

**Los Alamos County  
FY18 Salary Plan  
Job Class Order**

Attachment A

| Class Code | Change | Occupational Job Families and Job Classes | --Proposed--  |           |         |          |         | Change In Grade | Exempt/ Non-Exempt |
|------------|--------|-------------------------------------------|---------------|-----------|---------|----------|---------|-----------------|--------------------|
|            |        |                                           | Current Grade | New Grade | Minimum | Midpoint | Maximum |                 |                    |

↓ asterisk=benchmarked job, red=new change

**Executive Management/At-Will Series**

|      |   |                                |     |     |           |           |           |  |    |
|------|---|--------------------------------|-----|-----|-----------|-----------|-----------|--|----|
| 1002 |   | Deputy County Manager          | 308 | 308 | \$128,568 | \$159,046 | \$189,525 |  | EX |
| 4001 | * | Police Chief                   | 306 | 306 | \$116,615 | \$144,260 | \$171,905 |  | EX |
| 5001 | * | Fire Chief                     | 306 | 306 | \$116,615 | \$144,260 | \$171,905 |  | EX |
| 6006 |   | Public Works Director          | 304 | 304 | \$105,773 | \$130,848 | \$155,922 |  | EX |
| 1004 |   | Community Services Director    | 304 | 304 | \$105,773 | \$130,848 | \$155,922 |  | EX |
| 3500 |   | Community Development Director | 304 | 304 | \$105,773 | \$130,848 | \$155,922 |  | EX |

**Elected Offices Series**

**Assessment**

|      |   |                              |     |     |          |          |          |   |    |
|------|---|------------------------------|-----|-----|----------|----------|----------|---|----|
| 1201 | * | Chief Deputy Assessor        | 207 | 207 | \$61,842 | \$76,502 | \$91,163 |   | EX |
| 1202 |   | Chief Appraiser              | 201 | 203 | \$50,877 | \$62,938 | \$74,999 | 2 | EX |
| 1210 | * | Appraiser                    | 121 | 121 | \$42,877 | \$53,042 | \$63,206 |   | NE |
| 1204 |   | Senior Assessment Specialist | 120 | 120 | \$40,836 | \$50,516 | \$60,197 |   | NE |
| 1205 | * | Assessment Specialist        | 118 | 118 | \$37,039 | \$45,820 | \$54,600 |   | NE |
| 1206 |   | Apprentice Appraiser         | 115 | 115 | \$31,996 | \$39,581 | \$47,166 |   | NE |

**Attorney's**

|      |   |                           |     |     |          |           |           |  |    |
|------|---|---------------------------|-----|-----|----------|-----------|-----------|--|----|
| 1903 |   | Deputy County Attorney    | 302 | 302 | \$95,939 | \$118,682 | \$141,426 |  | EX |
| 1902 |   | Assistant County Attorney | 301 | 301 | \$91,370 | \$113,030 | \$134,691 |  | EX |
| 1904 |   | Associate County Attorney | 211 | 211 | \$75,170 | \$92,990  | \$110,810 |  | EX |
| 1911 |   | Legal Assistant II        | 124 | 124 | \$49,636 | \$61,403  | \$73,169  |  | NE |
| 1910 | * | Legal Assistant I         | 122 | 122 | \$45,021 | \$55,694  | \$66,367  |  | NE |

**Clerk's Office**

|      |   |                     |     |     |          |          |          |  |    |
|------|---|---------------------|-----|-----|----------|----------|----------|--|----|
| 1231 | * | Chief Deputy Clerk  | 207 | 207 | \$61,842 | \$76,502 | \$91,163 |  | EX |
| 1233 |   | Elections Manager   | 123 | 123 | \$47,272 | \$58,479 | \$69,685 |  | NE |
| 1232 | * | Senior Deputy Clerk | 121 | 121 | \$42,877 | \$53,042 | \$63,206 |  | NE |
| 1235 | * | Deputy Clerk        | 119 | 119 | \$38,891 | \$48,111 | \$57,330 |  | NE |

**Municipal Court**

|      |   |                     |     |     |          |          |          |  |    |
|------|---|---------------------|-----|-----|----------|----------|----------|--|----|
| 4401 | * | Court Administrator | 207 | 207 | \$61,842 | \$76,502 | \$91,163 |  | EX |
| 4402 | * | Probation Officer   | 122 | 122 | \$45,021 | \$55,694 | \$66,367 |  | NE |
| 4403 | * | Court Clerk         | 118 | 118 | \$37,039 | \$45,820 | \$54,600 |  | NE |

**Sheriff's Office**

|      |  |                |     |     |          |          |          |  |    |
|------|--|----------------|-----|-----|----------|----------|----------|--|----|
| 1087 |  | Deputy Sheriff | 115 | 115 | \$31,996 | \$39,581 | \$47,166 |  | NE |
|------|--|----------------|-----|-----|----------|----------|----------|--|----|

