

**SANTA FE COUNTY
BOARD OF COUNTY COMMISSIONERS**

RESOLUTION NO. 2026 - 025

**A RESOLUTION APPROVING MARKET RATE ADJUSTMENTS TO
SANTA FE COUNTY'S COMPENSATION AND CLASSIFICATION SYSTEM FOR
SPECIFIED POSITIONS PURSUANT TO SECTION 13.1.1 OF THE SANTA FE
COUNTY HUMAN RESOURCES HANDBOOK BASED UPON A
COMPREHENSIVE LABOR MARKET ANALYSIS**

WHEREAS, in the fall of 2022, Santa Fe County (County) completed a Classification and Compensation Study; and

WHEREAS, on October 25, 2022, the Board of County Commissioners (Board) adopted Resolution No. 2022-086, A Resolution Amending the Santa Fe County Human Resources Handbook (Adopted by Resolution No. 2012-164) to Implement the 2022 Compensation Study and Approve Salary Increases for Employees in Step Eligible Positions That Are Not Part of Any Bargaining Units; and

WHEREAS, as a result of adoption of Resolution No. 2022-086, the County adopted a Classification and Compensation System that, among other things:

- Reduced the number of pay ranges to 20;
- Created Step Eligible Positions (generally Ranges 1-13), with defined steps from the minimum to the midpoint of each range corresponding to an employee's years of experience and/or education above the minimum qualifications for the position;
- Authorized the Human Resources Director to make changes to job classifications, job titles, and the set salary or range for a position in the best interest of the County;
- Required, no less frequently than every two years, the Human Resources Director to conduct a comprehensive labor market analysis for all County positions other than those in public safety bargaining units; and
- Required comprehensive changes to the Classification and Compensation System, defined as changes that affect multiple ranges countywide, to be approved by the Board [see, generally, Santa Fe County Human Resources Handbook, Section 13.1]; and

WHEREAS, as a result of the adoption of Resolution 2024-18, the County adjusted the ranges and corresponding steps of the Classification and Compensation System upward in January of 2024; and

WHEREAS, in accordance with Section 13.1.1 of the Handbook, in 2025, the Human Resources Director contracted with an independent third-party to conduct a comprehensive labor market analysis which included a comprehensive recommendation to adjust ranges and any corresponding steps upward by (i) three and seventy-two hundredths percent (3.72%) in order to sustain a match compensation strategy with current market conditions; and

WHEREAS, for purposes of administrative clarity, payroll implementation, and ease of communication, staff recommends rounding the market study's recommended adjustment of three and seventy-two hundredths percent (3.72%) to three and seventy-five hundredths percent

(3.75%), which represents a de minimis increase consistent with the study's intent and does not materially alter its market-based findings; and

WHEREAS, the recommended pay ranges and steps for Step Eligible Positions are set forth in Exhibit A; and

WHEREAS, the three point seventy-five percent (3.75%) adjustment recommended by the market study is not a cost-of-living adjustment but, rather, a market-based structure update pursuant to Section 13.1 of the Santa Fe County Human Resources Handbook.

NOW, THEREFORE, BE IT RESOLVED by the Santa Fe County Board of County Commissioners as follows:

1. Effective February 7, 2026, the pay ranges and steps for Step Eligible Positions set forth in the Salary Structure attached hereto as Exhibit A shall replace the pay ranges and steps previously established by Resolution 2024-018.
2. The Board acknowledges the County Manager's intent to adjust the salary of employees in positions for which a set salary has not been established in Pay Ranges 14-20 by 3.75%, which corresponds to the new midpoint of their range.
3. In accordance with Section II(A) of the Employment Agreement between Gregory S. Shaffer and the Board of County Commissioners, the County Manager's salary shall be increased by 3.75%.
4. The increase in pay ranges and steps shall not impact the compensation of (1) employees whose positions are not part of a bargaining unit and for which a set salary has been established by the Human Resources Director and (2) probationary employees who will become part of a bargaining unit upon completion of their probationary period and for whom a set salary has been established by the Human Resources Director.
5. Employees in Step Eligible Positions that are not part of any bargaining unit currently earning in excess of the compensation for which they would be eligible pursuant to Exhibit A and their relevant education and/or experience (i) shall be compensated at the same base rate of pay they were earning at the time of adoption of this Resolution and (ii) shall remain at that base rate of pay until they are demoted or promoted, they are entitled to additional compensation pursuant to Exhibit A, or when a cost-of-living adjustment is granted.
6. The pay increases provided for in this Resolution shall take effect the pay period that begins on February 7, 2026.

