

**Los Alamos County
FY19 Salary Plan
Job Class Order**

Attachment A

MUNIS Job Code	Change	Occupational Job Families and Job Classes		Approved				Change In Grade	Exempt/ Non- Exempt
			Current Grade	New Grade	Minimum	Midpoint	Maximum		
↓ asterix=benchmarked job, red=new change									
<u>Executive Management/At-Will Series</u>									
101		Deputy County Manager	308	308	\$128,568	\$159,046	\$189,525		EX
400	*	Police Chief	306	306	\$116,615	\$144,260	\$171,905		EX
460	*	Fire Chief	306	306	\$116,615	\$144,260	\$171,905		EX
500		Public Works Director	304	304	\$105,773	\$130,848	\$155,922		EX
300		Community Services Director	304	304	\$105,773	\$130,848	\$155,922		EX
170		Community Development Director	304	304	\$105,773	\$130,848	\$155,922		EX
<u>Elected Offices Series</u>									
<u>Assessment</u>									
771	*	Chief Deputy Assessor	207	207	\$61,842	\$76,502	\$91,163		EX
773		Chief Appraiser	201	203	\$50,877	\$62,938	\$74,999		EX
774	*	Appraiser	121	121	\$42,877	\$53,042	\$63,206		NE
776		Senior Assessment Specialist	120	120	\$40,836	\$50,516	\$60,197		NE
777	*	Assessment Specialist	118	118	\$37,039	\$45,820	\$54,600		NE
779		Apprentice Appraiser	115	115	\$31,996	\$39,581	\$47,166		NE
<u>Attorney's</u>									
701		Deputy County Attorney	302	302	\$95,939	\$118,682	\$141,426		EX
702		Assistant County Attorney	301	301	\$91,370	\$113,030	\$134,691		EX
703		Associate County Attorney	211	211	\$75,170	\$92,990	\$110,810		EX
287		Legal Assistant II	124	124	\$49,636	\$61,403	\$73,169		NE
288	*	Legal Assistant I	122	122	\$45,021	\$55,694	\$66,367		NE
<u>Clerk's Office</u>									
751	*	Chief Deputy Clerk	207	207	\$61,842	\$76,502	\$91,163		EX
755		Elections Manager	123	123	\$47,272	\$58,479	\$69,685		NE
752	*	Senior Deputy Clerk	121	121	\$42,877	\$53,042	\$63,206		NE
753	*	Deputy Clerk	119	119	\$38,891	\$48,111	\$57,330		NE
<u>Municipal Court</u>									
761	*	Court Administrator	207	207	\$61,842	\$76,502	\$91,163		EX
765	*	Probation Officer	122	122	\$45,021	\$55,694	\$66,367		NE
763	*	Court Clerk	118	118	\$37,039	\$45,820	\$54,600		NE
<u>Sheriff's Office</u>									
783		Deputy Sheriff	115	115	\$31,996	\$39,581	\$47,166		NE
<u>Administrative Services Series</u>									
<u>Public Information</u>									
111		Communications & PR Administrator	212	212	\$78,929	\$97,640	\$116,351		EX
604	*	Public Relations Manager	210	210	\$71,590	\$88,561	\$105,532		EX
114	*	Visual Information Specialist	122	122	\$45,021	\$55,694	\$66,367		NE
<u>Management Support</u>									
104		Assistant to County Manager	213	213	\$82,875	\$102,521	\$122,168		EX
107		Business & ERP Manager	213	213	\$82,875	\$102,521	\$122,168		EX
261	*	Budget & Performance Manager	212	212	\$78,929	\$97,640	\$116,351		EX
262		Senior Budget Analyst	210	210	\$71,590	\$88,561	\$105,532		EX
903		Senior Management Analyst	210	210	\$71,590	\$88,561	\$105,532		EX
904	*	Management Analyst	207	207	\$61,842	\$76,502	\$91,163		EX

