



County of Los Alamos

Los Alamos, NM 87544
www.losalamosnm.us

Minutes

County Council – Regular Session

Randall Ryti, Council Chair, Denise Derkacs, Council Vice-Chair,
Melanee Hand, David Izraelevitz, Keith Lepsch, David Reagor, and Sara Scott,
Councilor Councilors

Tuesday, September 6, 2022

6:00 PM

Council Chambers-1000 Central Avenue
TELEVISED

1. OPENING/ROLL CALL

The Council Chair, Randall Ryti, called the meeting to order at 6:02 p.m.

The following Councilors were in attendance:

Present: 6 - Councilor Ryti, Councilor Derkacs, Councilor Izraelevitz, Councilor Reagor,
Councilor Lepsch, and Councilor Scott

Remote: 1 - Councilor Hand

2. PLEDGE OF ALLEGIANCE

Led by: All.

Council Chair Ryti made opening remarks regarding the procedure of the meeting.

Ms. Linda Matteson, Deputy County Manager, listed the county employees in attendance via Zoom.

3. STATEMENT REGARDING CLOSED SESSION

Councilor Scott, read the following statement to be included in the minutes: "The matters discussed in the closed session of County Council held on September 6, 2022, that began at 4:30 p.m. were limited only to the topics specified in the notice of the closed session, and no action was taken on any matter in the closed session. We request that this statement be included in the meeting minutes."

4. PUBLIC COMMENT

Mr. Aaron Walker commented regarding an email he received from a County Council Member.

5. APPROVAL OF AGENDA

A motion was made by Councilor Scott, seconded by Councilor Lepsch, that Council approve the agenda as presented.

The motion passed with the following vote:

Yes: 7 - Councilor Ryti, Councilor Derkacs, Councilor Hand, Councilor Izraelevitz, Councilor Lepsch Councilor Reagor, and Councilor Scott

6. PRESENTATIONS, PROCLAMATIONS AND RECOGNITIONS

- A. Proclamation to recognize and honor the life, achievements and legacy of Lou Pierotti

Councilor Reagor read and presented the proclamation to Peter Periotti, son of Lou Periotti.

Mr. Peter Periotti, son of Lou Pierotti, spoke.

No action taken.

7. PUBLIC COMMENT FOR ITEMS ON CONSENT AGENDA

None.

8. CONSENT AGENDA

Consent Motion:

A motion was made by Councilor Izraelevitz, seconded by Councilor Derkacs, that Council approve the items on the Consent Agenda and that the motions contained in the staff reports as amended be included for the record.

- A. Approval of County Council Minutes for August 2 & 5, 2022 Special Session and August 23, 2022 Work Session

I move that Council approve the County Council Minutes for August 2 & 5, 2022 Special Session and August 23, 2022 Work Session as amended.

- B. State Approval of FY2023 County Budget

Local budgets approved by the Local Government Division of the New Mexico Department of Finance and Administration (DFA) are required by State Statute to be made a part of the minutes of that local body. Therefore, the letter with the approved budget from DFA is being provided here so that it may be incorporated into the minutes. No further Council action is required.

- C. Adoption of Property Tax Rates for Calendar Year 2022 as Certified by the State Department of Finance and Administration

I move that Council adopt the official 2022 Certificate of Property Tax Rates prepared by the State Department of Finance and Administration, Local Government Division shown in Attachment A and forward notification of this adoption to the County Assessor.

- D. Consideration and Possible Approval of the revised FY23 Salary Plan Job Class Order Schedule and Job Descriptions

I move that Council approve the revised FY23 Salary Plan Job Class Order schedule as shown in Attachment A.

Approval of the Consent Agenda:

The motion passed with the following vote:

Yes: 7 - Councilor Ryti, Councilor Derkacs, Councilor Hand, Councilor Izraelevitz, Councilor Reagor, Councilor Lepsch, and Councilor Scott

9. BUSINESS

- A. Presentation and Possible Acceptance of the American with Disabilities Act (ADA) Audit and Transition Plan

Mr. Cory Styron, Community Services Director, spoke.
Mr. John McGovern, WT Group Principal-in-Charge, presented.

Public Comment:
Ms. Brandi Engeman, spoke.

A motion was made by Councilor Izraelevitz, seconded by Councilor Derkacs, that Council accept the ADA Audit and Transition Plan.

The motion passed with the following vote:

Yes: 7 - Councilor Ryti, Councilor Derkacs, Councilor Hand, Councilor Izraelevitz, Councilor Reagor, Councilor Lepsch, and Councilor Scott

- B. Discussion and Action of Environmental Sustainability Board (ESB) Recommendation to Implement a Food Waste Composting Program in Los Alamos County

Ms. Angelica Gurule, Environmental Services Manager, presented.

Public Comment:
None.

A motion was made by Councilor Scott, seconded by Councilor Izraelevitz, that Council acknowledge and accept the ESB's recommendation and direct the County Manager to implement a food composting system at Bayo Canyon using a windrow system; provide drop-off sites for residents and curbside collection for business; and incorporate this program into the revised Environmental Services associated fees and FY2024 budget development.

The motion passed with the following vote:

Yes: 7 - Councilor Ryti, Councilor Derkacs, Councilor Hand, Councilor Izraelevitz, Councilor Reagor, Councilor Lepsch, and Councilor Scott

10. COUNCIL BUSINESS

A. Appointments

None.