PASSED, APPROVED, AND ADOPTED ON THIS 27th DAY OF JANUARY, 2026.

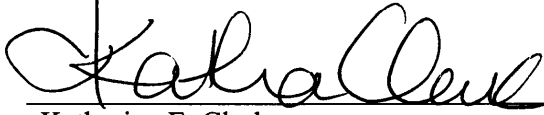
**SANTA FE COUNTY
BOARD OF COUNTY COMMISSIONERS**

By: _____

Justin S. Greene, Chair


SFC CLERK RECORDED 01/29/2026

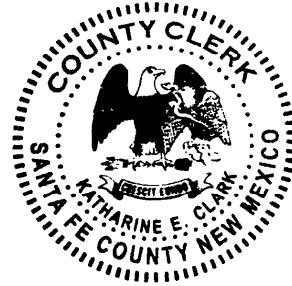
ATTEST:


Katharine E. Clark
Santa Fe County Clerk

Date: 1/28/2026

Approved as to form:

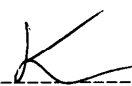

Walker Boyd
Santa Fe County Attorney



COUNTY OF SANTA FE)
STATE OF NEW MEXICO) ss

BCC RESOLUTIONS
PAGES: 4

I Hereby Certify That This Instrument Was Filed for
Record On The 29TH Day Of January, 2026 at 01:52:10 PM
And Was Duly Recorded as Instrument # **2076047**
In The Records Of Santa Fe County

Deputy  County Clerk, Santa Fe, NM
Witness My Hand And Seal Of Office
Katharine E. Clark

SFC CLERK RECORDED 01/29/2026

Exhibit A

Effective February 2, 2026

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 (Market)	Maximum
1	\$ 18.19	\$ 18.55	\$ 18.93	\$ 19.29	\$ 19.68	\$ 19.99	\$ 21.82
2	\$ 19.19	\$ 19.67	\$ 20.17	\$ 20.68	\$ 21.20	\$ 21.60	\$ 24.00
3	\$ 20.28	\$ 20.88	\$ 21.54	\$ 22.17	\$ 22.84	\$ 23.33	\$ 26.37
4	\$ 21.92	\$ 22.57	\$ 23.25	\$ 23.94	\$ 24.65	\$ 25.19	\$ 28.49
5	\$ 23.67	\$ 24.37	\$ 25.11	\$ 25.86	\$ 26.63	\$ 27.21	\$ 30.76
6	\$ 25.55	\$ 26.32	\$ 27.12	\$ 27.94	\$ 28.77	\$ 29.38	\$ 33.22
7	\$ 27.60	\$ 28.43	\$ 29.29	\$ 30.17	\$ 31.07	\$ 31.75	\$ 35.89
8	\$ 29.63	\$ 30.80	\$ 32.04	\$ 33.32	\$ 34.67	\$ 35.56	\$ 41.49
9	\$ 33.19	\$ 34.52	\$ 35.89	\$ 37.33	\$ 38.81	\$ 39.82	\$ 46.46
10	\$ 37.16	\$ 38.66	\$ 40.20	\$ 41.79	\$ 43.47	\$ 44.59	\$ 52.04
11	\$ 41.63	\$ 43.29	\$ 45.04	\$ 46.82	\$ 48.69	\$ 49.95	\$ 58.28
12	\$ 46.64	\$ 48.49	\$ 50.43	\$ 52.45	\$ 54.53	\$ 55.95	\$ 65.27
13	\$ 52.23	\$ 54.31	\$ 56.49	\$ 58.75	\$ 61.09	\$ 62.67	\$ 73.11
14	\$ 58.47	No steps	No steps	No steps	No steps	\$ 70.20	\$ 81.90
15	\$ 64.58	No steps	No steps	No steps	No steps	\$ 80.73	\$ 96.87
16	\$ 74.25	No steps	No steps	No steps	No steps	\$ 92.83	\$ 111.40
17	\$ 85.41	No steps	No steps	No steps	No steps	\$ 106.76	\$ 128.11
18	\$ 98.22	No steps	No steps	No steps	No steps	\$ 122.77	\$ 147.31
19	\$ 112.95	No steps	No steps	No steps	No steps	\$ 141.20	\$ 169.42
20	\$ 129.88	No steps	No steps	No steps	No steps	\$ 162.37	\$ 194.84