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Administrative Services Series Continued									
Administrative Support									
442		Emergency Management Specialist		120	\$40,836	\$50,516	\$60,197		NE
202		RIM Program Manager	211	211	\$75,170	\$92,990	\$110,810		EX
906	*	Office Manager	203	203	\$50,877	\$62,938	\$74,999		EX
227		Senior RIM Specialist	120	120	\$40,836	\$50,516	\$60,197		NE
907	*	Senior Office Specialist	120	120	\$40,836	\$50,516	\$60,197		NE
229		RIM Specialist	117	117	\$35,275	\$43,638	\$52,000		NE
379	*	Office Specialist	117	117	\$35,275	\$43,638	\$52,000		NE
405		Records Specialist	115	115	\$31,996	\$39,581	\$47,166		NE
905		Executive Assistant	124	124	\$49,636	\$61,403	\$73,169		NE
Information Technology									
210	*	Chief Information Officer	303	303	\$100,736	\$124,617	\$148,497		EX
201		IT Program Manager	214	214	\$87,019	\$107,648	\$128,277		EX
204		IT Project Manager	213	213	\$82,875	\$102,521	\$122,168		EX
219		Database Administrator	212	212	\$78,929	\$97,640	\$116,351		EX
211		Senior Systems Administrator	211	211	\$75,170	\$92,990	\$110,810		EX
215		Senior Application Analyst/Developer	210	210	\$71,590	\$88,561	\$105,532		EX
221		Senior Network Engineer	209	209	\$68,181	\$84,344	\$100,507		EX
212		Systems Administrator	209	209	\$68,181	\$84,344	\$100,507		EX
235		Technical Services Manager	209	209	\$68,181	\$84,344	\$100,507		EX
216	*	Application Analyst/Developer	207	207	\$61,842	\$76,502	\$91,163		EX
222		Systems & Network Administrator	207	207	\$61,842	\$76,502	\$91,163		EX
225		Telecomm Network Specialist	126	126	\$54,723	\$67,696	\$80,669		NE
236		Senior Technical Support Specialist	125	125	\$52,118	\$64,473	\$76,828		NE
237	*	Technical Support Specialist	122	122	\$45,021	\$55,694	\$66,367		NE
239		IT Intern	115	115	\$31,996	\$39,581	\$47,166		NE
Financial & Supply Management									
240		Chief Financial Officer	303	303	\$100,736	\$124,617	\$148,497		EX
241		Deputy Chief Financial Officer	214	214	\$87,019	\$107,648	\$128,277		EX
242	*	Accounting Operations Manager	212	212	\$78,929	\$97,640	\$116,351		EX
270	*	Chief Purchasing Officer	211	211	\$75,170	\$92,990	\$110,810		EX
255	*	Payroll Coordinator	207	207	\$61,842	\$76,502	\$91,163		EX
245		Senior Accountant	206	206	\$58,897	\$72,859	\$86,821		EX
246	*	Accountant	204	204	\$53,421	\$66,085	\$78,749		EX
272	*	Senior Buyer - Planner	204	204	\$53,421	\$66,085	\$78,749		EX
251		Accounts Payable Coordinator	124	124	\$49,636	\$61,403	\$73,169		NE
256		Payroll Specialist	124	124	\$49,636	\$61,403	\$73,169		NE
273		Buyer-Planner	123	123	\$47,272	\$58,479	\$69,685		NE
252		Accounts Payable Specialist	121	121	\$42,877	\$53,042	\$63,206		NE
275	*	Senior Supply Specialist	118	118	\$37,039	\$45,820	\$54,600		NE
276		Supply Specialist	116	116	\$33,595	\$41,560	\$49,524		NE
Human Resources									
130	*	Human Resources Manager	303	303	\$100,736	\$124,617	\$148,497		EX
131	*	Assistant Human Resources Manager	211	211	\$75,170	\$92,990	\$110,810		EX
132		Compensation Analyst	210	210	\$71,590	\$88,561	\$105,532		EX
133	*	Benefits & Pension Manager	210	210	\$71,590	\$88,561	\$105,532		EX
135	*	Risk Manager	210	210	\$71,590	\$88,561	\$105,532		EX
134	*	Training Manager	208	208	\$64,934	\$80,327	\$95,721		EX
141	*	Safety Coordinator	207	207	\$61,842	\$76,502	\$91,163		EX
144	*	Senior Human Resources Technician	124	124	\$49,636	\$61,403	\$73,169		NE
145	*	Human Resources Technician	121	121	\$42,877	\$53,042	\$63,206		NE

