

**SIERRA COUNTY
BOARD OF COUNTY COMMISSIONERS
RESOLUTION NO 110-175**

ADOPTING SHERIFF'S DEPARTMENT SALARY PLAN

WHEREAS, the Board of County Commissioners of Sierra County, met in a regular meeting on June 20, 2023, at 10:00 A.M. in the Sierra County Administration Office, 1712 N. Date Street, Truth or Consequences, NM 87901; and,

WHEREAS, pursuant to NMSA 1978 Section 4-38-1 (1884) the powers of a county as a body politic and corporate shall be exercised by a board of county commissioners; and,

WHEREAS, NMSA 1978, Section 4-37-1 (1995) 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 3-13-4 (1965) allows municipalities and counties to establish a personnel merit system for the hiring, promotion, discharge and general regulation of municipal and county employees; and,

WHEREAS, NMSA 1978 Section 4-38-19 (A) (1973) provides in part that, "[a] board of county commissioners may set the salaries of such employees and deputies as it feels necessary to discharge the functions of the county. . .;" and,

WHEREAS, the Board of County Commissioners of Sierra County recognizes that its Sheriff's deputies are hardworking and dedicated, and the County is committed to recognizing that commitment by paying its employees living wages and salaries; and,

WHEREAS, upon examination of its budget, the Board of County Commissioners deems it prudent to increase the wages and salaries as established in the attached salary plan, attached hereto as Exhibit A; and,

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Sierra County that it hereby directs its Administration to implement the attached Sheriff's Office Salary Plan, in addition to the established deviations for years of service and experience outlined therein.

NOW, THEREFORE, BE IT FURTHER RESOLVED by the Board of County Commissioners of Sierra County that expressly exempted from the provisions of this Resolution are the Undersheriff, and the Sheriff's Executive Assistant, whose salary had previously been established by this Board by Resolution.

Exhibit A

Sierra County Sheriff's Office Salary Plan 2023															
POSITION	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	Step 15
Deputy	22.68	23.36	24.06	24.78	25.52	26.29	27.08	27.89	28.73	29.59	30.48	31.39	32.33	33.3	34.3
Investigator	23.94	24.66	25.4	26.16	26.94	27.75	28.58	29.44	30.32	31.23	32.17	33.14	34.14	35.15	36.2
Sergeant	25.66	26.43	27.22	28.04	28.88	29.75	30.64	31.56	32.51	33.49	34.49	35.52	36.59	37.69	38.02
Captain	27.86	28.7	29.56	30.45	31.36	32.3	33.27	34.27	35.3	36.36	37.45	38.57	39.73	40.92	42.15
Uncertified	\$19.50														

APPROVED, ADOPTED, AND PASSED on this 20th day of June, 2023.

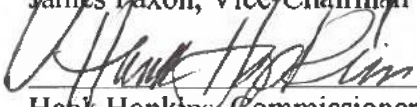
BOARD OF COUNTY COMMISSIONERS



Travis Day, Chairman

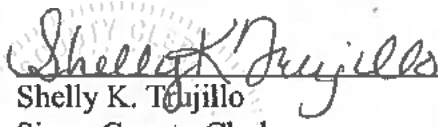


James Paxon, Vice-Chairman

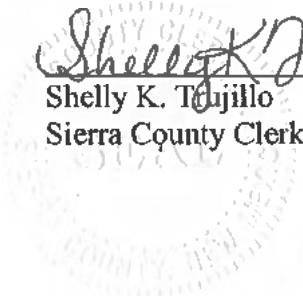


Hank Hopkins, Commissioner

Attest:



Shelly K. Trujillo
Sierra County Clerk



Sierra County Sheriff's Office Pay and Benefits Proposal



Sierra County S.O. Current Pay Scale

- Uncertified Deputy = **Not listed on our Pay Scale**
- Certified Deputy = \$19.67 hour to \$21.71 based on experience
- Investigator = \$21.68
- Patrol Sergeant = \$23.90
- Captain = \$26.36

Sierra County S.O. Current Benefits

- Insurance – County pays 90%, employee pays 10%
- PERA Retirement Municipal Plan 4 – County pays state mandatory and employee pays state mandatory
- Clothing allowance = \$600 yearly
- Retiree health care program

