

**SANTA FE COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**RESOLUTION NO. 2025 - 146**

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**A RESOLUTION TO PROVIDE FOR THE SALARIES OF ELECTED SANTA FE  
COUNTY OFFICIALS**

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**WHEREAS**, pursuant to NMSA 1978, Section 4-44-12.3(A) (2018), the “majority of a board of county commissioners may provide for salary increases for elected county officials”; and

**WHEREAS**, Santa Fe County (County) is a Class A County under NMSA 1978, Section 4-44-1(A) (2018); and

**WHEREAS**, in the November 5, 2024, general election, New Mexico voters approved Constitutional Amendment 4, which amended Article 10, Section 1 of the Constitution of the State of New Mexico (Article 10, Section 1) to transfer the authority to set salaries for county officials from the state legislature to local boards of county commissioners; and

**WHEREAS**, Article 10, Section 1 now provides:

“The legislature shall classify the counties of the state. No county officer shall receive any fees or emoluments other than an annual salary, as established by the board of county commissioners. All fees collected by a county official shall be paid into the treasury of the county.”

**WHEREAS**, the board of county commissioners’ authority to set the salaries of county elected officials is limited by NMSA 1978, Section 4-44-12.3(B), which provides that “a salary increase shall not take effect until the first day of the term of an elected county official who takes office after the date that salary increase is approved”; and

**WHEREAS**, the Constitution of the State of New Mexico likewise prohibits midterm salary increases and decreases, *see* N.M. Const., art. IV, § 7; *see also State ex rel. Haragan v. Harris*, 1998-NMSC-043, 126 N.M. 310, 968 P.2d 1173; *State ex rel. Gilbert v. Board of Commissioners of Sierra County*, 1924-NMSC-001, 29 N.M. 209, 222 P. 654); and

**WHEREAS**, the Board adopted a resolution setting the salaries of various elected officials in 2024, but instructed staff to bring forward a resolution or ordinance establishing a compensation commission to evaluate and establish or make recommendations regarding elected officials’ pay in the future, *see* Resolution No. 2024-155 (Dec. 9, 2024); and

**WHEREAS**, in 2025, the Board adopted a resolution creating an Independent Salary Commission (“ISC”) and instructed the ISC to meet and make recommendations to the Board regarding elected official salaries every odd-numbered year, *see* Resolution No. 2025-054 (May 14, 2025); and

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**WHEREAS**, consistent with Resolution No. 2025-054, the ISC conducted three publicly noticed meetings in November 2025 and issued its final written recommendations regarding elected official salaries to the Board on December 1, 2025; and

**WHEREAS**, although the appropriate salary to be received by an elected official necessarily involves inherently subjective assessments of the value of public service, the Board believes that the ISC's recommendations represent an independent, transparent, and objective assessment, based on relevant market data, comparable elected positions in similarly situated counties, and the specific duties and responsibilities of each office.

**NOW, THEREFORE, BE IT RESOLVED** that the Santa Fe County Board of County Commissioners hereby:

1. Adopts the recommendations of the ISC regarding elected official salary pay. Beginning on the first day of any term of office beginning on or after the date this Resolution is adopted, the annual salaries of County elected officials are as follows:
  - a. county commissioners, sixty-three thousand and three hundred sixteen dollars (\$63,316) each;
  - b. treasurer, one hundred and forty-two thousand and five hundred dollars (\$142,500);
  - c. assessor, one hundred and forty-two thousand and five hundred dollars (\$142,500);
  - d. sheriff, one hundred and seventy thousand dollars (\$170,000);
  - e. county clerk, one hundred and forty-two thousand and five hundred dollars (\$142,500); and
  - f. probate judge, forty-two thousand dollars (\$42,000).

Elected officials shall receive these salaries, and no other pay, perquisite, or incentive, beginning the first day of any term of office that begins after the date of this Resolution. Without limiting the generality of the foregoing, County Assessors whose terms begin after adoption of this Resolution shall not be eligible for additional cumulative increments for holding appraiser certificates pursuant to Section 4-39-4 NMSA 1978.

2. Resolution No. 2024-174 is hereby repealed and replaced by this Resolution as it applies to County elected officials who take office after the date of this Resolution.

**PASSED, APPROVED, AND ADOPTED ON THIS 15<sup>th</sup> DAY OF DECEMBER, 2025.**

**SANTA FE COUNTY  
BOARD OF COUNTY COMMISSIONERS**

By: \_\_\_\_\_

Camilla Bustamante, Chair

**ATTEST:**

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*Katharine Clark*

Katharine E. Clark  
Santa Fe County Clerk

Date: 12/16/2025

COUNTY OF SANTA FE )  
STATE OF NEW MEXICO ) ss

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I Hereby Certify That This Instrument Was Filed for  
Record On The 22ND Day Of December, 2025 at 04:02:59 PM  
and Was Duly Recorded as Instrument # 2073925  
of The Records Of Santa Fe County

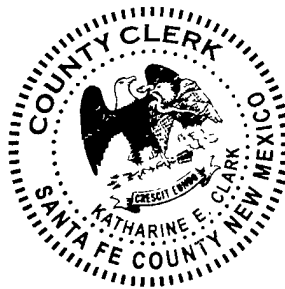
Approved as to form:

*Walker Boyd*

Walker Boyd  
Santa Fe County Attorney

Witness My Hand And Seal Of Office

*Katharine E. Clark*  
Deputy \_\_\_\_\_ County Clerk, Santa Fe, NM



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