

CURRY COUNTY RESOLUTION 2015-60

RESOLUTION AMENDING CURRY COUNTY'S 2015 FISCAL YEAR COUNTY SALARY PLAN

THIS MATTER, having come before the Board of County Commissioners of Curry County at its regular public meeting scheduled for November 17, 2015.

WHEREAS, the Board of County Commissioners of Curry County have previously adopted Resolution 2014-79 approving and adopting the 2015 Salary Plan Update and Employee Benefits Survey; and,

WHEREAS, the Board of County Commissioners of Curry County is aware of the number of vacancies at the Curry County Detention Center and the difficulties that Curry County has had in recruiting and obtaining personnel to apply for the vacant positions at the Curry County Detention Center; and,

WHEREAS, working with S. Resource, Inc. out of Santa Fe, New Mexico, the Board of County Commissioners of Curry County believes that increasing salaries for Detention Center employees, and in particular, starting salaries for new employees, will attract more qualified individuals and encourage them to apply for positions of employment at the Curry County Detention Center; and,

WHEREAS, the Board of County Commissioners of Curry County do hereby determine that it is in the best interest of Curry County to adopt this revised and updated Pay Plan for Curry County Detention Center employees.

BE IT HEREBY RESOLVED by the Board of County Commissioners of Curry County that the 2015, Salary Plan Update and Employee Benefits Survey adopted and approved by this Board on the 2nd day of December, 2014 be and it hereby is amended as follows:

The following Salary Plan for Curry County Detention Center employees shall become effective November 22, 2015.

- 1) Increase the rate of pay of each individual employee whose current rate of pay is below the minimum of their assigned salary range to the minimum of the range.
- 2) To improve retention and pay compression, the current compensation for non-probationary Detention Officers and Sergeants who have completed probation as of November 21, 2015 receive a 2.75% increase above the minimum.
- 3) The salary range for Detention Officers will be 41 and will be as follows: a minimum annual salary of \$28,762, midpoint of \$35,953, and maximum of \$43,144.
- 4) There will be a new position created titled Senior Detention Officer. This is a position for any and all Detention Officers who have been employed as a Detention Officer with Curry County a minimum of five (5) years. This classification starts at Salary Range 45, with a minimum annual salary of \$31,748, midpoint of \$39,685, and maximum of \$47,622.
- 5) The salary range for Detention Sergeant will be 47 and will be as follows: a minimum annual salary of \$33,356, midpoint of \$41,694, and maximum of \$50,033.
- 6) The salary range for Detention Lieutenant will be 52 and will be as follows: a minimum annual salary of \$37,739, midpoint of \$47,173, and maximum of \$56,608.

- 7) The salary range for Detention Captain will be 58 and will be as follows: a minimum annual salary of \$43,765, midpoint of \$54,707, and maximum of \$65,648.
- 8) The salary range for Chief of Security will be 62 and will be as follows: a minimum annual salary of \$48,309, midpoint of \$60,386, and maximum of \$72,463.
- 9) Transport Officer will remain at the same Salary Range 36.
- 10) Assistant Detention Administrator will remain at the same Salary Range 66.
- 11) Detention Administrator will remain at the same Salary Range 76.
- 12) Any Detention employee who has an Associate Degree in Criminal Justice or related field upon hiring, shall receive a salary two percent (2%) above the minimum pay.
- 13) Any Detention employee who has a Bachelor Degree in Criminal Justice or related field upon hiring, shall receive a salary four percent (4%) above the minimum pay.

BE IT FURTHER RESOLVED by the Board of County Commissioners of Curry County that the County Manager is to maintain a flexible approach to determining hiring rates of pay. The minimum salary range is applied to candidates for employment that are minimally qualified. The County should use the entire salary range for hiring purposes, generally limiting starting rates of pay between the salary range minimum and the salary range midpoint. Hiring rates between the minimum and midpoint of the salary range must be approved by the County Manager. Hiring rates above the midpoint of the salary range must be approved by the County Commission.

In addition, the County Manager is to monitor salary program for Detention by conducting regular reviews every two to three years to determine positions and the labor market and provide maintenance of this program.

DONE THIS 17TH DAY OF NOVEMBER, 2015.

Curry County Commission:



Ben McDaniel, Chairman
Board of County Commissioners of Curry County



ATTEST:

(Seal)


Rosalie Riley, County Clerk