Current State Police Pay Scale

2023 PAY SCALE

Years of Service	0	1	2	3	4	5
Recruit	\$20.00					
Patrolman	\$30,546	\$31,462	\$33,600	\$34,608	\$35,646	\$37,031
Sergeant	\$41,045	\$43,097	\$45,252	\$46,609		
Lieutenant	\$51,801	\$54,391				
Captain	\$58,719					
Major	\$63,105					
Deputy Chief	\$68,784					

Current State Police Benefits

- Health & Dental Insurance – Comprehensive and competitive plans, with options for vision and pre-paid legal services
- Life & Disability Insurance – \$50,000 per DPS employee, with an additional \$25,000 for being an NMSP Officer
- Option to purchase additional supplemental life insurance
- Annual Leave can bank up to 240 hours per year
- Duty Injury Leave – Allowance of up to 1440 paid hours for work-related injury/illness that occurs while performing non-administrative law enforcement duties
- 25-year retirement at 75%, with the ability to earn up to 90% with longevity
- No maximum age limit to start your career, no age requirement to retire
- Optional New Mexico 457 Plan (Deferred Compensation)
- Please contact [Public Employees Retirement Association of New Mexico](#) for questions about retirement service credit and benefits
- \$1,000 a year uniform allowance
- Take home vehicle and do not have to live in assigned district
- The New Mexico State Police offer shift differential pay. This means that any Officer who works between 1800-0700 (6pm-7am) earn an additional \$.90 per hour to their standard hourly rate.
- Incentive Pay for Bachelors (\$100 per month) and Masters Degrees (\$125 per month)

Silver City Police Department Pay and Benefits

- Non Certified pay: \$19.61 hourly
- Certified starting pay: \$20.79 hourly
- Holiday Pay
- 80 hrs Vacation a year
- 96 hrs Sick Leave a year
- 2.5% cost of living pay increase each year
- Shift differential pay (6% evenings and 8% graveyards) = over a dollar an hour
- Longevity pay
- Group life insurance
- 100% paid health insurance
- PERA retirement – employer pays 32.5%
- On call pay
- Physical fitness incentive – 3 hours earned weekly
- Education incentive pay - \$2,000 for AA or AS degree and \$3,000 for BA or BS degree

Alamogordo Police Department pay and benefits

- \$18.70 per hour for non-certified officers
- \$21.12 - \$32.74 per hour after certification, depending on qualifications
- **Retention Incentive**
 - Up to \$5,000 retention incentive for Certified officers.
- **Add Pays**
 - Available to non-probationary officers
 - * College degree incentive pay
 - * Bilingual pay
 - * Field training officer pay
 - * Physical fitness pay
- **Paid Time Off (PTO)**
 - 21.5 days per year (PTO begins accruing upon hire, however, it is not available for use in your first six months of employment)
- **Health Insurance**
 - Both single and family plans are available, with the city contributing a large percentage of the premium.
- **Retirement Plan**
 - Officers are eligible for retirement after 25 years of service. City pays 75% of employees' contributions.

Las Cruces Police Department pay and benefits

- \$6,000.00 Dollar Hiring Incentive with 36 month commitment.
- \$20.00 per hour during academy.
- \$24.00 per hour upon graduation during first year probation.
- \$26.15 per hour after completion of one year probation.
- • All duty equipment and uniforms supplied to you by the department.
- • Annual equipment and uniform allowance.
- • Four 10 Hour work schedule with three consecutive days off.
- • Overtime and secondary employment opportunities.
- • Advanced training paid for by the department.
- • Specialty sections and promotional opportunities.
- • Take Home Car Program
- • Have your college paid for with Tuition Reimbursement Programs.
- • 13 Paid Holidays Per Year
- • 25 Year Retirement (P.E.R.A.): 25 years at 70%

Las Cruces Police Department (continued)

- 96 Sick Leave Hours Per Year
- Bereavement Leave
- Excellent health care plans
- Personal Leave
- Vacation Leave
- Military Leave
- Worker's compensation

Officers are represented by the Police Officers' Association and all benefits under the contract upon completion of probation.

