



RESOLUTION NO. 2024-12

**Approving Market Rate Adjustments to the Roosevelt County
Classification and Compensation Plan by Providing for Entry Level
and 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 this 5th day of March, 2024 at 9:00 a.m.; and,

WHEREAS, Roosevelt County in 2022 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 FY24 for County employees based on current data and comparisons; 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, the Board of Roosevelt County Commissioners understand that due to record inflation rates and projected continued increased inflation 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 5th day of March, 2024, that all Roosevelt County employees, except as set forth below shall receive a cost-of-living increase as follows:

- (1) The County is by this Resolution increasing the entry level pay for all County positions by two and one-half percent (2.5%). As a result, every employee who is currently employed by Roosevelt County shall receive a two and one-half percent (2.5%) in order to sustain a match compensation strategy with current market conditions.
- (2) In addition to the entry level two and one-half percent (2.5%), all County employees shall receive a cost of living (COLA) increase of two and one-half percent (2.5%) to maintain market competitiveness through fiscal year 2024.
- 2) Grant employees shall receive the same COLA increase up to the amount set forth in section 1, if funding is available in the Grant.
- 3) Elected Officials, appointed Chief Deputies and appointed Secretary salaries are established by resolution and will not be subject to this COLA.

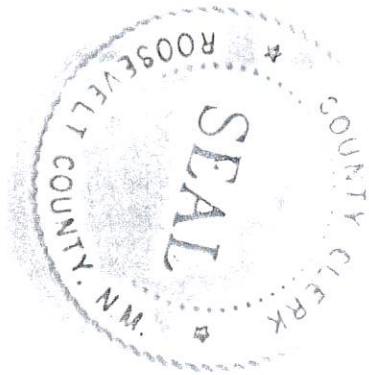


PASSED, APPROVED, and ADOPTED on this 5th day of March, 2024 by the Board of Roosevelt County Commissioners in an open meeting in Portales, New Mexico.

**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

absent
Roy Lee Criswell, Vice Chair – District III
Voted: Yes No Abstained

Dennis Lopez
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



MP