



**Valencia County**  
**BOARD OF COUNTY COMMISSIONERS**  
**RESOLUTION 2024-50**

**ADJUSTING THE PLACEMENT OF SHERIFF'S OFFICE LIEUTENANTS AND CHIEF DEPUTY ON THE VALENCIA COUNTY PERMANENT SALARY RANGE TABLE FROM BAND 48 TO BAND 55 AND 54 TO 60**

**WHEREAS**, the Valencia County Board of Commissioners met in a regularly scheduled meeting, on Wednesday, July 30, 2024, at 5:00 p.m., at the Valencia County Administration Building, 444 Luna Avenue, Los Lunas, New Mexico 87031; and,

**WHEREAS**, NMSA 1978, Section 4-38-19 (A) (1973) provides 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, except that elected county officials have the authority to hire and recommend the salaries of persons employed by them to carry out the duties and responsibilities of the offices to which they are elected;" and,

**WHEREAS**, NMSA 1978, Section 4-41-5 (1975) provides that "[t]he sheriffs in all the counties of this state shall have the power to appoint deputies, who shall remain in office at the pleasure of such sheriffs; except that in counties which have established a merit system by ordinance, the provisions of the ordinance shall control the demotion and discharge of deputies and other employees of the sheriff's office, except for one under-sheriff and an executive secretary, both of whom shall hold exempt positions."

**WHEREAS**, the Board of County Commissioners has adopted Ordinance 2006-05 allowing for established Personnel Rules and Regulations (Personnel Policy) duly adopted by Resolution which further the intent of the Ordinance; and,

**WHEREAS**, section 9.1 of the Personnel Policy requires the County to establish a compensation plan to establish equitable compensation for all positions in the County. Section 9.1 states that "[s]uch a plan shall establish a salary schedule containing a minimum and maximum wage or salary for each position[ ]."

**WHEREAS**, in compliance with section 9.1, this Board commissioned a salary study, dated August 25, 2021, to define a fair, equitable, and competitive salary for the employees of the County. After extensive research the study determined the median salary for each position in the

County, taking into consideration the region, other counties & municipalities, and Valencia's size; and,


**WHEREAS**, this Board with the adoption of Resolution 2021-56 declared that it is the County policy to utilize the August 25, 2021 salary study, as updated from time to time, as the sole basis to implement wage increases for County employees and shall be implemented in across the board percentage increments; and,

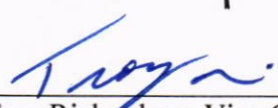
**WHEREAS**, after performing an analysis on the position of Sheriff's Office Lieutenants and Chief Deputy administration has recommended that their placement on the salary study permit range table should be increased to a higher category.

**NOW, THEREFORE, BE IT RESOLVED**, by the Valencia County Commission that, consistent with Resolution 2021-56, the position of Sheriff's Office lieutenant is hereby increased from pay band 48 to pay band 61 and Sheriff's Office Chief Deputy from pay band 54 to pay band 66 on the August 25, 2021, salary study permit range table.

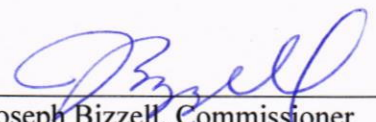
**BE FURTHER RESOLVED** that this resolution exempts bargaining unit members.

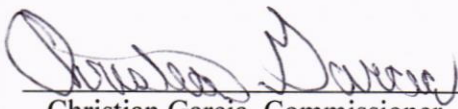
**APPROVED, RESOLVED, AND PASSED** on this 30<sup>th</sup> day of July 2024.

  
Gerard Saiz, Chair  
District I

  
Troy Richardson, Vice Chair  
District II

  
Morris Sparkman, Commissioner  
District III

  
Joseph Bizzell, Commissioner  
District IV

  
Christian Garcia, Commissioner  
District V



  
Mike Milam, County Clerk