

**Los Alamos County Salaries
Vs. Other Counties**

County	County Manager				Assistant County Manager				HR Manager				Chief Financial Manager				Community Service Director				Risk Manager			
	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
Bernalillo				\$175,000								\$103,128				\$114,178				\$114,178				\$96,989
Catron																								
Chaves				\$140,011								\$58,194				\$77,255								
Cibola																								
Colfax					\$49,790	\$62,238	\$74,686																	
Curry				\$110,314				\$53,324				\$42,910				\$54,656								
De Baca																								
Dona Ana				\$130,000				\$121,430				\$100,818				\$90,000				\$82,950				
Eddy				\$171,995				\$125,008				\$60,174				\$87,090				\$91,499				
Grant																								
Guadalupe																								
Harding																								
Hildago																								
Lea																								
Lincoln																								
Los Alamos				\$197,640	\$128,568	\$159,047	\$189,525	\$175,023	\$100,736	\$124,616	\$148,496	\$134,433	\$100,736	\$124,616	\$148,496	\$142,703	\$105,773	\$130,850	\$155,926	\$149,838	\$71,950	\$88,562	\$105,533	\$100,410
Luna	\$79,598	\$99,497	\$119,396	\$100,022	\$35,238	\$44,048	\$52,857	\$64,662	\$52,311	\$65,389	\$78,467	\$69,732	\$52,311	\$65,389	\$78,467	\$72,202	\$52,311	\$65,389	\$78,467	\$38,896	\$48,620	\$58,344	\$59,202	
McKinley				\$93,018								\$91,540				\$80,330								\$46,883
Mora																								
Otero				\$81,131								\$38,350				\$62,203								
Quay																								

**Los Alamos County Salaries
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County	Custodian				Equipment Operator				Detention Officer			
	Salary excluding Incentive				Salary excluding Incentive				Salary excluding Incentive			
	Min	Mid	Max	Current	Min	Mid	Max	Current	Min	Mid	Max	Current
Bernalillo				\$19,309				\$36,532				
Catron												
Chaves				\$26,749				\$33,803				\$27,069
Cibola												
Colfax	\$17,650	\$22,062	\$26,475	\$20,149	\$25,562	\$31,953	\$38,344	\$30,742	\$23,737	\$29,672	\$35,606	\$26,196
Curry												
De Baca												
Dona Ana				\$18,585				\$22,335				
Eddy				\$30,714				\$39,940				\$37,123
Grant												
Guadalupe												
Harding												
Hildago												
Lea												
Lincoln												
Los Alamos	\$26,323	\$32,563	\$38,803	\$33,033	\$37,039	\$45,820	\$54,900	\$42,443	\$37,039	\$45,820	\$54,600	\$40,069
Luna	\$16,799	\$20,999	\$25,199	\$23,881	\$26,201	\$32,752	\$39,302	\$37,453	\$24,939	\$31,174	\$37,408	\$29,196
McKinley				\$24,357				\$34,640				\$31,021
Mora												
Otero				\$29,891				\$25,346				\$31,116
Quay												

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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
Rio Arriba				\$113,700				\$88,040				\$56,505				\$71,545								\$51,465
Roosevelt		\$96,008							\$36,119	\$45,149	\$49,083		\$32,722	\$40,903	\$49,083									
San Juan				\$160,638								\$108,098				\$119,226					\$92,061			\$95,680
San Miguel				\$98,001								\$45,176				\$67,505								
Sandoval				\$143,221								\$84,382				\$96,699					\$99,205			\$62,181
Santa Fe				\$177,928				\$111,395				\$108,222				\$91,809					\$98,374			\$73,986
Sierra				\$90,000								\$39,291				\$39,291								
Socorro																								
Taos				\$120,016				\$85,529				\$56,513				\$73,673								
Torrance				\$82,390												\$65,822								
Union																								
Valencia				\$90,000								\$59,987				\$79,996								
Averages	79,598	\$97,753	\$119,396	\$122,199	42,514	\$53,143	\$63,772	\$92,770	44,215	\$55,269	\$63,775	\$70,189	42,517	\$53,146	\$63,775	\$79,028	52,311	\$65,389	\$78,467	\$96,378	38,896	\$48,620	\$58,344	\$69,484
95% of Average	\$75,618 \$36.35	\$92,865 \$44.65	\$113,426 \$54.53	\$116,089 \$55.81	\$40,388 \$19.42	\$50,486 \$24.27	\$60,583 \$29.13	\$88,131 \$42.37	\$42,004 \$20.19	\$52,506 \$25.24	\$60,586 \$29.13	\$66,679 \$32.06	\$40,391 \$19.42	\$50,489 \$24.27	\$60,586 \$29.13	\$75,077 \$36.09	\$49,695 \$23.89	\$62,120 \$29.87	\$74,544 \$35.84	\$91,559 \$44.02	\$36,951 \$17.77	\$46,189 \$22.21	\$55,427 \$26.65	\$66,010 \$31.74
105% of Average	\$83,578 \$40.18	\$102,640 \$49.35	\$125,366 \$60.27	\$128,309 \$61.69	\$44,640 \$21.46	\$55,800 \$26.83	\$66,960 \$32.19	\$97,408 \$46.83	\$46,426 \$22.32	\$58,032 \$27.90	\$66,964 \$32.19	\$73,698 \$35.43	\$44,642 \$21.46	\$55,803 \$26.83	\$66,964 \$32.19	\$82,980 \$39.89	\$54,927 \$26.41	\$68,658 \$33.01	\$82,390 \$39.61	\$101,197 \$48.65	\$40,841 \$19.64	\$51,051 \$24.54	\$61,261 \$29.45	\$72,958 \$35.08
Los Alamos County	\$0 \$0.00	\$0 \$0.00	\$0 \$0.00	\$197,640 \$0.00	\$128,568 \$0.00	\$159,047 \$0.00	\$189,525 \$0.00	\$175,023 \$0.00	\$100,736 \$0.00	\$124,616 \$0.00	\$148,496 \$0.00	\$134,433 \$0.00	\$100,736 \$0.00	\$124,616 \$0.00	\$148,496 \$0.00	\$142,703 \$0.00	\$105,773 \$0.00	\$130,850 \$0.00	\$155,926 \$0.00	\$149,838 \$0.00	\$71,950 \$0.00	\$88,562 \$0.00	\$105,533 \$0.00	\$100,410 \$0.00
LAC +/- of Average	#DIV/0!	#DIV/0!	#DIV/0!	38.17%	66.93%	66.59%	66.35%	47.00%	56.11%	55.65%	57.05%	47.79%	57.79%	57.35%	57.05%	44.62%	50.54%	50.03%	49.68%	35.68%	45.94%	45.10%	44.71%	30.80%

