



ADMINISTRATION  
1101 NEW YORK AVENUE  
ALAMOGORDO, NM 88310

WWW.CO.OTERO.NM.US  
☎ (575) 437-7427  
📠 (575) 443-2928

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### **Resolution No. 08-10-23/112-11**

#### **A RESOLUTION AUTHORIZING THE THREE-MONTH EXTENSION OF RESOLUTION No. 02-09-23/111-37 FOR HAZARD PAY, STARTING BONUS, AND REFERRAL BONUS FOR OTERO COUNTY DETENTION CENTER EMPLOYEES DUE TO UNPRECEDENTED STAFFING SHORTAGES**

**WHEREAS**, on July 14, 2022, the Otero County Board of County Commissioners in response to extreme staffing shortages at the Otero County Detention Center (OCDC) enacted Resolution No. 07-14-22/111-08 authorizing the following:

1. Effective August 1, 2022, all full time OCDC employees, shall receive a hazardous pay in the amount of \$1.20/hour worked.
2. Hazard Pay shall be available for the time period commencing on August 1, 2022 and ending on February 1, 2023, unless otherwise extended by the Board of Commissioners.
3. No Hazard Pay shall be paid for time spent teleworking or for time in which an employee is otherwise not working. It will not be paid on vacation leave, compensatory leave, sick leave, FMLA, EFMLA or any other leave hours; and
4. The hazard payment shall be considered a special payment, not subject to employee or employer pension contributions and it shall not be included in final average compensation for determining pension benefits. Hazard pay shall not impact any other pay or benefits in any way.

5. Hazard Pay shall only be paid to: Detention Lieutenant, Detention Sergeant, Detention Corporal, Detention Officer, and Detention Officer Part Time.
  - a. Any OCDC employee that wishes to opt-out of hazard pay may do so by sending a letter declaring their intent to opt-out to the OCDC Director, the Financial Director, and Human Resources.
6. Effective starting on August 1, 2022, all new OCDC Detention Corporal and Detention Officer hires will rate a starting bonus to be paid as follows:
  - a. At the time of hire \$500.00 will be added to the employees first check.
  - b. The OCDC Detention Corporal and Detention Officer employee will receive an additional \$0.50/hour worked for a period of twelve (12) months.
7. Effective starting on August 1, 2022, any OCDC employee that refers a new OCDC hire will rate a referral bonus to be paid as follows:
  - a. At the time of hire \$500.00 will be added to the employee's next check.
  - b. The OCDC employee will receive an additional \$0.50/hour worked for a period of twelve (12) months.
  - c. The additional \$0.50/hour worked is contingent on the referred employee remaining employed at OCDC.
8. Eligibility for starting and referral bonuses shall be between the period of August 1, 2022 and February 1, 2023.
9. This Resolution and the hazard pay, starting bonus, and referral bonus authorized herein, shall remain in full force and effect until February 1, 2023 unless extended by the Otero County Board of County Commissioners; and

**WHEREAS**, Resolution No. 07-14-22/111-08 was extended by Resolution No. 02-09-23/111-37 for a period beginning February 1, 2023 and ending August 1, 2023.

**WHEREAS**, Resolution No. 07-14-22/111-08 and Resolution No. 02-09-23/111-37 have proven to be effective and useful for hiring and retaining OCDC staff; and

**WHEREAS**, OCDC is still experiencing a staffing shortage; and

**WHEREAS**, the Finance Director originally budgeted \$100,000 to fund Resolution No. 07-14-22/111-08; and

**WHEREAS**, approximately \$22,788.00 of the original allocation is still available to continue funding an extension of Resolution No. 02-09-23/111-37.

**NOW, THEREFORE, BE IT RESOLVED** by the Otero County Board of County Commissioners as follows:

1. Resolution No. 02-09-23/111-37 is extended for a period of three months, effective August 1, 2023 and ending November 1, 2023, or sooner if the money originally budgeted is exhausted.
2. No amount in excess of the budgeted amount authorized by No. 07-14-22/111-08 is authorized.

**PASSED, APPROVED AND ADOPTED** this 10th day of May, 2023.

**THE BOARD OF COUNTY COMMISSIONERS, OTERO COUNTY, NM**

\_\_\_\_\_  
Vickie Marquardt, Chairman

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Gerald R. Matherly, Vice-chairman

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Amy Barela, Commissioner

Attest: \_\_\_\_\_

Robyn Holmes, County Clerk