



**SIERRA COUNTY
BOARD OF COUNTY COMMISSIONERS
RESOLUTION № 110-080**

APPROVING AND ADOPTING A SALARY PLAN

WHEREAS, the Board of County Commissioners of Sierra County, met in a regular meeting on May 24, 2022, at 10:00 A.M. in the Sierra County Administration Office, 1712 North Date Street, Truth or Consequences, NM 87901; and,

WHEREAS, NMSA 1978, Section 4-37-1 provides that Counties have the power to, “provide for the safety, preserve the health, promote the prosperity and improve the morals, order, comfort and convenience of any county or its inhabitants”; and

WHEREAS, NMSA, 1978, Section 4-38-19 provides that a Board of County Commissioner “may set the salaries of such employees and deputies as it feels necessary to discharge the functions of the county”; and,

WHEREAS, the County recognizes that it is important to attract and retain quality and competent employees; and

WHEREAS, a salary plan has been prepared by Public Sector Personnel Consultants.


NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Sierra County, on this 24th day of May, 2022, that the Sierra County Salary Plan is hereby adopted and shall become effective July 1, 2022.

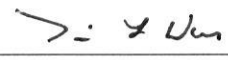
BE IT FURTHER RESOLVED that as a result of the adoption of said plan upon implementation, the following will go into effect:

- County shall work with Public Sector Personnel Consultants to increase the rate of pay of each individual employee whose current rate of pay is below the minimum of their assigned salary range to the minimum of the range and place all other employees on the next nearest step within the adopted pay range that results in no salaries going down.

APPROVED, ADOPTED AND RESOLVED this 24th day of May, 2022.