**Administrative Services Series**

**Public Information**

|      |   |                                   |     |     |          |          |           |  |    |
|------|---|-----------------------------------|-----|-----|----------|----------|-----------|--|----|
| 1101 |   | Communications & PR Administrator | 212 | 212 | \$78,929 | \$97,640 | \$116,351 |  | EX |
| 7003 | * | Public Relations Manager          | 210 | 210 | \$71,590 | \$88,561 | \$105,532 |  | EX |
| 1113 | * | Visual Information Specialist     | 122 | 122 | \$45,021 | \$55,694 | \$66,367  |  | NE |

**Management Support**

|      |   |                              |     |     |          |           |           |  |    |
|------|---|------------------------------|-----|-----|----------|-----------|-----------|--|----|
| 1007 |   | Assistant to County Manager  | 213 | 213 | \$82,875 | \$102,521 | \$122,168 |  | EX |
| 1010 |   | Business & ERP Manager       | 213 | 213 | \$82,875 | \$102,521 | \$122,168 |  | EX |
| 1600 | * | Budget & Performance Manager | 212 | 212 | \$78,929 | \$97,640  | \$116,351 |  | EX |
| 1605 |   | Senior Budget Analyst        | 210 | 210 | \$71,590 | \$88,561  | \$105,532 |  | EX |
| 1111 |   | Senior Management Analyst    | 210 | 210 | \$71,590 | \$88,561  | \$105,532 |  | EX |
| 1103 | * | Management Analyst           | 207 | 207 | \$61,842 | \$76,502  | \$91,163  |  | EX |

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|------------|--------|-------------------------------------------|---------------|-----------|---------|----------|---------|-----------------|--------------------|
|            |        |                                           | Current Grade | New Grade | Minimum | Midpoint | Maximum |                 |                    |

↓ asterisk=benchmarked job, red=new change

**Administrative Services Series Continued**

**Administrative Support**

|      |   |                                    |     |     |          |          |           |  |    |
|------|---|------------------------------------|-----|-----|----------|----------|-----------|--|----|
| 1107 |   | Emergency Management Specialist    |     | 120 | \$40,836 | \$50,516 | \$60,197  |  | NE |
| 1110 |   | RIM Program Manager                | 211 | 211 | \$75,170 | \$92,990 | \$110,810 |  | EX |
| 2201 | * | Office Manager                     | 203 | 203 | \$50,877 | \$62,938 | \$74,999  |  | EX |
| 1115 |   | Senior RIM Specialist              | 120 | 120 | \$40,836 | \$50,516 | \$60,197  |  | NE |
| 2305 | * | Senior Office Specialist           | 120 | 120 | \$40,836 | \$50,516 | \$60,197  |  | NE |
| 1114 |   | RIM Specialist                     | 117 | 117 | \$35,275 | \$43,638 | \$52,000  |  | NE |
| 2307 | * | Office Specialist                  | 117 | 117 | \$35,275 | \$43,638 | \$52,000  |  | NE |
| 4207 |   | Records Specialist                 | 115 | 115 | \$31,996 | \$39,581 | \$47,166  |  | NE |
| 7115 |   | Assistant to the Utilities Manager | 124 | 124 | \$49,636 | \$61,403 | \$73,169  |  | NE |

**Information Technology**

|      |   |                                      |     |     |           |           |           |  |    |
|------|---|--------------------------------------|-----|-----|-----------|-----------|-----------|--|----|
| 1301 | * | Chief Information Officer            | 303 | 303 | \$100,736 | \$124,617 | \$148,497 |  | EX |
| 1323 |   | IT Program Manager                   | 214 | 214 | \$87,019  | \$107,648 | \$128,277 |  | EX |
| 1325 |   | IT Project Manager                   | 213 | 213 | \$82,875  | \$102,521 | \$122,168 |  | EX |
| 1326 |   | Database Administrator               | 212 | 212 | \$78,929  | \$97,640  | \$116,351 |  | EX |
| 1320 |   | Senior Systems Administrator         | 211 | 211 | \$75,170  | \$92,990  | \$110,810 |  | EX |
| 1305 |   | Senior Application Analyst/Developer | 210 | 210 | \$71,590  | \$88,561  | \$105,532 |  | EX |
| 1318 |   | Senior Network Engineer              | 209 | 209 | \$68,181  | \$84,344  | \$100,507 |  | EX |
| 1321 |   | Systems Administrator                | 209 | 209 | \$68,181  | \$84,344  | \$100,507 |  | EX |
| 1324 |   | Technical Services Manager           | 209 | 209 | \$68,181  | \$84,344  | \$100,507 |  | EX |
| 1306 | * | Application Analyst/Developer        | 207 | 207 | \$61,842  | \$76,502  | \$91,163  |  | EX |
| 1319 |   | Systems & Network Administrator      | 207 | 207 | \$61,842  | \$76,502  | \$91,163  |  | EX |
| 1322 |   | Telecomm Network Specialist          | 126 | 126 | \$54,723  | \$67,696  | \$80,669  |  | NE |
| 1316 |   | Senior Technical Support Specialist  | 125 | 125 | \$52,118  | \$64,473  | \$76,828  |  | NE |
| 1309 | * | Technical Support Specialist         | 122 | 122 | \$45,021  | \$55,694  | \$66,367  |  | NE |
| 1328 |   | IT Intern                            | 115 | 115 | \$31,996  | \$39,581  | \$47,166  |  | NE |

