jr Date: 2022.03.22 16:48:47 -06'00'</small>
<b>LEGAL REVIEW:</b> (Note: Travel does not need legal review)	<b>Reviewed by County Attorney</b>
<b>COUNTY MANAGER REVIEW:</b>	<b>Approved by County Manager</b> to be Placed on Agenda 
<b>Item No.</b> <u>0307</u> <b>RECORDING SECRETARY'S USE ONLY ~ COMMISSION ACTION TAKEN</b>	
Approved: _____ Resolution No. <u>22-MAR-080R</u> Continued To: _____	Denied: _____ Policy No. _____ Referred To: _____
Other: _____ Ordinance No. _____ Comments: _____	

STATE OF NEW MEXICO  
COUNTY OF LEA  
RESOLUTION NO. 22-MAR-080R

A RESOLUTION APPROVING SALARY ADJUSTMENTS  
FOR CERTAIN COUNTY DEPARTMENTS AND OFFICES

**WHEREAS**, Lea County values the efforts of all employees that work for the County; *and*

**WHEREAS**, the Lea County Board of County Commissioners conservatively monitors and adjusts the County's budget in an effort to compensate its employees; *and*

**WHEREAS**, this adjustment will be for employees in the following departments – Clerk, Assessor, Treasurer, Facilities, IT, Finance, Human Resources, Fairgrounds, Event Center as well as non-public safety employees in safety departments; *and*

**WHEREAS**, elected officials and contract employees are excluded from this adjustment; *and*

**WHEREAS**, this adjustment is for current, full-time employees; *and*

**WHEREAS**, the Lea County Fiscal Year 2021 - 2022 Budget will be adjusted to support the \$189,981.00 for this adjustment effective April 3, 2022.

**NOW, THEREFORE, BE IT HEREBY RESOLVED** by the Board of County Commissioners of Lea County that a 5% Cost of Living Adjustment for current, full-time employees 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 31<sup>st</sup> 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