

RESOLUTION NO. 2018-68

**A RESOLUTION MODIFYING AND AMENDING RESOLUTION NO. 2015-55 ESTABLISHED AND
CREATED INCENTIVES FOR VARIOUS COUNTY OFFICES THAT REQUIRE
SPECIAL TRAINING OR CERTIFICATION AND REPEALING RESOLUTION NO. 2015-55**

THIS MATTER having come before the Board of County Commissioners for Curry County in a duly called and scheduled special meeting on November 27, 2018 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, Amendments: Resolution 2015-60 and Resolution 2016-22 to the same; and,

WHEREAS, due to Legislative Enactments, Judicial Rulings and other requirements, various positions with County governments require certification, licensure, and/or additional training; and,

WHEREAS, the Board of Curry County Commissioners believe that it is in the County's best interest to recognize and financially compensate County employees who work and spend their time obtaining various certifications that are required for the position for which they are employed at Curry County.

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:

1. Curry County recognizes that there are certain classes offered to governmental employees and recognizes the importance of training that is relevant to the employee's office and is willing to offer incentive awards to recognize and retain employees who have made an effort to improve their knowledge and skills that are pertinent to their employment with Curry County.
2. 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 pro-rated monthly incentive per each month that they served as a member of the S.O.R.T team as of November 30th of each calendar year, a maximum of Six Hundred Dollars (\$600) per year. The S.O.R.T commander shall receive a pro-rated monthly incentive per month that he/she has served as a commander of the S.O.R.T team as of November 30th of each calendar year, a maximum of One Thousand Dollars (\$1,000) per year.
3. 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.
4. 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 year incentive pay.

5. Those employees who hold a Defensive Driving Instructor Certificate, Emergency Vehicle Operations Course Instructor and/or a First Aid/CPR (both) Certified Instructor shall receive a maximum of Five Hundred Dollar (\$500.00) per year incentive pay. Said employee shall provide records of the same to HR within fifteen (15) days of completion of any class, along with documentation showing the names and dates of those who attended. Only those classes taught to current Curry County employees shall count towards any incentive pay.
6. Those Supervisors or Managers 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 as of November 30th of each calendar year, and are designated by the County HR Department, shall receive a maximum of Three Hundred Dollars (\$300) per year incentive pay for each certificate held.
7. In certain positions, it is beneficial to the residents of Curry County for individuals to obtain their GB98, MM-98 and/or EE98 License(s) depending on the position that the employee serves in. Those employees whose job requires a GB98, MM-98 and/or EE98 License(s) will receive a One Thousand Dollars (\$1,000) incentive for each such License held per year.
8. 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 year incentive pay for each certificate held.
9. All employee in the Curry County Assessor's office hired after the adoption of this Resolution, shall be required to pass and obtain Appraisal I Certification and Appraisal II Certification within two (2) years of the date of their hiring with Curry County. Obtaining Appraisal I and Appraisal II Certification is mandatory and is a condition for their continued employment with Curry County. If not obtained, the employees will be terminated.
10. 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 Fifty Dollars (\$350) per year incentive pay.
 - b) Those holding an Appraisal II Certificate shall receive a maximum of One Thousand Dollars (\$1,000) per year 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 Five Hundred Dollars (\$1,500) per year 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 Two Thousand Dollars (\$2,000) per year incentive pay (and no incentive pay if they still hold their Appraisal I, II, II and/or II Certificate).

The Curry County Assessor has authorized all incentives for the Curry County's Assessors Office to be paid from the Curry County Re-Appraisal Fund.

Said employee shall provide records of the same to HR within fifteen (15) days of completion of any class, along with documentation showing the names and dates of those who attended.

Only those classes taught to current Curry County employees shall count towards any incentive pay.

11. These incentive pays will only be available for Curry County employees and no elected officials shall be entitled to any incentive pay. Incentive pay is not available to employees who obtain certifications that are not relevant to his/her position, office or department.

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 21st of each calendar year.

All incentive pay shall be paid by no later than December 21st of each calendar year. If proper documentation is not provided to HR and Payroll, in sufficient time to meet the December 21st deadline for each calendar year, no incentive pay shall be paid for that year.

PASSED, ADOPTED, AND APPROVED this 27th day of November, 2018 by the Board of County Commissioners.

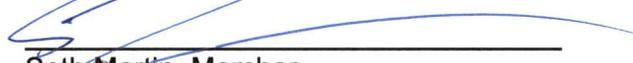
CURRY COUNTY BOARD OF COMMISSIONERS



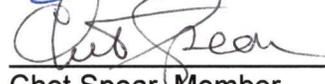
Ben McDaniel, Chairman



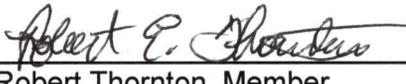
Angelina Baca, Vice-Chair



Seth Martin, Member



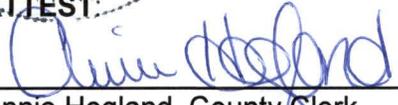
Chet Spear, Member



Robert Thornton, Member



ATTEST:



Annie Hogland, County Clerk

SEAL

APPROVED AS TO FORM:



COUNTY ATTORNEY