



**SIERRA COUNTY
BOARD OF COUNTY COMMISSIONERS
RESOLUTION NO. 110-282**

PROVIDING FOR THE IMPLEMENTATION OF THE SALARY AND COMPENSATION STUDY

WHEREAS, the Sierra County Commission met upon notice of a duly noticed regular County Commission Meeting on November 14, 2024, at 10:00 A.M. in the Sierra County Administration Building, 1712 N. Date Street, Truth or Consequences, NM 87901; and

WHEREAS, 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 16-009, which established Personnel Rules and Regulations for the County; and,

WHEREAS, Section 9.1 of the Personnel Policy requires that the County to establish a compensation plan to provide equitable compensation for all positions in the county; and,

WHEREAS, Section 9.1 of Ordinance 16-009 provides, in pertinent part, that such a compensation plan “may establish a salary schedule containing a minimum and maximum wage or salary for each position [;]” and,

WHEREAS, in compliance with the Sierra County Personnel Policy Ordinance, this Board Commissioned a classification and compensation study to define fair, equitable and competitive salaries for the County’s employees; and,

WHEREAS, after extensive research, the study determined the median salary for each position in the County, taking into consideration the region, other counties and municipalities compensation, and Sierra County’s size; and,


WHEREAS, the classification and compensation schedule is dated the 8th day of September 2024; and,

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Sierra County that the salary schedule dated the 8th day of September, as updated from time to time, shall be utilized as the sole basis to implement wage increases for County employees is hereby to be implemented as presented by the County Manager.

NOW, THEREFORE, BE IT FURTHER RESOLVED, by the Board of County Commissioners of Sierra County that this resolution exempts elected and statutorily appointed officials.

APPROVED, ADOPTED, AND RESOLVED on this 14th day of November 2024.

BOARD OF COUNTY COMMISSIONERS



Travis Day, Chair




James Paxon, Vice-Chair



Hank Hopkins, Commissioner

Attest:



Shelly K. Trujillo
Sierra County Clerk

Salary Schedule August 2024

Department	New Title	FLSA Recommendation	Grade	Minimum	Midpoint	Maximum
ADMIN	Accounting Clerk	Non-Exempt	3	\$36,919	\$42,457	\$47,995
ADMIN	Administrative Assistant - Safety/Administration	Non-Exempt	4	\$39,873	\$45,854	\$51,835
ADMIN	Executive Assistant	Non-Exempt	6	\$45,395	\$54,474	\$63,553
ADMIN	Chief Procurement Officer	Non-Exempt	6	\$45,395	\$54,474	\$63,553
ADMIN	Accountant	Exempt	8	\$54,928	\$65,913	\$76,899
ADMIN	GIS and Planning Specialist	Non-Exempt	8	\$54,928	\$65,913	\$76,899
ADMIN	HR Director	Exempt	10	\$64,963	\$81,204	\$97,445
ADMIN	Director of Finance and Budget	Exempt	11	\$72,758	\$90,948	\$109,137
ASSESSOR	Administrative Assistant - Assessor's Office	Non-Exempt	2	\$34,184	\$39,312	\$44,439
ASSESSOR	Appraisal Assistant	Non-Exempt	3	\$36,919	\$42,457	\$47,995
ASSESSOR	Assessment Assistant	Non-Exempt	3	\$36,919	\$42,457	\$47,995
ASSESSOR	Appraiser I	Non-Exempt	5	\$41,268	\$49,522	\$57,775
ASSESSOR	Appraiser II	Non-Exempt	6	\$45,395	\$54,474	\$63,553
ASSESSOR	Appraiser III	Non-Exempt	7	\$49,934	\$59,921	\$69,908
ASSESSOR	Appraiser IV	Non-Exempt	8	\$54,928	\$65,913	\$76,899
ASSESSOR	Senior Appraiser	Non-Exempt	9	\$58,003	\$72,504	\$87,005
CLERK	Recording Clerk	Non-Exempt	2	\$34,184	\$39,312	\$44,439
CLERK	Elections Specialist	Non-Exempt	4	\$39,873	\$45,854	\$51,835
DWI	Administrative Assistant - DWI	Non-Exempt	2	\$34,184	\$39,312	\$44,439
DWI	Compliance Officer	Non-Exempt	5	\$41,268	\$49,522	\$57,775
DWI	DWI Program Supervisor	Exempt	8	\$54,928	\$65,913	\$76,899
EMERGENCY MANAGEMENT	Administrative Assistant - Emergency Management	Non-Exempt	2	\$34,184	\$39,312	\$44,439
EMERGENCY MANAGEMENT	Emergency Service Deputy Administrator	Exempt	9	\$58,003	\$72,504	\$87,005
EMERGENCY MANAGEMENT	Emergency Services Administrator	Exempt	10	\$64,963	\$81,204	\$97,445
FACILITIES MANAGEMENT	Maintenance Worker	Non-Exempt	4	\$39,873	\$45,854	\$51,835
FACILITIES MANAGEMENT	Facilities Supervisor	Non-Exempt	9	\$58,003	\$72,504	\$87,005
HOLDING FACILITY	Administrative Assistant, - Holding Facility	Non-Exempt	2	\$34,184	\$39,312	\$44,439
HOLDING FACILITY	Detention Officer	Non-Exempt	3	\$36,919	\$42,457	\$47,995
HOLDING FACILITY	Detention Sergeant	Non-Exempt	4	\$39,873	\$45,854	\$51,835
HOLDING FACILITY	Detention Lieutenant	Non-Exempt	6	\$45,395	\$54,474	\$63,553
HOLDING FACILITY	Detention Captain	Exempt	8	\$54,928	\$65,913	\$76,899
HOLDING FACILITY	Detention Administrator	Exempt	10	\$64,963	\$81,204	\$97,445
LANDFILL	Transfer Station Operator	Non-Exempt	3	\$36,919	\$42,457	\$47,995
ROAD	Administrative Assistant - Roads	Non-Exempt	2	\$34,184	\$39,312	\$44,439
ROAD	Equipment Operator	Non-Exempt	4	\$39,873	\$45,854	\$51,835

