



VALENCIA COUNTY
BOARD OF COUNTY COMMISSIONERS
RESOLUTION No 2025-26

EMPLOYEE INCENTIVE PAY PROGRAM

WHEREAS, the Valencia County Board of Commissioners met in a regularly scheduled meeting, on Wednesday, April 3, 2025, at 5:00 p.m., at the Valencia County Administration Building, 444 Luna Avenue, Los Lunas, New Mexico 87031; and,

WHEREAS, the Board of County Commissioners of the County of Valencia exercises the powers of the County as a body politic and corporate pursuant to NMSA 1978, Section 4-38-1 (1884); and,

WHEREAS, NMSA 1978, Section 4-37-1 (1975) provides that, “[a]ll counties are granted the same powers that are granted municipalities except for those powers that are inconsistent with statutory or constitutional limitations placed on counties. Included in this grant of powers to the counties are those powers necessary and proper 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 (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, 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 provides in part that “[] the Board has sole authority to budget and authorize wage and salary increases. The Board shall consider all requests and set the pay schedule and Rules regarding any raises and promotional increases for the entire fiscal year for all County employees.”; and,

WHEREAS, Valencia County recognizes the importance of a diverse and skilled workforce that reflects the community it serves; and,

WHEREAS, effective communication is essential in delivering quality public services, particularly in a multicultural setting where Spanish and sign language are prevalent; and,

WHEREAS, employees who possess bilingual capabilities in Spanish and/or proficiency in sign language can enhance community engagement, increase access to county services, and improve overall service delivery; and,

WHEREAS, holding a bachelor's degree or higher in a relevant field increases an employee's effectiveness and ability to contribute to the operations and goals of Valencia County; and,

WHEREAS, the enhancement of employee skills through educational achievements and language proficiency aligns with Valencia County's commitment to professional development and excellence in public service; and,

WHEREAS, providing incentive pay for employees who meet these criteria will serve as a motivational tool to encourage continuous professional growth and enhance the county's service capabilities; and,


WHEREAS, that this resolution underscores Valencia County's commitment to fostering an inclusive workplace that values language diversity and educational attainment, ultimately enhancing the quality of service provided to all residents.


NOW, THEREFORE, BE IT RESOLVED that the following policy is hereby implemented:


1. Incentive Pay Eligibility: Valencia County shall implement an incentive pay program for employees, except for appointed officials and bargaining unit members, who demonstrate proficiency in Spanish or sign language, or who hold a bachelor's degree or higher in a field related to their job.
2. Compensation Structure: The incentive pay shall be established at a rate determined by the Human Resources Department, ensuring that it is competitive and commensurate with market standards. Specific details regarding the incentive amount and eligibility criteria will be outlined in accompanying policy documentation.
4. Assessment and Review: The Human Resources Department will conduct an annual review of the incentive pay program's impact on employee performance and community engagement, reporting findings to the Board of County Commissioners.
5. Promotion of Program: Valencia County will actively promote this incentive pay program to ensure current and prospective employees are aware of the benefits associated with bilingual and advanced educational qualifications.

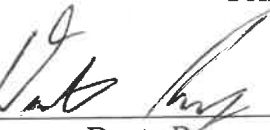
PASSED, APPROVED, AND ADOPTED THIS 3RD DAY OF APRIL 202 BY THE BOARD OF COUNTY COMMISSIONERS OF VALENCIA COUNTY, NEW MEXICO.

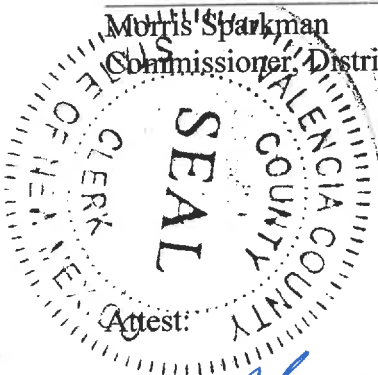

Gerard Saiz
Chairman, District I



Troy Richardson
Vice-Chairman, District II


Morris Sparkman
Commissioner, District III


Joseph Bizzell
Commissioner, District IV


Dante Berry
Commissioner, District V



Attest:

Mike Milam, County Clerk

- A. \$50 for bilingual (biweekly or \$1300 a year Spanish and Sign language only)
- B. \$50 BA/BS Degree (biweekly or \$1300 a year)
- C. \$75 Master's Degree (biweekly or \$1950 a year)

*Probationary employees are exempt from this incentive.