



**RESOLUTION NUMBER: 2019-44**

**Regarding Incentives for Various County Offices that Require Special Training or Certification**

*Supersedes prior Resolution No. 2018-18 with regards to the Incentives and Certifications*

**THIS MATTER** having come before the Board of County Commissioners for Roosevelt County in a duly called and scheduled regular meeting on May 14, 2018 at 9:00 a.m.

**WHEREAS**, Roosevelt County has established and maintains a pay plan for its current employees; and,

**WHEREAS**, because of Legislative Enactments, Judicial Rulings, and other requirements, various positions with county governments require certification, licensure, and/or additional training; and,

**WHEREAS**, County employees, performing tasks or otherwise meeting these additional requirements which are required of them in performing the duties of their various jobs, are now required to obtain and maintain such certification or advanced training; and,

**WHEREAS**, Roosevelt County has determined that it is in the County's best interest for purposes of retention, to recognize and financially compensate these individuals that are required to obtain additional certification or training.

**NOW, THEREFORE, BE IT HEREBY RESOLVED** by the Board of County Commissioners of Roosevelt County that following the incentive program shall be established in Roosevelt County for the positions set forth and identified herein:

- I. Those employees who hold a Chief Procurement Officer certification, a Certified Floodplain Manager designation, and/or a Certified ADA Coordinator designation shall receive One Thousand Dollars (\$1,000.00) per yearly incentive pay for each certificate held.
- II. Those employees who hold a Defensive Driving Instructor Certificate and/or a First Aide/CPR Certified Instructor shall receive Two Hundred and Fifty Dollars (\$250.00) per yearly incentive pay for each certificate held.

- III. Those employees who hold a NM Edge Certification or NM Edge Public Sector Specialization Certificate shall receive a maximum of Three Hundred Dollars (\$300) per yearly incentive pay for each certificate held.
- IV. These incentive pays will only be available for Roosevelt County classified employees. No elected officials, chief deputies or appointed employees, or contract employees shall be entitled to any incentive pay.
- V. The amount of each employee's incentives will be determined as of that employee's status with Roosevelt County as of November 30<sup>th</sup> of each calendar year.
- VI. Incentive checks will be paid to the individual by no later than December 20<sup>th</sup> of each calendar year.
- VII. The incentive pay shall be in addition to any and all other forms of compensation that may be received from Roosevelt County by these various employees.
- VIII. This Resolution and all incentives contained herein are subject and contingent upon sufficient revenue and financial capacity. Should sufficient financial funds not be available, then all incentives under this resolution shall be terminated, until such time as the County Commission determines they should be reinstated.

**PASSED, APPROVED, and ADOPTED** this 19th day of November, 2019.

ATTEST:

*Stephanie Hicks*  
 \_\_\_\_\_  
 Stephanie Hicks, Roosevelt County Clerk

**BODY OF COUNTY COMMISSIONERS  
 ROOSEVELT COUNTY, NEW MEXICO**

*Lewis (Shane) Lee*  
 \_\_\_\_\_  
 Lewis (Shane) Lee, Chairman – District III

Voted:  Yes  No  Abstained

*Matthew Hunton*  
 \_\_\_\_\_  
 Matthew Hunton, Vice Chairman – District II

Voted:  Yes  No  Abstained

*Dennis Lopez*  
 \_\_\_\_\_  
 Dennis Lopez – District I

Voted:  Yes  No  Abstained

*Tina Dixon*  
 \_\_\_\_\_  
 Tina Dixon – District IV

Voted:  Yes  No  Abstained

*Paul Grider*  
 \_\_\_\_\_  
 Paul Grider – District V

Voted:  Yes  No  Abstained

SH

