

Yellow = "new information"
 Green = questionable match

County	Job Descriptions	Chief Deputy Assessor					Chief Appraiser					Appraiser					Senior Assessment Specialist					Assessment Specialist					Apprentice Appraiser				
		Salary excluding Incentive				Current	Salary excluding Incentive				Current	Salary excluding Incentive				Current	Salary excluding Incentive				Current	Salary excluding Incentive				Current					
Min	Mid	Max	Current	Min	Mid		Max	Current	Min	Mid		Max	Current	Min	Mid		Max	Current	Min	Mid		Max	Current	Min	Mid		Max	Current	Min	Mid	Max
Bernalillo	Yes, on-line				\$84,460	not a good match? Chief info officer & Chief Admin Officer	\$42,327	\$55,750	\$71,257	\$41,422	not a good match? Assessment Mgr	\$42,327	\$55,750	\$71,257		not a good match? Reappraisal Commercial Mgr	\$39,364	\$51,823	\$66,209	\$50,086	not a good match? Customer? Serv Sup & Mobile Home Sup	\$32,806	\$43,880	\$55,260	\$40,379	not a good match? Assessment Info Analyst	\$26,357	\$35,126	\$44,210	\$35,847	not a good match? Appraiser
															\$35,847	Appraiser				\$27,040	Assessor Tech Lead				\$23,400	Assessor Tech I				\$23,400	Assessor Tech I
																				\$25,064	Assessor Tech II				\$25,064	Assessor Tech II					
Chaves	Yes				\$62,562	95% Of assessor				\$60,375	Contract Employee	\$24,731	\$30,763	\$38,813			\$25,917	\$31,970	\$40,019			\$23,462	\$29,494	\$37,565			\$24,731		\$38,813		not a good match? Appraiser
Cibola	No				\$59,259					\$36,400					\$31,200					\$29,120	Mobile Home Appraiser										
Colfax	No				\$56,639	90% of elected	\$33,540	\$41,925	\$50,310	\$33,550		\$28,216	\$35,270	\$42,324			\$24,331	\$30,413	\$36,496			\$21,505	\$26,881	\$32,257			\$23,737	\$29,672	\$35,606	\$23,732	
Curry	No	\$43,765	\$54,707	\$65,648								\$26,709	\$33,386	\$40,063													\$23,031	\$28,789	\$34,546		Appraiser Trainee
Dona Ana	Some				\$70,886	no JD	\$40,402	\$53,612	\$66,822	\$66,830	no JD	\$32,109	\$41,723	\$51,337	\$45,234		\$32,109	\$41,723	\$41,723		not a good match? Pers Prop Sup & Title Exam Sup	\$27,548	\$35,836	\$40,402		not a good match? Admin Asst, Title Exam, Doc Tech, Appraiser	\$25,270	\$32,836	\$40,402	\$36,270	not a good match? Appraiser
Eddy	Yes				\$62,562	Incentive included (95% of elected)	\$45,890	\$50,641	\$58,709		Incentive included Level IV req w/in 1 yr	\$36,770	\$40,575	\$47,034		Incentive included	\$35,880	\$40,882	\$45,885			\$34,153	\$37,686	\$43,685		Dep. Assessor II	\$34,154	\$37,686	\$43,680		not a good match? Appraiser
					\$55,062	W/O 7500	\$38,390	\$43,141	\$51,209		W/O 7500	\$29,270	\$33,075	\$39,534		W/O 7500	\$28,380	\$33,382	\$38,385		W/O 7500	\$30,201	\$34,413	\$38,625		Dep. Assessor I					
Grant					\$51,542					\$40,060	Senior Appraiser				\$34,146	NO JDs Apraiser 1- 3														\$27,531	not a good match? Appraiser
															\$27,147	Appraiser															