B. Board, Commission and Committee Liaison Reports

Councilor Izraelevitz reported on bear-resistant dumpsters and roll carts.

Councilor Derkacs reported on the Board of Public Utilities (BPU).

Councilor Scott reported on the Los Alamos County Fair, the Los Alamos County Commerce & Development Corporation (LACDC), the Transportation Advisory Board, and the Council Farmers Market Booth.

Councilor Reagor reported on the Planning and Zoning Commission and the Community Development and Advisory Board (CDAB).

Councilor Hand reported on the North Central Regional Transit District Board, and the Tourism Implementation Taskforce.

C. County Manager's Report

Mr. Steven Lynne, County Manager, reported on ARPA, the Canyon Road Project, the Hilltop House demolition, and the Leisure Lagoon Project.

D. COVID-19 Situational Update

Ms. Linda Matteson, Deputy County Manager, provided an update.

E. Council Chair Report

Chair Ryti reported on bear-resistant dumpsters and roll carts, concerns on tree mitigation, transportation safety issues, a meeting with Golf Course Staff, the Lou Pierotti induction into the New Mexico hall of fame, a follow-up on a federal tour with the Broadband Coordinator, and the celebration of life for Diane Marquez.

F. General Council Business

None.

G. Approval of Councilor Expenses

None.

H. Preview of Upcoming Agenda Items

Chair Ryti highlighted upcoming items on future agendas.

11. COUNCILOR COMMENTS

None.

12. PUBLIC COMMENTS

None.

13. ADJOURNMENT

The meeting adjourned at 7:38 p.m.

INCORPORATED COUNTY OF LOS ALAMOS

Randall T. Ryti, Council Chair

Attest:

Naomi D. Maestas, County Clerk

Meeting Transcribed by: Ubaldo Barela, Deputy Clerk

MICHELLE LUJAN GRISHAM
GOVERNOR

DONNIE J. QUINTANA
DIRECTOR



DEBORAH K. ROMERO
CABINET SECRETARY

Los Alamos County Council
Regular Session
September 6, 2022
Item 8.B.

STATE OF NEW MEXICO
DEPARTMENT OF FINANCE AND ADMINISTRATION
LOCAL GOVERNMENT DIVISION
Bataan Memorial Building ♦ 407 Galisteo St. ♦ Suite 202 ♦ Santa Fe, NM 87501
PHONE (505) 827-4950 ♦ FAX (505) 827-4948

August 20, 2022

The Honorable Sara Scott
Los Alamos County
1000 Central Ave. Suite 300
Los Alamos, NM, 87544

Dear Honorable Sara Scott:

The final budget for your local government entity for Fiscal Year 2022-2023, as approved by your governing body, has been examined and reviewed. The Department of Finance and Administration, Local Government Division (LGD) finds it has been developed in accordance with applicable statutes and budgeting guidelines, and sufficient resources appear to be available to cover budgeted expenditures. In addition, the *Budget Certification of Local Public Bodies* rule, 2.2.3 NMAC, requires that your entity's audit or "Agreed Upon Procedures" (per the *Tier System Reporting* rule, 2.2.2.16 NMAC) for Fiscal Year 2021 should have been submitted to the Office of the State Auditor as of this time. The LGD's information indicates that you are in compliance with this requirement. Therefore, in accordance with Section 6-6-2E NMSA 1978, the LGD certifies your entity's final Fiscal Year 2022-2023 budget.

Please take note that state statute requires all revenue sources be expended only for public purposes, and if applicable, in accordance with the Procurement Code, Chapter 13, Article 1, NMSA 1978. Use of public revenue is governed by Article 9, Section 14 of the Constitution of the State of New Mexico, commonly referred to as the anti-donation clause.

Budgets approved by the LGD are required to be made a part of the minutes of your governing body according to Section 6-6-5 NMSA 1978. In addition, Section 6-6-6 NMSA 1978 provides that the approved budget is binding on local officials and governing authorities; and any official or governing authority approving claims or paying warrants in excess of the approved budget or available funds will be liable for the excess amounts.

Due to estimated expenditures and transfers exceeding estimated revenue, your entity's General Fund cash balance is being depleted -13%. Careful control of expenditures and attention to revenue collection efforts is recommended to avoid further depletion of reserves.

Finally, as required by Section 6-6-2H NMSA 1978, LGD is required to approve all budget increases and transfers between funds not included in the final approved budget via submission on the Local Government Budget Management System (LGBMS).

If you have questions regarding this matter, please call Cordelia Chavez of my staff at 505-231-7246, or via email at Cordelia.chavez@state.nm.us.

Sincerely,

A handwritten signature in blue ink that reads "Donnie J. Quintana".

On behalf of:
Donnie J. Quintana, Director
Local Government Division
xc: file



Michelle Lujan Grisham
GOVERNOR

September 1, 2022

The Honorable Randall Rytí
Los Alamos County
1000 Central Ave. Suite 300
Los Alamos, NM, 87544

State of New Mexico
Department of Finance & Administration
180 Bataan Memorial Building
Santa Fe, New Mexico 87501
Phone: (505) 827-4985
Fax: (505) 827-4984
www.nmdfa.state.nm.us

Los Alamos County Council
Regular Session
September 6, 2022
Item 8.C.