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Community & Economic Development Series									
Economic Development									
121	*	Economic Development Administrator	214	214	\$87,019	\$107,648	\$128,277		EX
124		Marketing Specialist	205	205	\$56,092	\$69,389	\$82,686		EX
Community Development									
181	*	Housing & Special Projects Manager	211	211	\$75,170	\$92,990	\$110,810		EX
185	*	Building Safety Manager	209	209	\$68,181	\$84,344	\$100,507		EX
172		Planning Manager		209	\$68,181	\$84,344	\$100,507		EX
173		Principal Planner	209	209	\$68,181	\$84,344	\$100,507		EX
174	*	Senior Planner	207	207	\$61,842	\$76,502	\$91,163		EX
175		Associate Planner	204	204	\$53,421	\$66,085	\$78,749		EX
183		Senior Building Inspector	124	124	\$49,636	\$61,403	\$73,169		NE
177		Senior Permit Technician	123	123	\$47,272	\$58,479	\$69,685		NE
184	*	Building Inspector	122	122	\$45,021	\$55,694	\$66,367		NE
187		Code Enforcement Inspector	122	122	\$45,021	\$55,694	\$66,367		NE
176		Assistant Planner	121	121	\$42,877	\$53,042	\$63,206		NE
179		Permit Technician	121	121	\$42,877	\$53,042	\$63,206		NE
Community Services Series									
Library									
311	*	Library Manager	212	212	\$78,929	\$97,640	\$116,351		EX
312		Assistant Library Manager	208	208	\$64,934	\$80,327	\$95,721		EX
315		Senior Librarian	206	206	\$58,897	\$72,859	\$86,821		EX
316		Librarian	204	204	\$53,421	\$66,085	\$78,749		EX
325		Program Specialist	122	122	\$45,021	\$55,694	\$66,367		NE
317		Senior Library Specialist	119	119	\$38,891	\$48,111	\$57,330		NE
319	*	Library Specialist	117	117	\$35,275	\$43,638	\$52,000		NE
321		Senior Library Technician	114	114	\$30,472	\$37,696	\$44,920		NE
327		Community Services Monitor	114	114	\$30,472	\$37,696	\$44,920		NE
322		Library Technician	112	112	\$27,639	\$34,191	\$40,743		NE
Parks & Recreation Program									
331	*	Parks, Recreation & Open Space Manager	301	301	\$91,370	\$113,030	\$134,691		EX
361	*	Golf Course Manager	208	208	\$64,934	\$80,327	\$95,721		EX
332	*	Recreation Program Manager	208	208	\$64,934	\$80,327	\$95,721		EX
362		Head Golf Professional	203	203	\$50,877	\$62,938	\$74,999		EX
352		Aquatics Coordinator	122	122	\$45,021	\$55,694	\$66,367		NE
363		Asst Golf/Ice Rink Professional	121	121	\$42,877	\$53,042	\$63,206		NE
341		Recreational CS Supervisor	120	120	\$40,836	\$50,516	\$60,197		NE
354		Lifeguard Supervisor	120	120	\$40,836	\$50,516	\$60,197		NE
334		Recreation Specialist	120	120	\$40,836	\$50,516	\$60,197		NE
337		Senior Recreation Leader	118	118	\$37,039	\$45,820	\$54,600		NE
338	*	Recreation Leader	117	117	\$35,275	\$43,638	\$52,000		NE
355		Senior Lifeguard	117	117	\$35,275	\$43,638	\$52,000		NE
342		Senior Recreation CS Associate	115	115	\$31,996	\$39,581	\$47,166		NE
356	*	Lifeguard	115	115	\$31,996	\$39,581	\$47,166		NE
343		Recreational CS Associate	113	113	\$29,021	\$35,901	\$42,781		NE
Parks & Recreation Maintenance									
371	*	Parks Superintendent	208	208	\$64,934	\$80,327	\$95,721		EX
379		Open Space Specialist	206	206	\$58,897	\$72,859	\$86,821		EX
365	*	GC Maintenance Superintendent	204	204	\$53,421	\$66,085	\$78,749		EX
372		Assistant Parks Superintendent	124	124	\$49,636	\$61,403	\$73,169		NE
366		GC/Recreation Maint Asst Super	120	120	\$40,836	\$50,516	\$60,197		NE
367		GC Maintenance Mechanic	118	118	\$37,039	\$45,820	\$54,600		NE
357		Aquatics Maintenance Specialist	118	118	\$37,039	\$45,820	\$54,600		NE
375		Parks Maintenance Construction Spec III	119	119	\$38,891	\$48,111	\$57,330		NE
376	*	Parks Maintenance Construction Spec II	116	116	\$33,595	\$41,560	\$49,524		NE
377		Parks Maintenance Construction Spec I	114	114	\$30,472	\$37,696	\$44,920		NE