Lea	No				\$62,652	90% of elected	\$34,811	\$37,849	\$41,744		Senior Appraiser	\$27,849	\$34,811	\$41,744			\$23,420	\$29,287	\$35,145		Deputy Assessor	\$23,420	\$29,287	\$35,145		Deputy Assessor					
Lincoln	No				\$54,392	95% of elected				\$50,023					\$41,881																
															\$39,465																
															\$38,692																
															\$37,933	Livestock Appraiser															
Los Alamos		\$61,000	\$75,450	\$89,900	\$85,879		\$45,500	\$56,400	\$67,300	\$53,575		\$42,300	\$52,300	\$62,300	\$57,792		\$40,300	\$49,800	\$59,300	\$46,475		\$36,600	\$45,300	\$54,000	\$43,431		\$31,600	\$38,900	\$46,200	\$38,272	
Luna	No	\$41,887	\$52,359	\$62,830		Incentive included	\$34,379	\$42,973	\$51,568		Incentive included	\$28,922	\$36,152	\$43,382		Incentive included	\$23,737	\$29,672	\$35,606		not a good match? County Services Spec Sup	\$20,469	\$25,586	\$30,703		not a good match? County Services Spec	\$24,331	\$30,413	\$36,496		Incentive included
		\$36,387	\$46,859	\$57,330		W/O 5500	\$26,879	\$35,473	\$44,068		W/O 7500	\$21,422	\$28,652	\$35,882		W/O 7500											\$16,822	\$22,904	\$28,987		W/O \$7500
												\$24,331	\$30,413	\$36,496		Assoc App															
McKinley	Yes - some	\$37,225	\$45,599	\$53,974	\$45,594	Incentive included	\$37,224	\$45,599	\$53,974	\$46,301	Incentive included (no JD)	\$31,913	\$39,094	\$46,274		Incentive Included Appraiser IV (no JD)											\$25,334	\$31,034	\$36,734		not a good match? Appraiser I
		\$33,725	\$42,099	\$50,474	\$42,094	W/O 3,500	\$33,724	\$42,099	\$50,474	\$42,801	W/O 3,500	\$28,413	\$35,594	\$42,774		W/O 3,500															
												\$29,549	\$36,198	\$42,847		Appraiser III (no JD)															
												\$26,049	\$32,698	\$39,347		W/O 3,500															
												\$27,361	\$33,517	\$39,673		Appraiser II (no JD)															
												\$23,861	\$30,017	\$36,173		W/O 3,500															
										\$25,334	\$31,034	\$36,734		Appraiser I																	
										\$21,834	\$27,534	\$33,234		W/O 3,500																	

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		Salary excluding Incentive					Salary excluding Incentive					Salary excluding Incentive					Salary excluding Incentive					Salary excluding Incentive					Salary excluding Incentive									
		Min	Mid	Max	Current		Min	Mid	Max	Current		Min	Mid	Max	Current		Min	Mid	Max	Current		Min	Mid	Max	Current		Min	Mid	Max	Current						
Otero	Yes	\$26,546	\$47,753	\$68,853	\$60,000	Contract Employee	\$26,546	\$47,752	\$68,853	\$44,381	Incentive included Level IV required	\$23,442	\$37,753	\$60,802	\$37,931	Incentive included	\$25,979	\$31,450	\$36,920	\$45,000		\$19,906	\$25,423	\$30,940	\$35,000		\$28,000	\$31,450	\$36,920	\$37,931	not a good match Field Appraiser (incentive included)					
											Incentive included	\$19,046	\$40,252	\$61,353	\$36,881	W/O 7,500	\$15,942	\$30,253	\$53,302	\$30,431	W/O 7,500	\$22,990	\$37,025	\$59,630		Chief Assessment Spec	\$20,900	\$33,659	\$54,209	\$44,590	Assessment Spec	\$20,900	\$33,659	\$54,209		Assessment Spec