**Financial & Supply Management**

|      |   |                                |     |     |           |           |           |  |    |
|------|---|--------------------------------|-----|-----|-----------|-----------|-----------|--|----|
| 1401 |   | Chief Financial Officer        | 303 | 303 | \$100,736 | \$124,617 | \$148,497 |  | EX |
| 1404 |   | Deputy Chief Financial Officer | 214 | 214 | \$87,019  | \$107,648 | \$128,277 |  | EX |
| 1402 | * | Accounting Operations Manager  | 212 | 212 | \$78,929  | \$97,640  | \$116,351 |  | EX |
| 1700 | * | Chief Purchasing Officer       | 211 | 211 | \$75,170  | \$92,990  | \$110,810 |  | EX |
| 1812 | * | Payroll Coordinator            | 207 | 207 | \$61,842  | \$76,502  | \$91,163  |  | EX |
| 1501 |   | Senior Accountant              | 206 | 206 | \$58,897  | \$72,859  | \$86,821  |  | EX |
| 1502 | * | Accountant                     | 204 | 204 | \$53,421  | \$66,085  | \$78,749  |  | EX |
| 1709 | * | Senior Buyer - Planner         | 204 | 204 | \$53,421  | \$66,085  | \$78,749  |  | EX |
| 1511 |   | Accounts Payable Coordinator   | 124 | 124 | \$49,636  | \$61,403  | \$73,169  |  | NE |
| 1809 |   | Payroll Specialist             | 124 | 124 | \$49,636  | \$61,403  | \$73,169  |  | NE |
| 1702 |   | Buyer-Planner                  | 123 | 123 | \$47,272  | \$58,479  | \$69,685  |  | NE |
| 1512 |   | Accounts Payable Specialist    | 121 | 121 | \$42,877  | \$53,042  | \$63,206  |  | NE |
| 1704 | * | Senior Supply Specialist       | 118 | 118 | \$37,039  | \$45,820  | \$54,600  |  | NE |
| 1706 |   | Supply Specialist              | 116 | 116 | \$33,595  | \$41,560  | \$49,524  |  | NE |

**Human Resources**

|      |         |                                   |     |     |           |           |           |  |    |
|------|---------|-----------------------------------|-----|-----|-----------|-----------|-----------|--|----|
| 1801 | *       | Human Resources Manager           | 303 | 303 | \$100,736 | \$124,617 | \$148,497 |  | EX |
| 1806 | *       | Assistant Human Resources Manager | 211 | 211 | \$75,170  | \$92,990  | \$110,810 |  | EX |
| 1810 | Archive | HRIS Manager                      | 211 | 211 | \$75,170  | \$92,990  | \$110,810 |  | EX |
| 1807 |         | Compensation Analyst              | 210 | 210 | \$71,590  | \$88,561  | \$105,532 |  | EX |
| 1813 | *       | Benefits & Pension Manager        | 210 | 210 | \$71,590  | \$88,561  | \$105,532 |  | EX |
| 2001 | *       | Risk Manager                      | 210 | 210 | \$71,590  | \$88,561  | \$105,532 |  | EX |
| 1803 | *       | Training Manager                  | 208 | 208 | \$64,934  | \$80,327  | \$95,721  |  | EX |
| 2002 | *       | Safety Coordinator                | 207 | 207 | \$61,842  | \$76,502  | \$91,163  |  | EX |
| 1804 | *       | Senior Human Resources Technician | 124 | 124 | \$49,636  | \$61,403  | \$73,169  |  | NE |
| 1805 | *       | Human Resources Technician        | 121 | 121 | \$42,877  | \$53,042  | \$63,206  |  | NE |