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Community Services Series Continued

Social Services

391		Social Services Manager	210	210	\$71,590	\$88,561	\$105,532		EX
393	*	Case Coordination Specialist	203	203	\$50,877	\$62,938	\$74,999		EX
396		Health Care Specialist	120	120	\$40,836	\$50,516	\$60,197		NE

Public Safety Series

Police Administration

406		Senior Evidence & Training Technian	119	119	\$38,891	\$48,111	\$57,330		NE
407	*	Evidence & Training Technician	117	117	\$35,275	\$43,638	\$52,000		NE
409		Victim Assistant		118	\$37,039	\$45,820	\$54,600		NE

Police Command

401		Deputy Police Chief	302	302	\$95,939	\$118,682	\$141,426		EX
402		Police Commander	213	213	\$82,875	\$102,521	\$122,168		EX
441		Emergency Services Commander	213	213	\$82,875	\$102,521	\$122,168		EX

Police Dispatch

421	*	CDC Manager	207	207	\$61,842	\$76,502	\$91,163		EX
423		Dispatch Shift Supervisor	123	123	\$47,272	\$58,479	\$69,685		NE
424	*	Dispatcher II	120	120	\$40,836	\$50,516	\$60,197		NE
425	*	Dispatcher I	118	118	\$37,039	\$45,820	\$54,600		NE

Police Detention

431		Detention Administrator	211	211	\$75,170	\$92,990	\$110,810		EX
433		Detention Sergeant	127	127	\$57,460	\$71,081	\$84,703		NE
434	*	Detention Corporal	124	124	\$49,636	\$61,403	\$73,169		NE
435	*	Detention Officer	118	118	\$37,039	\$45,820	\$54,600		NE

Animal Control

447		Public Service Aide Supervisor	121	121	\$42,877	\$53,042	\$63,206		NE
445		Animal Shelter Manager	121	121	\$42,877	\$53,042	\$63,206		NE
448		Senior Public Service Aide	117	117	\$35,275	\$43,638	\$52,000		NE
449	*	Public Service Aide	115	115	\$31,996	\$39,581	\$47,166		NE

Fire Command

461	*	Deputy Fire Chief	302	302	\$95,939	\$118,682	\$141,426		EX
462	*	Fire Battalion Chief	212	212	\$78,929	\$97,640	\$116,351		EX

Fire Administration

486		Safeguards & Security & LR Manager	214	214	\$87,019	\$107,648	\$128,277		EX
487		EMS Training Coordinator	209	209	\$68,181	\$84,344	\$100,507		EX
481		Senior F&LS Coordinator	124	124	\$49,636	\$61,403	\$73,169		NE
482		Fire & Life Safety Coordinator	122	122	\$45,021	\$55,694	\$66,367		NE
484		F&LS Technology Specialist	121	121	\$42,877	\$53,042	\$63,206		NE