		\$19,046	\$40,253	\$61,353							W/O 7,500											\$20,900	\$33,659	\$54,209	\$28,851	Assessment Spec										
																						\$18,387	\$23,933	\$29,480		Dep. Assessor I & II w/ 3										
																						\$22,943	\$28,471	\$34,000		Dep. Assessor III w/ 4										
Rio Arriba	No				\$55,977	85% of elected	\$35,880	\$42,286	\$48,672	\$40,040	Chief II	\$31,720	\$38,126	\$44,512	\$34,528	Field App IV	\$39,645	\$46,446	\$52,832	\$48,838	not a good match Admin Asst IV	\$35,485	\$41,870	\$48,672	\$39,478	not a good match Admin Asst II	\$28,600	\$35,006	\$41,392	\$28,995	not a good match Field Appraiser					
							\$33,800	\$40,206	\$46,592		Chief	\$30,680	\$37,086	\$43,472		Field App III																				
												\$29,640	\$35,006	\$41,392		Field App II																				
												\$28,600	\$35,006	\$41,392		Field App I																				
Roosevelt	1				\$54,402	95% of elected	\$32,722	\$40,903	\$49,083			\$28,216	\$35,270	\$42,324												\$23,737	\$29,672	\$35,606								
San Juan	Yes	\$63,232	\$77,147	\$94,141			\$45,552	\$55,557	\$67,808	\$67,808		\$35,256	\$42,994	\$52,478	\$36,400	Not a good match? Residential Appraiser Mgr	\$39,250	\$47,882	\$58,406	\$49,296	not a good match? Property Records Maint Mgr	\$31,408	\$38,334	\$46,779	\$32,035	not a good match? Personal Property Appraiser	\$26,936	\$32,843	\$40,082	\$29,952						
												\$31,948	\$47,590		Appraiser III						\$27,102		\$40,164		Document Spec II											
												\$24,876	\$36,857		Appraiser I						\$30,492		\$45,177		Document Spec III											
San Miguel	No	\$27,000	\$33,500	\$40,000	\$41,627		\$25,000	\$28,500	\$32,000	\$32,000		\$25,000		\$32,000	\$23,750		\$25,000		\$32,000		not a good match? Mobile Home Appraiser			\$25,000		not a good match? Personal Property/Mapping Clerk	\$25,000		\$32,000	\$23,700	not a good match? Appraiser I					
Sandoval	No				\$71,552	Not a good match?? NO IDs				\$62,434	not a good match? Appraisal Database Admin				\$53,930					\$40,634	not a good match? Exemption Spec & Customer Service Sup			\$37,691	not a good match? Mobile Home Clerk Spec	\$24,331	\$30,413	\$36,496	\$29,180							
Santa Fe	No	\$63,731	\$85,799	\$95,598	\$91,450		\$42,931		\$64,397	\$61,266		\$37,020		\$55,530	\$48,784					\$50,086	not a good match? Assraisal Assessment Mgr	\$26,857	\$33,571	\$40,286		Assessment Spec I	\$26,200		\$39,300	\$26,208	Field Auditor					
																\$48,500	Sr. Appraiser																			
																\$37,000	Appraiser													\$26,280						
																														\$26,728						
Taos	No	\$58,760	\$70,928	\$83,075	\$54,392	Incentive Included 90% of Elected	\$58,760	\$70,928	\$85,073		Incentive Included Chief Appraiser	\$30,451	\$37,045	\$43,618		Incentive Included	\$29,307	\$35,714	\$41,995		not a good match? Pers Prop Appraiser IV	\$28,184	\$34,320	\$40,435		not a good match? Assesment Spec Sr.	\$23,234	\$28,350	\$33,446							