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|                                                    |        |                                           | --Proposed--  |           |          |           |           | Change In Grade | Exempt/ Non-Exempt |
|----------------------------------------------------|--------|-------------------------------------------|---------------|-----------|----------|-----------|-----------|-----------------|--------------------|
| Class Code                                         | Change | Occupational Job Families and Job Classes | Current Grade | New Grade | Minimum  | Midpoint  | Maximum   |                 |                    |
| ↓ asterisk=benchmarked job, red=new change         |        |                                           |               |           |          |           |           |                 |                    |
| <b>Community &amp; Economic Development Series</b> |        |                                           |               |           |          |           |           |                 |                    |
| <b><u>Economic Development</u></b>                 |        |                                           |               |           |          |           |           |                 |                    |
| 1120                                               | *      | Economic Vitality Administrator           | 214           | 214       | \$87,019 | \$107,648 | \$128,277 |                 | EX                 |
| 1109                                               |        | Marketing Specialist                      | 205           | 205       | \$56,092 | \$69,389  | \$82,686  |                 | EX                 |
| <b><u>Community Development</u></b>                |        |                                           |               |           |          |           |           |                 |                    |
| 3505                                               | *      | Housing & Special Projects Manager        | 211           | 211       | \$75,170 | \$92,990  | \$110,810 |                 | EX                 |
| 3502                                               | *      | Building Safety Manager                   | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |
| 3522                                               | New    | Planning Manager                          | New           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |
| 3519                                               |        | Principal Planner                         | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |
| 3510                                               | *      | Senior Planner                            | 207           | 207       | \$61,842 | \$76,502  | \$91,163  |                 | EX                 |
| 3516                                               |        | Associate Planner                         | 204           | 204       | \$53,421 | \$66,085  | \$78,749  |                 | EX                 |
| 3509                                               |        | Senior Building Inspector                 | 124           | 124       | \$49,636 | \$61,403  | \$73,169  |                 | NE                 |
| 3518                                               |        | Senior Permit Technician                  | 123           | 123       | \$47,272 | \$58,479  | \$69,685  |                 | NE                 |
| 3515                                               | *      | Building Inspector                        | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |
| 3507                                               |        | Code Enforcement Inspector                | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |
| 3517                                               |        | Assistant Planner                         | 121           | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |
| 3508                                               |        | Permit Technician                         | 121           | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |
| <b><u>Community Services Series</u></b>            |        |                                           |               |           |          |           |           |                 |                    |
| <b><u>Library</u></b>                              |        |                                           |               |           |          |           |           |                 |                    |
| 3002                                               | *      | Library Manager                           | 212           | 212       | \$78,929 | \$97,640  | \$116,351 |                 | EX                 |
| 3004                                               |        | Assistant Library Manager                 | 208           | 208       | \$64,934 | \$80,327  | \$95,721  |                 | EX                 |
| 3210                                               |        | Senior Librarian                          | 206           | 206       | \$58,897 | \$72,859  | \$86,821  |                 | EX                 |
| 3211                                               |        | Librarian                                 | 204           | 204       | \$53,421 | \$66,085  | \$78,749  |                 | EX                 |
| 3003                                               |        | Program Specialist                        | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |
| 3203                                               |        | Senior Library Specialist                 | 119           | 119       | \$38,891 | \$48,111  | \$57,330  |                 | NE                 |
| 3204                                               | *      | Library Specialist                        | 117           | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |
| 3205                                               |        | Senior Library Technician                 | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |
| 3207                                               |        | Community Services Monitor                | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |
| 3206                                               |        | Library Technician                        | 112           | 112       | \$27,639 | \$34,191  | \$40,743  |                 | NE                 |
| <b><u>Parks &amp; Recreation Program</u></b>       |        |                                           |               |           |          |           |           |                 |                    |
| 3010                                               | *      | Parks, Recreation & Open Space Manager    | 301           | 301       | \$91,370 | \$113,030 | \$134,691 |                 | EX                 |
| 3005                                               | *      | Golf Course Manager                       | 208           | 208       | \$64,934 | \$80,327  | \$95,721  |                 | EX                 |
| 3421                                               | *      | Recreation Program Manager                | 208           | 208       | \$64,934 | \$80,327  | \$95,721  |                 | EX                 |
| 3102                                               |        | Head Golf Professional                    | 203           | 203       | \$50,877 | \$62,938  | \$74,999  |                 | EX                 |
| 3402                                               |        | Aquatics Coordinator                      | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |
| 3103                                               |        | Asst Golf/Ice Rink Professional           | 121           | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |
| 2203                                               |        | Recreational CS Supervisor                | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |
| 3404                                               |        | Lifeguard Supervisor                      | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |
| 3411                                               |        | Recreation Specialist                     | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |
| 3409                                               |        | Senior Recreation Leader                  | 118           | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |
| 3410                                               | *      | Recreation Leader                         | 117           | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |
| 3406                                               |        | Senior Lifeguard                          | 117           | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |
| 2204                                               |        | Senior Recreation CS Associate            | 115           | 115       | \$31,996 | \$39,581  | \$47,166  |                 | NE                 |
| 3403                                               | *      | Lifeguard                                 | 115           | 115       | \$31,996 | \$39,581  | \$47,166  |                 | NE                 |
| 2205                                               |        | Recreational CS Associate                 | 113           | 113       | \$29,021 | \$35,901  | \$42,781  |                 | NE                 |
| <b><u>Parks &amp; Recreation Maintenance</u></b>   |        |                                           |               |           |          |           |           |                 |                    |
| 6310                                               | *      | Parks Superintendent                      | 208           | 208       | \$64,934 | \$80,327  | \$95,721  |                 | EX                 |
| 6313                                               |        | Open Space Specialist                     | 206           | 206       | \$58,897 | \$72,859  | \$86,821  |                 | EX                 |
| 3107                                               | *      | GC Maintenance Superintendent             | 204           | 204       | \$53,421 | \$66,085  | \$78,749  |                 | EX                 |
| 6314                                               |        | Assistant Parks Superintendent            | 124           | 124       | \$49,636 | \$61,403  | \$73,169  |                 | NE                 |
| 3108                                               |        | GC/Recreation Maint Asst Super            | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |
| 3104                                               |        | GC Maintenance Mechanic                   | 118           | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |
| 3405                                               |        | Aquatics Maintenance Specialist           | 118           | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |
| 6303                                               |        | Parks Maintenance Construction Spec III   | 119           | 119       | \$38,891 | \$48,111  | \$57,330  |                 | NE                 |
| 6304                                               | *      | Parks Maintenance Construction Spec II    | 116           | 116       | \$33,595 | \$41,560  | \$49,524  |                 | NE                 |
| 6311                                               |        | Parks Maintenance Construction Spec I     | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |

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|--------------------------------------------|--------|-------------------------------------------|------------------|-----------|----------|-----------|-----------|-----------------|--------------------|----|
|                                            |        |                                           | Current Grade    | New Grade | Minimum  | Midpoint  | Maximum   |                 |                    |    |
| ↓ asterisk=benchmarked job, red=new change |        |                                           |                  |           |          |           |           |                 |                    |    |
| Community Services Series Continued        |        |                                           |                  |           |          |           |           |                 |                    |    |
| Social Services                            |        |                                           |                  |           |          |           |           |                 |                    |    |
| 3301                                       | *      | Social Services Manager                   | 210              | 210       | \$71,590 | \$88,561  | \$105,532 |                 | EX                 |    |
| 3302                                       |        | Case Coordination Specialist              | 203              | 203       | \$50,877 | \$62,938  | \$74,999  |                 | EX                 |    |
| 3303                                       |        | Health Care Specialist                    | 120              | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |    |
| Public Safety Series                       |        |                                           |                  |           |          |           |           |                 |                    |    |
| Police Administration                      |        |                                           |                  |           |          |           |           |                 |                    |    |
| 4010                                       | *      | Senior Evidence & Training Technician     | 119              | 119       | \$38,891 | \$48,111  | \$57,330  |                 | NE                 |    |
| 4011                                       |        | Evidence & Training Technician            | 117              | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |    |
| 4309                                       |        | New                                       | Victim Assistant | New       | 118      | \$37,039  | \$45,820  | \$54,600        |                    | NE |
| Police Command                             |        |                                           |                  |           |          |           |           |                 |                    |    |
| 4004                                       |        | Deputy Police Chief                       | 302              | 302       | \$95,939 | \$118,682 | \$141,426 |                 | EX                 |    |
| 4005                                       |        | Police Commander                          | 213              | 213       | \$82,875 | \$102,521 | \$122,168 |                 | EX                 |    |
| 4006                                       |        | Emergency Services Commander              | 213              | 213       | \$82,875 | \$102,521 | \$122,168 |                 | EX                 |    |
| Police Dispatch                            |        |                                           |                  |           |          |           |           |                 |                    |    |
| 4208                                       | *      | CDC Manager                               | 207              | 207       | \$61,842 | \$76,502  | \$91,163  |                 | EX                 |    |
| 4203                                       |        | Dispatch Shift Supervisor                 | 123              | 123       | \$47,272 | \$58,479  | \$69,685  |                 | NE                 |    |
| 4204                                       | *      | Dispatcher II                             | 120              | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |    |
| 4205                                       | *      | Dispatcher I                              | 118              | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |    |
| Police Detention                           |        |                                           |                  |           |          |           |           |                 |                    |    |
| 4301                                       |        | Detention Administrator                   | 211              | 211       | \$75,170 | \$92,990  | \$110,810 |                 | EX                 |    |
| 4307                                       |        | Detention Sergeant                        | 127              | 127       | \$57,460 | \$71,081  | \$84,703  |                 | NE                 |    |
| 4302                                       | *      | Detention Corporal                        | 124              | 124       | \$49,636 | \$61,403  | \$73,169  |                 | NE                 |    |
| 4303                                       | *      | Detention Officer                         | 118              | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |    |
| Animal Control                             |        |                                           |                  |           |          |           |           |                 |                    |    |
| 4306                                       |        | Public Service Aide Supervisor            | 121              | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |    |
| 4308                                       |        | Animal Shelter Manager                    | 121              | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |    |
| 4304                                       |        | Senior Public Service Aide                | 117              | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |    |
| 4305                                       | *      | Public Service Aide                       | 115              | 115       | \$31,996 | \$39,581  | \$47,166  |                 | NE                 |    |
| Fire Command                               |        |                                           |                  |           |          |           |           |                 |                    |    |
| 5002                                       | *      | Deputy Fire Chief                         | 302              | 302       | \$95,939 | \$118,682 | \$141,426 |                 | EX                 |    |
| 5004                                       | *      | Fire Battalion Chief                      | 212              | 212       | \$78,929 | \$97,640  | \$116,351 |                 | EX                 |    |
| 5105                                       |        | Firefighter I - Probationary              | 118              | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |    |
| 5106                                       |        | Fire Cadet                                | 114              | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |    |
| Fire Administration                        |        |                                           |                  |           |          |           |           |                 |                    |    |
| 5007                                       |        | Safeguards & Security & LR Manager        | 214              | 214       | \$87,019 | \$107,648 | \$128,277 |                 | EX                 |    |
| 5009                                       |        | EMS Training Coordinator                  | 209              | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |    |
| 5011                                       |        | Senior F&LS Coordinator                   | 124              | 124       | \$49,636 | \$61,403  | \$73,169  |                 | NE                 |    |
| 5010                                       |        | Fire & Life Safety Coordinator            | 122              | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |    |
| 2102                                       |        | F&LS Technology Specialist                | 121              | 121       | \$42,877 | \$53,042  | \$63,206  |                 | NE                 |    |