Bonuses

Base Level	\$6,000
Associates Degree/ 4 Years Honorable Military Service	\$10,000
Bachelor's Degree/Master's Degree/ Retirement from Military Service	\$15,000
Bachelor's Degree in Sociology, Psychology, Criminal Justice or Criminology.	\$20,000
Master's Degree in Sociology, Psychology, Criminal Justice or Criminology	\$25,000

Dona Ana County pay scale

Dona Ana County
Sheriff Effective 2/26/2023

	Hourly	Annual
Uncertified	\$ 21.50	\$ 44,720.00
Certified Deputy	\$ 24.07	\$ 50,065.60

Step	Deputy	Hourly	Annual
1	Beginning Yr 2	\$ 24.50	\$ 50,960.00
2	Beginning Yr 3	\$ 25.09	\$ 52,187.20
3	Beginning Yr 5	\$ 26.11	\$ 54,308.80
4	Beginning Yr 8	\$ 27.64	\$ 57,491.20
5	Beginning Yr 11	\$ 29.17	\$ 60,673.60
6	Beginning Yr 14	\$ 30.70	\$ 63,856.00
7	Beginning Yr 17	\$ 32.23	\$ 67,038.40
8	Beginning Yr 20	\$ 33.76	\$ 70,220.80

Step	Detective	Hourly	Annual
1	Starting	\$ 28.08	\$ 58,406.40
2	Beginning Yr 2	\$ 29.40	\$ 61,152.00
3	Beginning Yr 4	\$ 30.79	\$ 64,043.20
4	Beginning Yr 6	\$ 32.23	\$ 67,038.40
5	Beginning Yr 8	\$ 33.76	\$ 70,220.80
6	Beginning Yr 10	\$ 35.37	\$ 73,569.60

Step	Sergeant	Hourly	Annual
1	Starting	\$ 35.00	\$ 72,800.00
2	Beginning Yr 2	\$ 36.05	\$ 74,984.00
3	Beginning Yr 4	\$ 38.10	\$ 79,248.00
4	Beginning Yr 6	\$ 39.25	\$ 81,640.00
5	Beginning Yr 8	\$ 40.65	\$ 84,552.00
6	Beginning Yr 10	\$ 42.26	\$ 87,900.80
7	Beginning Yr 12	\$ 43.88	\$ 91,270.40

Step	lieutenant	Hourly	Annual
1	Starting	\$ 49.58	\$ 103,126.40
2	Beginning Yr 2	\$ 50.32	\$ 104,665.60
3	Beginning Yr 3	\$ 51.11	\$ 106,308.80
4	Beginning Yr 4	\$ 51.95	\$ 108,056.00
5	Beginning Yr 5	\$ 52.79	\$ 109,803.20
6	Beginning Yr 6	\$ 53.63	\$ 111,550.40

Step	Captain	Hourly	Annual
1	Starting	\$ 56.85	\$ 118,248.00
2	Beginning Yr 2	\$ 59.70	\$ 124,176.00
3	Beginning Yr 3	\$ 62.68	\$ 130,374.40

Step	Major	Hourly	Annual
1	Starting	\$ 65.19	\$ 135,595.20
2	Beginning Yr 2	\$ 66.07	\$ 137,425.60

Socorro County Sheriff's Office pay and benefits

- Uncertified Deputy = \$19.50 hour
- Certified Deputy = \$20.83 to 26.04 hour, depending on experience
- BENEFITS:
 - Insurance: County pays 82%, employee pays 18%
 - PERA: County pays 2% of the employee contribution

Socorro Police Department pay and benefits

- \$24.00 hour uncertified
- \$26.00 certified
- PERA 5
- 80/20 health insurance

Hatch Police Department pay and benefits

Compensation:

Police Officer, Certified (Non-Probationary) \$19.50

Police Officer, Certified (Probationary-6 months) \$18.00

Police Officer, Uncertified \$16.00

Incentive Pay:

Investigator- \$2.00 while assigned

Certified Bilingual- (50) cents

Codes enforcement- (50) cents

All bargaining units shall receive a minimum of three percent (3%) pay increase in their salary, on the beginning of the fiscal year, which is July.

Past pay increases:

2022-\$1.50 increase 2021- \$3.00 increase 2020- 2% increase

Annual Leave -

Vacation will be accrued per pay period as follows based on continuous service:

Date of Hire to 120 months (up to 10 years) 3.69 hours

Over 120 months (over 10 years) 5.64 hours

Maximum accrual is 300 hours of vacation leave; These days carry a monetary value upon termination.

