

Special Meeting

May 10, 2000

The Board of County Commissioners, in and for the County of Otero, State of New Mexico, met in a Special Meeting at the Otero County Courthouse in Alamogordo, County and State aforesaid. Meeting called to order by the Chairman at 4:10 p.m., May 10, 2000; and he announced that reasonable notice for this meeting was given to the Alamogordo Daily News, Holloman Sunburst, El Paso Times, Mountain Monthly, and to Radio Stations, KPSA, KINN and KYEE.

Present:

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

1. The time being 4:10 pm the Chairman reconvened the meeting that was recessed on May 8, 2000 to discuss the policy for the wage and compensation scale.
2. Discussion began on the policy. Commissioner Zierlein made corrections to the Compensation and Classification Policy that was presented to the board from the elected officials and department heads. Commissioner McGinn questioned what is wrong with the most current scale that we have. The other Commissioners stated that we are currently not under a scale. Commissioner Rardin stated that the old scale was moving to fast and would break the county in a matter of years. This new scale that is being presented has taken out the longevity and instead added a one time bonus after every 5 years worked for the county and added more smaller steps.

Commissioner McGinn stated that the reason the scale was changed the last time was because we were trying to give everyone the same raise across the board so that there was no favoritism involved. Commissioner McGinn stated that after the election in 1994 he had employees call him and complain that somebody in one of the other offices is making more money than they were and they are doing the same job. Also, other people said that they were at the top of the scale and could not get anymore money. He stated that he felt that will happen again if we change the policy.

Commissioner Rardin stated that he feels this new scale will be better because it will allow the people that deserve a raise to receive it. Commissioner Rardin stated that one of the reasons that he likes this plan is that the employee will be given a raise, or not, by their supervisor not the Commission. Although the Commission will have the final say. Commissioner McGinn stated that he is concerned with the new scale that it will allow too many people to be promoted or given raises to an extent that will break the county. Donna Brandon stated that all of the raises will be decided by the Commission. The Commission will control the growth. Donna Brandon stated that the way that she sees this policy working is that at the beginning of the budget cycle the Commission might decide to give a 1 ½ percent cost of living increase and allow the employees 2 percent for merit. Or you may say there is no money for merit just the cost of living increase. If you do allow for a 2 percent increase than the department head can give each employee up to 2 percent. They cannot give any employee over 2 percent even if another employee is given 1 percent. The department head will have to come in to the Commission at budget time and convince them that the employee that they are trying to give a raise to actually deserves it. Then the only thing that you will have to battle with during the budget regarding salaries will be promotions that may be necessary. There are still several of the old policies included in this but the ones that don't work have been taken out. The Commission decided to go through the policy one step at a time. The Commission took out

paragraph 1 because it is irrelevant to our county. Paragraph 2.3 #C is out. Paragraph 5.2 should add only with a 2 pay period vacancy. Discussion was held concerning paragraph 5.2. The Commission decided to change that paragraph and leave the responsibility to the department head to bring it to the attention of the county administrator. Commissioner Rardin suggested that instead of salary increases being implemented on July 1, that the increases become effective on January 1. Commissioner Rardin stated that at that point we should know exactly how much money we have and exactly how much of an increase we can give to everyone without guessing. Commissioner Zierlein recommended that each elected official or department head keep good records of why or why not an employee should or should not receive an increase.

The Commission feels that they have this policy worked out to a point that they can accept it. They now want to present the changes that they feel should be made to the elected officials and department heads. Commissioner Rardin stated that he feels that these changes should be made only after a public hearing has been held. Mrs. Hooser stated that this is just the policy that goes with the Resolution or Ordinance. This is what the department heads and elected officials originally presented to the commission of what they want. They will use this policy as a tool to work up their budgets with the increases that they are wanting to give to their employees.

Commissioner Rardin made a motion to approve this policy to present to the elected officials and department heads for their input so that a decision can be legally made on Monday, May 15, 2000 at the next budget meeting. Commissioner McGinn seconded the motion. Mrs Hooser stated that this is just a policy to go with the wage and compensation scale. She further stated that in order to pass the wage and compensation scale they will hold a public hearing. A vote was taken and the motion passed unanimously. See pages _____.

The time being 5:30 pm the Chairman adjourned the meeting.

CHAIRMAN

OTERO COUNTY CLERK
ATTEST: