

CITY COMMISSION MEETING MINUTES
CITY OF TRUTH OR CONSEQUENCES, NEW MEXICO
CITY COMMISSION CHAMBERS, 405 W. 3RD St.
WEDNESDAY, JANUARY 22, 2025

A. CALL TO ORDER:

The meeting was called to order by Mayor Rolf Hechler at 9:00 a.m., who presided and Katy Martinez, Deputy City Clerk, acted as Secretary of the meeting.

B. INTRODUCTION:

1. ROLL CALL:

Upon calling the roll, the following Commissioners were reported present.

Hon. Rolf Hechler, Mayor
Hon. Amanda Forrister, Mayor Pro-Tem
Hon. Destiny Mitchell, Commissioner
Hon. Merry Jo Fahl, Commissioner Arrived at
Hon. Ingo Hoepfner, Commissioner

MR. MAYOR, WE HAVE A QUORUM

Also Present:

Traci Alvarez, Assistant City Manager
Jay Rubin, City Attorney
Katy Martinez, Deputy City Clerk
Luis Tavizon, Chief of Police
Jocelyn Holguin, Finance Director

There being a quorum present, the Commission proceeded with the business at hand.

2. SILENT MEDITATION:

Mayor Hechler called for fifteen seconds of silent meditation.

3. PLEDGE OF ALLEGIANCE:

Mayor Hechler called for Commissioner Mitchell to lead the Pledge of Allegiance.

4. APPROVAL OF AGENDA:

Mayor Pro-Tem Forrister moved to approve the agenda with the changes of F3 being moved before item F2. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

C. PUBLIC COMMENT (3 Minute Rule Applies):

Mike Donald addressed the Commission with comments related to: Im here to speak on behalf of the special election for the police department. All my uncles were policemen I know first hand that this is difficult for them and frequently unpleasant. They all practiced what is now being called community policing which the police purposely engage with the community with both listening and establishing trust. Our Chief Tavizon and T or C police officers will be very much in the many benefits of a new police station. That is why I am voting in favor of Ordinance 767. I want our police department to have a proper work place and the tools they need to keep T or C safe and a pleasant place to live. Its chilling that the current building doesn't meet state or national accreditation standards. The additional insurance cost associated with that can be saved every year. The purposed Main Street location is what I call a honk and wave spot In the heart of down town where we can honk and wave and be proud of our blue. We have an opportunity to make the blocks surrounding PNC Bank building a more attractive and pedestrian friendly for our residents and visitors with benches, landscaping night time lighting and public art. It can be come a true public safety place. Let's give our police department a fully functional base of operations that reflects their pride in their service and our pride in T or C.

D. REPORTS:

Assistant City Manager Alvarez reported the following:

- I have no reports. I would like to go ahead and introduce our Executive Admin that we just hired in the City Manager's Office. This is Johanna Munoz. She has a great background, and we look forward to having her. She jumped in with both feet and has been a huge help in our office.

Mayor Hechler: Good morning, Jo. I don't know you very well, but from what I have seen, thank you for jumping right in and staying proactive and getting things done. We were remarking just the other day that the lights are turned off, the door was locked and you cleaned things and you got your office situated already. I think our staff has been in your office 3 or 4 times organizing things, so you can see customers as they come in. I appreciate your attitude already. Thank you so much for being on board.

City Commission Reports:

Commissioner Hoepfner reported the following:

- It's been cold, and with the temperature going down I hope everyone stays warm. I want to thank some citizens in town who helped the homeless. I know of two people who donated money and hotel rooms to people who do not have any shelter from the cold. This person also called everywhere and tried their best to find shelter for them but couldn't, so they started by paying for hotel rooms to give them shelter during the coldest nights. I want to say thank you to them for doing that. I hope that when people see someone who doesn't have winter shelter, they try and help out. I am grateful to see that there are people out there who help.

Commissioner Mitchell reported the following:

- I want to put a call out for people interested in helping us with the fiesta 75-year celebration. We had a meeting last night and we had a lot of great ideas. We still need more people, and we need people to help run events, build floats, to help with the parade, and to help make it the best one ever. We will be meeting every Tuesday from here on out at 4pm at the MainStreet office at 208 S. Pershing. Anyone is welcome to go if you are interested in helping out. You can give me your information and I can put you on our list. We really want to work in conjunction with the City of Truth or Consequences and the celebration of our name change. We really want to make this whole year a big celebration.

Mayor Pro-Tem Forrister reported the following:

- Thoughts and prayers go out to all of our legislators as they are up in Santa Fe at this moment trying to get more money for our community.

Mayor Hechler reported the following:

- We have an executive session this morning to determine whether we are going to have a new City Manager or not. I kind of want to explain the process a little bit so that people understand the things that we went through to hopefully select one. We are not 100% yet, but we will see after we talk about the contract during executive session. We had 7 applicants. Six of them were on time, and one was late. Administratively, we called the 7 applicants down to 2. 5 because the other applicants did not rise to the level that we felt comfortable with for our community. We had in-person interviews with both candidates. When we do interviews, half of the process is the resume and the application. The other half is communication and their ability to talk to us about various questions in our community that we have. We have 10 questions that we ask. We just talked in general about the knowledge of the community, and then we made an assessment based upon what the best fit would be for our community, for our department heads and for our staff. We weighed all those things together and

had a spirited discussion. We weren't unanimous in our decision, but it was strong for one candidate. We kind of made our final decisions. The commission empowered me to negotiate a contract with the potential candidate, and they gave me some parameters to work with. I worked with those parameters the best I could, and even yesterday we made some minor tweaks to the contract again. We are moving forward with it, and we will know after executive session if we have a new City Manager or not. We will let you know as soon as we come out of it. That was kind of the process. There was some talk about hiring a local, and then not hiring a local, and if we hire a local there are going to be those that say well why did you hire a local. If we don't hire a local then they are going to say why did you hire somebody from the outside, so we weighed all those things together, and we figured out a way we could make the best decision, and hopefully we get the best fit. That is where we are with this. Hopefully we get you guys an answer after our executive session this morning. Another thing we are dealing with. I have been busy working with our Acting City Manager over the past couple weeks. I have attended departments head meetings and assisted with some personnel things to kind of help in the absence of a City Manager and I was empowered to do so by the Commission. I tried to stay to the side and support the decisions but advise where I could. I was in this position once before, I don't know if any of you remember Kathy Clark back in the day. She and I assisted while we were in a transition after we lost a City Manager. In that particular situation we were in an acting position for over 3 months. I am so happy we are not in that position now. I'm hoping that we are not. Angie Gonzales resigned officially on the 10th and us going to a new City Manager within a month, I think is a pretty swift movement, and it leaves the city without leadership for a short period of time. I am looking forward to that transition.

- I met with the lobbyist Kathy Elliot and gave her our 5 requests for Capital Infrastructure, so she is on her way to Santa Fe now. Although the five items came from our ICIP list, I also gave the five items to our South Central Council of Governments to take up there. They will be talking to our legislators from multiple fronts. In addition, I'll be going to Santa Fe when I am needed or asked to go. We will have an opportunity to talk to several of our representatives, our senator and others to try and get some things passed.
- I'm glad to have the opportunity to work with the city and get some things working through. This week with the environmental department and our sewer plant and things of that nature, but we will stay busy and get that done. My goal is to not make any major decisions on behalf of the city because I'm just there for support. We need to keep a status quo until we get a new manager on board. When that manager gets on board, we will fully apprise that person, and they can start working with the administration to make the final decisions and the best decisions for our city. We will get there soon.

City Attorney Rubin reported the following:

- Speaking of closed session. We had a closed session last meeting regarding the Hot Springs Land Development. I won't be going into detail about the meeting just yet, but to give the public some information to what we are doing in this lawsuit

that has been pending for 10 or 12 years. I'm optimistic now that this matter might be successfully resolved, and terms are going to be favorable with the city. I'm hoping sometime in one of the meetings in February I'll be able to give everybody a full briefing of what has happened with the case. Hopefully we can put it behind us. That's kind of where we are right now, and I will give everybody more of an update in February.

E. CONSENT CALENDAR:

1. City Commission Special Minutes, December 30, 2024
2. City Commission Special Minutes, January 6, 2025
3. City Commission Regular Minutes, January 8, 2025
4. Acknowledge Regular Golf Course/Recreation Advisory Board Minutes, August 26, 2024
5. December 2024 Accounts Payable
6. Subrecipient FY 24/25 2nd Quarter Reports

Commissioner Mitchell moved to approve the Consent Calendar as submitted. Commissioner Hoepfner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

F. ORDINANCES/RESOLUTIONS/ZONING:

1. Discussion/Action: Resolution No. 26 24/25 Budget Adjustment Request.

Finance Director Jocelyn Holguin reviewed the budget adjustments provided in the packet.

Mayor Pro-Tem Forrister moved to approve Resolution No. 26 24/25 Budget Adjustment Request. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

2. Discussion/Action: Resolution No. 27 24/25 Amending City Manager Authorities pertaining to Purchase Requisitions.

Jocelyn Holguin, Finance Director: I'm bringing this back from the last meeting for permission to have it in a written format. I went over this with our City Attorney to increase the threshold from the 20 to 60 to have internal permissions to process the documents. The discussion is that we would attach a copy of the purchase orders for the next agenda for review.

Mayor Pro-Tem Forrister: The City Manager still has the authority to approve anything up to \$60,000, is that what you're saying?

Finance Director Jocelyn Holguin: We can do that as well. I was looking into the Tyler system to set up a control, and the managers can go in there and approve them as well to get more streamlined.

City Attorney Rubin: The one thing I noticed actually this morning is that we had the date of May 26 2021. That was the date we approved the original resolution which is the same document before you, but actually we should really have today's date there because we are doing this today. It's basically a brand-new resolution, so I think we need to change May 26th to January 22, 2025 in that first whereas. What Ms. Holguin says is correct. It's basically the same document you approved 4 years ago. We are just changing the threshold from \$20,000 to \$60,000 because you are permitted to do that by law.

Commissioner Fahl: Ms. Holguin I have asked her to speak in the microphone before but I didn't hear anything that she said so I'm assuming also the public cant hear what she is saying. Again, I want to reiterate on this issue my concerns in the past. I believe or fiscal responsibility is the most important job. I'm familiar with procurement in know that fiscal responsibility is the most important thing. I am familiar with procurement. I know that \$60,000 is a big amount, but I'm not comfortable with not being aware of every transaction and approving them unless we discuss it like the last meeting, unless it's an emergency, things can wait for those 2 weeks. Also, we are told that if it is an emergency that the City Manager can go ahead and make those purchases. I'm not comfortable with this. I know we said we would do something and have a list. I'm just not comfortable with proceeding the way this is written.

Mayor Pro-Tem Forrister: I'm pretty sure this was brought us by City Manager Swingle and he put it down to this so that we would make sure that we were having that over sight. Is that correct? We had it at \$60,000 and then he moved it down to \$20,000, is that correct or do we remember?

Mayor Hechler: I don't know the answer to that. I do have some things I want to weigh in on and thank you, Commissioner Fahl. Have we ever disapproved of an item that was brought before the commission meeting the \$20,000 threshold? I think I recall one item where we had an engineering report regarding the docks at Ralph Edwards, and it was \$51,000 and we disapproved of that item because we thought that the engineering was to expensive and when we did the research it was spot on, so that was the only time that I recall. I'm a little eerie about throwing an obstacle up if we never will employ it. Can you tell if there has ever been an instance where we disapproved a \$20,000 purchase or above it?

Assistant City Manager Alvarez: There was a recent one that Jocelyn and I were speaking of but you ultimately approved it at the next meeting and that was for Parkhill where we were confused about what the task order was for Parkhill. We thought it had to do with the driving range. Do you recall that one? It turned out that it was actually for the re-permitting of our facility and so you guys ultimately you guys ended up approving it but those are the only 2 that I recall.

Jocelyn Holguin Finance Director: I also want to say that the budgets are already approved for most of these purchases so it's not things that are not aware during the budgeting time and commission approval. It's the processing of getting the quotes or using the state price agreement.

Mayor Pro-Tem Forrister: So, we already have oversight during the budget.

Mayor Hechler: Commissioner Fahl did you hear that?

Commissioner Fahl: I did but I'm still not comfortable with not pointing out these individual transactions even though I understand completely that we have approved them in the budget. I want to be completely aware of purchases over \$20,000 and I know our public does too.

Commissioner Mitchell: I think Jocelyn said that she would give us a list of things that have been approved so we would still have that oversight. They don't have to wait for us to say go. They just go and then tell us that they went.

Mayor Pro-Tem Forrister: Is that the reason that we want to up this. Is it so we can have it processed sooner.

Jocelyn Holguin: Yes, it seems since I started it's been a delay to get the items that the departments need, and it's a lot of work to put them in a packet. I feel if it was a higher threshold, I understand the need for that transparency. I'm not trying not to be transparent. I have never faltered from following the procurement code as I was a Procurement Officer, so I don't feel like I would do that here now. It's more important to make sure that we do it correctly.

Mayor Pro-Tem Forrister: I would like to hear from our future manager, so if this is something that we could table and get their perspective on it and their thoughts. I think that would be acceptable also. Unless you guys are ready to rock and roll either way.

Mayor Hechler: I don't have a problem with that. I don't really want to make a decision for our new City Manager if it is going to change down the road. A couple of my concerns are one, the delay of waiting for approvals, especially when we are getting ready to spend \$50 million. I don't know if that is going to have any affect on that. A couple of other things I still want to tweak for instance, you mentioned that the department heads can go ahead with the purchases. I don't think I would want that to happen. I think the City Manager should approve and purchases between \$20,000 and \$60,000 because the City Manager is our employee, and they are going to have to explain it to us. So, I don't want to necessarily call the department head in here for that reason. I think I'm with Mayor Pro-Tem Forrister as far as tabling it because I think that should rise to the level of the City Manager himself. Commissioner Fahl if you are listening to this part, the item has already been budgeted, and we have already approved that budget, so we should be able to go ahead with the purchase. If the item

has not been budgeted and we want to make a purchase, for instance, we had an issue with Arrowhead where we had to call in Smith Co. to do some repair work and they were on a CES contract. That might rise to the level where we want to go to the Commission because it wasn't a budgeted item, and we probably would want to weigh in on that. Does that make sense to you Commissioner?

Commissioner Fahl: I hear completely what you're saying, but I still believe anything over \$20,000 is a substantial amount, and waiting 2 weeks, if it's a life or death situation then that's an emergency clause, and we were informed that they can act, but 2 weeks shouldn't be an emergency if they have any kind of planning for sight, they would know that. So, \$20,000 is a substantial amount of money and I'm not comfortable with that. I think Mayor-Pro Tem Forrister said that we should table this and get some input from our incoming City Manager. My opinion probably isn't going to change, but I would like to hear what his or her thoughts are when they come on board.

Mayor Hechler: I'm good with that.

Commissioner Hoeppner: It makes sense to table it. I'm with Commissioner Fahl because it makes sense and by New Mexico statute, \$60,000 is when you are a big city and you buy in bulk to have much more items. I'm very comfortable with the \$20,000 but I want to know what is over the \$20,000 and what is happening with the money. I understand that certain budgets are more like a wish list when it comes to vehicles, and under \$60,000, people can say I have a blank checkbook or whatever, and this car is dirty so I want a new one. No, I want to weigh into those things. It's our responsibility at the end of the year when there is something wrong. It is not the people who spend the money. We are responsible for every penny, and every cent especially with grants coming in. It is our responsibility, and they will come after us, and that is why I want to protect myself by knowing upfront before we purchase bigger items, what we are purchasing and it is talked about. I'm happy with how it is right now with the \$20,000 and I hope we stay that way, but of course we are in a democracy and we make decisions by vote. Right now, I'm also for tabling it until the City Manager can weigh in.

Mayor Pro-Tem Forrister moved to table Resolution No. 27 24/25 Amending City Manager Authorities pertaining to Purchase Requisitions. Commissioner Hoeppner seconded the motion. Roll call was taken by the Clerk-Treasurer.

**Hon. Ingo Hoeppner, Commissioner voted aye
Hon. Amanda Forrister, Mayor Pro-Tem voted aye
Hon. Rolf Hechler, Mayor voted nay
Hon. Destiny Mitchell, Commissioner voted aye
Hon. Merry Jo Fahl, Commissioner voted aye**

Motion carried with a 4 to 1 vote.

- 3. Discussion/Action: Resolution No. 28 24/25 Correcting a scrivener's error contained in Ordinance No. 770 adopted December 18, 2024, ratifying actions heretofore taken; repealing all action inconsistent with this resolution and authorizing the taking of other actions not inconsistent with this resolution.**

Assistant City Manager Alvarez: This was previously brought to the commission. This is our Water Trust Board water project fund grant. Where we were received the \$1.6 million. There was the grant loan agreement that came for the commission and NMFA inadvertently put in \$1.4 million instead of \$1.6 million and so they are just correcting those numbers to the corrected dollar amount, and we have to come back to the commission to approve the corrected documents.

Mayor Hechler: This is just an administrative change to correct the work.

Mayor Pro-Tem Forrister moved to approve Resolution No. 28 24/25 correcting a scrivener's error contained in Ordinance No. 770 adopted December 18, 2024, ratifying actions heretofore taken; repealing all action inconsistent with this resolution and authorizing the taking of other actions not inconsistent with this resolution. Commissioner Hoepfner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

G. NEW BUSINESS:

- 1. Discussion/Action: Request for the use of the Civic Center parking lot.**

Assistant City Manager Alvarez: Larry Wilkin came it to the City Manager's Office, and he was looking for the potential use of various parking lots in the city to give out food bank type items. The information that is in your agenda packet is more information that was provided to us at the City Management level. I directed him to go over to the City Clerk's Office, and I told him that I didn't have the authority to authorize the use of a city parking lot and he would have to look at submitting this and putting it on the agenda. Our Clerk Torres worked with him to get the item on the agenda and that is the last I heard from it.

Mayor Hechler: Since Mr. Wilkin is not present, Attorney Rubin do you have any concerns about someone being able to do this on city property?

City Attorney Rubin: Are you talking about from a liability stand point?

Mayor Hechler: Yes.

City Attorney Rubin: I don't know.

Mayor Pro-Tem Forrister: Why don't you think about it and lets table the item.

Mayor Hechler: Essentially this person wants to give out 25 pounds of dry goods and 25 pounds of perishable goods on city property to families in need.

City Attorney Rubin: I would probably want some sort of agreement that would try and protect the city. That's what I was thinking. There is always going to be some concerns.

Mayor Pro-Tem Forrister: I would like to hear from them if nobody has an objection. We would just have to make sure it's not interfering with other things that we are using the parking lot for.

Commissioner Mitchell: It would be nice to know the times. The Roadrunner food bank is pretty steady when I come to their deliveries.

Mayor Pro-Tem Forrister: They said only one day a month. So, I would like to know.

Commissioner Mitchell: Yes, the time and the date.

Mayor Pro-Tem Forrister: Can we just table this until we have further information.

Mayor Hechler: Lets contact Mr. Wilkin and if he is not willing to present to us at the commission then we are not going to approve it. It might be an important service for our community, and I would like to know what that entails. I would also like to be careful of what our liabilities are. I'm not sure what kind of food it is because it sounds like there are some perishables involved. I don't know what the state requirements are in that regard so I'm a little bit eerie about it, but I certainly see the viability for our community, and so with that I table it until we can have a commitment form Mr. Wilkin.

Assistant City Manager Alvarez: We also need to consider the scheduling of events of the Civic Center.

Mayor Hechler made a motion to table the request for the use of the Civic Center parking lot. Mayor Pro-Tem Forrister seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

2. Discussion/Action: Approve and Accept 2023 Edward Byrne Memorial Justice Assistance Grant (JAG) Contingency Funding.

Chief Tavizon: I received a notice of funding for the 2023 Edward Byrne Memorial Justice Assistance Grant (JAG) Program contingency funding. I did an evaluation of the department's needs and equipment that we needed. The City of Truth or Consequences Police Department has been awarded \$31,930.00 for equipment listed by the agency which includes 10 new radars for our units.

Mayor Hechler: Can you give me an idea of how many speeding tickets you write a month?

Chief Tavizon: Generally, we write close to 100 tickets.

Mayor Hechler: What's the ratio between warnings and citations?

Chief Tavizon: It varies. Certain months the officer has to write more citations. I would say at least 60% is actual citations.

Mayor Hechler: Just generally do you have a philosophy regarding citations, a threshold? I know you don't want to tell people it's ok to speed 5 miles an hour over the speed limit, but we don't just go out there and write people for a mile over the speed limit, right?

Chief Tavizon: Legally we can. If you go 1 mile over the speed limit you can get pulled over and sited. They exercise the strategy based on various circumstances to each stop, situation and individual.

Mayor Hechler: That's kind of where we've had the problem. I know many of our downtown business people have concerns, especially around Date and Broadway of people speeding in those areas.

Chief Tavizon: If I may add, the Contingency Funding is only available for those agencies that currently have JAG funds and are in good status, and who are meeting audit requirements and are doing everything that we are supposed to be doing. We are meeting those standards, and they seem to be happy with us. They gave me the full amount that I asked for.

Mayor Hechler: Would you agree with me that generally officers adopt the policies of the chief? So, whatever your demeanor is in regards to those citations, they will probably go along with that. I think working with our public is important in these regards. We shouldn't write a ticket to everybody. We should certainly council and discuss, and in those situations that are warranted, we are going to write the ticket, right?

Chief Tavizon: Sometimes a verbal warning is good enough, and a lot of the time it works. Unfortunately, sometimes it doesn't work. We don't make any money by writing citations. It's more for public safety.

Mayor Hechler: All the citations are written to Magistrate court?

Chief Tavizon: Yes.

Mayor Pro-Tem Forrister: If you stop somebody one time and tell them, "Hey slow down you were going 3 miles over" and they don't do that anymore then we accomplished what we need to accomplish.

Commissioner Mitchell: I have a question that's kind of related. Those speed signs that show you how fast you are going, is that something that the police department would be able to get ahold of or is that a streets department thing?

Chief Tavizon: We have a speed trailer.

Commissioner Mitchell: I think having one in those intersections coming around by the Museum or the new Police Department would be good or by Davis Fleck and in that area. Ingo and I both know that we get speeders through there. I just think that those are defiantly a detour, and I would love to see us be able to get some more of those in the community.

Mayor Hechler: Just to remind you all we are getting ready to get a face lift downtown with new paving and new striping which is going to change dramatically the way traffic flows in our community. It will be a single lane one way in town with a bike lane and parallel parking on both sides. It's going to slow some things down. I don't know the exact term, but I call them visibility impairers where you can't see as well because you have things happening all around you and you only got one lane. I think that is going to slow somethings down. Once we get used to this new change in our community, then we can, if we want to do a resolution to decrease speed limits on top of that. We can also do some other things. We finally know the mechanism now so we can do that. I think the speed limit downtown is 25. I don't know if 25 is reasonable if we go down to a single lane with parking on both sides and bike lines. We will have to go through that for a couple of months and see how things go and see what the community wants us to do. But then we can always petition the NMDOT then to say we want to reduce the speed limit. Quite frankly, if we don't like the way the new look is downtown, we may want to change the whole thing and restripe it a different way. This is kind of an experiment. I understand that. This was on our 2014 Master Plan for our community and its finally coming to fruition so, there is some history behind it. We will see how it goes.

Commissioner Hoeppner moved to approve and accept the 2023 Edward Byrne Memorial Justice Assistance Grant (JAG) Contingency Funding. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

3. Discussion/Action: Pay and Salary Proposal.

Chief Tavizon gave a presentation of the Police Department Pay and Salary Proposal. (Presentation attached hereto and made a part hereof).

Commissioner Mitchell: I like that you guys are compensating for degrees.

Commissioner Mitchell: I do like the fact that you guys are compensating for degrees. You proposed that you want to eliminate a position and then do these salary increases,

and it's covered in the budget for this year. Are we going to increase your budget for next year to continue to make these incentives?

Chief Tavizon: That's a great question so I am going to eliminate one of the 17 positions, and I am not going to fill Casey Froese's position.

Mayor Pro-Tem Forrister: You are going to cut 2 positions?

Chief Tavizon: Yes.

Mayor Hechler: Chief have you had any losses because of our current salary?

Chief Tavizon: Yes sir.

Mayor Hechler: The reason for that is because other departments are paying more?

Chief Tavizon: Yes sir.

Mayor Hechler: Ok that's kind of a red flag for me. We work hard to get our positions filled and unfortunately, we are in a situation now a days where it's tough to be a cop. When we lost our indemnification, it made it even tougher. Thats why these costs are going up now. You can't find officers that are willing to put their neck on the line knowing that they can be sued. Our current situation is that we almost have this catch and release attitude with people that have been arrested and we put officer back in the line of fire again if you will for people who have been arrested multiple times. It may not be as true here as it is in other communities but I know for a fact it is true in Las Cruces. My son is a sergeant there and he has encountered the same perpetrator several times doing the same thing because they get released all the time and it puts officers in danger. We need to pay more for our officer because of that situation. I applaud you for putting this together and finding a way that you stay with in your budget. I think that is something the city is going to have to look at when we look at our raises for our staff because I think the city outside of the police department is in the same situation. I said this before I get embarrassed when we advertise a job at \$13.47 an hour. You get what you pay for and when you pay that amount of money sometimes you don't get the best people. I applaud the people that come to work for that and can pass everything that they need to pass but it makes things tough. We will have to look that side of the coin when we get our new City Manager on board.

Mayor Pro-Tem Forrister: I'm in the same boat. I don't necessarily think putting it in there but to see Silver or Socorro and those towns is one thing, but to see it right here in the same community where they can hop over and have a better building and get paid more money is a hard pill to swallow for us. I'm surprised we haven't lost a lot more. I'm all for it. I don't know where we go from this. Is this something that we want to wait and also have our new city manager take a look at or where so we go?

Mayor Hechler: I don't know I would think that our discussion. Commissioner Hoeppner we haven't heard from you yet.

Commissioner Hoeppner: I'm on the same page. Like we all know in the last five years the cost of living was up by 40% and everybody has hardships. You see it everyday when you go to the grocery store and with the new administration we will see more increase instead of decrease. We will never fill up our gas tank for \$10 again. I'm always happy when we try to go with the cost of living and try to increase and we have to do that through out the city. People deserve it for the work they do and especially officers who risk their lives on a daily basis. They should get compensated accordingly. I hope this is the beginning and in the future with new administration here we will increase for all the departments. I'm happy that we are moving forward and that we are increasing what you get for your labor and for the risk you take on a daily basis. Thank you for doing the study and fighting for your officers to get closer to a living wage. We shouldn't stop there hopefully with the new City Manager that is city wide the same situation and we take care of our employees. That helps us so that we get better quality all through out. Thank you for all the work you do.

Commissioner Fahl: I apologize for my late arrival. I did want to say thank you Chief again. As they said this is a great study. I have said before that the salary schedule that the city currently has to me it was a first primary step but it was flawed it had a lot of people placed in the wrong places. The salary wasn't comparable to other areas so I think its great that you did this and that you were creative to find a way to pay for it without having an adverse financial impact. We cannot compensate our Police Officers enough for what they do so thank you for trying to find a way to get them to where we need to be and to keep them here.

Mayor Hechler: Since our discussion seems to indicate in support of this initiative, I say we move forward and not delay it.

Mayor Pro-Tem Forrister moved to approve the Pay and Salary Proposal. Commissioner Hoeppner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

4. Discussion/Action: Discussion regarding the March 4, 2025, Referendum Special Election.

Mayor Hechler: I'm going to give you an update of what is going on so that we all understand what is happening. Through the process for our special election, we performed an ordinance in December which started everything. We were supposed to have a period of time from December until the special election since that time we were asked to partner the schools and to combine our efforts so that we can share the cost. The total cost of something like this would about \$45,000 from what I understand more recently in discussion with our new county clerk and we could have split those cost. Since then, the schools had an issue on their end with their bond and their verbiage so they asked us to

move from the February 4th mail out and March 4th election to April 8th. We had discussions with our attorneys both locally and in Santa Fe which related that we would really be pushing the envelope if we moved to April 8th and we may not survive a lawsuit if we were challenged. We need to stick to our guns of the February 4th and March 4th election if possible. We are working through that right now with the County Clerk. I'm sad that we are not able to partner the results of that and that we will have to bear the brunt of the actual cost ourselves for our election which is going to be about \$35,000 or somewhere around there which is pretty extensive. The schools are trying to find the budget so they can go on with their bond, and theirs is going to be over \$40,000 because they have a larger group of people that they have to mail to. It's unfortunate that we have to go to this. Obviously, the people have a right to speak and that is why we are going to special election. That is what the issue is. It says action so I guess we need to ratify that we going to go ahead and go with the special election. I'm still waiting for the County Clerk to notify us. She is in contact right now with the Secretary of State's Office to figure out what the parameters are. I would like to have our attorney weigh in. Did I capture that correctly? If not please correct me.

City Attorney Rubin: I think you did fine. If you look at the date, I think we actually adopted the ordinance and the resolution. It was back in September. Ordinarily under 3-14-17 where you have a county election with in 90 days which would have been up sometime in December. However, there is another ordinance that is 1-24-1 which indicates that you can not have a special election during the 100 day period from the general election. Which would have been November so that would take is to February 13 or 14. That was the original date. The questions was whether we were allowed to move from February 14th to March 4th and we did some checking on that. We thought that we could because we were going to partner with the school, but trying to move it a second time would be more problematic. I think they would be running a foul on the intent of 3-14-17 so that is why we are in the position we are in.

Mayor Hechler: Just to be clear. The laws that govern our city are different. Our election laws are different than what the schools are.

City Attorney Rubin: Correct. 3-14-17 pertains to a municipally special election which is not something that would cover the school. They are in a totally different area. We both are bound by the 100-day probation from the general election, but they are not bound by the provision that we had to kind of speed up our Municipal Election pursuant to 3-14-17.

Mayor Hechler: Since this is discussion/action, I guess we could try to motion that we will stick with the March 4th date. It is my understanding that the mailings would go out on February 4th to all of the households, and then between February 4th and March 4th people would fill out the ballots and return them, and on March 4th (election day) the ballots would be counted. If that still holds, then I will hear from the Secretary of State's Office shortly. Our County Clerk is in negotiations with them right now, so I guess we could make a motion in that regard, if you guys are okay with paying the \$35,000 to move forward with the election.

Mayor Pro-Tem Forrister: I don't think we have another option.

Mayor Hechler: I don't know what the parameters are with withdrawing from it because we could have other options then. We could finance it ourselves. We could ask for legislative support. We could do some of those things. We could possibly wait until November and not pay anything. I don't know what the answers are to all of those stakes, but what I'm hearing is that we want to move forward, and if that is the case we should probably have a motion.

Commissioner Fahl made a motion to continue to move forward with our referendum Special Election on March 4, 2025. Mayor Pro-Tem Forrister seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

5. Discussion/Action: Appointment of Marian Phillips to the Housing Authority Board of Commissioners.

Assistant City Manager Alvarez: The Housing Authority Board of Commissioners unanimously recommended the appointment of Marian Phillips to serve a 2-year term as a Resident Board Member. Ms. Phillips has been a resident of New Mexico for over 22 years, and a resident of Sierra County for over 15 Years. This is coming before you today because the City Commission appoints the Housing Authority Board members as per our Municipal Code.

Mayor Pro-Tem made a motion to appoint Marian Phillips to serve a two-year term on the Housing Authority Board of Commissioners. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

6. Discussion/Action: Review/Revise Golf Course Apartment Tenant Lease Agreement and approve Mayor to execute.

Assistant City Manager Alvarez: Our golf course apartment is empty at this time, so we are recommending to use the apartment back over to the Police Department which is what it had been used for, for many years. Having an out of town officer be able to be in town instead would be beneficial. The reason why we put it on the agenda to approve the Mayor to execute is normally we would come to you with a potential candidate, but at this point and time we don't have a definite candidate, so we wanted to be able to work closely with the Chief of Police to make a decision on who would be a good person to put in there, and then once that decision is made, allow the Mayor to sign off on that agreement with the parameters for what you want within that apartment. The draft agreement that we

have used in the past is in your agenda packet, and that is up for the commission to review and make any changes before it would be executed.

Chief Tavizon: I think having somebody who is driving back and forth in there would eliminate some of the concerns that the community may have, and it will also provide security at the golf course. I know when I was staying there, I enjoyed it. It's a great opportunity to have someone here and close by.

Mayor Hechler: Yeah, that was my suggestion, is if we were going to occupy that property, that the officer stay on site and that it would eliminate a trip out of town for the officers to keep them in town. I think that having an officer there is an excellent deterrent so, thank you for dealing with it that way.

Commissioner Mitchell: Is it only one officer at a time that will be there, or can multiple officers be there?

Chief Tavizon: The Lieutenant has shown some interest, that way he could be here more to help, but if other officers needed to use it due to weather conditions or if they are too tired to drive back home, they could use it.

Mayor Pro-Tem Forrister: He would be the main contact to offer it to other officers.

Commissioner Mitchell: Okay, thank you.

Mayor Hechler: So, the current amount of the agreement is \$500. We put the equation to it because we're going to have another item coming up with square footage, and the amount is pretty close. If you work out the same scenario as we do with the old municipal building, the value is within \$100. So, we could either keep it at \$500 or we could raise it up to \$600, and especially now that I hear that you are going to open it up to more than one officer, I think that benefits the community even better. If that's the possibility, I say we keep the rent to \$500. Understand that the rent is not an actual rent. It is a benefit that you would list on your W-2 form so you pay taxes on that so you wouldn't actually pay the rent. You would pay a nominal fee to live there, but I think the benefits far outweigh what it would cost the city for someone to do that.

Commissioner Fahl: When we were looking at this several months ago, wasn't there something else in here that we thought we should change? I don't remember what it was. Did I dream that?

