



RESOLUTION 2025-36
SETTING THE SALARIES OF ELECTED OFFICIALS AND APPOINTED DEPUTIES WITH
TERMS COMMENCING JANUARY 1, 2025

WHEREAS, the Union County Board of Commissioners met in regular session at the Union County Administration Building, 200 Court St., Clayton, New Mexico 88415, on December 9, 2024; and

WHEREAS, pursuant to NMSA 1978 Section 4-38-1 (1884) the powers of a county as a body politic and corporate shall be exercised by a board of county commissioners; and

WHEREAS, in the general election held on November 5, 2024, New Mexico voters approved Constitutional Amendment No. 4 which amended Article 10, Section 1 of New Mexico Constitution to provide that the salaries of County Officers be established by Board of County Commissioners of the various counties in New Mexico; and

WHEREAS, Article IV, Section 27 of the New Mexico Constitution prohibits the increase or decrease of compensation to elected officers during their terms of office; and

WHEREAS, Article XX, Section 3 of the New Mexico Constitution provides that “[t]he term of office of every state, county or district officer, except those elected at the first election held under this constitution, and those elected to fill vacancies, shall commence of the first day of January next after his election; and,

WHEREAS, pursuant to Article X Section 2 of the New Mexico Constitution, County Officers are defined as County Commissioners, the Assessor, Clerk, Sheriff, Treasurer; and Probate Judge; and

WHEREAS, NMSA 1978 Section 4-44-12.3 (B) (2023) states that “[t]he majority of a board of county commissioners may provide for salary increases for elected county officials who takes office after the date that salary increase is approved;” and,

WHEREAS, Union County has adopted a position classification and salary range structure which provides a salary range for each job position at the County. The plan, which is evaluated annually and subject to change upon Commission approval, establishes a minimum and maximum amount of compensation for each position; and

WHEREAS, the County has developed salary range recommendations based on the job duties for the County’s elected County Officers. These recommendations are based on the salary range of: County Sheriff: Salary Range 53; County Assessor: Salary Range 47; County Clerk: Salary Range 47; County Treasurer: Salary Range 47; County Commissioner: Prorated 1/3 Salary Range 47; Probate Judge; Prorated 1/3 Salary Range 34, and

WHEREAS, in addition to the base salary provided in the salary plan described above, County Officers should receive whichever additional fees, incentives, allowances, benefits, and reimbursements that are allowed for public employees under law; and

WHEREAS, to comply with the constitutional prohibition on mid-term compensation changes but to maintain parity with County employee salaries, it is appropriate that salaries for County Officers in each new term of office be increased (or decreased) in an amount equivalent to the cumulative merit and cost-of-living raises (or reductions) a regular County employee would have received during the preceding term of office.

NOW THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Union County authorizes salaries of newly elected and re-elected County Officers to be paid according to the County Salary Plan as described above, effective January 1, 2025, plus any additional fees, incentives, allowances, benefits, and reimbursements allowed to public employees under law, setting the incoming salaries for the newly elected officials taking office January 1, 2025 at:

Elected Official	Annual Salary
County Clerk	\$68,816
County Commissioner	\$25,233
County Treasurer	\$70,536
County Probate Judge	\$16,640

BE IT FURTHER RESOLVED that the appointed Chief Deputy Clerk, Chief Deputy Treasurer, and Chief Deputy Assessor be set at 90% of the salary of the offices elected official salary and the Undersheriff be set at 95% of the salary of the County Sheriff; and

BE IT FINALLY RESOLVED that the salaries of newly elected, re-elected and appointed County Officers and their Chief Deputies be increased or (decreased) in subsequent terms of office in an amount equal to the cumulative merit and cost-of-living raises (or reductions) a regular County employee would have received during the preceding term of office, and that County officers remain entitled to receive any additional fees, incentives, allowances, benefits and reimbursements allowed to public employees under law.

PASSED, APPROVED AND ADOPTED on this 9th day of December, 2024.


BOARD OF COUNTY COMMISSIONERS OF UNION COUNTY, NEW MEXICO

**ATTEST
SEAL**


Devian Fields, County Clerk

By:


Clayton Kiesling, Chairman


W. Cary Vincent, Member


Lloyd Miller, Member