



**RESOLUTION NO. 2022-38**

**Reinstatement of the Hiring and Referral Incentive Program**

**WHEREAS**, Counties across New Mexico are experiencing significant challenges in hiring qualified employees to fill critical positions; and

**WHEREAS**, the Board of County Commissioners desires to continue a program to award incentives for prospective employees to encourage them to seek employment as detention officers or as deputies, to encourage newly hired personnel at the Detention Center and Sheriff's Office to maintain their employment with Roosevelt County, and to encourage all Roosevelt County employees to refer potential employees for employment as detention officers or deputies; and,

**WHEREAS**, the Hiring and Referral Incentive program will be in effect for approximately ten months beginning September, 2022 and ending June 30, 2023. Officers and deputies hired after Sept. 5, 2022 but before June 30, 2023 who are in the process of working toward their six (6) or twelve (12)-month anniversary date will be allowed to complete the program and receive their incentives after the program end date of June 30, 2023; and,

**WHEREAS**, only newly hired full-time detention officers and sheriff deputies below the rank of sergeant are eligible for the hiring incentive. To be eligible for the \$500 incentive, the officer or deputy must continuously and successfully work as a detention officer or deputy for six (6) consecutive months after Sept. 5, 2022.; with exceptions for leave under two (2) weeks (14 consecutive days, including weekends) in length. For extended leave in excess of 14 consecutive days the six (6) months required for eligibility will pause during the extended leave and will start again when the officer returns to work. The \$500 incentive will become payable on the second scheduled pay period of the month following the six-month anniversary date; and

**WHEREAS**, to be eligible for the \$1,000 incentive (which is inclusive of the first \$500.00), the officer must continuously and successfully work as a detention officer or deputy for twelve (12) consecutive months, with exceptions for leave under two weeks (14 days consecutive days, including weekends) in length. For extended leave in excess of 14 consecutive days, the twelve months required for eligibility will pause during the extended leave will start again when the officer returns to work. The \$1,000 incentive will become payable on the second scheduled pay period of the month following the twelve (12)-month anniversary date; and

**WHEREAS**, detention officers or deputies working under Performance Improvement Plans ("PIPs") due to disciplinary action will not have PIP time counted toward continuous employment for incentive purposes. An officer's eligibility will pause for the length of time on PIP and will resume once the officer has successfully completed the PIP; and

**WHEREAS**, payments shall be subject to federal and state tax withholding, and all other regular withholdings and deductions from the officer's paycheck; and

**WHEREAS**, to obtain the referral incentive, the referring employee must be a Roosevelt County employee. The referring employee must refer a qualified applicant who is hired by Roosevelt County as a full-time detention officer or deputy. A referral form must be completed by the referred applicant

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Mandi M. Park, Roosevelt Co. Clk., Roosevelt, NM

**PASSED, APPROVED, and ADOPTED** on this 6th day of September, 2022 by the Board of Roosevelt County Commissioners in an open meeting in Portales, New Mexico.

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

ATTEST:

Nath Baca  
Nath Baca, Roosevelt County Clerk  
*Chief Deputy*



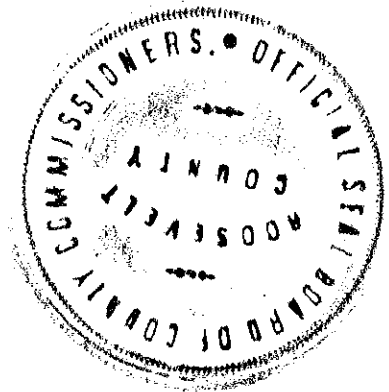
*Shane Lee*  
Lewis (Shane) Lee, *Chair* – District III  
Voted:  Yes  No  Abstained

*Rodney Savage*  
Rodney Savage, *Vice Chair* – District II  
Voted:  Yes  No  Abstained

*appeared telephonically*  
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



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