

RESOLUTION NO. 2018-61

BOARD OF CURRY COUNTY COMMISSION

A RESOLUTION ESTABLISHING COST OF LIVING INCREASE AND LONGEVITY INCREASE FOR COUNTY EMPLOYEES

THIS MATTER having come before the Board of Curry County Commission in a duly called and scheduled meeting on October 30, 2018 at 9:00 A.M.

WHEREAS, Curry County has set up a pay plan for County employees based on current data and comparisons; and,

WHEREAS, the Board of County Commissioners, to ensure that Curry County keeps its qualified employees and offers competitive pay in order to draw and attract qualified employees as may be need when vacancies occur; and

WHEREAS, the Board of Curry County Commissioners understand that due to inflation and other factors, annual cost of living increases is necessary to keep and retain qualified personnel that are essential to perform the services at Curry County.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the Board of Curry County Commissioners on this 30th day of October, 2018, that it is hereby established by this Resolution, an annual cost of living increase as follows:

- 1) Effective November 18, 2018, all County employees who have completed one (1) full year of continuous employment with Curry County with the exception of Grant employees who have already received increases pursuant to Curry County Resolution #2018-44, and the County Contract employee shall receive a one-time 2.50% cost of living (COLA) increase. All employees who have not completed one (1) full year of continuous employment at the time this Resolution is enacted, will receive a one-time 2.50% COLA increase the day after they have completed their one (1) full year of employment with the County.
- 2) To reward employees for their longevity service at the County, all Curry County employees, except Grant Employees and the Contract Employee, shall also receive a longevity increase based on the following:
 - a. Employees who have at least 60 months, but less than 120 months of service shall receive half a percent (.50%) increase;
 - b. Employees who have been employed at least 120 months, but less than 180 months shall receive three quarters of a percent (.75%) increase;
 - c. Employees who have been employed 180 months, but less than 240 months shall receive a one percent (1%) increase;
 - d. Employees who have been employed 240 months or more will receive one and a quarter percent (1.25%) increase.

Longevity, as defined above, it shall be established on the number of full months completed by the employee as of November 17, 2018.

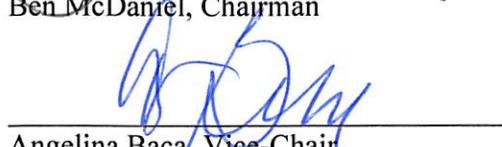
- 3) All County employees who are at the maximum salary for the pay range, as set forth in the pay plan adopted on December 2, 2014 and as outlined in Resolution #2014-79 as modified, shall receive the above referenced cost of living increase, but **WILL NOT** receive any longevity increase.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that this Resolution shall remain in full force and effect until November 18, 2019, unless altered, modified or repealed by the Board of Curry County Commission in a public meeting or until a new Resolution is adopted, establishing different cost of living increases and pay adjustments for Curry County employees.

PASSED, ADOPTED, AND APPROVED this 30th day of October, 2018 by the Board of Curry County Commissioners.

CURRY COUNTY BOARD OF COMMISSIONERS


Ben McDaniel, Chairman


Angelina Baca, Vice-Chair

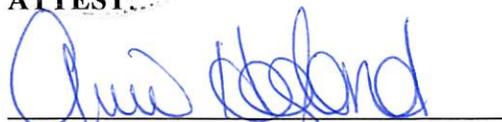

Chet Spear, Member

ABSENT
Seth Martin, Member


Robert Thornton, Member



ATTEST:


Annie Hogland, County Clerk