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County	Custodian				Equipment Operator				Detention Officer			
	Salary excluding Incentive				Salary excluding Incentive				Salary excluding Incentive			
	Min	Mid	Max	Current	Min	Mid	Max	Current	Min	Mid	Max	Current
Rio Arriba				\$28,142				\$37,639				\$32,481
Roosevelt	\$18,091	\$22,614	\$27,137		\$24,331	\$30,413	\$36,496		\$23,158	\$28,948	\$34,737	
San Juan				\$28,016				\$28,548				\$34,938
San Miguel				\$24,122				\$32,430				\$23,501
Sandoval				\$28,024				\$36,496				\$28,507
Santa Fe				\$21,731				\$25,715				\$33,294
Sierra												
Socorro												
Taos				\$14,857				\$28,512				\$28,607
Torrance				\$20,883				\$34,805				
Union												
Valencia				\$18,720				\$24,226				\$26,313
Averages	17,513	\$21,892	\$26,270	\$23,633	25,365	\$31,706	\$38,047	\$31,823	23,945	\$29,931	\$35,917	\$29,951
95% of Average	\$16,638 \$8.00	\$20,797 \$10.00	\$24,957 \$12.00	\$22,452 \$10.79	\$24,096 \$11.58	\$30,121 \$14.48	\$36,145 \$17.38	\$30,231 \$14.53	\$22,747 \$10.94	\$28,435 \$13.67	\$34,121 \$16.40	\$28,453 \$13.68
105% of Average	\$18,389 \$8.84	\$22,986 \$11.05	\$27,584 \$13.26	\$24,815 \$11.93	\$26,633 \$12.80	\$33,291 \$16.01	\$39,950 \$19.21	\$33,414 \$16.06	\$25,142 \$12.09	\$31,428 \$15.11	\$37,713 \$18.13	\$31,448 \$15.12
Los Alamos County	\$26,323 \$0.00	\$32,563 \$0.00	\$38,803 \$0.00	\$33,033 \$0.00	\$37,039 \$0.00	\$45,820 \$0.00	\$54,900 \$0.00	\$42,443 \$0.00	\$37,039 \$0.00	\$45,820 \$0.00	\$54,600 \$0.00	\$40,069 \$0.00
LAC +/- of Average	33.47%	32.77%	32.30%	<u>28.46%</u>	31.52%	30.80%	30.70%	<u>25.02%</u>	35.35%	34.68%	34.22%	<u>25.25%</u>

Los Alamos County Salaries Vs. Other Counties

<u>Job Title</u>	<u>Salary</u>		<u>% of Average</u>		
	<u>Current</u>	<u>Average</u>	<u>Current</u>	<u>+\$3,500</u>	<u>+\$7,500</u>
County Manager	\$197,640	\$122,199	38.17%		
Assistant County Manager	\$175,023	\$92,770	47.00%		
HR Manager	\$134,433	\$70,189	47.79%		
Chief Financial Manager	\$142,703	\$79,028	44.62%		
Community Service Director	\$149,838	\$96,378	35.68%		
Risk Manager	\$100,410	\$69,484	30.80%		
Chief Deputy Assessor	\$85,879	\$64,023	25.45%	21.37%	16.72%
Chief Appraiser	\$53,575	\$53,498	0.14%	-6.39%	-13.85%
Appraiser	\$57,782	\$43,645	24.47%	18.41%	11.49%
Senior Assessment Spcl	\$46,467	\$45,701	1.65%	-5.88%	-14.49%
Assessment Specialist	\$43,430	\$36,917	15.00%	6.94%	-2.27%
Apprentice Appraiser	\$38,272	\$30,701	19.78%	10.64%	0.19%
Custodian	\$33,033	\$23,633	28.46%		
Equipment Operator	\$42,443	\$31,823	25.02%		
Detention Officer	\$40,069	\$29,951	25.25%		