

**Justin S. Greene**  
*Commissioner, District 1*

**Lisa Cacari Stone**  
*Commissioner, District 2*

**Camilla Bustamante**  
*Commissioner, District 3*



**Adam Fulton Johnson**  
*Commissioner, District 4*

**Hank Hughes**  
*Commissioner, District 5*

**Gregory S. Shaffer**  
*County Manager*

## MEMORANDUM

**Date:** December 9, 2025

**To:** Board of County Commissioners

**From:** Valerie Aghaei Park, Human Resources and Risk Management Division Director  
Walker Boyd, County Attorney

**Via:** Gregory S. Shaffer, County Manager

**Subject:** **December 15, 2025, BCC Meeting**  
Resolution No. 2025-\_\_\_, A Resolution to Provide for the Salaries of Elected Santa Fe County Officials

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### **SUMMARY:**

A proposed resolution establishing the annual salary for Santa Fe County (County) elected officials.

### **BACKGROUND:**

Under Article X, Section 1 of the New Mexico Constitution, a member of the board of county commissioners or an elected county official (i.e., assessor, clerk, sheriff, treasurer) receives a salary “established by the board of county commissioners.” *See also* NMSA 1978, § 4-44-12.3(B) (2018) (“The majority of a board of county commissioners may provide for salary increases for elected county officials . . .”). The Constitution and state statute prohibit an elected county official from receiving increased compensation for services already rendered or during their term of office. *See* N.M. Const. art. IV, § 27; § 4-44-12.3(B).

In Resolution No. 2024-174 (Dec. 9, 2024), the County Commission provided for increased salaries for certain County elected officials. The County Commission also instructed staff to “bring forward, in the 2025 calendar year, a resolution or ordinance establishing a Compensation Commission to evaluate and establish or make recommendations regarding elected officials’ pay.” In May 2025, the Board adopted Resolution No. 2025-054 (Exhibit C), establishing the Independent Salary Commission (ISC) and directing the ISC to meet and issue recommendations to the Board regarding elected official salaries every odd-numbered year.

A quorum of ISC members was appointed by the Board in November 2025.

The ISC held three public meetings in November, in accordance with the Open Meetings Act and Resolution No. 2025-054. On December 1, 2025, the ISC issued its written recommendations to the Board. Under Resolution No. 2025-054, the Board is required to consider and take final action on the ISC's recommended salaries on or before December 31 of each odd-numbered year. Staff have prepared a draft resolution adopting the ISC's recommended salary schedule, to take effect on the first day of any term of office beginning on or after the date of adoption.

On December 3, 2025, County staff emailed a copy of the ISC's Recommendations and Resolution No. 2025-054 to the County Assessor, County Clerk, County Probate Judge, County Sheriff, and County Treasurer.

**RECOMMENDED ACTION:**

Consider the ISC's recommendations and adopt the subject resolution with such salaries as the Board determines.

**EXHIBITS:**

- Exhibit A – Subject Resolution
- Exhibit B – ISC Recommendations, Dated December 1, 2025
- Exhibit C – Resolution No. 2025-054
- Exhibit D – Resolution No. 2024-174