



Union County

RESOLUTION NUMBER 2023-39

A RESOLUTION APPROVING AND ADOPTING UPDATE TO THE COUNTY POSITION CLASSIFICATION AND SALARY PLAN

WHEREAS, the Board of County Commissioners of Union County believes that all employees of Union County should receive equitable and competitive compensation both direct, by salary, and indirect, through benefits; and

WHEREAS, on April 12, 2022, Union County adopted an employee salary plan for the purposes of recruiting and retaining qualified, competent employees; and

WHEREAS, the Union County Board of Commissioners understands the importance of continually reviewing and updated the County’s salary plan to be externally competitive and internally equitable; and

WHEREAS, Union County has engaged the services of S Resources, Incorporated to assist in updating our previous salary plan; and

WHEREAS, the Board of County Commissioners of Union County do hereby determine that it is in the best interest of Union County to adopt the recommendation of S Resources, Incorporated to increases the County’s midpoint range for all salary classification ranges to 105% of the market and is attached in Comp 5 and Comp 6 hereto.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the Board of County commissioners of Union County that the updated Position Classification and Salary Comps as set forth herein are hereby adopted and Management is to implement the changes for all Position Classes.

PASSED, APPROVED AND ADOPTED this 12th day of April, 2022.

BOARD OF COUNTY COMMISSIONERS OF UNION COUNTY, NEW MEXICO



By:

Chairman

Member

Member

Union County
FY 2023 Salary Plan
Comp 5 - Salary Ranges Per Position Class - (Position Class Order)

Class Code	Occupational Families and Position Classes	Current Salary Range	-- Recommended --			
			Salary Range	Minimum	Midpoint	Maximum
105%						
<u>Administration</u>						
Executive Administration						
102	Assistant County Manager	50	52	\$62,287	\$77,859	\$93,431
105	* Human Resources/Procurement Officer	33	35	\$40,935	\$51,169	\$61,402
106	Human Resources Assistant	22	24	\$31,198	\$38,998	\$46,797
Finance Support						
111	* Finance Specialist Senior	32	34	\$39,936	\$49,921	\$59,905
112	* Finance Specialist	24	26	\$32,778	\$40,972	\$49,167
Elected Official Services Support						
125	* Deputy Clerk	18	20	\$28,264	\$35,330	\$42,396
Office Support - General						
131	* Administrative Assistant	19	21	\$28,971	\$36,213	\$43,456
133	* Office Assistant	16	18	\$26,902	\$33,628	\$40,353
135	* Records Specialist	19	21	\$28,971	\$36,213	\$43,456
Technical Support - Specialized						
153	* GIS Specialist	29	31	\$37,085	\$46,356	\$55,627
154	* GIS Technician	20	22	\$29,695	\$37,119	\$44,543
<u>Facilities & Infrastructure Maintenance</u>						
Facilities and Grounds Maintenance						
166	* Maintenance Worker	21	23	\$30,437	\$38,047	\$45,656
167	* Custodian	15	17	\$26,246	\$32,808	\$39,369
Roads Maintenance						
181	* Roads Superintendent	43	45	\$52,400	\$65,500	\$78,600
184	Crusher Operations Lead	31	33	\$38,962	\$48,703	\$58,444
186	* Equipment Operator	25	27	\$33,597	\$41,996	\$50,396
188	* Road Maintenance Worker	15	17	\$26,246	\$32,808	\$39,369
<u>Public Safety</u>						
Safety & Emergency Management						
201	* Emergency Manager	35	37	\$43,007	\$53,759	\$64,511
203	* Fire Coordinator	37	39	\$45,184	\$56,481	\$67,777
205	Emergency Services Coordinator	New	42	\$48,659	\$60,823	\$72,988
DWI Program						
211	* DWI Coordinator	30	32	\$38,012	\$47,515	\$57,018
Law Enforcement Management						
223	* Sheriff Sergeant	39	41	\$47,472	\$59,340	\$71,208
Law Enforcement Operations						
232	Deputy Sheriff - Senior	34	36	\$41,958	\$52,448	\$62,937
233	* Deputy Sheriff - Certified	31	33	\$38,962	\$48,703	\$58,444
234	* Deputy Sheriff - Cadet	24	26	\$32,778	\$40,972	
Law Enforcement Support						