**Los Alamos County  
FY18 Salary Plan  
Job Class Order**

Attachment A

| Class Code                                    | Change | Occupational Job Families and Job Classes | --Proposed -- |           |          |           |           | Change In Grade | Exempt/ Non-Exempt |  |
|-----------------------------------------------|--------|-------------------------------------------|---------------|-----------|----------|-----------|-----------|-----------------|--------------------|--|
|                                               |        |                                           | Current Grade | New Grade | Minimum  | Midpoint  | Maximum   |                 |                    |  |
| ↓ asterisk=benchmarked job, red=new change    |        |                                           |               |           |          |           |           |                 |                    |  |
| <b>Public Works Series</b>                    |        |                                           |               |           |          |           |           |                 |                    |  |
| <b><u>Airport</u></b>                         |        |                                           |               |           |          |           |           |                 |                    |  |
| 1108                                          |        | Airport Manager                           | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |  |
| <b><u>Public Works Engineering</u></b>        |        |                                           |               |           |          |           |           |                 |                    |  |
| 6001                                          |        | Deputy Public Works Director              | 302           | 302       | \$95,939 | \$118,682 | \$141,426 |                 | EX                 |  |
| 6007                                          | *      | County Engineer                           | 214           | 214       | \$87,019 | \$107,648 | \$128,277 |                 | EX                 |  |
| 6003                                          | *      | Chief Surveyor                            | 210           | 210       | \$71,590 | \$88,561  | \$105,532 |                 | EX                 |  |
| <b><u>Facilities</u></b>                      |        |                                           |               |           |          |           |           |                 |                    |  |
| 6201                                          |        | Facilities Manager                        | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |  |
| 6210                                          | *      | Facilities Services Manager               | 206           | 206       | \$58,897 | \$72,859  | \$86,821  |                 | EX                 |  |
| 6204                                          |        | Construction Specialist III               | 123           | 123       | \$47,272 | \$58,479  | \$69,685  |                 | NE                 |  |
| 6205                                          | *      | Construction Specialist II                | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |  |
| 6206                                          |        | Construction Specialist I                 | 117           | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |  |
| 6211                                          |        | Lead Custodian                            | 113           | 113       | \$29,021 | \$35,901  | \$42,781  |                 | NE                 |  |
| 6212                                          | *      | Custodian                                 | 111           | 111       | \$26,323 | \$32,563  | \$38,803  |                 | NE                 |  |
| <b><u>Environmental Services</u></b>          |        |                                           |               |           |          |           |           |                 |                    |  |
| 6601                                          | *      | Environmental Svcs Manager                | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |  |
| 6602                                          |        | Environmental Svcs Superintendent         | 206           | 206       | \$58,897 | \$72,859  | \$86,821  |                 | EX                 |  |
| 6604                                          |        | Asst Environmental Svcs Superintendent    | 125           | 125       | \$52,118 | \$64,473  | \$76,828  |                 | NE                 |  |
| 6603                                          |        | Environmental Svcs Specialist             | 202           | 202       | \$48,454 | \$59,941  | \$71,427  |                 | EX                 |  |
| 6605                                          |        | Scale Operator                            | 119           | 119       | \$38,891 | \$48,111  | \$57,330  |                 | NE                 |  |
| 6606                                          |        | Environmental Svcs Trainee                | 112           | 112       | \$27,639 | \$34,191  | \$40,743  |                 | NE                 |  |
| <b><u>Fleet</u></b>                           |        |                                           |               |           |          |           |           |                 |                    |  |
| 6101                                          |        | Fleet Manager                             | 210           | 210       | \$71,590 | \$88,561  | \$105,532 |                 | EX                 |  |
| 6102                                          |        | Fleet Supervisor                          | 205           | 205       | \$56,092 | \$69,389  | \$82,686  |                 | EX                 |  |
| 6103                                          |        | Fleet Shop Foreman                        | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |  |
| 6104                                          | *      | Fleet Mechanic II                         | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |  |
| 6105                                          |        | Fleet Mechanic I                          | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |  |
| <b><u>Traffic &amp; Street Operations</u></b> |        |                                           |               |           |          |           |           |                 |                    |  |
| 6701                                          |        | Traffic & Streets Mgr/Traffic Engineer    | 213           | 213       | \$82,875 | \$102,521 | \$122,168 |                 | EX                 |  |
| 6702                                          |        | Traffic Manager                           | 208           | 208       | \$64,934 | \$80,327  | \$95,721  |                 | EX                 |  |
| 6501                                          |        | Street Maintenance Superintendent         | 206           | 206       | \$58,897 | \$72,859  | \$86,821  |                 | EX                 |  |
| 6510                                          |        | Assistant Street Superintendent           | 125           | 125       | \$52,118 | \$64,473  | \$76,828  |                 | NE                 |  |
| 6708                                          |        | Traffic Electrician III                   | 124           | 124       | \$49,636 | \$61,403  | \$73,169  |                 | NE                 |  |
| 6703                                          | *      | Traffic Electrician II                    | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |  |
| 6707                                          |        | Transportation Safety Specialist          | 122           | 122       | \$45,021 | \$55,694  | \$66,367  |                 | NE                 |  |
| 6706                                          |        | Traffic Electrician I                     | 120           | 120       | \$40,836 | \$50,516  | \$60,197  |                 | NE                 |  |
| 6704                                          |        | Sign/Marking Tech III                     | 118           | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |  |
| 6705                                          | *      | Sign/Marking Tech II                      | 116           | 116       | \$33,595 | \$41,560  | \$49,524  |                 | NE                 |  |
| 6709                                          |        | Sign/Marking Tech I                       | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |  |
| <b><u>Transit Operations</u></b>              |        |                                           |               |           |          |           |           |                 |                    |  |
| 6719                                          | *      | Transit Manager                           | 209           | 209       | \$68,181 | \$84,344  | \$100,507 |                 | EX                 |  |
| 6710                                          | *      | Transit Supervisor                        | 204           | 204       | \$53,421 | \$66,085  | \$78,749  |                 | EX                 |  |
| 6714                                          |        | Transit CS Rep/Dispatcher III             | 119           | 119       | \$38,891 | \$48,111  | \$57,330  |                 | NE                 |  |
| 6711                                          |        | Lead Transit Operator                     | 118           | 118       | \$37,039 | \$45,820  | \$54,600  |                 | NE                 |  |
| 6715                                          |        | Transit CS Rep/Dispatcher II              | 117           | 117       | \$35,275 | \$43,638  | \$52,000  |                 | NE                 |  |
| 6712                                          |        | Transit Operator II                       | 116           | 116       | \$33,595 | \$41,560  | \$49,524  |                 | NE                 |  |
| 6716                                          |        | Transit CS Rep/Dispatcher I               | 115           | 115       | \$31,996 | \$39,581  | \$47,166  |                 | NE                 |  |
| 6713                                          | *      | Transit Operator I                        | 114           | 114       | \$30,472 | \$37,696  | \$44,920  |                 | NE                 |  |
| 6720                                          |        | Transit Operator Trainee                  | 112           | 112       | \$27,639 | \$34,191  | \$40,743  |                 | NE                 |  |