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Public Works Series									
Airport									
509		Airport Manager	209	209	\$68,181	\$84,344	\$100,507		EX
Public Works Engineering									
501		Deputy Public Works Director	302	302	\$95,939	\$118,682	\$141,426		EX
505	*	County Engineer	214	214	\$87,019	\$107,648	\$128,277		EX
506	*	Chief Surveyor	210	210	\$71,590	\$88,561	\$105,532		EX
Facilities									
511		Facilities Manager	209	209	\$68,181	\$84,344	\$100,507		EX
521	*	Facilities Services Manager	206	206	\$58,897	\$72,859	\$86,821		EX
514		Construction Specialist III	123	123	\$47,272	\$58,479	\$69,685		NE
515	*	Construction Specialist II	120	120	\$40,836	\$50,516	\$60,197		NE
516		Construction Specialist I	117	117	\$35,275	\$43,638	\$52,000		NE
523		Lead Custodian	113	113	\$29,021	\$35,901	\$42,781		NE
526	*	Custodian	111	111	\$26,323	\$32,563	\$38,803		NE
Environmental Svcs									
531	*	Environmental Svcs Manager	209	209	\$68,181	\$84,344	\$100,507		EX
532		Environmental Svcs Superintendent	206	206	\$58,897	\$72,859	\$86,821		EX
533		Asst Environmental Svcs Superintendent	125	125	\$52,118	\$64,473	\$76,828		NE
537		Environmental Svcs Specialist	202	202	\$48,454	\$59,941	\$71,427		EX
535		Scale Operator	119	119	\$38,891	\$48,111	\$57,330		NE
539		Environmental Svcs Trainee	112	112	\$27,639	\$34,191	\$40,743		NE
Fleet									
541		Fleet Manager	210	210	\$71,590	\$88,561	\$105,532		EX
542		Fleet Supervisor	205	205	\$56,092	\$69,389	\$82,686		EX
544		Fleet Shop Foreman	122	122	\$45,021	\$55,694	\$66,367		NE
547	*	Fleet Mechanic II	120	120	\$40,836	\$50,516	\$60,197		NE
548		Fleet Mechanic I	114	114	\$30,472	\$37,696	\$44,920		NE
Traffic & Street Operations									
571		Traffic & Streets Mgr/Traffic Engineer	213	213	\$82,875	\$102,521	\$122,168		EX
572		Traffic Manager	208	208	\$64,934	\$80,327	\$95,721		EX
574		Street Maintenance Superintendent	206	206	\$58,897	\$72,859	\$86,821		EX
575		Assistant Street Superintendent	125	125	\$52,118	\$64,473	\$76,828		NE
581		Traffic Electrician III	124	124	\$49,636	\$61,403	\$73,169		NE
582	*	Traffic Electrician II	122	122	\$45,021	\$55,694	\$66,367		NE
577		Transportation Safety Specialist	122	122	\$45,021	\$55,694	\$66,367		NE
581		Traffic Electrician I	120	120	\$40,836	\$50,516	\$60,197		NE
586		Sign/Marking Tech III	118	118	\$37,039	\$45,820	\$54,600		NE
587	*	Sign/Marking Tech II	116	116	\$33,595	\$41,560	\$49,524		NE
588		Sign/Marking Tech I	114	114	\$30,472	\$37,696	\$44,920		NE
Transit Operations									
551	*	Transit Manager	209	209	\$68,181	\$84,344	\$100,507		EX
552	*	Transit Supervisor	204	204	\$53,421	\$66,085	\$78,749		EX
561		Transit CS Rep/Dispatcher III	119	119	\$38,891	\$48,111	\$57,330		NE
555		Lead Transit Operator	118	118	\$37,039	\$45,820	\$54,600		NE
562		Transit CS Rep/Dispatcher II	117	117	\$35,275	\$43,638	\$52,000		NE
556		Transit Operator II	116	116	\$33,595	\$41,560	\$49,524		NE
563		Transit CS Rep/Dispatcher I	115	115	\$31,996	\$39,581	\$47,166		NE
557	*	Transit Operator I	114	114	\$30,472	\$37,696	\$44,920		NE
558		Transit Operator Trainee	112	112	\$27,639	\$34,191	\$40,743		NE

