

Sheriff's Office Health and Fitness Incentive

POLICY

It is the policy of the Sheriff's Office to promote the health and fitness of its sworn personnel. To encourage deputies to maintain the level of fitness necessary to safely and effectively perform their essential job functions, the department provides a Health and Fitness Program through a voluntary compliance/reward program.





Discussion of Lea County Employee Benefits

PERA Contributions

	Current	Proposed
Employer	15.875	18.6625
Employee	5.575	2.7875
Employer (SO)	24.68	33.375
Employee (SO)	13.275	4.575

Sheriff's Office is on a 20 year retirement plan
Other LC employees are on a 25 year plan



Discussion of Lea County Employee Benefits

LEA COUNTY NEW MEXICO										
Comparison of PERA Contribution Rates										
FY 23 Budget										
			Salary Budget		PERA Current		Proposed PERA		Projected Increase	% Increase
Sheriff's Office			6,492,664.00		1,569,926.16		2,166,926.61		597,000.45	9.20%
Other Employees			17,898,291.00		2,707,116.51		3,340,268.56		633,152.04	3.54%
New & Unfrozen			2,040,456.00		308,618.97		380,800.10		72,181.13	3.54%
			26,431,411.00		4,585,661.64		5,887,995.27		1,302,333.63	4.93%

Discussion of Lea County Employee Benefits





Discussion of Lea County Employee Benefits

<u>Employee</u>	<u>Employee Contribution Current</u>	<u>Employee Contribution Proposed</u>	<u>Est. Increase in Take Home Pay (Before Taxes)</u>
Custodian	\$ 1,774.00	\$ 887.00	\$ 887.00
Deputy Clerk	\$ 2,232.00	\$ 1,116.00	\$ 1,116.00
Treasurer	\$ 2,311.00	\$ 1,156.00	\$ 1,155.00
Deputy Assessor	\$ 2,232.00	\$ 1,116.00	\$ 1,116.00
Dispatcher	\$ 2,551.00	\$ 1,276.00	\$ 1,275.00
Environmental	\$ 2,435.00	\$ 1,218.00	\$ 1,217.00
Road	\$ 3,015.00	\$ 1,507.00	\$ 1,508.00
Detention Officer	\$ 3,222.00	\$ 1,611.00	\$ 1,611.00
DWI/Compliance	\$ 3,015.00	\$ 1,507.00	\$ 1,508.00
Sheriff Deputy	\$ 7,949.00	\$ 2,848.00	\$ 5,101.00



Longevity Incentive

Started July 1, 2021

Calculation \$20 x each month employed

1 year = \$240

5 years = \$1200

10 years = \$2400

16 years plus = \$3840 (max)

Employee must work for County 1 year before receiving Longevity Incentive

Incentive is paid during the employee's anniversary month

FY 21/22 estimate – \$572,640

FY 22/23 estimate – \$645,360



**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 & cc the Executive Coordinator ssstout@leacounty.net by: **Wednesday, March 16, 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: 03/22/2022	SUBMITTED BY Name, Title, Dept: Craig Bova, HR Director, Human Resources	
SUBJECT: Lea County Benefits	ATTACHMENT(S):	
NO. OF ORIGINALS FOR SIGNATURE:	ACTION REQUESTED: Discussion Item <input type="button" value="v"/>	
BUDGET LINE ITEM NUMBER:	FISCAL BUDGET YEAR: FY 21-22	
STRATEGIC PLAN Implementation of 5 Year Strategic Plan: Employees are valued.		
SUMMARY: It is the policy of the Sheriff's Office to promote the health and fitness of its sworn personnel. To encourage deputies to maintain the level of fitness necessary to safely and effectively perform their essential job functions, the department provides a Health and Fitness Program through a voluntary compliance/reward program. During the initial year, eleven employees have participated and will successfully complete the fitness program. Lea County currently pays half of the employee's (non-certified personnel) contribution towards PERA. For certified deputies, Lea County currently pays 5.03% of their required 17.8%. State statute allows for employers to pay up to 75% of the employee's contribution. Paying up to 75% of all employee's contribution would be \$1,302,334.		
Requested Items Needed for Presentation Easels/Laptop/Projector/Etc.: Easel <input type="checkbox"/> Laptop <input checked="" type="checkbox"/> Projector <input checked="" type="checkbox"/> Other: <input type="checkbox"/> <small>If checked, how many:</small>	See Additional Summary Attached <input type="checkbox"/>	
SUBMITTER'S RECOMMENDATION(S): Consider a Health and Fitness incentive for the Sheriff's Office and the County paying 75% of all County employee's contribution to PERA.	Submitter's Signature Department Director, Etc.	
FINANCE REVIEW Fiscal Impact/Cost: The financial impact to Lea County would be a budgeted increase in County PERA costs of approximately \$1,302,334. Funds would be budgeted in the FY 23 budget if approved.	Reviewed by Finance Director Henry C Low Jr <small>Digitally signed by Henry C Low Jr Date: 2022.03.22 16:45:44 -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>0402</u> RECORDING SECRETARY'S USE ONLY ~ COMMISSION ACTION TAKEN		
Approved: _____	Denied: _____	Other: <u>Discussion</u>
Resolution No. _____	Policy No. _____	Ordinance No. _____
Continued To: _____	Referred To: _____	Comments: _____