

The Board of County Commissioners, in and for the County of Otero, State of New Mexico, met in a Pre-Budget Hearing at the Otero County Courthouse in Alamogordo, County and State aforesaid. Meeting called to order by the Chairman at 8:30 a.m., April 7, 1999; and he announced that reasonable notice for this meeting was given to the Alamogordo Daily News, Mountain Monthly, and to Radio Stations, KPSA, KINN and KYEE.

Present:

Ronny Rardin	Chairman
Richard Zierlein	Vice-Chairman
Tim McGinn	Member
Ruth Hooser	County Manager
Virginia Fletcher	Assistant County Administrator
Kim Chavez	Deputy Clerk

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Commissioner Rardin gave the invocation, Commissioner Zierlein led those assembled in the Pledge of Allegiance and Commissioner McGinn led the salute to the flag of New Mexico.

The following Agencies and Representatives presented their budgets for the 1999/2000 fiscal year.

1. Village of Cloudcroft Mr. Curtis Schrader
2. South Central Mountain RC & D Council Mr. Curtis Schrader
3. Rural Book Mobile Mr. Fred Barraza
4. Otero Soil & Water Conservation District Dan Abercrombie & Bob Nichols

5.	COPE	Ms. Kay Gomolak
6.	RSVP	Ms. Donna Thomas
7.	Alamogordo Public Library	Mr. Paul Miller
8.	County Commission	Ms. Ruth Hooser
9.	Chamber of Commerce	Ms. Colleen Van Winkle
10.	Otero County Economic Dev. Council	Ms. Colleen Van Winkle
11.	USDA Wildlife Service	Mr. Alan May
12.	Flickinger Center	Susan Davis
13.	Zia Therapy Center	Dave Olsen, Barbara House & Sharon Gilsdorf
14.	CHINS	Jake Meyer
15.	Alamogordo Search & Rescue	Mike Lowe & Marie Metcalf
16.	Data Processing Department	Ray Backstrom
17.	Buildings & Grounds Department	Tony Rogers
18.	Purchasing Department	Ginger Herndon
19.	County Administration Department	Ruth Hooser
20.	Sheriff's Office	John Lee & Dave Plottner
21.	Indigent Fund	Gloria Sainz
22.	County Clerk	Mary D. Quintana & Dianna Duran

Commissioner Rardin discussed the wage and compensation plan with Mrs. Quintana and Mrs. Duran. Commissioner Rardin stated for the record that when he came into office approximately

seven years ago that there was such a difference in pay from one employee to another who were doing the same job. This was the reason the Commission was prompted to do the compensation plan to try to equal out the pay. Mrs. Quintana stated by doing this plan it does not allow employees to get raises on merit. Commissioner Rardin agrees that with this scale there is no merit given. Commissioner Rardin asked Mrs. Quintana if the Commission does away with the compensation plan if she is still the Clerk is she going to want another study to get a more equal pay plan for employees doing the same job? By doing away with the compensation plan now it will cause the pay scale to get out of balance again. Commissioner Rardin has no problem putting Mrs. Quintana in charge of her own budget as far as pay raises go, however if there is a new elected official that does not like his employee not because of their job performance this worries him because then the elected official will have the authority of giving the employee a raise or not. Mrs. Duran stated that when the Commissioner's first started considering the compensation plan the elected officials did not want it. Mrs. Duran stated that each elected official is elected by the voters of Otero County to do their job why shouldn't the elected officials have the opportunity to give their employees the raises as they see fit. No other action was taken.

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| 23. | Assessor's Office | Wayne Bennett & Carl Harms |
| 24. | Alamogordo Senior Center | Ms. Mary Koval |
| 25. | La Luz Home Bound | Ms. Mary Koval |
| 26. | County Treasurer | Elyse Beckman |
| 27. | Environmental/Convenience Center | Jerry Rardin |
| 28. | Rifle Range | Rob Roberts |
| 29. | Detention Center | Vick Jenkins |

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| 30. | Civil Air Patrol | Bill Leehan |
| 31. | Tularosa Recreation Center | Sonya Brusuelas |
| 32. | Tularosa Senior Center | Prestina Jenkins &
Kelly Lawrence |
| 33. | SMSSI | Kathy Swope |

There being no further business before the Commission, the Vice-Chairman adjourned the meeting at 2:55 p.m.

APPROVED:

Chairman

ATTEST:

**Mary D. Quintana,
Otero County Clerk**