Deborah K. Romero
Cabinet Secretary

Order Setting Property Tax Rates - 2022 Property Tax Year

Dear Commissioner Rytí,

Pursuant to NMSA 1978, Sections 7-37-7(A) and 7-38-33(A), I issue this order setting the 2022 tax rates in the attached Certificate of Property Tax Rates (Certificate) for all governmental units imposing rates in your county.

NMSA 1978, Section 7-38-34 requires the Board of County Commissioners (Board) to issue and deliver to the County Assessor its own written order imposing these rates within five days of its receipt of this rate-setting order. **Before the Board issues its order, the county is responsible for ensuring that the rates are correct and must notify the Local Government Division of the Department of Finance and Administration of any errors, in accordance with 3.6.50.1 I (D) NMAC.** To further those efforts, please immediately share the Certificate with all governmental units (other than the State) that have rates included in the Certificate, so that they may also check the accuracy of their rates. In addition, please note that the "percentage change I" used as specified in NMSA 1978, Section 7-37-7.1 (A) for yield control calculations this year was the statutory maximum of 5% due to inflation and typically calculates higher mill rates.

Any questions concerning or suspected errors in the rates should be immediately brought to the attention of the Local Government Division's Budget and Finance Bureau Chief, Brenda L. Suazo-Giles, at 505-670-9817; or Special Projects Analyst, Jolene Gonzales, at 505-629-8204.

Sincerely,

DocuSigned by:
Deborah K. Romero
DCA2D2A1284C454...

Deborah K. Romero
Secretary of Finance & Administration

cc: Property Tax Division, Taxation & Revenue Department (via email)
County Assessor (via email)
County Treasurer (via email)

Enclosure(s): Certificate of Property Tax Rates

Certificate of Property Tax Rates in Mills
Los Alamos County
Tax Year 2022

OVERALL COUNTY NET TAXABLE VALUE: \$921,400,832

Property Classification	Residential	Non-Residential
Tax District	1 R	1 NR
Municipality	Los Alamos County (Incorporated)	Los Alamos County (Incorporated)
Public School District	Los Alamos	Los Alamos
College District	UNM Los Alamos	UNM Los Alamos
Taxable Value	808,282,870	113,117,962
Mill Levies for State, County, Municipality, and School District		
State Debt Service	1.360	1.360
Total State	1.360	1.360
County Operational	5.308	8.850
Total County	5.308	8.850
Municipal Operational	3.570	3.998
Total Municipal	3.570	3.998
School Building (House Bill 33 Levy)	3.030	3.246
School District Debt Service	8.760	8.760
School District Operational	0.314	0.500
Total School District	12.104	12.506
Total State, County, Municipal and School District	22.342	26.714

Tax District	1 R	1 NR
Mill Levies for College and Hospital		
College District Operational	1.815	2.000
Total Higher Education	1.815	2.000
Total Hospital	0.000	0.000
Total College and Hospital	1.815	2.000
Grand Total State, County, Municipal, Public School, College, Hospital	24.157	28.714
Mill Levies for Other Taxing Entities		
Total Other	0.000	0.000
Grand Total	24.157	28.714

Livestock Mill Levies

Category	Rate	Applicable Tax Districts
Cattle Indemnity	10.000	1,1
Sheep/Goats/Swine/Alpaca	9.151	1,1,1,1,1,1,1,1
Horses/Asses/Mules	8.608	1,1
Dairy Cattle	5.000	
Bison/Camelids/Ratite	8.558	

Other Assessments

Category	Taxing Entity	Description
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Footnotes

Tax District	Classification	Assessment	Footnote
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Amendments