Sick Leave:

Sick will be accrued per pay period as follows based on continuous service:

3.69 Hours

You can accrue a maximum of 480 hours of sick leave; however, these days do not carry any monetary value upon termination.

Paid holidays

All approved holidays

Employees required to work on a holiday will receive holiday pay at straight time for their normal work hours, plus time and one half for the hours actually worked on the holiday.

Medical:

The Village of Hatch has a very rich benefit packet which offers the following:

Proposed Sierra County Sheriff's Office pay plan

[illegible]

SCSO Current pay scale break down for FY 23/24

[illegible]

[illegible]

Total Cost year (1)

Total Salary Costs			
Current Budget Costs			
Elected Official Salary			\$70,826
Full Time Salaries			\$717,680.60
L.E. PERA			\$130,561.26
Civilian PERA			\$12,779.55
FICA			\$60,320.80
Total Combined			\$992,168

Proposed raise with 3% multiplier			
Total Increase			
Elected Official Salary			\$70,826
Full Time Salaries			\$776,492.60
L.E. PERA			\$142,117.82
Civilian PERA			\$12,779.55
FICA			\$64,819.92
Total Combined			\$1,067,036
			\$74,868

[illegible]

[illegible]

[illegible]

[illegible]

Proposed pay scale 5 year projected cost increase by year

Total Salary Costs five year projection			
Year 1	Increase from current scale		
Elected Official Salary	\$70,826		
Full Time Salaries	\$776,492.60		
L.E. PERA	\$142,117.82		
Civilian PERA	\$32,779.95		
FICA	\$64,819.92		
Total Combined	\$1,087,036		
Year 2			
Elected Official Salary	\$70,826	Total Increase	
Full Time Salaries	\$791,177.60		\$14,684.80
L.E. PERA	\$144,683		\$2,564.72
Civilian PERA	\$32,947.78		\$168.18
FICA	\$65,943		\$1,123.39
Total Combined	\$1,085,577		\$18,541.09
Year 3			
Elected Official Salary	\$70,826	Total Increase	
Full Time Salaries	\$809,514.20		\$17,336.80
L.E. PERA	\$147,762.25		\$3,079.71
Civilian PERA	\$33,119.12		\$171.89
FICA	\$67,269.57		\$1,336.26
Total Combined	\$1,107,491		\$21,914
Year 4			
Elected Official Salary	\$70,826	Total Increase	
Full Time Salaries	\$828,622.80		\$20,113.60
L.E. PERA	\$151,579.41		\$3,617.16
Civilian PERA	\$33,294.80		\$179.68
FICA	\$68,908.26		\$1,588.69
Total Combined	\$1,132,986		\$25,445
Year 5			
Elected Official Salary	\$70,826		
Full Time Salaries	\$849,240.60		\$20,612.80
L.E. PERA	\$155,088.55		\$3,709.14
Civilian PERA	\$33,473.69		\$178.89
FICA	\$70,305.14		\$1,576.08
Total Combined	\$1,159,014		\$26,078
Total 5 year increase			\$161,709

Current pay scale to proposed pay scale 5
year difference

5 Year Budget Difference				
Current Budget Costs				
Elected Official Salary				\$70,826
Full Time Salaries				\$767,278.20
L.E. PERA				\$138,987.02
Civilian PERA				\$13,471.55
FICA				\$64,115.02
Total Combined				\$1,054,678

Proposed raise with 3% multiplier				
				Total Increase
Elected Official Salary				\$70,826
Full Time Salaries				\$849,240.60
L.E. PERA				\$155,088.55
Civilian PERA				\$13,473.69
FICA				\$70,385.14
Total Combined				\$1,159,014
				\$104,336

Proposed Lateral Hire Pay Schedule

- Give one pay step increase for every two years of certified law enforcement experience, to a maximum of step 5.
- In addition to years of service, give one pay step increase for every 500 hours of advanced training, to a maximum of 2 pay steps.
- Give one pay step increase for an associates or bachelors degree, and two pay step increases for a masters or doctorate degree.
- Cap the Lateral Hire step increase at step 7, regardless of years of service, advanced training hours, or higher education.