



# 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,  
Councilors

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Tuesday, June 14, 2022

6:00 PM

Council Chambers – 1000 Central Avenue  
TELEVISED

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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: 5 - Councilor Ryti, Councilor Derkacs, Councilor Izraelevitz, Councilor Reagor, and  
Councilor Scott

Remote: 2 - Councilor Lepsch and Councilor Hand

2. PLEDGE OF ALLEGIANCE

Led by: All.

3. STATEMENT REGARDING CLOSED SESSION

Councilor Derkacs, read the following statement to be included in the minutes: "The matters discussed in the closed session of County Council held on June 14, 2022 at 4:00 p.m. were limited only to those 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

None.

5. APPROVAL OF AGENDA

A motion was made by Councilor Scott, seconded by Councilor Izraelevitz, that the agenda be approved 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. PUBLIC COMMENT FOR ITEMS ON CONSENT AGENDA

None.

7. CONSENT AGENDA

Consent Motion:

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

A. Approval of County Council Minutes for May 17, 2022 and May 24, 2022

I move that Council approve the County Council Minutes for May 17, 2022 and May 24, 2022, as amended.

B. Approval of Incorporated County of Los Alamos Services Agreement AGR22-73 with Fifth Asset, Inc., dba DebtBook for Lease Accounting Software & GASB 87 Implementation Services in an Amount Not-to-Exceed \$260,100 Plus Applicable Gross Receipts Tax

I move that Council Approve Incorporated County of Los Alamos Services Agreement AGR22-73 with Fifth Asset, Inc., dba DebtBook for Lease Accounting Software & GASB 87 Implementation Services in an Amount Not-to-Exceed \$260,100 plus applicable gross receipts tax.

C. Approval of Amendment No. 2 of Incorporated County of Los Alamos Services Agreement AGR 18-10a-A2 with MCT Waste, LLC., for the Purpose of Transporting Solid Waste and Recycle Material, to Increase Compensation Amount by \$1,002,636.28 and Establish a Not-to-Exceed Total Combined Compensation Amount of \$4,630,095.86 Plus Applicable Gross Receipts Tax

I move that Council Approve Amendment No. 2 of Incorporated County of Los Alamos Services Agreement AGR 18-10a-A2 with MCT Waste, LLC., for the purpose of transporting solid waste and recycle material, to increase the Compensation Amount by \$1,002,636.28 and establish a Not-to-Exceed total combined Compensation Amount of \$4,630,095.86 plus applicable gross receipts tax.

D. Approval of Amendment No. 4 of Incorporated County of Los Alamos Service Agreement AGR16-4267-A4 with Infor Public Sector, Inc., a California Corporation, to Extend the Original Terms and Conditions for the Computer Aided Dispatch ("CAD") and Jail Records Management Software

I move that Council Approve the Amendment No. 4 of Incorporated County of Los Alamos Services Service Agreement AGR16-4267-A4 with Infor Public Sector, Inc., a California Corporation, to Extend the Original Terms and Conditions for the Computer Aided Dispatch ("CAD") and Jail and Records Management Software.

E. Approval of Amendment No. 2 for Children Youth and Families Department Grant Agreement No. 21-690-3200-20840-2 and Amendment No. 2 for MOA21-911 with the Los Alamos Juvenile Justice Advisory Board, and Ratification of Agreements No. 21-690-3200-20840 and MOA21-911, as Amended

I move that Council ratify Agreement 21-690-3200-20840 and MOA21-911 and subsequent Amendments and approve and affirm expenditures allowed to date thereunder, plus applicable gross receipts tax.

- F. Approval of Lease Agreement No. LSE22-946 with KSZE LLC for the Purpose of Maintaining Suitable Office Space for Fire Administration

I move that Council approve Lease Agreement No. LSE22-946 with KSZE LLC, for the Purpose of Maintaining Suitable Office Space for Fire Administration.

- G. Approval of Incorporated County of Los Alamos Services Agreement No. AGR22-63 with Pacific Coast Conservation for the Purpose of Performing a Condition Assessment of the Outdoor Art Collection and Providing Ongoing Inspections, Maintenance, and Repair Services in the Amount Not-to-Exceed \$200,000 Plus Applicable Gross Receipts Tax

I move that Council approve Incorporated County of Los Alamos Services Agreement No. AGR22-63 with Pacific Coast Conservation for the purpose of performing a condition assessment of the outdoor art collection and providing ongoing inspections, maintenance, and repair services in the Amount Not-to-Exceed \$200,000 plus applicable gross receipts tax.

- H. Approval of Budget Revision 2022-65, close out of fund 193 related to the 2019 snow and wind event for the amount of \$551,354.79

I move that Council approve Budget Revision 2022-65 as summarized on Attachment A and that the attachment be made a part of the minutes of this meeting.