Date	Description
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MUNIS Job Code		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										
Executive Management/At-Will Series										
101	*	Deputy County Manager	308	308	\$139,162	\$172,152	\$205,142		EX	
400	*	Police Chief	306	306	\$126,224	\$156,147	\$186,070		EX	
460	*	Fire Chief	306	306	\$126,224	\$156,147	\$186,070		EX	
500	*	Public Works Director	304	305	\$120,213	\$148,711	\$177,209	1	EX	
299		Administrative Services Director		305	\$120,213	\$148,711	\$177,209		EX	
300	*	Community Services Director	304	304	\$114,489	\$141,630	\$168,771		EX	
170	*	Community Development Director	304	304	\$114,489	\$141,630	\$168,771		EX	
Elected Offices Series										
Assessment										
771	*	Chief Deputy Assessor	207	209	\$73,800	\$91,295	\$108,790	2	EX	
773		Chief Appraiser	203	205	\$60,715	\$75,108	\$89,501	2	EX	
774	*	Appraiser	121	121	\$46,411	\$57,414	\$68,416		NE	
776		Senior Assessment Specialist	120	119	\$42,096	\$52,076	\$62,055	-1	NE	
777	*	Assessment Specialist	118	117	\$38,183	\$47,234	\$56,286	-1	NE	
779		Apprentice Appraiser	115	115	\$34,633	\$42,843	\$51,053		NE	
Attorney's										
701	*	Deputy County Attorney	302	303	\$109,037	\$134,885	\$160,734	1	EX	
702	*	Assistant County Attorney	301	301	\$98,900	\$122,345	\$145,791		EX	
703		Associate County Attorney	211	212	\$85,433	\$105,686	\$125,939	1	EX	
710	NEW	Sr. Paralegal		208	\$70,286	\$86,948	\$103,610		EX	
712	NEW	Paralegal		206	\$63,751	\$78,864	\$93,977		EX	
707		Senior Legal Assistant	124	124	\$53,727	\$66,463	\$79,200		NE	
708	*	Legal Assistant	122	122	\$48,732	\$60,284	\$71,837		NE	
Clerk's Office										
751	*	Chief Deputy Clerk	207	209	\$73,800	\$91,295	\$108,790	2	EX	
755	*	Elections Manager	123	125	\$56,413	\$69,787	\$83,160	2	NE	
752		Senior Deputy Clerk	121	123	\$51,168	\$63,298	\$75,429	2	NE	
753	*	Deputy Clerk	119	121	\$46,411	\$57,414	\$68,416	2	NE	
Municipal Court										
761	*	Court Administrator	207	207	\$66,939	\$82,808	\$98,676		EX	
765	*	Probation Officer	122	122	\$48,732	\$60,284	\$71,837		NE	
762		Senior Court Clerk	122	122	\$48,732	\$60,284	\$71,837		NE	
763	*	Court Clerk	118	118	\$40,092	\$49,596	\$59,100		NE	
Administrative Services Series										
Public Information										
111	*	Communications & PR Administrator	212	212	\$85,433	\$105,686	\$125,939		EX	
604		Public Relations Manager	210	210	\$77,490	\$95,860	\$114,230		EX	
114	*	Visual Information Specialist	122	122	\$48,732	\$60,284	\$71,837		NE	
116		Social Media Coordinator		122	\$48,732	\$60,284	\$71,837		NE	
Management Support										
203		Broadband Manager		302	\$103,845	\$128,463	\$153,080		EX	
109		Sustainability Coordinator		211	\$81,365	\$100,653	\$119,942		EX	
105		Intergovernmental Affairs Manager		301	\$98,900	\$122,345	\$145,791		EX	
107	*	Business & ERP Manager	213	213	\$89,705	\$110,971	\$132,236		EX	
261	*	Budget & Performance Manager	212	212	\$85,433	\$105,686	\$125,939		EX	
262		Senior Budget Analyst	210	210	\$77,490	\$95,860	\$114,230		EX	
903		Senior Management Analyst	210	210	\$77,490	\$95,860	\$114,230		EX	
904	*	Management Analyst	207	207	\$66,939	\$82,808	\$98,676		EX	
Administrative Support										
202	*	RIM Program Manager	211	211	\$81,365	\$100,653	\$119,942		EX	
906	*	Office Manager	203	203	\$55,070	\$68,125	\$81,180		EX	
227		Senior RIM Specialist	120	121	\$46,411	\$57,414	\$68,416	1	NE	
229	*	RIM Specialist	117	118	\$40,092	\$49,596	\$59,100	1	NE	
907	*	Senior Office Specialist	120	120	\$44,201	\$54,680	\$65,158		NE	
908		Office Specialist	117	117	\$38,183	\$47,234	\$56,286		NE	
404		Senior Records Specialist	117	117	\$38,183	\$47,234	\$56,286		NE	
405	*	Records Specialist	115	115	\$34,633	\$42,843	\$51,053		NE	
905		Executive Assistant	124	124	\$53,727	\$66,463	\$79,200		NE	
909		Payroll & Administrative Specialist		121	\$48,732	\$60,284	\$71,837		NE	