Mayor Hechler: We did have the water/wastewater person residing in there and he wasn't performing any of the services that we are requesting now, so that is the reason we were wanting to change it back to the Police Department.

Commissioner Fahl made a motion to revise the Golf Course Apartment Tenant Lease Agreement and approve Mayor to execute. Mayor Pro-Tem Forrister seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

7. Discussion/Update: 297 Third Street Market Rent Appraisal.

Assistant City Manager Alvarez: As requested, we went to a market lease appraisal for the old municipal court building. That was appraised at \$9.50 per square ft., which would be around \$1,800 per month.

Mayor Pro-Tem Hechler: Is that for the entire land or just the building?

Mayor Hechler: The building appraisal comes down to around \$1,800 per month, and that is the same equation that we used for the golf course building which is less than 600 square ft.

City Attorney Rubin: If you include the building and the land, it would be \$16,000.

Commissioner Fahl: That's really cheap rent. We ought to be able to rent that out pretty quick.

Mayor Pro-Tem Forrister: Identification of the appraised property says \$4,500,000.

Assistant City Manager Alvarez: Remember that the property and the land itself includes all of the property such as the Civic Center, SJOA, the library and the area where the Municipal Court was. That is all one parcel. It's not separated out.

Mayor Pro-Tem Forrister: Oh okay. That makes sense. Are we going to advertise this for rent?

Assistant City Manager Alvarez: If the Commission is comfortable with what the appraisal is then I think that there are some various options that will come back to the Commission at another time for an actual execution of it. I just wanted to update you on what the appraised value was so when we do come back to you with options, you are aware of what the appraised value is.

H. EXECUTIVE SESSION:

1. Limited Personnel Matters (City Manager) Pursuant to 10-15-1(H.2).

Mayor Pro-Tem Forrister made a motion to go into executive session at 10:45 a.m. to discuss Limited Personnel Matters (City Manager) Pursuant to 10-15-1(H.2).

Commissioner Fahl seconded the motion. Roll call vote was taken by the Clerk-Treasurer. Motion carried unanimously.

Mayor Hechler reconvened the meeting in open session at 11:09 a.m.

Mayor Pro-Tem Forrister certified that only matters pertaining to Limited Personnel Matters (City Manager) Pursuant to 10-15-1(H.2) were discussed in Executive Session and no action was taken in executive session.

I. RETURN TO REGULAR SESSION; ACTION (if any).

- 1. Limited Personnel Matters (Possible Selection of City Manager and approval of contract) Pursuant to 10-15-1(H.2).**

Commissioner Fahl made a motion to offer the City Manager employment to Gary Whitehead as per contract and approving the contract as presented.

Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

J. ADJOURNMENT:

Mayor Hechler adjourned the meeting at 11:15 a.m.

Passed and Approved this 12th day of February, 2025.



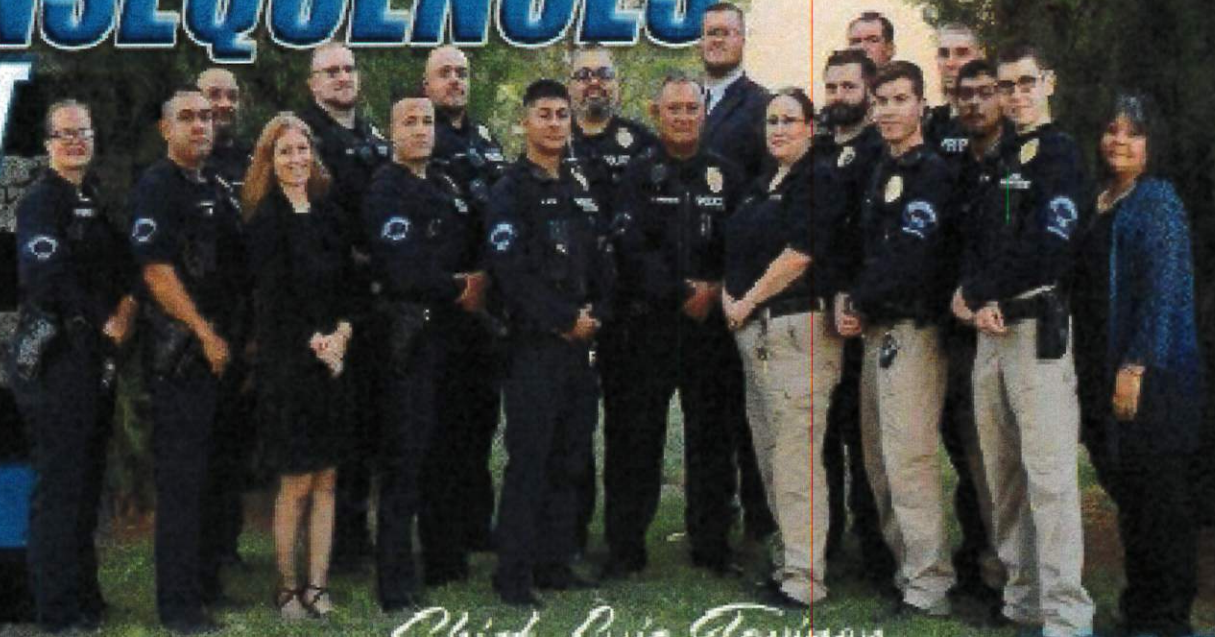


Rolf Hechler, Mayor



Angela A. Torres, CMC, City Clerk

TRUTH OR CONSEQUENCES POLICE DEPARTMENT



Chief Luis Tavizon

2025

507 MCADOO ST • TRUTH OR CONSEQUENCES, NM 87901 • 575-894-1204 • EMERGENCY DIAL 911

PAY AND BENEFITS PROPOSAL

A Compensation Structure should achieve these goals:

- Offer competitive salaries relative to the local police labor market
- Sustain external competitiveness.
- Operate within the constraints of the budgetary process and financial limitations.
- Ensure administrative efficiency.

Offer competitive salaries relative to the local police labor market.

The police department's current sworn officer structure has 20 salary ranges, with 5 classifications, which does not reflect current competitive pay levels.

The step system limits the police department's ability to establish pay rates commensurate with market place ranges based on the officer's qualifications and ability to grow salaries effectively over time.

CITY OF TRUTH OR CONSEQUENCES
DRAFT POLICE DEPARTMENT SALARY SCHEDULE

6/22/2022

	Classification	Minimum					Midpoint					Maximum									
		2.00% Increase Each Step					2.50% Increase Each Step					3.00% Increase Each Step									
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
2,184 Hours																					
Uncertified Officer	P1	\$38,413	\$ 39,181	\$ 39,965	\$ 40,764	\$41,580	\$42,619	\$43,685	\$44,777	\$45,896	\$47,044	\$48,435	\$49,909	\$51,406	\$52,948	\$54,536	\$56,173	\$57,858	\$59,593	\$61,381	\$63,223
Certified Officers	P2	\$49,027	\$ 50,007	\$ 51,007	\$ 52,027	\$53,068	\$54,395	\$55,765	\$57,148	\$58,577	\$60,042	\$61,843	\$63,698	\$65,600	\$67,577	\$69,605	\$71,693	\$73,844	\$76,059	\$78,341	\$80,691
Police Sergeant	P3	\$56,755	\$ 57,890	\$ 59,047	\$ 60,228	\$61,433	\$62,969	\$64,543	\$66,157	\$67,811	\$69,506	\$71,591	\$73,739	\$75,951	\$78,229	\$80,576	\$82,994	\$85,483	\$88,048	\$90,689	\$93,410
Police Lieutenant	P4	\$68,985	\$ 70,385	\$ 71,772	\$ 73,207	\$74,672	\$76,538	\$78,452	\$80,413	\$82,423	\$84,484	\$87,019	\$89,629	\$92,318	\$95,088	\$97,940	\$100,876	\$103,905	\$107,022	\$110,233	\$113,539
2,080 Hours																					
Police Chief	P5	\$83,862	\$ 85,629	\$ 87,240	\$ 88,984	\$90,764	\$93,033	\$95,359	\$97,743	\$100,187	\$102,691	\$105,772	\$108,945	\$112,214	\$115,580	\$119,047	\$122,619	\$126,297	\$130,086	\$133,989	\$138,008
HOURLY RATE																					