Department	New Title	FLSA Recommendation	Grade	Minimum	Midpoint	Maximum
ROAD	Mechanic	Non-Exempt	4	\$39,873	\$45,854	\$51,835
ROAD	Road Foreman	Non-Exempt	5	\$41,268	\$49,522	\$57,775
ROAD	Mechanic Foreman	Non-Exempt	6	\$45,395	\$54,474	\$63,553
ROAD	Road and Landfill Director	Exempt	10	\$64,963	\$81,204	\$97,445
SHERIFF	Evidence Technician	Non-Exempt	4	\$39,873	\$45,854	\$51,835
SHERIFF	Process Server	Non-Exempt	4	\$39,873	\$45,854	\$51,835
SHERIFF	Records Specialist	Non-Exempt	5	\$41,268	\$49,522	\$57,775
SHERIFF	Public Information Specialist	Non-Exempt	6	\$45,395	\$54,474	\$63,553
TREASURER	Treasury Assistant	Non-Exempt	4	\$39,873	\$45,854	\$51,835
TREASURER	Multi-Property Specialist	Non-Exempt	5	\$41,268	\$49,522	\$57,775
TREASURER	Financial Specialist	Non-Exempt	5	\$41,268	\$49,522	\$57,775

Sheriff Department Salary Schedule August 2024

Department	New Title	Grade	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
SHERIFF	Code Enforcement and Animal Control Officer	1	\$ 17.00	\$ 18.02	\$ 18.56	\$ 19.12	\$ 19.69	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.17	\$ 22.84	\$ 23.53	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49
SHERIFF	Deputy - Uncertified	5	\$ 19.84	\$ 20.86	\$ 21.40	\$ 21.96	\$ 22.53	\$ 23.11	\$ 23.70	\$ 24.30	\$ 24.91	\$ 25.53	\$ 26.16	\$ 26.80	\$ 27.45	\$ 28.11	\$ 28.79
SHERIFF	Deputy - Certified	7	\$ 24.01	\$ 25.03	\$ 25.47	\$ 26.23	\$ 27.02	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.21	\$ 35.24	\$ 36.30	\$ 37.39
SHERIFF	Sergeant	8	\$ 27.89	\$ 28.73	\$ 29.59	\$ 30.48	\$ 31.39	\$ 32.33	\$ 33.30	\$ 34.30	\$ 35.33	\$ 36.39	\$ 37.48	\$ 38.60	\$ 39.76	\$ 40.95	\$ 42.18
SHERIFF	Deputy Sheriff Investigator	9	\$ 26.41	\$ 27.20	\$ 28.02	\$ 28.86	\$ 29.73	\$ 30.62	\$ 31.54	\$ 32.49	\$ 33.46	\$ 34.46	\$ 35.49	\$ 36.55	\$ 37.65	\$ 38.78	\$ 39.94
SHERIFF	Captain	11	\$ 31.23	\$ 32.17	\$ 33.14	\$ 34.13	\$ 35.15	\$ 36.20	\$ 37.29	\$ 38.42	\$ 39.56	\$ 40.75	\$ 41.97	\$ 43.23	\$ 44.53	\$ 45.87	\$ 47.25