Los Alamos County
FY23 Salary Plan Job Class Order
Rates effective July 10, 2022

ATTACHMENT A

MUNIS Job Code		Occupational Job Families and Job Classes	Current Grade	Approved				Change In Grade	Exempt/ Non- Exempt
				New Grade	Minimum	Midpoint	Maximum		
		asterix=benchmarked job, red=new change							
		<u>Information Technology</u>							
200	*	Chief Information Officer	303	303	\$109,037	\$134,885	\$160,734		EX
201	*	IT Program Manager	214	214	\$94,190	\$116,519	\$138,848		EX
204		IT Project Manager	213	213	\$89,705	\$110,971	\$132,236		EX
219	*	Database Administrator	212	212	\$85,433	\$105,686	\$125,939		EX
211		Senior Systems Administrator	211	211	\$81,365	\$100,653	\$119,942		EX
215		Senior Application Analyst/Developer	210	210	\$77,490	\$95,860	\$114,230		EX
212	*	Systems Administrator	209	209	\$73,800	\$91,295	\$108,790		EX
235		Technical Services Manager	209	209	\$73,800	\$91,295	\$108,790		EX
230		Security Analyst		209	\$73,800	\$91,295	\$108,790		EX
216		Application Analyst/Developer	207	207	\$66,939	\$82,808	\$98,676		EX
224		Senior IT Infrastructure Coordinator		125	\$56,413	\$69,787	\$83,160		NE
236		Senior Technical Support Specialist	125	126	\$59,234	\$73,276	\$87,318	1	NE
237	*	Technical Support Specialist	122	123	\$51,168	\$63,298	\$75,429	1	NE
238		Technical Support Specialist Trainee		121	\$46,411	\$57,414	\$68,416		NE
225		IT Infrastructure Coordinator	120	120	\$44,201	\$54,680	\$65,158		NE
239		IT Intern	115	115	\$34,633	\$42,843	\$51,053		NE
		<u>Financial & Supply Management</u>							
240		Chief Financial Officer	303	303	\$109,037	\$134,885	\$160,734		EX
241	*	Deputy Chief Financial Officer	214	214	\$94,190	\$116,519	\$138,848		EX
242	*	Accounting Operations Manager	212	212	\$85,433	\$105,686	\$125,939		EX
258		Payroll Manager		209	\$73,800	\$91,295	\$108,790		EX
255		Payroll Coordinator	207	206	\$63,751	\$78,864	\$93,977	-1	EX
256		Payroll Specialist	124	124	\$53,727	\$66,463	\$79,200		NE
245		Senior Accountant	206	206	\$63,751	\$78,864	\$93,977		EX
246	*	Accountant	204	203	\$55,070	\$68,125	\$81,180	-1	EX
251		Accounts Payable & PCard Administrator	124	124	\$53,727	\$66,463	\$79,200		NE
252		Accounts Payable Coordinator	121	121	\$46,411	\$57,414	\$68,416		NE
275		Senior Supply Specialist	118	118	\$40,092	\$49,596	\$59,100		NE
276	*	Supply Specialist	116	116	\$36,364	\$44,985	\$53,606		NE
270	*	Chief Purchasing Officer	211	212	\$85,433	\$105,686	\$125,939	1	EX
272		Senior Buyer	204	204	\$57,824	\$71,532	\$85,240		EX
271		Deputy Chief Purchasing Officer	210	210	\$77,490	\$95,860	\$114,230		EX
273		Buyer	123	123	\$51,168	\$63,298	\$75,429		NE
278		Procurement Contract Manager		208	\$70,286	\$86,948	\$103,610		EX
		<u>Human Resources</u>							
130	*	Human Resources Manager	303	303	\$109,037	\$134,885	\$160,734		EX
131		Assistant Human Resources Manager	211	212	\$85,433	\$105,686	\$125,939	1	EX
132		Compensation & Recruitment Manager	210	210	\$77,490	\$95,860	\$114,230		EX
133	*	Benefits & Pension Manager	210	210	\$77,490	\$95,860	\$114,230		EX
135		Risk Manager	210	210	\$77,490	\$95,860	\$114,230		EX
134		Training Manager	208	208	\$70,286	\$86,948	\$103,610		EX
141	*	Safety Coordinator	207	207	\$66,939	\$82,808	\$98,676		EX
143	NEW	HR Analyst 3		127	\$62,196	\$76,940	\$91,684		NE
144	Title Change	HR Analyst 2	124	124	\$53,727	\$66,463	\$79,200		NE
145	Title Change	HR Analyst 1	121	121	\$46,411	\$57,414	\$68,416		NE
136	NEW	Senior Risk Management Specialist		124	\$53,727	\$66,463	\$79,200		NE
137		Risk Management Specialist		121	\$46,411	\$57,414	\$68,416		NE