BOARD OF COUNTY COMMISSIONERS OF SIERRA COUNTY


Jim Paxon, Chairman


Travis Day, Vice-Chair


Hank Hopkins, Commissioner

ATTEST


Shelly Trujillo, County Clerk

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Midpoint
1	\$23,920	\$24,518	\$25,131	\$25,759	\$26,403	\$27,063	\$27,740	\$28,433	\$29,144	\$29,873	\$30,620	\$31,385	\$32,170	\$32,974	\$28,447
2	\$25,116	\$25,744	\$26,387	\$27,047	\$27,723	\$28,416	\$29,127	\$29,855	\$30,601	\$31,366	\$32,151	\$32,954	\$33,778	\$34,623	\$29,869
3	\$26,372	\$27,031	\$27,707	\$28,400	\$29,110	\$29,837	\$30,583	\$31,348	\$32,131	\$32,935	\$33,758	\$34,602	\$35,467	\$36,354	\$31,363
4	\$27,690	\$28,383	\$29,092	\$29,820	\$30,565	\$31,329	\$32,112	\$32,915	\$33,738	\$34,582	\$35,446	\$36,332	\$37,240	\$38,172	\$32,931
5	\$29,075	\$29,802	\$30,547	\$31,310	\$32,093	\$32,896	\$33,718	\$34,561	\$35,425	\$36,311	\$37,218	\$38,149	\$39,103	\$40,080	\$34,577
6	\$30,529	\$31,292	\$32,074	\$32,876	\$33,698	\$34,540	\$35,404	\$36,289	\$37,196	\$38,126	\$39,079	\$40,056	\$41,058	\$42,084	\$36,306
7	\$32,055	\$32,856	\$33,678	\$34,520	\$35,383	\$36,267	\$37,174	\$38,103	\$39,056	\$40,032	\$41,033	\$42,059	\$43,111	\$44,188	\$38,122
8	\$33,658	\$34,499	\$35,362	\$36,246	\$37,152	\$38,081	\$39,033	\$40,009	\$41,009	\$42,034	\$43,085	\$44,162	\$45,266	\$46,398	\$40,028
9	\$35,341	\$36,224	\$37,130	\$38,058	\$39,010	\$39,985	\$40,984	\$42,009	\$43,059	\$44,136	\$45,239	\$46,370	\$47,529	\$48,718	\$42,029
10	\$37,108	\$38,035	\$38,986	\$39,961	\$40,960	\$41,984	\$43,034	\$44,109	\$45,212	\$46,343	\$47,501	\$48,689	\$49,906	\$51,153	\$44,131
11	\$38,963	\$39,937	\$40,936	\$41,959	\$43,008	\$44,083	\$45,185	\$46,315	\$47,473	\$48,660	\$49,876	\$51,123	\$52,401	\$53,711	\$46,337
12	\$40,911	\$41,934	\$42,982	\$44,057	\$45,158	\$46,287	\$47,445	\$48,631	\$49,846	\$51,093	\$52,370	\$53,679	\$55,021	\$56,397	\$48,654
13	\$42,957	\$44,031	\$45,132	\$46,260	\$47,416	\$48,602	\$49,817	\$51,062	\$52,339	\$53,647	\$54,988	\$56,363	\$57,772	\$59,217	\$51,087
14	\$45,105	\$46,232	\$47,388	\$48,573	\$49,787	\$51,032	\$52,308	\$53,615	\$54,956	\$56,330	\$57,738	\$59,181	\$60,661	\$62,177	\$53,641
15	\$47,360	\$48,544	\$49,758	\$51,002	\$52,277	\$53,583	\$54,923	\$56,296	\$57,704	\$59,146	\$60,625	\$62,140	\$63,694	\$65,286	\$56,323
16	\$49,728	\$50,971	\$52,245	\$53,552	\$54,890	\$56,263	\$57,669	\$59,111	\$60,589	\$62,103	\$63,656	\$65,247	\$66,879	\$68,551	\$59,139
17	\$52,214	\$53,520	\$54,858	\$56,229	\$57,635	\$59,076	\$60,553	\$62,066	\$63,618	\$65,209	\$66,839	\$68,510	\$70,223	\$71,978	\$62,096
18	\$54,825	\$56,196	\$57,601	\$59,041	\$60,517	\$62,030	\$63,580	\$65,170	\$66,799	\$68,469	\$70,181	\$71,935	\$73,734	\$75,577	\$65,201
19	\$57,566	\$59,005	\$60,481	\$61,993	\$63,542	\$65,131	\$66,759	\$68,428	\$70,139	\$71,892	\$73,690	\$75,532	\$77,420	\$79,356	\$68,461
20	\$60,445	\$61,956	\$63,505	\$65,092	\$66,720	\$68,388	\$70,097	\$71,850	\$73,646	\$75,487	\$77,374	\$79,309	\$81,291	\$83,324	\$71,884
21	\$63,467	\$65,054	\$66,680	\$68,347	\$70,056	\$71,807	\$73,602	\$75,442	\$77,328	\$79,261	\$81,243	\$83,274	\$85,356	\$87,490	\$75,478
22	\$66,640	\$68,306	\$70,014	\$71,764	\$73,558	\$75,397	\$77,282	\$79,214	\$81,195	\$83,225	\$85,305	\$87,438	\$89,624	\$91,864	\$79,252
23	\$69,972	\$71,722	\$73,515	\$75,352	\$77,236	\$79,167	\$81,146	\$83,175	\$85,254	\$87,386	\$89,570	\$91,810	\$94,105	\$96,458	\$83,215
24	\$73,471	\$75,308	\$77,190	\$79,120	\$81,098	\$83,126	\$85,204	\$87,334	\$89,517	\$91,755	\$94,049	\$96,400	\$98,810	\$101,280	\$87,376
25	\$77,144	\$79,073	\$81,050	\$83,076	\$85,153	\$87,282	\$89,464	\$91,700	\$93,993	\$96,343	\$98,751	\$101,220	\$103,751	\$106,344	\$91,744
26	\$81,002	\$83,027	\$85,102	\$87,230	\$89,411	\$91,646	\$93,937	\$96,285	\$98,693	\$101,160	\$103,689	\$106,281	\$108,938	\$111,662	\$96,332
27	\$85,052	\$87,178	\$89,357	\$91,591	\$93,881	\$96,228	\$98,634	\$101,100	\$103,627	\$106,218	\$108,873	\$111,595	\$114,385	\$117,245	\$101,148
28	\$89,304	\$91,537	\$93,825	\$96,171	\$98,575	\$101,040	\$103,566	\$106,155	\$108,809	\$111,529	\$114,317	\$117,175	\$120,104	\$123,107	\$106,206
29	\$93,769	\$96,114	\$98,517	\$100,979	\$103,504	\$106,092	\$108,744	\$111,462	\$114,249	\$117,105	\$120,033	\$123,034	\$126,110	\$129,262	\$111,516
30	\$98,458	\$100,919	\$103,442	\$106,028	\$108,679	\$111,396	\$114,181	\$117,036	\$119,961	\$122,961	\$126,035	\$129,185	\$132,415	\$135,725	\$117,092

Sierra County
FY 2022 Salary Plan Modeling
Salary Grades Per Job Class - (Job Class Order)