Union County
FY 2023 Salary Plan
Comp 5 - Salary Ranges Per Position Class - (Position Class Order)

Class Code	Occupational Families and Position Classes	Current Salary Range	-- Recommended --			
			Salary Range	Minimum	Midpoint	Maximum
241	Court Security/Prisoner Transport	21	23	\$30,437	\$38,047	\$45,656

105%

**Union County
FY 2023 Salary Plan
Comp 6 - Position Classes in Salary Range Order**

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
102	Assistant County Manager	52	\$62,287	\$77,859	\$93,431
		51	\$60,768	\$75,960	\$91,152
		50	\$59,286	\$74,107	\$88,929
		49	\$57,840	\$72,300	\$86,760
		48	\$56,429	\$70,537	\$84,644
		47	\$55,053	\$68,816	\$82,579
181	Roads Superintendent	45	\$52,400	\$65,500	\$78,600
		44	\$51,122	\$63,903	\$76,683
		43	\$49,875	\$62,344	\$74,813
205	Emergency Services Coordinator	42	\$48,659	\$60,823	\$72,988
223	Sheriff Sergeant	41	\$47,472	\$59,340	\$71,208
		40	\$46,314	\$57,893	\$69,471
203	Fire Coordinator	39	\$45,184	\$56,481	\$67,777
		38	\$44,082	\$55,103	\$66,124
201	Emergency Manager	37	\$43,007	\$53,759	\$64,511
232	Deputy Sheriff - Senior	36	\$41,958	\$52,448	\$62,937
105	Human Resources/Procurement Officer	35	\$40,935	\$51,169	\$61,402
111	Finance Specialist Senior	34	\$39,936	\$49,921	\$59,905
184	Crusher Operations Lead	33	\$38,962	\$48,703	\$58,444
233	Deputy Sheriff - Certified	33	\$38,962	\$48,703	\$58,444
211	DWI Coordinator	32	\$38,012	\$47,515	\$57,018
153	GIS Specialist	31	\$37,085	\$46,356	\$55,627
		30	\$36,180	\$45,226	\$54,271
		29	\$35,298	\$44,123	\$52,947
		28	\$34,437	\$43,046	\$51,656
186	Equipment Operator	27	\$33,597	\$41,996	\$50,396
112	Finance Specialist	26	\$32,778	\$40,972	\$49,167
234	Deputy Sheriff - Cadet	26	\$32,778	\$40,972	\$49,167

**Union County
FY 2023 Salary Plan
Comp 6 - Position Classes in Salary Range Order**

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
		25	\$31,978	\$39,973	\$47,967
106	Human Resources Assistant	24	\$31,198	\$38,998	\$46,797
166	Maintenance Worker	23	\$30,437	\$38,047	\$45,656
241	Court Security/Prisoner Transport	23	\$30,437	\$38,047	\$45,656
154	GIS Technician	22	\$29,695	\$37,119	\$44,543
135	Records Specialist	21	\$28,971	\$36,213	\$43,456
131	Administrative Assistant	21	\$28,971	\$36,213	\$43,456
125	Deputy Clerk	20	\$28,264	\$35,330	\$42,396
		19	\$27,575	\$34,468	\$41,362
133	Office Assistant	18	\$26,902	\$33,628	\$40,353
188	Road Maintenance Worker	17	\$26,246	\$32,808	\$39,369
167	Custodian	17	\$26,246	\$32,808	\$39,369
		16	\$25,606	\$32,007	\$38,409
		15	\$24,981	\$31,227	\$37,472
		14	\$24,372	\$30,465	\$36,558
		13	\$23,778	\$29,722	\$35,666