Los Alamos County
FY23 Salary Plan Job Class Order
Rates effective July 10, 2022

ATTACHMENT A

MUNIS Job Code		Occupational Job Families and Job Classes	Current Grade	Approved			Change In Grade	Exempt/ Non- Exempt	
				New Grade	Minimum	Midpoint			Maximum
asterix=benchmarked job, red=new change									
Community & Economic Development Series									
Economic Development									
121	*	Economic Development Administrator	214	214	\$94,190	\$116,519	\$138,848	EX	
122		Economic Development Program Manager		208	\$70,286	\$86,948	\$103,610	EX	
124		Marketing Specialist	205	205	\$60,715	\$75,108	\$89,501	EX	
Community Development									
181		Housing Program Manager	211	209	\$73,800	\$91,295	\$108,790	-2 EX	
182		Chief Building Official		212	\$85,433	\$105,686	\$125,939	EX	
185	*	Building Safety Manager	209	208	\$70,286	\$86,948	\$103,610	-1 EX	
172		Planning Manager	209	210	\$77,490	\$95,860	\$114,230	1 EX	
173		Principal Planner	209	209	\$73,800	\$91,295	\$108,790	EX	
174		Senior Planner	207	207	\$66,939	\$82,808	\$98,676	EX	
175	*	Associate Planner	204	203	\$55,070	\$68,125	\$81,180	-1 EX	
183		Senior Building Inspector	124	125	\$56,413	\$69,787	\$83,160	1 NE	
189		Senior Plans Examiner		125	\$56,413	\$69,787	\$83,160	NE	
177		Senior Permit Technician	123	122	\$48,732	\$60,284	\$71,837	-1 NE	
188		Plans Examiner		122	\$48,732	\$60,284	\$71,837	NE	
184	*	Building Inspector	122	122	\$48,732	\$60,284	\$71,837	NE	
187		Code Compliance Officer	122	122	\$48,732	\$60,284	\$71,837	NE	
176		Assistant Planner	121	120	\$44,201	\$54,680	\$65,158	-1 NE	
179	*	Permit Technician	121	120	\$44,201	\$54,680	\$65,158	-1 NE	
Community Services Series									
Library									
311		Library Manager	212	212	\$85,433	\$105,686	\$125,939	EX	
312		Assistant Library Manager	208	208	\$70,286	\$86,948	\$103,610	EX	
315		Senior Librarian	206	206	\$63,751	\$78,864	\$93,977	EX	
316	*	Librarian	204	204	\$57,824	\$71,532	\$85,240	EX	
325		Program Specialist	122	122	\$48,732	\$60,284	\$71,837	NE	
317		Senior Library Specialist	119	119	\$42,096	\$52,076	\$62,055	NE	
319	*	Library Specialist	117	117	\$38,183	\$47,234	\$56,286	NE	
321		Library Associate	114	115	\$34,633	\$42,843	\$51,053	1 NE	
327		Community Services Monitor	114	115	\$34,633	\$42,843	\$51,053	1 NE	
Parks & Recreation Program									
331	Archive	Parks, Recreation & Open Space Manager	301	214	\$94,190	\$116,519	\$138,848	EX	
330	New	Recreation Superintendent		210	\$77,490	\$95,860	\$114,230	EX	
332	*	Recreation Program Manager	208	208	\$70,286	\$86,948	\$103,610	EX	
362	*	Head Golf Professional	203	203	\$55,070	\$68,125	\$81,180	EX	
352		Aquatics Coordinator	122	122	\$48,732	\$60,284	\$71,837	NE	
363		Asst Golf/Ice Rink Professional	121	121	\$46,411	\$57,414	\$68,416	NE	
341		Recreational CS Supervisor	120	120	\$44,201	\$54,680	\$65,158	NE	
354		Lifeguard Supervisor	120	120	\$44,201	\$54,680	\$65,158	NE	
334	*	Recreation Specialist	120	120	\$44,201	\$54,680	\$65,158	NE	
337		Senior Recreation Leader	118	118	\$40,092	\$49,596	\$59,100	NE	
338		Recreation Leader	117	117	\$38,183	\$47,234	\$56,286	NE	
355		Senior Lifeguard	117	117	\$38,183	\$47,234	\$56,286	NE	
342		Senior Recreation CS Associate	115	116	\$36,364	\$44,985	\$53,606	1 NE	
356	*	Lifeguard	115	115	\$34,633	\$42,843	\$51,053	NE	
343	*	Recreational CS Associate	113	114	\$32,984	\$40,803	\$48,622	1 NE	
358		Lifeguard Trainee		114	\$32,984	\$40,803	\$48,622	NE	
Parks & Recreation Maintenance									
371	Grade Change	Parks Superintendent	208	210	\$77,490	\$95,860	\$114,230	2 EX	
379		Open Space Specialist	206	206	\$63,751	\$78,864	\$93,977	EX	
383		Trail Builder - Sr. Machine Operator	119	119	\$42,096	\$52,076	\$62,055	NE	
381		Trail Builder - Machine Operator	117	117	\$38,183	\$47,234	\$56,286	NE	
365	*	GC/Ice Maintenance Superintendent	204	204	\$57,824	\$71,532	\$85,240	EX	
372		Assistant Parks Superintendent	124	124	\$53,727	\$66,463	\$79,200	NE	
366		GC/Ice Maintenance Asst Superintendent	120	120	\$44,201	\$54,680	\$65,158	NE	
367		GC Maintenance Mechanic	118	118	\$40,092	\$49,596	\$59,100	NE	
357		Aquatics Maintenance Specialist	118	118	\$40,092	\$49,596	\$59,100	NE	
375		Parks Maintenance Construction Spec 3	119	119	\$42,096	\$52,076	\$62,055	NE	
376	*	Parks Maintenance Construction Spec 2	116	116	\$36,364	\$44,985	\$53,606	NE	
377		Parks Maintenance Construction Spec 1	114	114	\$32,984	\$40,803	\$48,622	NE	

Los Alamos County
FY23 Salary Plan Job Class Order
Rates effective July 10, 2022

ATTACHMENT A

MUNIS Job Code		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							
Community Services Series Continued									
		Social Services							
391		Social Services Manager	210	209	\$73,800	\$91,295	\$108,790	-1	EX
393	*	Case Coordination Specialist	203	202	\$52,448	\$64,881	\$77,315	-1	EX
396		Health Care Specialist	120	119	\$42,096	\$52,076	\$62,055	-1	NE
Public Safety Series									
		Police Administration							
409		Victim Assistant	118	118	\$40,092	\$45,820	\$54,600		NE
442	*	Emergency Management Specialist	121	203	\$55,070	\$68,125	\$81,180		EX
		Police Command							
401		Deputy Police Chief	302	302	\$103,845	\$128,463	\$153,080		EX
402	*	Police Commander	213	214	\$94,190	\$116,519	\$138,848	1	EX
441		Emergency Services Commander	213	214	\$94,190	\$116,519	\$138,848	1	EX
		Police Dispatch							
421	*	CDC Manager	207	208	\$70,286	\$86,948	\$103,610	1	EX
423		Dispatch Shift Supervisor	123	124	\$53,727	\$66,463	\$79,200	1	NE
424	*	Dispatcher 2	120	120	\$44,201	\$54,680	\$65,158		NE
425		Dispatcher 1	118	118	\$40,092	\$49,596	\$59,100		NE
		Police Detention							
431	*	Detention Administrator	211	212	\$85,433	\$105,686	\$125,939	1	EX
433		Detention Sergeant	127	128	\$65,305	\$80,787	\$96,268	1	EX
434	*	Detention Corporal	124	124	\$53,727	\$66,463	\$79,200		EX
435		Detention Officer	118	119	\$42,096	\$52,076	\$62,055	1	NE
		Animal Control							
445	*	Animal Shelter Manager	121	121	\$46,411	\$57,414	\$68,416		NE
448		Senior Public Service Aide	117	117	\$38,183	\$47,234	\$56,286		NE
449	*	Public Service Aide	115	115	\$34,633	\$42,843	\$51,053		NE
		Fire Command							
461		Deputy Fire Chief	302	302	\$103,845	\$128,463	\$153,080		EX
462	*	Fire Battalion Chief	212	214	\$94,190	\$116,519	\$138,848	2	EX
		Fire Administration							
485		Security/Administrative Services Manager	212	212	\$85,433	\$105,686	\$125,939		EX
480		Fire Technology Manager		211	\$81,365	\$100,653	\$119,942		EX
484	*	F&LS Technology Specialist	121	121	\$46,411	\$57,414	\$68,416		NE