							\$51,260	\$63,428	\$77,573		W/O 7,500	\$22,951	\$29,545	\$36,118		W/O 7,500						\$27,184	\$33,320	\$39,435		Incentive included minus \$1,000										
		\$51,260	\$63,428	\$75,575	\$46,892	W/O 7,500																\$28,184	\$34,320	\$40,435		Assessment Spec Sr	\$22,360	\$27,290	\$32,219		Assessment Spec II					
																						\$20,684	\$26,820	\$32,935		W/O 7,500	\$21,360	\$26,290	\$31,219		Incentive included minus \$1,000					
							\$35,547	\$43,160	\$50,752		Sr. Appraiser											\$24,149	\$29,453	\$34,757		Assessment Spec III	\$24,507	\$26,250	\$31,013		Assessment Spec I					
Torrance	Yes				\$60,587	\$59,270				\$51,990					\$43,252	Not a good match? Database Admin				\$35,967	No Salary Data								\$23,400	\$21,840						
																\$25,345	Land Appraiser																			
																\$23,627	Appraiser																			
Valencia	No				\$55,977	\$55,972	\$37,232	\$41,412	\$54,080			\$34,902	\$36,889	\$38,896		Appraiser w/ 4						\$31,408	\$32,906	\$34,902												
												\$33,904	\$35,900	\$37,897		Appraiser w/ 3																				
												\$32,905	\$34,902	\$36,899		Appraiser w/ 2																				
Average excluding LAC		\$43,893	\$57,099	\$69,140	\$56,812		\$33,922	\$41,440	\$51,381	\$43,050		\$27,336	\$33,092	\$40,293	\$36,135		\$23,297	\$29,985	\$37,918	\$29,924		23,804	\$27,637	\$34,542	\$26,151		21,849	\$26,921	\$33,925	\$25,915						
95% of Average		\$41,699	\$54,244	\$65,683	\$53,972		\$32,226	\$39,368	\$48,812	\$40,897		\$25,969	\$31,438	\$38,278	\$34,328		\$22,132	\$28,485	\$36,022	\$28,428		\$22,613	\$26,255	\$32,814	\$24,843		\$20,756	\$25,575	\$32,229	\$24,619						
105% of Average		\$46,088	\$59,954	\$72,597	\$59,653		\$35,618	\$43,512	\$53,951	\$45,202		\$28,702	\$34,747	\$42,308	\$37,941		\$24,462	\$31,484	\$39,814	\$31,421		\$24,994	\$29,018	\$36,269	\$27,458		\$22,941	\$28,267	\$35,622	\$27,211						
Los Alamos County		\$61,000	\$75,450	\$89,900	\$85,879		\$45,500	\$56,400	\$67,300	\$53,575		\$42,300	\$52,300	\$62,300	\$57,792		\$40,300	\$49,800	\$59,300	\$46,475		\$36,600	\$45,300	\$54,000	\$43,431		\$31,600	\$38,900	\$46,200	\$38,272						
LAC minus \$7,500		\$53,500	\$67,950	\$82,400	\$78,379		\$38,000	\$48,900	\$59,800	\$46,075		\$38,800	\$48,800	\$58,800	\$54,292		\$38,300	\$47,800	\$57,300	\$44,475		\$34,600	\$43,300	\$52,000	\$41,431		\$31,100	\$38,400	\$45,700	\$37,772						
LAC %+- of Average		28.04%	24.32%	23.09%	33.85%		25.45%	26.52%	23.65%	19.65%		35.38%	36.73%	35.32%	37.47%		42.19%	39.79%	36.06%	35.61%		34.96%	38.99%	36.03%	39.79%		30.86%	30.79%	26.57%	32.29%						
% LAC ABOVE average Minus incentive		17.96%	15.97%	16.09%	27.52%	Level IV Req. \$7,500	10.73%	15.26%	14.08%	6.57%	Level IV Req. \$7,500	29.55%	32.19%	31.47%	33.44%	Level III Req \$3,500	39.17%	37.27%	33.83%	32.72%	Level II Req \$2,000	31.20%	36.17%	33.57%	36.88%	Level II Req w/in 1 yr \$2,000	29.75%	29.89%	25.76%	31.39%	Level I Req w/in 1 yr \$500					