- I. Board/Commission Appointment(s) - Tourism Implementation Task Force

I nominate and appoint Suzette Fox for appointment to the Tourism Implementation Task Force for a term beginning on June 14, 2022 and ending on September 7, 2024. I further nominate and appoint the following board liaisons as prescribed in the June 2021 version of the charter: Jonathan Creel (Historic Preservation Board), Jen Olsen (Lodgers' Tax Advisory Board), Georgia Strickfaden (Transportation Board), and David Teter (Parks and Recreation Board).

Approval of the Consent Agenda:

The motion passed with the following vote:

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

## 8. PUBLIC HEARING(S)

- A. Hearing for the Renewal of Proclamation Imposing Restrictions and Limiting the Use of Fireworks during Extreme Drought Conditions

Mr. Troy Hughes, Fire Chief, presented.  
Mr. Alvin Leaphart, County Attorney, spoke.

Public Comment:  
None.

A motion was made by Councilor Derkacs, seconded by Councilor Izraelevitz, that Council adopt Renewal of Incorporated County of Los Alamos Proclamation Imposing Fire Restrictions and Limiting the Use of Fireworks during Severe to Extreme Drought Conditions as a result of the hearing conducted on June 14, 2022.

The motion passed with the following vote:

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

## 9. BUSINESS

### A. Consideration of Request to Approve Specific Projects for the Los Alamos Public Schools Capital Allocation

Mr. Steven Lynne, County Manager, presented.  
Ms. Helen Perraglio, Chief Financial Officer, presented.  
Mr. Robert Hollman, LAPS, spoke.  
Ms. Susan Fellows, LAPS, spoke.

Public Comment:  
None.

A motion was made by Councilor Izraelevitz, seconded by Councilor Scott, that Council approve the projects included in the agenda for the Los Alamos Public Schools Capital Allocation.

The motion passed with the following vote:

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

### B. Consideration and Possible Approval of the FY23 Salary Plan Job Class Order Schedule

Mr. Steven Lynne, County Manager, spoke.  
Ms. Valerie Park, Compensation Analyst, presented.

Public Comment:  
None.

A motion was made by Councilor Scott, seconded by Councilor Derkacs, that Council approve the FY23 Salary Plan Job Class Order schedule as shown in Attachment A.

The motion passed with the following vote:

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

### C. Consideration and Possible Approval of Budget Revision 2022-66 and Task Order No. 1 under Services Agreement No. AGR22-18a with All-Rite Construction, Inc. in the Amount of \$883,434 plus Applicable Gross Receipts Tax for Demolition of the Hilltop House Hotel and Establish a Revised Project Budget in the Amount of \$1,325,000

Mr. Juan Rael, Public Works Director, presented.  
Mr. Alvin Leaphart, County Attorney, spoke.  
Mr. Eric Martinez, County Engineer, spoke.  
Mr. Steven Lynne, County Manager, presented.

Public Comment:  
None.

A motion was made by Councilor Izraelevitz, seconded by Councilor Scott, that Council approve Budget Revision 2022-66, Task Order No. 1 under Services Agreement No. AGR22-18a with All-Rite Construction, Inc. in the Amount of \$883,434 plus Applicable Gross Receipts Tax for Demolition of the Hilltop House Hotel and Establish a Revised Project Budget in the Amount of \$1,325,000.

The motion passed with the following vote:

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

## **10. COUNCIL BUSINESS**

### **A. Appointments**

None.

### **B. Board, Commission, and Committee Liaison Reports**

Councilor Scott reported on the Racial Equity and Inclusivity Task Force, and the Federal Legislative Sub Committee.

Councilor Derkacs reported on the Board of Public Utilities.

### **C. County Manager's Report**

Mr. Steven Lynne, County Manager, reported on the White Rock community assets, vendor placement during the summer concert series and deferred to Ms. Linda Matteson, Deputy County Manager, for a COVID update.

### **D. Council Chair Report**

Chair Ryti reported on the Boy Scout Troop meeting, the New Mexico Self Insurers Fund, and the Federal Legislative Committee meeting.

### **E. General Council Business**

- 1) Consideration and Possible Action on Salary Adjustments Resulting from the Council Closed Session Discussions of Limited Personnel Matters--Personnel Evaluations of County Manager and County Attorney

Public comment:  
None.

A motion was made by Councilor Derkacs, seconded by Councilor Scott, that Council approve salary adjustments of 5% for the County Manager and for the County Attorney, to be effective beginning at the start of the first full pay period in July 2022.

The motion passed with the following vote:

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

**F. Approval of Councilor Expenses**

None.

**G. Preview of Upcoming Agenda Items**

Councilor Ryti highlighted upcoming agenda items.

Councilor Hand asked for a new item related to land transfer activities to be placed on an upcoming agenda.

**11. COUNCILOR COMMENTS**

Councilor Reagor commented on restrictions on walking trails.

Councilor Hand echoed Councilor Reagor's comment.

Councilor Ryti commented to remind others of the diversity within the community and to accept and respect one another.