Los Alamos County
FY23 Salary Plan Job Class Order
Rates effective July 10, 2022

ATTACHMENT A

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			Current Grade	New Grade	Minimum	Midpoint	Maximum		
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Public Works Series									
Airport									
509		Airport Manager	209	209	\$73,800	\$91,295	\$108,790		EX
Public Works Engineering									
501		Deputy Public Works Director	302	303	\$109,037	\$134,885	\$160,734	1	EX
505	*	County Engineer	214	215	\$98,900	\$122,345	\$145,791	1	EX
506		County Surveyor	210	210	\$77,490	\$95,860	\$114,230		EX
Capital Projects									
503		Capital Projects & Facilities Manager		213	\$89,705	\$110,971	\$132,236		EX
511	*	Facilities Manager	209	209	\$73,800	\$91,295	\$108,790		EX
512		Facilities Maintenance Superintendent		204	\$57,824	\$71,532	\$85,240		EX
514	*	Construction Specialist 3	123	122	\$48,732	\$60,284	\$71,837	-1	NE
515		Construction Specialist 2	120	119	\$42,096	\$52,076	\$62,055	-1	NE
516		Construction Specialist 1	117	116	\$36,364	\$44,985	\$53,606	-1	NE
Facilities									
521	*	Facilities Services Manager	206	206	\$63,751	\$78,864	\$93,977		EX
523		Lead Custodian	113	117	\$38,183	\$47,234	\$56,286	4	NE
526	*	Custodian	111	114	\$32,984	\$40,803	\$48,622	3	NE
527		Custodian Trainee	113	113	\$31,413	\$38,860	\$46,307		NE
Environmental Services									
531	*	Environmental Services Manager	209	209	\$73,800	\$91,295	\$108,790		EX
532		Environmental Services Superintendent	206	206	\$63,751	\$78,864	\$93,977		EX
537		Environmental Services Specialist	202	202	\$52,448	\$64,881	\$77,315		EX
535	*	Administrative Scale Operator	119	118	\$40,092	\$49,596	\$59,100	-1	NE
539	*	Household Hazardous Waste Handler	112	114	\$32,984	\$40,803	\$48,622	2	NE
Fleet									
541	*	Fleet Manager	210	210	\$77,490	\$95,860	\$114,230		EX
542		Fleet Supervisor	205	205	\$60,715	\$75,108	\$89,501		EX
544		Fleet Shop Foreman	122	124	\$53,727	\$66,463	\$79,200	2	NE
547		Fleet Mechanic 2	120	120	\$44,201	\$54,680	\$65,158		NE
548	*	Fleet Mechanic 1	114	116	\$36,364	\$44,985	\$53,606	2	NE
Traffic & Street Operations									
571	*	Traffic & Streets Mgr/Traffic Engineer	213	213	\$89,705	\$110,971	\$132,236		EX
572		Traffic Manager	208	208	\$70,286	\$86,948	\$103,610		EX
574	*	Street Maintenance Superintendent	206	207	\$66,939	\$82,808	\$98,676	1	EX
575		Asst Street Maintenance Superintendent	125	126	\$59,234	\$73,276	\$87,318	1	NE
577		Transportation Safety Specialist	122	123	\$51,168	\$63,298	\$75,429	1	NE
581		Traffic Electrician 3	124	125	\$56,413	\$69,787	\$83,160	1	NE
582	*	Traffic Electrician 2	122	123	\$51,168	\$63,298	\$75,429	1	NE
583		Traffic Electrician 1	120	121	\$46,411	\$57,414	\$68,416	1	NE
586		Sign/Marking Tech 3	118	118	\$40,092	\$49,596	\$59,100		NE
587		Sign/Marking Tech 2	116	116	\$36,364	\$44,985	\$53,606		NE
588	*	Sign/Marking Tech 1	114	114	\$32,984	\$40,803	\$48,622		NE
Transit Operations									
551	*	Transit Manager	209	210	\$77,490	\$95,860	\$114,230	1	EX
552		Transit Supervisor	204	205	\$60,715	\$75,108	\$89,501	1	EX
561		Senior Transit CS Rep/Dispatcher	119	119	\$42,096	\$52,076	\$62,055		NE
562		Transit CS Rep/Dispatcher	117	117	\$38,183	\$47,234	\$56,286		NE
555		Transit Operator Lead	118	119	\$42,096	\$52,076	\$62,055	1	NE
556		Transit Operator 2	116	117	\$38,183	\$47,234	\$56,286	1	NE
557	*	Transit Operator 1	114	115	\$34,633	\$42,843	\$51,053	1	NE
558		Transit Operator Trainee	112	113	\$31,413	\$38,860	\$46,307	1	NE