**Los Alamos County  
FY18 Salary Plan  
Job Class Order**

Attachment A

|                                            |        |                                              | --Proposed -- |           |           |           |           | Change In Grade | Exempt/<br>Non-Exempt |
|--------------------------------------------|--------|----------------------------------------------|---------------|-----------|-----------|-----------|-----------|-----------------|-----------------------|
| Class Code                                 | Change | Occupational Job Families and Job Classes    | Current Grade | New Grade | Minimum   | Midpoint  | Maximum   |                 |                       |
| ↓ asterisk=benchmarked job, red=new change |        |                                              |               |           |           |           |           |                 |                       |
| Public Works & Utilities Series            |        |                                              |               |           |           |           |           |                 |                       |
| Operations                                 |        |                                              |               |           |           |           |           |                 |                       |
| 8011                                       |        | Lead Equipment Operator                      | 123           | 123       | \$47,272  | \$58,479  | \$69,685  |                 | NE                    |
| 8012                                       | *      | Senior Equipment Operator                    | 121           | 121       | \$42,877  | \$53,042  | \$63,206  |                 | NE                    |
| 8013                                       |        | Equipment Operator                           | 118           | 118       | \$37,039  | \$45,820  | \$54,600  |                 | NE                    |
| 8014                                       | *      | Laborer                                      | 111           | 111       | \$26,323  | \$32,563  | \$38,803  |                 | NE                    |
| Capital Projects                           |        |                                              |               |           |           |           |           |                 |                       |
| 6802                                       |        | Projects Manager                             | 211           | 211       | \$75,170  | \$92,990  | \$110,810 |                 | EX                    |
| Engineering                                |        |                                              |               |           |           |           |           |                 |                       |
| 8001                                       |        | Senior Engineer                              | 213           | 213       | \$82,875  | \$102,521 | \$122,168 |                 | EX                    |
| 8002                                       |        | Engineering Project Manager                  | 211           | 211       | \$75,170  | \$92,990  | \$110,810 |                 | EX                    |
| 8003                                       | *      | Engineering Associate                        | 208           | 208       | \$64,934  | \$80,327  | \$95,721  |                 | EX                    |
| 8006                                       |        | Engineering Assistant                        | 204           | 204       | \$53,421  | \$66,085  | \$78,749  |                 | EX                    |
| 8004                                       |        | Senior Engineering Aide                      | 122           | 122       | \$45,021  | \$55,694  | \$66,367  |                 | NE                    |
| 8005                                       | *      | Engineering Aide                             | 120           | 120       | \$40,836  | \$50,516  | \$60,197  |                 | NE                    |
| 8007                                       |        | Engineering Intern                           | 115           | 115       | \$31,996  | \$39,581  | \$47,166  |                 | NE                    |
| Utilities Series                           |        |                                              |               |           |           |           |           |                 |                       |
| 7006                                       |        | Deputy Utility Mgr - GWS                     | 303           | 303       | \$100,736 | \$124,617 | \$148,497 |                 | EX                    |
| 7013                                       |        | Deputy Utility Mgr - Power Supply            | 303           | 303       | \$100,736 | \$124,617 | \$148,497 |                 | EX                    |
| 7007                                       |        | Deputy Utility Mgr - Finance and Admn        | 303           | 303       | \$100,736 | \$124,617 | \$148,497 |                 | EX                    |
| 7008                                       | *      | Deputy Utility Mgr - Engineering             | 302           | 302       | \$95,939  | \$118,682 | \$141,426 |                 | EX                    |
| 7009                                       |        | Deputy Utility Mgr - Electrical Distribution | 302           | 302       | \$95,939  | \$118,682 | \$141,426 |                 | EX                    |
| Operations Support                         |        |                                              |               |           |           |           |           |                 |                       |
| 7010                                       |        | Business Operations Manager                  | 212           | 212       | \$78,929  | \$97,640  | \$116,351 |                 | EX                    |