	Classification	2.00% Increase Each Year					2.50% Increase Each Year					3.00% Increase Each Year									
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Uncertified Officer	P1	\$17.99	\$ 17.94	\$ 18.30	\$ 18.67	\$ 19.04	\$ 19.51	\$20.00	\$ 20.50	\$21.01	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.10	\$28.95
Certified Officers	P2	\$22.45	\$ 22.90	\$ 23.35	\$ 23.82	\$24.30	\$ 24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.32	\$29.17	\$30.04	\$30.94	\$31.87	\$32.83	\$33.81	\$34.83	\$35.87	\$36.95
Police Sergeant	P3	\$25.98	\$ 26.51	\$ 27.04	\$ 27.58	\$28.13	\$ 28.83	\$29.55	\$30.29	\$31.05	\$31.83	\$32.78	\$33.76	\$34.78	\$35.82	\$36.89	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Police Lieutenant	P4	\$31.59	\$ 32.22	\$ 32.86	\$ 33.52	\$34.19	\$ 35.05	\$35.92	\$36.82	\$37.74	\$38.68	\$39.84	\$41.04	\$42.27	\$43.54	\$44.84	\$46.19	\$47.58	\$49.00	\$50.47	\$51.99
Police Chief	P5	\$40.31	\$ 41.12	\$ 41.94	\$ 42.78	\$43.64	\$44.73	\$45.85	\$46.99	\$48.17	\$49.37	\$50.85	\$52.38	\$53.95	\$55.57	\$57.23	\$58.95	\$60.72	\$62.54	\$64.42	\$66.35

DRAFT

POLICE DEPARTMENT SALARY SCHEDULE

Recent Compensation Study in the area:

- Valliant Consulting Group (VCG) recommended a new structure, which aligns with industry best practices and supports our ability to attract, retain, and motivate staff.
- VCG's recommended structure includes 11-grade levels designed with consistent growth in range spreads and midpoint differentials, which results in meaningful growth in compensation to mirror in job responsibilities.

Grades	Range Spreads	Midpoint Differentials
1-4	30%	8%
5-8	40%	10%
9-11	50%	12%

- **Range Spread** – represents the difference between the minimum and maximum rates in the assigned grade. A range spread demonstrates opportunities for compensation growth within a job and supports an organization's ability to attract, retain, and develop employees within their assigned positions.
- **Midpoint differential** – represents the difference between the midpoint of a lower grade and the midpoint of the adjacent higher grade. A midpoint differential promotes opportunities for compensation growth between jobs of different scopes and enhances an organization's ability to advance employees into higher-level positions.

The new 2024 proposed structure was developed with the philosophy of matching the market. VCG in their compensation study assigned jobs to grade levels in which midpoints reflect current market rates through 2024. Additionally, the structure aligns with the New Mexico minimum wage of \$12.00 per hour. The recommended market-based structure will build confidence and credibility in our compensation program by ensuring a consistent and well-informed approach to decision-making.

The September 2024 study was conducted and prepared by Valliant Consulting Group.

Sustaining External Competitiveness:

- VCG utilized a number of salary sources in their study to ensure the proposed compensation system remained externally competitive on a local, regional and national level.
- Salary sources were utilized from published surveys and comparable employers scoped to the Truth or Consequences area.
- Accurate market pricing ensures an effective salary administration program and impacts recruitment, retention, performance management, and budget control.
- When determining market pay for each position, it is critical to consider which strategies align with your organization's compensation philosophy.

The strategies include:

- **Matching the market.** This strategy is used when an organization wants to pay in the middle of all organizations that have a similar position by matching wages reported at the 50th percentile in salary survey data.
- **Leading the market.** Organizations competing for employees with specialized skill sets in a tight labor market or organizations that want to be a high payer in the market typically select a market leader position by matching to the 75th percentile of salary survey data. Organizations with less robust total reward offerings may select this approach for administering base pay in order to have an overall market match position.
- **Lagging in the market.** Organizations with strong total reward programs, or those encountering financial difficulties, may opt for a market lag position by targeting pay rates at the 25th percentile of market data.

Operate within the constraints of the budgetary process and financial resources

Truth or Consequences Police Department's compensation system should fall within budget requirements.

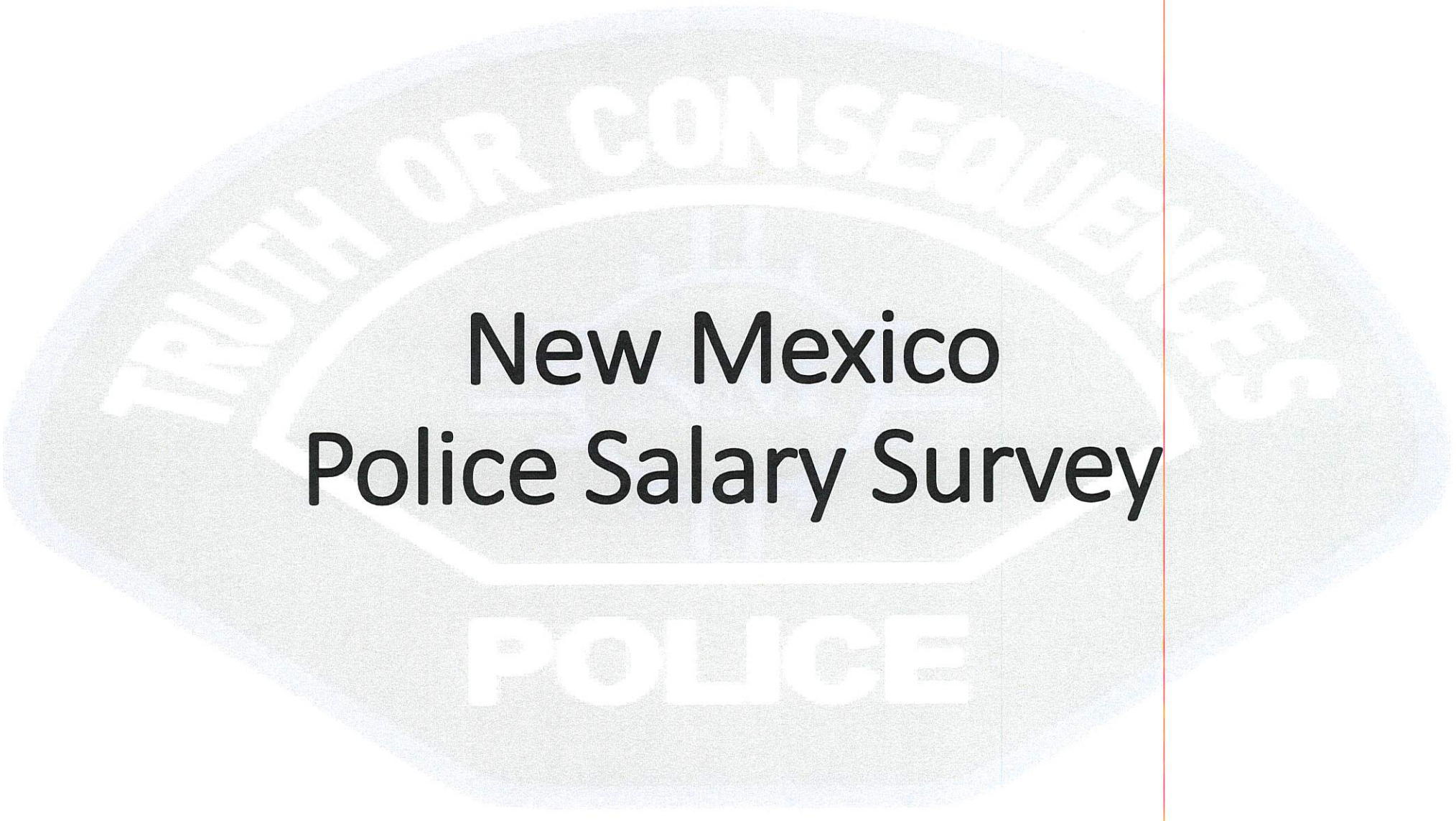
If initial changes in this system cannot be accomplished within budgetary limitations, it is suggested that a plan be developed to work toward the implementation of the total compensation system over time.

Ensuring administrative efficiency

- Overall effectiveness of the recommended compensation system depends on consistent and ongoing monitoring, including a review of the labor market to remain externally competitive and market-driven.
- Additionally, we must monitor and consistently enforce policies, procedures, and programs to maintain internal consistency in compensation administration
- The structure will support a consistent framework for daily decision-making and compensation administration.

Data sources used for market comparison:

Salary Surveys	Comparable Employers
• Bureau of Labor Statistics • CompAnalyst (Kenexa) • Department of Labor • Economic Research Institute • Non-Profit Organizations Salary Survey • O*Net • World at Work	• Catron County • City of Truth or Consequences • Doña Ana County • Grant County • Lincoln County • Luna County • Otero County • Socorro County • State of New Mexico • VCG's Internal Database, including data from comparable county governments



New Mexico Police Salary Survey

New Mexico State Police

Benefits:

- Health and Dental Insurance
- Life & Disability Insurance
- Annual Leave
- Sick Leave
- 2 Personal Days/Year
- Holiday Pay: Hourly Rate x 2.5
- Overtime opportunities

Time and Shifts:

The New Mexico State Police offers shift differential pay. Additional \$.90/hr on top of hourly rate.