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Public Works & Utilities Series									
Operations									
922		Lead Equipment Operator	123	123	\$47,272	\$58,479	\$69,685		NE
923	*	Senior Equipment Operator	121	121	\$42,877	\$53,042	\$63,206		NE
924		Equipment Operator	118	118	\$37,039	\$45,820	\$54,600		NE
927	*	Laborer	111	111	\$26,323	\$32,563	\$38,803		NE
Capital Projects									
507		Projects Manager	211	211	\$75,170	\$92,990	\$110,810		EX
Engineering									
931		Senior Engineer	213	213	\$82,875	\$102,521	\$122,168		EX
932		Engineering Project Manager	211	211	\$75,170	\$92,990	\$110,810		EX
933	*	Engineering Associate	208	208	\$64,934	\$80,327	\$95,721		EX
934		Engineering Assistant	204	204	\$53,421	\$66,085	\$78,749		EX
937		Senior Engineering Aide	122	122	\$45,021	\$55,694	\$66,367		NE
938	*	Engineering Aide	120	120	\$40,836	\$50,516	\$60,197		NE
939		Engineering Intern	115	115	\$31,996	\$39,581	\$47,166		NE
Utilities Series									
641		Deputy Utility Mgr - GWS	303	303	\$100,736	\$124,617	\$148,497		EX
621		Deputy Utility Mgr - Power Supply	303	303	\$100,736	\$124,617	\$148,497		EX
601		Deputy Utility Mgr - Finance and Admn	303	303	\$100,736	\$124,617	\$148,497		EX
611	*	Deputy Utility Mgr - Engineering	302	302	\$95,939	\$118,682	\$141,426		EX
631		Deputy Utility Mgr - Electrical Distribution	302	302	\$95,939	\$118,682	\$141,426		EX
Operations Support									
603		Business Operations Manager	212	212	\$78,929	\$97,640	\$116,351		EX
613		SCADA System Specialist	131	131	\$69,843	\$86,400	\$102,957		NE
614		SCADA System Technician	130	130	\$66,517	\$82,285	\$98,054		NE
615	*	GIS System Specialist	207	207	\$61,842	\$76,502	\$91,163		EX
617	*	Water & Energy Conservation Coordinator	206	206	\$58,897	\$72,859	\$86,821		EX
619		Env. Compliance Specialist	205	205	\$56,092	\$69,389	\$82,686		EX
657		Meter Reader Supervisor	121	121	\$42,877	\$53,042	\$63,206		NE
606		Senior Billing & Service Specialist	119	119	\$38,891	\$48,111	\$57,330		NE
607	*	Billing & Service Specialist	117	117	\$35,275	\$43,638	\$52,000		NE
Electric Production									
622	*	Power System Supervisor	214	214	\$87,019	\$107,648	\$128,277		EX
626		H-E Plant Engineer	214	214	\$87,019	\$107,648	\$128,277		EX
623		Senior Power System Operator	132	132	\$73,335	\$90,720	\$108,104		NE
624		Power System Operator	130	130	\$66,517	\$82,285	\$98,054		NE
627		Senior H-E Maintenance Technician	129	129	\$63,349	\$78,367	\$93,385		NE
628		H-E Maintenance Technician	126	126	\$54,723	\$67,696	\$80,669		NE
625		Power System Operator Apprentice	122	122	\$45,021	\$55,694	\$66,367		NE
629		H-E Maintenance Tech Apprentice	119	119	\$38,891	\$48,111	\$57,330		NE
Electric Distribution									
632	Reactivated	Electrical Engineering Manager		213	\$82,875	\$102,521	\$122,168		EX
354	*	Lineman Supervisor	131	131	\$69,843	\$86,400	\$102,957		NE
Utilities Series Continued									
Gas, Water & Sewer Services									
642		GWS Superintendent	210	210	\$71,590	\$88,561	\$105,532		EX
643		GWS Field Supervisor	204	204	\$53,421	\$66,085	\$78,749		EX
Wastewater Services									
681		WWTP Superintendent	210	210	\$71,590	\$88,561	\$105,532		EX
682		WWTP Supervisor	124	124	\$49,636	\$61,403	\$73,169		NE
Water Services									
661		Water Systems Superintendent	210	210	\$71,590	\$88,561	\$105,532		EX
662	*	Water Systems Electrical Technician	126	126	\$54,723	\$67,696	\$80,669		NE
675		Water Systems Supervisor		124	\$49,636	\$61,403	\$73,169		NE