

RESOLUTION NO. 2015 - 55

CURRY COUNTY BOARD OF COUNTY COMMISSION

**A RESOLUTION ESTABLISHING AND CREATING INCENTIVES FOR
VARIOUS COUNTY OFFICES THAT REQUIRE SPECIAL TRAINING OR
CERTIFICATION**

THIS MATTER having come before the Board of County Commissioners for Curry County in a duly called and scheduled regular meeting on October 27, 2015 at 9:00 a.m.

WHEREAS, Curry County has established and maintains a pay plan for its current employees including but not limited to Curry County Resolution 2014-79 Approving and Adopting a 2015 Fiscal Year County Salary Plan, Update and Benefits Survey; 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, Curry 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 Curry County that the following incentive program shall be established in Curry County for the positions set forth and identified herein:

- I. The Curry County Detention Center Policies adopted by the Board of County Commissioners has created a **Special Operations Response Team (S.O.R.T.)** to respond and handle incidents and emergency situations that affect the safety and security of staff, detainee population and the Curry County Detention Facility itself. Members of the Curry County S.O.R.T. for the Curry County Adult Detention Center shall receive a maximum of Six Hundred Dollars (\$600.00) per yearly incentive pay pro-rated for the months they served on the S.O.R.T. team as of November 30th of each year.
- II. Investigators and employees within the Curry County Sheriff's Office that hold Instructor's Certificates or Field Training Officer Certificates shall receive a maximum of Five Hundred Dollars (\$500.00) per year incentive pay for each certificate held that is determined by the Sheriff to be relevant to the needs and operations of the Sheriff's Office.

- III. Those employees who hold a Chief Procurement Officer certification, a Certified Floodplain Manager designation and/or a Certified Prevention Specialist designation shall receive a maximum of One Thousand Dollar (\$1,000.00) per yearly incentive pay.
- IV. Those employees who hold a Defensive Driving Instructor Certificate, Emergency Vehicle Operations Course Instructor and/or a First Aide/CPR (both) Certified Instructor shall receive a maximum of Five Hundred Dollar (\$500.00) per yearly incentive pay.
- V. Those employees who hold a New Mexico Certified Public Official Certification and/or a New Mexico Certified Public Supervisor Certification and/or a New Mexico Certified Public Manager Certification, from the New Mexico State University New Mexico Edge Program, shall receive a maximum of Three Hundred Dollar (\$300.00) per yearly incentive pay for each certificate held.
- VI. Those employees who hold a Certified GIS Specialist, Certified Information Technology Specialist, Certified Jail Specialist, Certified Jail Professional, Certified Professional Risk Manager, Certified Treasury Certificate, Certified Public Assessment Officer and Certified County Clerk shall receive a maximum of Three Hundred Dollars (\$300.00) per yearly incentive pay for each certificate held.
- VII. Those employees that are Certified Appraisers shall receive a yearly incentive pay based only upon the highest certificate level that they hold as of November 30th of each year:
 - a. Those holding an Appraisal I Certificate shall receive a maximum of Three Hundred Dollar (\$300.00) per yearly incentive pay.
 - b. Those holding an Appraisal II Certificate shall receive a maximum of Seven Hundred Fifty Dollar (\$750.00) per yearly incentive pay (and no incentive pay if they still hold their Appraisal I Certificate).
 - c. Those holding an Appraisal III Certificate shall receive a maximum of One Thousand Dollar (\$1,000.00) per yearly incentive pay (and no incentive pay if they still hold their Appraisal I or II Certificate).
 - d. Those holding an Appraisal IV Certificate shall receive a maximum of One Thousand Two Hundred Fifty Dollar (\$1,250.00) per yearly incentive pay (and no incentive pay if they still hold their Appraisal I, II and/or III Certificate).
- VIII. These incentive pays will only be available for Curry County employees and no elected officials shall be entitled to any incentive pay.

The amount of each employee's incentives will be determined as of that employee's status with Curry County as of November 30th of each calendar year.

Incentive checks will be paid to the individual by no later than December 20th of each calendar year.

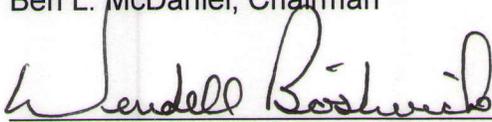
This incentive pay shall be in addition to any and all other forms of compensation that may be received from Curry County by these various employees.

PASSED, ADOPTED, AND APPROVED this 27th day of October, 2015 by the Board of County Commissioners.

CURRY COUNTY BOARD OF COMMISSIONERS



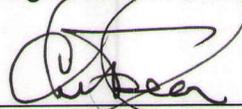
Ben L. McDaniel, Chairman



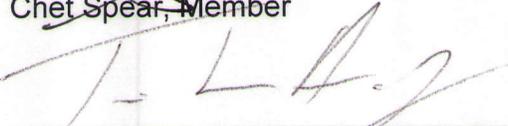
Wendell Bostwick, Vice-Chairman

Absent

Angelina Baca, Member



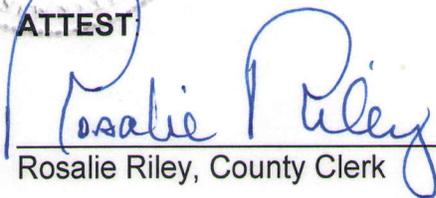
Chet Spear, Member



Tim L. Ashley, Member



ATTEST



Rosalie Riley, County Clerk