| 7100                                       |        | SCADA System Specialist                      | 131           | 131       | \$69,843  | \$86,400  | \$102,957 |                 | NE                    |
| 7104                                       |        | SCADA System Technician                      | 130           | 130       | \$66,517  | \$82,285  | \$98,054  |                 | NE                    |
| 7106                                       | *      | GIS System Specialist                        | 207           | 207       | \$61,842  | \$76,502  | \$91,163  |                 | EX                    |
| 7114                                       | *      | Water & Energy Conservation Coordinator      | 206           | 206       | \$58,897  | \$72,859  | \$86,821  |                 | EX                    |
| 7105                                       |        | Env. Compliance Specialist                   | 205           | 205       | \$56,092  | \$69,389  | \$82,686  |                 | EX                    |
| 7107                                       |        | Meter Reader Supervisor                      | 121           | 121       | \$42,877  | \$53,042  | \$63,206  |                 | NE                    |
| 7112                                       |        | Senior Billing & Service Specialist          | 119           | 119       | \$38,891  | \$48,111  | \$57,330  |                 | NE                    |
| 7109                                       | *      | Billing & Service Specialist                 | 117           | 117       | \$35,275  | \$43,638  | \$52,000  |                 | NE                    |
| Electric Production                        |        |                                              |               |           |           |           |           |                 |                       |
| 7203                                       | *      | Power System Supervisor                      | 214           | 214       | \$87,019  | \$107,648 | \$128,277 |                 | EX                    |
| 7201                                       |        | H-E Plant Engineer                           | 214           | 214       | \$87,019  | \$107,648 | \$128,277 |                 | EX                    |
| 7210                                       |        | Senior Power System Operator                 | 132           | 132       | \$73,335  | \$90,720  | \$108,104 |                 | NE                    |
| 7211                                       |        | Power System Operator                        | 130           | 130       | \$66,517  | \$82,285  | \$98,054  |                 | NE                    |
| 7208                                       |        | Senior H-E Maintenance Technician            | 129           | 129       | \$63,349  | \$78,367  | \$93,385  |                 | NE                    |
| 7204                                       |        | H-E Maintenance Technician                   | 126           | 126       | \$54,723  | \$67,696  | \$80,669  |                 | NE                    |
| 7212                                       |        | Power System Operator Apprentice             | 122           | 122       | \$45,021  | \$55,694  | \$66,367  |                 | NE                    |
| 7206                                       |        | H-E Maintenance Tech Apprentice              | 119           | 119       | \$38,891  | \$48,111  | \$57,330  |                 | NE                    |
| Electric Distribution                      |        |                                              |               |           |           |           |           |                 |                       |
| 7302                                       | *      | Lineman Supervisor                           | 131           | 131       | \$69,843  | \$86,400  | \$102,957 |                 | NE                    |

Los Alamos County  
FY18 Salary Plan  
Job Class Order

Attachment A

| Class Code | Change | Occupational Job Families and Job Classes | --Proposed--  |           |         |          |         | Change In Grade | Exempt/ Non-Exempt |
|------------|--------|-------------------------------------------|---------------|-----------|---------|----------|---------|-----------------|--------------------|
|            |        |                                           | Current Grade | New Grade | Minimum | Midpoint | Maximum |                 |                    |

↓ asterisk=benchmarked job, red=new change

Utilities Series Continued

Gas, Water & Sewer Services

|      |  |                      |     |     |          |          |           |  |    |
|------|--|----------------------|-----|-----|----------|----------|-----------|--|----|
| 7402 |  | GWS Superintendent   | 210 | 210 | \$71,590 | \$88,561 | \$105,532 |  | EX |
| 7403 |  | GWS Field Supervisor | 204 | 204 | \$53,421 | \$66,085 | \$78,749  |  | EX |

Wastewater Services

|      |  |                     |     |     |          |          |           |  |    |
|------|--|---------------------|-----|-----|----------|----------|-----------|--|----|
| 7501 |  | WWTP Superintendent | 210 | 210 | \$71,590 | \$88,561 | \$105,532 |  | EX |
|------|--|---------------------|-----|-----|----------|----------|-----------|--|----|

Water Services

|      |  |                              |     |     |          |          |           |  |    |
|------|--|------------------------------|-----|-----|----------|----------|-----------|--|----|
| 7601 |  | Water Systems Superintendent | 210 | 210 | \$71,590 | \$88,561 | \$105,532 |  | EX |
|------|--|------------------------------|-----|-----|----------|----------|-----------|--|----|