Retirement:

- 25-years: 75% Salary
- 30-years: 90% Salary
- 33-years: 100% Salary
- 457(b) Plan (Deferred Compensation)

Law Enforcement and Military Incentives:

Waiver of 60 college credit hour requirement with 2+ years of military or 3 years experience as a State Certified Police Officer.

SALARY

	1	2	3	4	5	6
Years of service	<1	<2	<3	<4	<5	<6
Recruit	\$26,000					
Patrolman	\$37,000	\$38,480	\$39,826	\$41,220	\$42,663	\$44,156
Sergeant	\$49,455	\$51,928	\$54,524	\$56,160		
Lieutenant	\$62,618	\$65,749				
Captain	\$71,069					
Major	\$76,513					
Deputy Chief	\$82,442					

Silver City Police Department Now Hiring Laterals \$10,000 Sign On Bonus



- City Pays 100% Health Insurance
- 2.5% Cost of Living Increase Yearly
- Shift Differential: 6% Evenings / 8% Graveyards
- \$2,000 Yearly for AA or AS Degree
- \$3,000 Yearly for BA or BS Degree
- Quarterly Clothing Allowance of \$250 (\$1,000 Yearly)
- Department Provides 3 Uniforms Yearly

- Patrol
- Criminal Investigations
- Narcotics Unit
- Fugitive Apprehension Unit
- Criminal Enforcement Unit
- Drone Unit
- K9 Unit
- D.A.R.E.
- Crash Reconstruction

- Starting Pay
- \$25.89 (Certified)
- Lateral Pay
- 3-5 years - \$27.18
- 6-9 years \$28.48
- 10-15 years 29.77
- 16-UP years \$31.07

Contact Us: 575-538-3723
recruiting@silvercitynm.gov



- 3 Days off Every other weekend
- Take Home Units (Up to 60 Miles)
- PERA Employer Contribution of 32.5%
- 3 Hours of Physical Fitness Earned Weekly
- Longevity Pay After 3 Years
- Holiday Pay
- 2 Hours of Court Overtime Per Trial
- 80 Hours Vacation Per Year After 1 Year
- 96 Hours Sick Leave Per Year After 1 Year

SOCORRO POLICE DEPARTMENT IS HIRING!

REQUIREMENTS:

- US CITIZENSHIP
- VALID NEW MEXICO DRIVER'S LICENSE
- HIGH SCHOOL DIPLOMA OR GED
- NEVER BEEN CONVICTED OF A FELONY OR DOMESTIC BATTERY
- MUST COMPLETE NMDPS POLICE ACADEMY OR SATELLITE ACADEMY UPON HIRE

BENEFITS:

- 25 YEAR PERA RETIREMENT
- HEALTH, VISION, DENTAL AND LIFE INSURANCE
- PAID TIME OFF & SICK LEAVE
- PAID CITY HOLIDAYS
- TAKE HOME PATROL UNIT

HIRING PROCESS:

- APPLICATION / RESUME
- NM DPS PHYSICAL FITNESS TEST
- INTERVIEW BOARD
- BACKGROUND INVESTIGATION
- MEDICAL AND PSYCHOLOGICAL TESTS

BASE HOURLY WAGE / PAY:

STARTING:

\$25.55 FOR 6 MONTH PROBATION

\$26.90 AFTER PROBATION

\$27.57 CERTIFIED

Las Cruces Police Department

\$24 per hour (\$49,920 annual) during academy.*

\$26 per hour (\$54,080 annual) upon graduation during first year probation.*

*Effective Jan. 1, 2025

\$28.83 per hour after completion of one year probation.

- All duty equipment and uniforms supplied to you by the department.
- Annual equipment and uniform allowance.
- Four 10 Hour work schedule with three consecutive days off.
- Overtime and secondary employment opportunities.
- Advanced training paid for by the department.
- Specialty sections and promotional opportunities.
- Take Home Car Program
- Have your college paid for with Tuition Reimbursement Programs.
- 13 Paid Holidays Per Year
- 25 Year Retirement (P.E.R.A.): 25 years at 70%
- 96 Sick Leave Hours Per Year

- Bereavement Leave
- Excellent health care plans
- Personal Leave
- Vacation Leave
- Military Leave
- Worker's compensation

New Cadet Hiring Incentive Levels

Incentive Level	Amount
Base Level	\$11,000
Associates Degree	\$15,000
Bachelor's Degree/ 4 years Honorable Military Service/ Retirement from Military Service	\$20,000
Bachelor's Degree in Sociology, Psychology, Criminal Justice or Criminology.	\$25,000
Master's Degree in Sociology, Psychology, Criminal Justice or Criminology	\$30,000
Relocation Assistance	\$5,000

*With a three-year commitment.

Sierra County Sheriff's Office Current Pay Scale

- Code Enforcement/ACO - \$15.22
- Evidence Technician - \$19.17
- Uncertified Deputy - \$19.84
- Certified Deputy - \$24.01
- Sergeant - \$26.41
- Investigator - \$27.89
- Lieutenant - \$31.23
- Captain - \$34.98
- Health Insurance - County pays 90%, Employee pays 10%.
- PERA Retirement Municipal Plan 4 – County pays state mandatory and employee pays state mandate.
- Clothing allowance = \$600 yearly
- Retiree healthcare program.

2024 Sierra County Proposed Salary Structure

	Minimum		Midpoint		Maximum		Range Spread	Midpoint Differential
Grade	Hourly	Annual	Hourly	Annual	Hourly	Annual		
1	\$15.22	\$31,652	\$17.50	\$36,400	\$19.78	\$41,148	30%	8%
2	\$16.43	\$34,184	\$18.90	\$39,312	\$21.36	\$44,439	30%	8%
3	\$17.75	\$36,919	\$20.41	\$42,457	\$23.07	\$47,995	30%	8%
4	\$19.17	\$39,873	\$22.05	\$45,854	\$24.92	\$51,835	30%	8%
5	\$19.84	\$41,268	\$23.81	\$49,522	\$27.78	\$57,775	40%	10%
6	\$21.82	\$45,395	\$26.19	\$54,474	\$30.55	\$63,553	40%	10%
7	\$24.01	\$49,934	\$28.81	\$59,921	\$33.61	\$69,908	40%	10%
8	\$26.41	\$54,928	\$31.69	\$65,913	\$36.97	\$76,899	40%	10%
9	\$27.89	\$58,003	\$34.86	\$72,504	\$41.83	\$87,005	50%	12%
10	\$31.23	\$64,963	\$39.04	\$81,204	\$46.85	\$97,445	50%	12%
11	\$34.98	\$72,758	\$43.73	\$90,948	\$52.47	\$109,137	50%	-

Grade	1	2	3	4	5	6	7	8	9	10	11
Maximum	\$41,148	\$44,439	\$47,995	\$51,834	\$57,775	\$63,553	\$69,908	\$76,899	\$87,005	\$97,445	\$109,137
Midpoint	\$36,400	\$39,312	\$42,457	\$45,854	\$49,512	\$54,474	\$59,921	\$65,913	\$72,504	\$81,204	\$90,948
Minimum	\$31,652	\$34,184	\$36,919	\$39,873	\$41,268	\$45,395	\$49,934	\$54,928	\$58,003	\$64,963	\$72,758
	Code Enforcement and Animal Control Officer	Administrative Assistant - Assessor's Office	Accounting Clerk	Administrative Assistant - Safety/ Administration	Appraiser I	Appraiser II	Appraiser III	Accountant	Deputy Sheriff Investigator	Detention Administrator	Director of Finance and Budgets
		Administrative Assistant - DWI	Appraisal Assistant	Administrative Assistant, Senior - Holding Facility	Compliance Officer	Chief Procurement Officer	Deputy - Certified	Appraiser IV	Emergency Service Deputy Administrator	Emergency Services Administrator	Sheriff's Captain
		Administrative Assistant - Emergency Management	Assessment Assistant	Detention Sergeant	Deputy - Uncertified	Detention Lieutenant		DWI Program Supervisor	Facilities Supervisor	HR Director	
		Administrative Assistant - Roads	Detention Officer	Elections Specialist	Financial Specialist	Executive Assistant		Detention Captain	Senior Appraiser	Sheriff's Lieutenant	
		Recording Clerk	Transfer Station Operator	Equipment Operator	Multi-Property Specialist	Mechanic Foreman		GIS and Planning Specialist		Road and Landfill Director	
				Evidence Technician	Records Specialist	Public Information Specialist		Sheriff's Sergeant			
				Maintenance Worker	Road Foreman						
				Mechanic							
				Process Server							
				Treasury Assistant							
Minimum	\$15.22	\$16.43	\$17.75	\$19.17	\$19.84	\$21.82	\$24.01	\$26.41	\$27.89	\$31.23	\$34.98
Midpoint	\$17.50	\$18.90	\$20.41	\$22.05	\$23.81	\$26.19	\$28.81	\$31.69	\$34.86	\$39.04	\$43.73
Maximum	\$19.78	\$21.36	\$23.07	\$24.92	\$27.78	\$30.55	\$33.61	\$36.97	\$41.83	\$46.85	\$52.47

