



RESOLUTION NO. 2021-51

Establishing a Cost of Living Increase for County Employees

THIS MATTER having come before the Board of Roosevelt County Commission at its duly called and scheduled meeting on December 21, 2020 at 9:00 a.m.; and,

WHEREAS, Roosevelt County in 2018 approved a pay plan for County employees based on data and comparisons that were current at the time; and,

WHEREAS, Roosevelt County has commissioned a competitive pay plan evaluation in 2021 for County employees based on current data and comparisons; and,

WHEREAS, during the COVID-19 pandemic, Roosevelt County went above and beyond in maintaining and providing essential services to County residents and they are commended and recognized for their service and dedication; and,

WHEREAS, the Board of County Commissioners acknowledge that Roosevelt County needs to retain its qualified employees and offer competitive pay in order to draw and attract qualified employees as may be needed when vacancies occur; and,

WHEREAS, with the COVID-19 pandemic, it has been increasingly difficult to recruit and retain qualified applicants; and,

WHEREAS, the Board of Roosevelt County Commissioners understand that due to record inflation rates and projected continued increased inflation in 2022 and other factors, an annual cost of living increase is necessary in order to keep and retain qualified personnel that are essential to perform the services at Roosevelt County.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the Board of Roosevelt County Commissioners on this 21st day of December, 2021, that all Roosevelt County employees, except as set forth below shall receive a cost of living increase as follows:

- (1) Effective December 21, 2021 all County classified and contracted employees who have completed one (1) full year of continuous employment with Roosevelt County shall receive a cost of living (COLA) increase based on the following:
 - Annual salary under 30,000 – 5%
 - 30,001 to 40,000 – 4.5%
 - 40,001 to 50,000 – 4%
 - 50,001 to 60,000 – 3.5%
 - 60,001 plus – 3%



- 2) All County employees who have not completed one (1) full year of continuous employment as of December 21, 2020, will receive a COLA increase based upon the provisions of subsection 1) above the day after they have completed their one (1) full year of employment with the County.
- 3) Grant employees shall receive the same COLA increase up to the amount set forth in section 1, if funding is available in the Grant.
- 4) Elected Officials, appointed Chief Deputies and appointed Secretary salaries are established by resolution and will not be subject to this COLA.

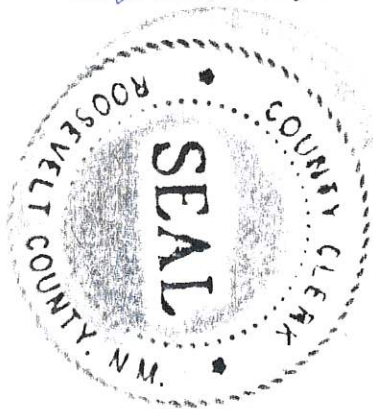
NOW, THEREFORE, BE IT FURTHER RESOLVED, that this Resolution shall remain in full force and effect until December 21, 2021 unless altered, modified or repealed by the Board of Roosevelt County Commission in a public meeting or until a new Resolution is adopted, establishing different cost of living increases and pay adjustments for Roosevelt County employees.

PASSED, APPROVED, and ADOPTED on this 21st day of December, 2021 by the Board of Roosevelt County Commissioners in an open meeting in Portales, New Mexico.

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

ATTEST:

Mandi M. Park
Mandi Park, County Clerk



Tina Dixon
Tina Dixon, Chairman – District IV
Voted: Yes No Abstained

Lewis (Shane) Lee
Lewis (Shane) Lee, Vice Chair – District III
Voted: Yes No Abstained

absent
Dennis Lopez – District I
Voted: Yes No Abstained

Rodney Savage
Rodney Savage – District II
Voted: Yes No Abstained

Paul Grider
Paul Grider – District V
Voted: Yes No Abstained

