

2026 WORK PLAN AND MEETING SCHEDULE FOR THE SANTA FE COUNTY INDEPENDENT SALARY COMMISSION

ISC MEMBERS

- Clifford M. Rees, Chair
- Christopher Graeser, Vice Chair
- Anna Hamilton
- Laura Liswood
- Gus Martinez

SANTA FE COUNTY STAFF ASSIGNED To The ISC

- Walker Boyd, Santa Fe County Attorney
- Valerie Aghaei Park, Director, Santa Fe County Human Resources Department
- Sara Smith, Santa Fe County Operations Manager
- Gabriel Bustos, Santa Fe County Constituent Services Liaison

WORK PLAN

The Santa Fe County Independent Salary Commission (“ISC”) was created by Santa Fe County Board of County Commissioners through enactment of Santa Fe County Resolution No. 2025-054, recorded May 20 , 2025. The ISC met on November 7, 14, and 21, 2025, and timely submitted its Report and Recommendations to the Santa Fe County Board of County Commissioners (BCC) on December 1, 2025, followed by an in-person presentation to the BCC by ISC members on December 15, 2025. The BCC unanimously adopted the ISC Report and Recommendations on December 15, 2025, effective January 1, 2026.

At its March 4, 2026, Special Meeting, the ISC discussed what should be included in its 2026 Work Plan and made the following recommendations:

- Job qualifications for each Non-Commissioner Elected
- Official Job accountability for each Non-Commissioner Elected Official
- Future audits to justify the recommended salaries for each Non-Commissioner
- Elected Official Should the Commissioner Chair receive an extra compensation/stipend of \$2,000 annually while serving as Chair?
- Addressing the issue of the "revolving door" of Department Deputies supervised by the Elected Non-Commissioners trading positions with Elected Non-Commissioners upon expiration of their term of office.
- Identifying roles and responsibilities for each Elected Official to be publicly posted with the goal of creating transparency and to educate the public on each Elected Officials' role.
- Mechanisms for ongoing salary increases in accordance with applicable New Mexico law, including cost of living adjustments (COLA's)

TENTATIVE 2026 ISC MEETING SCHEDULE

- Wednesday, June 3, 2026
- Wednesday, September 2, 2026
- Wednesday, December 2, 2026

Draft Prepared by Clifford M. Rees, Chair
Santa Fe County Independent Salary Commission
4/4/2026