Los Alamos County
FY23 Salary Plan Job Class Order
Rates effective July 10, 2022

ATTACHMENT A

MUNIS Job Code		Occupational Job Families and Job Classes	Current Grade	New Grade	Minimum	Midpoint	Maximum	Change In Grade	Exempt/ Non-Exempt
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Public Works & Utilities Series									
Operations									
922		Lead Equipment Operator	123	123	\$51,168	\$63,298	\$75,429		NE
923		Senior Equipment Operator	121	121	\$46,411	\$57,414	\$68,416		NE
924	*	Equipment Operator	118	118	\$40,092	\$49,596	\$59,100		NE
927	*	Laborer	111	114	\$32,984	\$40,803	\$48,622	3	NE
Engineering & Projects									
931		Senior Engineer	213	214	\$94,190	\$116,519	\$138,848	1	EX
932	*	Engineering Project Manager	211	212	\$85,433	\$105,686	\$125,939	1	EX
507		Project Manager	211	210	\$77,490	\$95,860	\$114,230	-1	EX
933	*	Engineering Associate	208	208	\$70,286	\$86,948	\$103,610		EX
934		Engineering Assistant	204	204	\$57,824	\$71,532	\$85,240		EX
937		Senior Engineering Aide	122	122	\$48,732	\$60,284	\$71,837		NE
938	*	Engineering Aide	120	120	\$44,201	\$54,680	\$65,158		NE
939		Engineering Intern	115	115	\$34,633	\$42,843	\$51,053		NE
Utilities Series									
Utility Management									
641		Deputy Utility Mgr - GWS	303	303	\$109,037	\$134,885	\$160,734		EX
621		Deputy Utility Mgr - Power Supply	303	303	\$109,037	\$134,885	\$160,734		EX
601		Deputy Utility Mgr - Finance and Admn	303	303	\$109,037	\$134,885	\$160,734		EX
611		Deputy Utility Mgr - Engineering	302	303	\$109,037	\$134,885	\$160,734	1	EX
631	*	Deputy Utility Mgr - Electrical	302	303	\$109,037	\$134,885	\$160,734	1	EX
Operations Support									
603		Business Operations Manager	212	212	\$85,433	\$105,686	\$125,939		EX
605		Water & Energy Conservation Coordinator	206	206	\$63,751	\$78,864	\$93,977		EX
609		Data Analyst	124	124	\$53,727	\$66,463	\$79,200		NE
608		Senior Data Analyst	127	127	\$62,196	\$76,940	\$91,684		NE
613	*	SCADA System Specialist	131	131	\$75,599	\$93,521	\$111,442		NE
614		SCADA System Technician	130	130	\$71,999	\$89,067	\$106,136		NE
615		GIS System Specialist	207	207	\$66,939	\$82,808	\$98,676		EX
657		Meter Reader Supervisor	121	122	\$48,732	\$60,284	\$71,837	1	NE
606		Senior Billing & Service Specialist	119	119	\$42,096	\$52,076	\$62,055		NE
607	*	Billing & Service Specialist	117	117	\$38,183	\$47,234	\$56,286		NE
Electric Production									
622		Power System Supervisor	214	214	\$94,190	\$116,519	\$138,848		EX
626		H-E Plant Supervisor	214	214	\$94,190	\$116,519	\$138,848		EX
623		Senior Power System Operator	132	132	\$79,379	\$98,197	\$117,014		NE
624	*	Power System Operator	130	130	\$71,999	\$89,067	\$106,136		NE
627		Senior H-E Maintenance Technician	129	129	\$68,571	\$84,826	\$101,081		NE
628		H-E Maintenance Technician	126	126	\$59,234	\$73,276	\$87,318		NE
625		Power System Operator Apprentice	122	122	\$48,732	\$60,284	\$71,837		NE
629		H-E Maintenance Tech Apprentice	119	119	\$42,096	\$52,076	\$62,055		NE
Electric Distribution									
632		Electrical Engineering Manager	213	214	\$94,190	\$116,519	\$138,848	1	EX
633	*	Lineman Supervisor	131	131	\$75,599	\$93,521	\$111,442		NE
Gas, Water & Sewer Services									
642		GWS Superintendent	210	210	\$77,490	\$95,860	\$114,230		EX
643	*	GWS Field Supervisor	204	205	\$60,715	\$75,108	\$89,501	1	EX
644	*	GWS Shop Supervisor	204	205	\$60,715	\$75,108	\$89,501	1	EX
Wastewater Services									
681	*	WWTP Superintendent	210	210	\$77,490	\$95,860	\$114,230		EX
682		WWTP Supervisor	124	126	\$59,234	\$73,276	\$87,318	2	NE
Water Services									
661		Water Systems Superintendent	210	210	\$77,490	\$95,860	\$114,230		EX
675		Water Systems Supervisor	124	126	\$59,234	\$73,276	\$87,318	2	NE