Job Families and Job Classes	Proposed Job Titles	-- Proposed --			
		Range	Min Step	Calculated Midpoint	Max Step
<u>Administration</u>	<u>Administration</u>				
County Manager	County Manager-Appointed	17	\$52,214	\$62,096	\$71,978
Flood Director	Flood Control Director	14	\$45,105	\$53,641	\$62,177
Emergency Services Administrator	Emergency Services Administrator	12	\$40,911	\$48,654	\$56,397
GIS Coordinator	GIS/Addressing Coordinator	18	\$54,825	\$65,201	\$75,577
Finance Director	Finance Director	16	\$49,728	\$59,139	\$68,551
Human Resource/Administrative Director	Human Resources Coordinator	14	\$45,105	\$53,641	\$62,177
Chief Procurement Officer	Chief Procurement Officer	11	\$38,963	\$46,337	\$53,711
Executive Assistant	Executive Assistant	7	\$32,055	\$38,122	\$44,188
Clerk I/Safety Officer	Office Assistant/Safety Officer	6	\$30,529	\$36,306	\$42,084
Indigent Clerk/Capital Asset Coordinator	County Services Specialist	6	\$30,529	\$36,306	\$42,084
Accounts Payable	Accounting Specialist				
<u>Assessor's Office</u>	<u>Assessor's Office</u>				
Chief Appraiser	Chief Appraiser	8	\$38,963	\$46,337	\$53,711
Appraiser IV	Appraiser, Senior	8	\$33,658	\$40,028	\$46,398
Appraiser	Appraiser	5	\$29,075	\$34,577	\$40,080
Clerk II	Office Assistant, Senior	5	\$29,075	\$34,577	\$40,080
Clerk I	Office Assistant	4	\$27,690	\$32,931	\$38,172
<u>County Clerks Office</u>	<u>County Clerks Office</u>				
Clerk II	Office Assistant, Senior	5	\$29,075	\$34,577	\$40,080
Clerk I	Office Assistant	4	\$27,690	\$32,931	\$38,172
<u>Detention (Jail)</u>	<u>Detention (Jail)</u>				
Detention Administrator	Detention Administrator	15	\$54,825	\$65,201	\$75,577
Sergeant	Detention Sergeant	11	\$38,963	\$46,337	\$53,711
Detention Officer	Detention Officer	7	\$32,055	\$38,122	\$44,188
Clerk I	Office Assistant	4	\$27,690	\$32,931	\$38,172

Sierra County
FY 2022 Salary Plan Modeling
Salary Grades Per Job Class - (Job Class Order)

Job Families and Job Classes	Proposed Job Titles	-- Proposed --			
		Range	Min Step	Calculated Midpoint	Max Step
<u>DWI - Court Compliance</u>	<u>DWI - Court Compliance</u>				
Director	DWI Director	10	\$37,108	\$44,131	\$51,153
Misdemeanor Compliance Officer	DWI Compliance Officer, Senior	8	\$33,658	\$40,028	\$46,398
DWI Compliance Officer	DWI Compliance Officer	7	\$32,055	\$38,122	\$44,188
Compliance Assitant	Compliance Assistant	6	\$30,529	\$36,306	\$42,804
Clerk I	Office Assistant	4	\$27,690	\$32,931	\$38,172
<u>Facilities</u>	<u>Facilities</u>				
Facility Manager	Facilities Maintenance Supervisor	15	\$47,360	\$56,323	\$65,286
Maintenance I	Facilities Maintenance Technician	6	\$30,529	\$36,306	\$42,084
<u>Landfill</u>	<u>Landfill</u>				
Transfer Station Attendent	Transfer Station Attendent	5	\$29,075	\$34,577	\$40,080
<u>Road Department</u>	<u>Road Department</u>				
Director -	Road & Solid Waste Director	18	\$54,825	\$65,201	\$75,577
Mechanic	Mechanic Foreman	11	\$38,963	\$46,337	\$53,711
Mechanic	Mechanic	7	\$32,055	\$38,122	\$44,188
Road Foreman	Road Foreman	11	\$38,963	\$46,337	\$53,711
Equipment Operator	Grader Patrol Operator/Crew Leader	9	\$32,055	\$38,122	\$44,188
Equipment Operator	Equipment Operator (Heavy)	7	\$32,055	\$38,121	\$44,188
Clerk I	Office Assistant	4	\$27,690	\$32,930	\$38,171
<u>Sierra County Regional Dispatch Authority</u>	<u>Sierra County Regional Dispatch Authority</u>				
Dispatch Director	Dispatch Director	18	\$54,825	\$65,201	\$75,577
Dispatcher/Asst Director	Dispatcher/Asst Director	11	\$38,963	\$46,337	\$53,711
Dispatcher	Dispatcher	6	\$30,529	\$36,306	\$42,084

Sierra County
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Salary Grades Per Job Class - (Job Class Order)

Job Families and Job Classes	Proposed Job Titles	-- Proposed --			
		Range	Min Step	Calculated Midpoint	Max Step
<u>Sheriff's Department</u>	<u>Sheriff's Department</u>				
Lieutenant	Sheriff's Lieutenant	18	\$54,824	\$65,201	\$75,577
Deputy	Sheriff's Sergeant	16	\$49,727	\$59,138	\$68,550
Investigator	Sheriff's Deputy/Investigator	14	\$45,105	\$53,641	\$62,177
Deputy	Sheriff's Deputy	12	\$40,911	\$48,653	\$56,396
Information Specialist	Information/SORNA Specialist	9	\$35,340	\$42,029	\$48,717
Evidence Technician	Evidence Technician	7	\$32,055	\$38,121	\$44,188
<u>Treasurer's Office</u>	<u>Treasurer's Office</u>				
Clerk II	Office Assistant, Senior	5	\$29,075	\$34,577	\$40,080
Clerk I	Office Assistant	4	\$27,690	\$32,930	\$38,171