



RESOLUTION NO. 2025 - 35

APPROVING A CPI INCREASE FOR ALL ELIGIBLE COUNTY EMPLOYEES

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

WHEREAS, the Board of Taos County Commissioners has committed that the County will take appropriate action to update its Compensation Plan and re-assign job classes to the recommended pay ranges in order to maintain a competitive and equitable plan; and

WHEREAS, Taos County has, in the past, adopted an employee salary plan for the purposes of recruiting and maintaining qualified, competent employees, and

WHEREAS, the Board of Taos County Commissioners desires to approve an increase in pay to apply to all positions both non-bargaining unit and bargaining unit eligible within AFSCME Local 1193 and AFSCME Local 2911 based on CPI (consumer price index); and

WHEREAS, the Board of Taos County Commissioners believes that proposed revisions sets forth the priorities and goals of the Board with regard to maintaining qualified, competent employees to serve the citizens of Taos County; and

WHEREAS, the Board of Taos County Commissioners do hereby determine that it is in the best interest of Taos County to adopt the proposed CPI increase to apply to all current Taos County employees as described within this Resolution.

NOW, THEREFORE, LET IT BE RESOLVED, that all current Taos County Employees will receive a CPI increase in the amount of 3%, as set forth herein is hereby adopted by the Board of Taos County Commissioners and Management is to implement the same for all eligible County employees.

IT IS FURTHER RESOLVED, that a 3% CPI increase shall have an effective date commencing July 5, 2025:

- All current County employees as of the effective date of this Resolution will receive a 3% increase to their hourly rate of pay as of July 5, 2025.
- All future County employees hired after the effective date of the 2024 Classification and Compensation Plan Amendment will be placed within the identified pay range for their respective position by utilizing verifiable experience in accordance with the following matrix (i.e., percentage increase would be calculated utilizing the minimum rate for the position pay grade):
 - Non-exempt positions – applicants with 1-5 years of verifiable experience 2%
 - Non-exempt positions – applicants with 6 years and above of verifiable experience 4%
 - Exempt positions – applicants with 1-5 years of verifiable experience 2%
 - Exempt positions – applicants with 6 years and above of verifiable experience 4%

- Executive positions – applicants with 1-5 years of verifiable experience 2%
- Executive positions – applicants with 6 years and above of verifiable experience 4%
- All current County employees who apply for a different position with a higher pay grade and are selected through the hiring process; that are earning above the starting pay for that pay grade due to longevity or other increases, will receive a 2.5% increase to their rate of pay at that time in an effort to recognize the achievement of promoting to a new position.
- All current County employees who apply for a different position with a higher pay grade and are selected through the hiring process; that are earning below the starting pay for that pay grade; that do not have verifiable experience holding the same position, will be placed at the starting pay for that position.
- All current County employees who apply for a different position with a lower pay grade and are selected through the hiring process; that are earning above the starting pay for that pay grade; that do not have verifiable experience holding the same position, will be placed at the starting pay for that position. Employees with verifiable experience holding the same position will be granted a percentage increase to the starting pay for that position based on the criteria mentioned above.
- In an effort to maintain a competitive Compensation Plan, it will be Taos County's goal to review wage market comparisons utilizing the Compease system; in conjunction with the NMDWS Consumer Price Index (CPI) in March of each calendar year. If there is sufficient justification, an increase to the Compensation Plan will be presented to the Board of Taos County Commissioners for consideration, relating any such increases to CPI to the best extent possible, contingent on budget and/or funding availability.
- Newly created positions that have gone through the proper approval process will be established within the Compease system and will incorporate the compensable factors attributed to job functions to establish a pay range for the position.
- Requests for position reclassifications will be evaluated and processed through the Compease system and will incorporate factors attributed to the job functions to establish a pay grade for the revised.

SIGNATURE PAGE FOLLOWS

TAOS COUNTY
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 Book 1236 Page 244
 2 of 3
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PASSED, APPROVED AND ADOPTED, this 1st day of July, 2025.

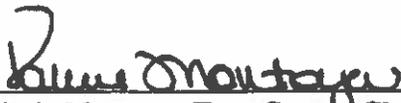
BOARD OF COUNTY COMMISSIONERS
OF TAOS COUNTY, NEW MEXICO

TAOS COUNTY
VALERIE RAEI MONTOYA, CLERK
000487113
Book 1236 Page 245
3 of 3
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Ronald Mascareñas, Chair

Attest:



Valerie Montoya, Taos County Clerk

VOTE RECORD:				
FR Bob Romero	<u>yes</u>	no	abstain	absent
M. Romero Jr.	<u>yes</u>	no	abstain	absent
D. Vigil	<u>yes</u>	no	abstain	absent
A. Brush	<u>yes</u>	no	abstain	absent
R. Mascareñas	<u>yes</u>	no	abstain	absent

Approved as to legal form:



Patrick Trujillo, Contract County Attorney