SHERIFF	Animal Control Officer	Code Enforcement and Animal Control Officer	Non-Exempt	1	\$31,652	\$36,400	\$41,148	
SHERIFF	Evidence Technician	Evidence Technician	Non-Exempt	4	\$39,873	\$45,854	\$51,835	
SHERIFF	Process Server	Process Server	Non-Exempt	4	\$39,873	\$45,854	\$51,835	
SHERIFF	Deputy - Uncertified	Deputy - Uncertified	Non-Exempt	5	\$41,268	\$49,522	\$57,775	
SHERIFF	Records Specialist	Records Specialist	Non-Exempt	5	\$41,268	\$49,522	\$57,775	
SHERIFF	Communication Specialist	Public Information Specialist	Non-Exempt	6	\$45,395	\$54,474	\$63,553	
SHERIFF	Deputy - Certified	Deputy - Certified	Non-Exempt	7	\$49,934	\$59,921	\$69,908	
SHERIFF	Sergeant	Sergeant	Non-Exempt	8	\$54,928	\$65,913	\$76,899	
SHERIFF	Deputy Sheriff Investigator	Deputy Sheriff Investigator	Non-Exempt	9	\$58,003	\$72,504	\$87,005	
SHERIFF	Lieutenant	Sheriff's Lieutenant	Exempt	10	\$64,963	\$81,204	\$97,445	
SHERIFF	Captain	Captain	Exempt	11	\$72,758	\$90,948	\$109,137	

I would ask to implement the recommendations made by VCG, to support TCPD's external competitiveness.

The following table outlines the number of employees at TCPD in each job category paid above, below, or within the new salary structure:

	Exempt	Non-exempt	Total
Above Max	0	0	0
Below Minimum	0	12	12
Within Range	1	7	8
Total	1	19	20

TCPD Current Pay Scale:

- Administrative Assistant - \$14.76
- Evidence Technician - \$16.75
- Uncertified Officer - \$17.59
- Certified Officer - \$22.45
- Police Sergeant - \$25.99
- Detective - \$25.99
- Police Lieutenant - \$32.86
- Take-home vehicle policy
- 25-year PERA retirement plan
- 80% Healthcare insurance paid
- Rotating shifts w/every other weekend off.
- Many Training opportunities
- Sign-on bonus contingent upon funding availability.

Proposed Pay Scale

- Administrative Assistant - \$16.43 (\$1.67/hr. increase or 11.31% raise)
- Evidence Technician - \$19.17 (\$2.42/hr. increase or 14.45% raise)
- Uncertified Officer - \$19.51 (\$1.92/hr. increase or 10.92% raise)
- Certified Officer - \$24.91 (\$2.46/hr. increase or 10.96% raise)
- Detective retitle to Detective Sergeant - \$28.83 (\$2.84/hr. increase or 10.93%)
- Police Sergeant - \$28.83 (\$2.84/hr. increase or 10.93% raise)
- Police Lieutenant - \$35.05 (\$2.19/hr. increase or 6.66% raise)

Proposed Pay Scale cont....

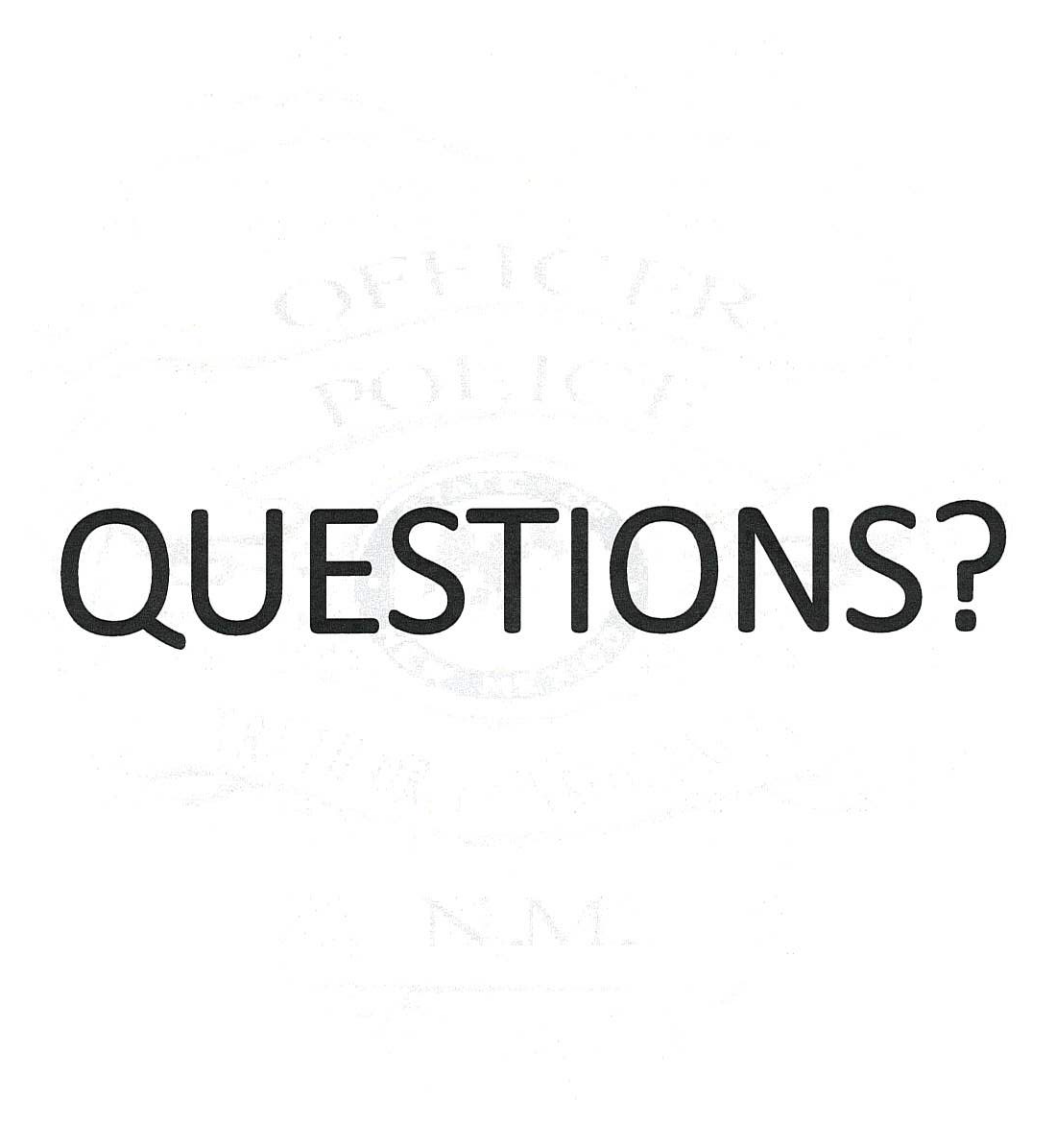
- 2% increase for advanced certifications (400 hours of advanced training, non-probationary status).
- 2% increase for First-line Supervisor certification (500 hours of advanced training, one year as corporal or sergeant, and completion of first-line supervisor course).
- 2% increase for Command level certification (700 hours of advanced training, one year as a lieutenant, and 100 hours of management training).
- 2% increase for Executive level certification (800 hours of advanced training, one year in a command level rank).
- 2% increase per higher education degree (2% Associate, 2% Bachelor's, 2% Masters, 2% Doctorate) for a total possible 8% increase max.
- 2% shift differential for graveyard shift (2200 – 0600).

Cost to implement new structure:

The following figures represent the cost of increasing the salaries of all employees at TCPD to meet the grade minimums of the new structure. Totals represent the expense to increase base salary and do not include fringe costs, such as benefits or taxes.

	Cost
Cost to finish out FY24 Budget	\$40,002.72
Annual Cost	\$77,106.64

The annualized percentage increase to pay the 20 employees at TCPD the new minimum is approximately 7.97% of the payroll.



QUESTIONS?