



VALENCIA COUNTY

RESOLUTION 2023-59

CREATING A HIRING PAY RATE FOR LATERAL (CERTIFIED) DEPUTIES BASED ON YEARS OF EXPERIENCE

WHEREAS, the Board of County Commissioners of Valencia County, met upon notice of a duly published Business meeting July 31, 2023, at 10:30 A.M. in the Valencia County Administration Building, 444 Luna Avenue, Los Lunas, New Mexico 87031; and,

WHEREAS, NMSA 1978, Section 3-18-1 (1972) provides that municipalities have the power to “protect generally the property of its municipality and its inhabitants” and to “preserve peace and order”; and,

WHEREAS, Denise Vigil is the duly elected Sheriff of Valencia County with the authority to appoint and direct deputies pursuant to NMSA 1978, Section 4-41-5 (1975) to perform the duties of said office; 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, NMSA 1978, Section 4-41-6 (1975) provides that “[e]ach county is authorized and empowered to establish by ordinance a merit system for the hiring, promotion, discharge and general regulation of the deputies and the employees of the county sheriff’s office. The ordinance may, in the discretion of the board of county commissioners, provide for the classification of deputies and other employees and their probationary periods, service ratings, pay scales and ranges, the number of hours of work per week and the methods of employment, promotion, demotion and discharge of such deputies and employees within the limits provided by law;” and,

WHEREAS, the Board has adopted a merit system ordinance, the Valencia County Personnel Policy; and,

WHEREAS, according to a 2020 survey by the National Police Foundation, 86% of departments reported a staffing shortage and the Valencia County Sheriff’s Office has experienced this shortage; and,

NOW THEREFORE, be it resolved by the Board of County Commissioners that the following hiring program is hereby implemented:

IT IS THEREFORE RESOLVED THAT:

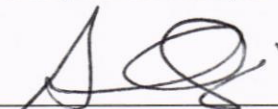
This resolution when passed by the County of Valencia ("County") provides that:

An employee that is certified law enforcement officer in New Mexico or is eligible for the certification by waiver may be hired at an increased pay rate based on years of experience as a certified law enforcement officer.

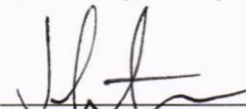
- a. Years of service will be calculated from the date of their certification.
- b. Law Enforcement officers from other states may be granted years of experience as long as they do not have to attend the full academy.
- c. Years of experience does not give the employee any time in service with the Sheriff's Office. Time in service will start with their hire date with Valencia County as a deputy.
- d. Years of experience will be calculated at the same rate as the longevity rate as listed in the Collective Bargaining Agreement with the Fraternal Order of Police Lodge 14. A new hire will not be paid more than an employee that has been with the Sheriff's Office with the same time of service.
- e. The Sheriff has the authority to determine how many years of experience an eligible new hire would receive from their certification date so long as it does not exceed their actual year of service as listed above and does not exceed 10 years of service.

BOARD OF COUNTY COMMISSIONERS

APPROVED, ADOPTED, AND PASSED on this 31st day of July 2023.



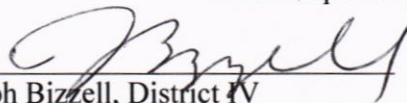
Gerard Saiz, Chair, District I



Jhonathan Aragon, Vice-Chair, District V

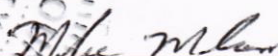
Troy Richardson, District II

Morris Sparkman, District III



Joseph Bizzell, District IV

Attest:



Mike Milam, County Clerk

SHERIFF



Denise Vigil, County Sheriff

8/1/23
Date