**12. PUBLIC COMMENT**

Mr. Bob Day commented on walking, biking, and horseback trails in Los Alamos.

Ms. Courtney Nucklos commented on vendor placement at the Summer Concert Series.

Ms. Maire O'neil commented on the County's practice regarding substantial Council discussions that are not on the agenda.

**13. ADJOURNMENT**

The meeting adjourned at 7:59 p.m.

INCORPORATED COUNTY OF LOS ALAMOS

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Randall T. Ryti, Council Chair

Attest:

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Naomi D. Maestas, County Clerk

Meeting Transcribed by: Victoria N. Montoya, Senior Deputy Clerk

**Budget Revision 2022-65**

Council Meeting Date: June 14, 2022

	<b>Fund/Dept</b>	<b>Munis Org</b>	<b>Object</b>	<b>Revenue (decrease)</b>	<b>Expenditures (decrease)</b>	<b>Transfers In(Out)</b>	<b>Fund Balance (decrease)</b>
	General Fund - MFM	01172410	7619			\$ 440,718	\$ 440,718
	Airport - Maintenance	68173433	7619			\$ 102,636	\$ 102,636
	Joint Utilities-Electric Distribution	51285210	7619			\$ 4,528	\$ 4,528
	Joint Utilities-Gas	53185310	7619			\$ 1,158	\$ 1,158
	Fleet Fund	72274010	7619			\$ 2,315	\$ 2,315
	Other Declaraion - Executive Orders - Snow & Wind 2019 Event	19341132	9601			\$ (440,718)	\$ (440,718)
	Other Declaraion - Executive Orders - Snow & Wind 2019 Event	19341132	9668			\$ (102,636)	\$ (102,636)
	Other Declaraion - Executive Orders - Snow & Wind 2019 Event	19341132	9651			\$ (4,528)	\$ (4,528)
	Other Declaraion - Executive Orders - Snow & Wind 2019 Event	19341132	9653			\$ (1,158)	\$ (1,158)
	Other Declaraion - Executive Orders - Snow & Wind 2019 Event	19341132	9672			\$ (2,315)	\$ (2,315)

**Description:** The purpose of this budget revision is to close out the Snow and Wind 2019 event as part of Fund 193 to the respective funds where the money was originally spent on the event. This essentially reimburses the funds from final close out of FEMA claims.

**Fiscal Impact:** The fiscal impact is a decrease of \$551,355 in the Emergency Declaration Fund 193 and a total increase of \$551,355 in the General Fund, Airport Fund, Fleet Fund and the Joint Utilities Fund.

Monther Jubran 06/07/2021  
Preparer Date  
*Monther Jubran*  
Budget & Performance Manager

MUNIS Job Code		Occupational Job Families and Job Classes	Current Grade	New Grade	Minimum	Midpoint	Maximum	Change In Grade	Exempt/ Non- Exempt
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
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
Management Support									
203		Broadband Manager		302	\$100,818	\$124,718	\$148,618		EX
105		Intergovernmental Affairs Manager		301	\$98,900	\$122,345	\$145,791		EX
104	Archive	Assistant to County Manager	213	213	\$89,705	\$110,971	\$132,236		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



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							
		Information Technology							
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	NEW	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	
		Financial & Supply Management							
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	NEW	Procurement Contract Manager		208	\$70,286	\$86,948	\$103,610	EX	
		Human Resources							
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	
144		Senior Human Resources Technician	124	124	\$53,727	\$66,463	\$79,200	NE	
145	*	Human Resources Technician	121	121	\$46,411	\$57,414	\$68,416	NE	
137		Risk Management Specialist		121	\$46,411	\$57,414	\$68,416	NE	

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 & Economic Development Series									
Economic Development									
121	*	Economic Development Administrator	214	214	\$94,190	\$116,519	\$138,848	EX	
122	NEW	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	*	Parks, Recreation & Open Space Manager	301	214	\$94,190	\$116,519	\$138,848	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	*	Parks Superintendent	208	208	\$70,286	\$86,948	\$103,610	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	\$49,596	\$59,100					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	213	\$89,705	\$110,971	\$132,236					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	NEW	Fire Technology Manager		211	\$81,365	\$100,653	\$119,942					EX	
481	Archive	Senior F&LS Coordinator	124	124	\$53,727	\$66,463	\$79,200					NE	
482	Archive	Fire & Life Safety Coordinator	122	122	\$48,732	\$60,284	\$71,837					NE	
484	*	F&LS Technology Specialist	121	121	\$46,411	\$57,414	\$68,416					NE	

Los Alamos County  
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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	
asterix=benchmarked job, red=new change										
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	NEW	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	

MUNIS Job Code		Occupational Job Families and Job Classes	Current Grade	New Grade	Minimum	Midpoint	Maximum	Change In Grade	Exempt/ Non-Exempt
asterix=benchmarked job, red=new change									
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