

**MINUTES  
WORK SESSION  
LUNA COUNTY BOARD OF COUNTY COMMISSIONERS  
Thursday, March 11, 2021**

**BE IT REMEMBERED** that the Luna County Board of County Commissioners met at 9:00 a.m. on Thursday, March 11, 2021 in Chambers of the Luna County Courthouse, Deming, New Mexico, for the purpose of conducting a Work Session. Due to the Covid-19 Pandemic and the Governor's Orders regarding social distancing, the commission meeting was conducted via teleconference and webcasting with a minimum in attendance from the public and staff.

**CALL TO ORDER:** Chair Reedy called the meeting to order at 9:06 a.m. and led the Pledge of Allegiance and the salute to the flag of New Mexico.

**ROLL CALL:** Deputy Clerk Pilar Salcido called roll. The following Commissioners constituting a quorum were present:

**Barbara L. Reedy, Chair, District 1  
Linda M. Smrkovsky, District 2  
John S. Sweetser, District 3**

**PRESENTATION: New Mexico Revenue and Expenditure Study:** Chair Reedy introduced Eddy County Commissioner Ernie Carlson and Eddy County Community Administrative Services Director Wes Hooper. They explained in detail the State of New Mexico County-Level Revenue & Expenditure Analysis 2015-2019 report which was provided to the Board.

**PUBLIC COMMENT:** Chair Reedy opened the floor to public comment. No public comment was forthcoming.

**COMMISSIONERS AND STAFF DISCUSSION ITEMS:** The Luna County Board of County Commissioners presented the items for discussion by staff and attending members of the public. (*\*Note: Items were presented for discussion only and no actions were taken.*) The following agenda items were discussed:

**NEW BUSINESS:**

- a. **Drug and Alcohol Policy:** County Manager Chris Brice stated there have been controversies with this topic and they are trying to update the Drug and Alcohol Policy. He explained the many different possibilities that are being looked at. A copy of the Drug and Alcohol Policy was presented to the Board for their review in hopes that together a policy can be approved at the next Regular Commissioners meeting. The County is currently doing urinalysis testing on all pre-employment candidates which is costly. The County is also doing CDL random drug testing on the commercial drivers which is mandated for both drugs and alcohol. Mr. Brice explained the process for CDL random testing. This is done by a third party company who makes the random selections. The department heads are then notified of the selected employee, who are then sent to the

detention center for testing. Mr. Brice stated they are considering moving to a saliva test for pre-employment. The employment candidate will take a saliva test if no abnormalities are detected the testing will be complete. If anything is detected in the saliva test results, the next step would be to do a urinalysis test.

- b. **Employee Award Recognition:** County Manager Chris Brice explained the County currently recognizes employees at their 5, 10, 15, and 20 years of service with pins, then nothing after that. He is looking to standardize employee's recognitions and is looking for ideas. He has an idea of doing employee of the quarter and those four employees selected within the year will go up for employee of the year. The County is not allowed to give bonuses or on the spot salary increases to recognize good employees. Mr. Brice said acknowledging good employees is certainly something we can and should do. Mr. Brice asked the Board to think of ideas on employee recognitions. Commissioner Smrkovsky stated employees should be recognized after the 20 year mark.

**ADJOURN:** Chair Reedy adjourned the meeting at 10:00 a.m.

**ATTEST:**

**LUNA COUNTY BOARD OF  
COUNTY COMMISSIONERS**

Berenda McWright  
Berenda McWright, Luna County Clerk

Barbara L. Reedy  
Chair, Barbara L. Reedy, District 1

Approved: 4-8-21

Linda M. Smrkovsky  
Linda M. Smrkovsky, District 2

John S. Sweetser  
John S. Sweetser, District 3

