

Los Alamos County
FY20 Salary Plan Job Class Order
Rates effective July 14, 2019

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										
Executive Management/At-Will Series										
101		Deputy County Manager	308	308	\$132,448	\$163,846	\$195,245		EX	
400	*	Police Chief	306	306	\$120,134	\$148,613	\$177,092		EX	
460	*	Fire Chief	306	306	\$120,134	\$148,613	\$177,092		EX	
500		Public Works Director	304	304	\$108,965	\$134,796	\$160,628		EX	
300		Community Services Director	304	304	\$108,965	\$134,796	\$160,628		EX	
170		Community Development Director	304	304	\$108,965	\$134,796	\$160,628		EX	
Elected Offices Series										
Assessment										
771	*	Chief Deputy Assessor	207	207	\$63,709	\$78,812	\$93,915		EX	
773		Chief Appraiser	201	203	\$52,413	\$64,838	\$77,263		EX	
774	*	Appraiser	121	121	\$44,172	\$54,644	\$65,115		NE	
776		Senior Assessment Specialist	120	120	\$42,069	\$52,042	\$62,014		NE	
777	*	Assessment Specialist	118	118	\$38,158	\$47,203	\$56,249		NE	
779		Apprentice Appraiser	115	115	\$32,962	\$40,776	\$48,590		NE	
Attorney's										
701		Deputy County Attorney	302	302	\$98,834	\$122,264	\$145,693		EX	
702		Assistant County Attorney	301	301	\$94,128	\$116,442	\$138,756		EX	
703		Associate County Attorney	211	211	\$77,439	\$95,797	\$114,155		EX	
287		Senior Legal Assistant	124	124	\$51,135	\$63,257	\$75,379		NE	
288	*	Legal Assistant	122	122	\$46,381	\$57,376	\$68,371		NE	
Clerk's Office										
751	*	Chief Deputy Clerk	207	207	\$63,709	\$78,812	\$93,915		EX	
755		Elections Manager	123	123	\$48,700	\$60,245	\$71,790		NE	
752	*	Senior Deputy Clerk	121	121	\$44,172	\$54,644	\$65,115		NE	
753	*	Deputy Clerk	119	119	\$40,065	\$49,563	\$59,061		NE	
Municipal Court										
761	*	Court Administrator	207	207	\$63,709	\$78,812	\$93,915		EX	
765	*	Probation Officer	122	122	\$46,381	\$57,376	\$68,371		NE	
762	New	Senior Court Clerk		122	\$46,381	\$57,376	\$68,371		NE	
763	*	Court Clerk	118	118	\$38,158	\$47,203	\$56,249		NE	
Sheriff's Office										
783		Deputy Sheriff	115	115	\$32,962	\$40,776	\$48,590		NE	
Administrative Services Series										
Public Information										
111		Communications & PR Administrator	212	212	\$81,311	\$100,587	\$119,862		EX	
604	*	Public Relations Manager	210	210	\$73,751	\$91,235	\$108,718		EX	
114	*	Visual Information Specialist	122	122	\$46,381	\$57,376	\$68,371		NE	
Management Support										
104		Assistant to County Manager	213	213	\$85,377	\$105,617	\$125,856		EX	
107		Business & ERP Manager	213	213	\$85,377	\$105,617	\$125,856		EX	
261	*	Budget & Performance Manager	212	212	\$81,311	\$100,587	\$119,862		EX	
262		Senior Budget Analyst	210	210	\$73,751	\$91,235	\$108,718		EX	
903		Senior Management Analyst	210	210	\$73,751	\$91,235	\$108,718		EX	
904	*	Management Analyst	207	207	\$63,709	\$78,812	\$93,915		EX	
Administrative Support										
442		Emergency Management Specialist		120	\$42,069	\$52,042	\$62,014		NE	
202		RIM Program Manager	211	211	\$77,439	\$95,797	\$114,155		EX	
906	*	Office Manager	203	203	\$52,413	\$64,838	\$77,263		EX	
227		Senior RIM Specialist	120	120	\$42,069	\$52,042	\$62,014		NE	
907	*	Senior Office Specialist	120	120	\$42,069	\$52,042	\$62,014		NE	
229		RIM Specialist	117	117	\$36,341	\$44,956	\$53,570		NE	
379	*	Office Specialist	117	117	\$36,341	\$44,956	\$53,570		NE	
404	New	Senior Records Specialist		117	\$36,341	\$44,956	\$53,570		NE	
405		Records Specialist	115	115	\$32,962	\$40,776	\$48,590		NE	
905		Executive Assistant	124	124	\$51,135	\$63,257	\$75,379		NE	

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			Current Grade	New Grade	Minimum	Midpoint	Maximum		
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		<u>Information Technology</u>							
210	*	Chief Information Officer	303	303	\$103,776	\$128,377	\$152,979		EX
201		IT Program Manager	214	214	\$89,646	\$110,898	\$132,149		EX
204		IT Project Manager	213	213	\$85,377	\$105,617	\$125,856		EX
219		Database Administrator	212	212	\$81,311	\$100,587	\$119,862		EX
211		Senior Systems Administrator	211	211	\$77,439	\$95,797	\$114,155		EX
215		Senior Application Analyst/Developer	210	210	\$73,751	\$91,235	\$108,718		EX
221	Archive	Senior Network Engineer	209	209	\$70,239	\$86,890	\$103,541		EX
212		Systems Administrator	209	209	\$70,239	\$86,890	\$103,541		EX
235	Archive	Technical Services Manager	209	209	\$70,239	\$86,890	\$103,541		EX
216	*	Application Analyst/Developer	207	207	\$63,709	\$78,812	\$93,915		EX
222	Archive	Systems & Network Administrator	207	207	\$63,709	\$78,812	\$93,915		EX
225		Telecomm Network Specialist	126	126	\$56,376	\$69,741	\$83,105		NE
236		Senior Technical Support Specialist	125	125	\$53,692	\$66,420	\$79,148		NE
237	*	Technical Support Specialist	122	122	\$46,381	\$57,376	\$68,371		NE
239		IT Intern	115	115	\$32,962	\$40,776	\$48,590		NE
		<u>Financial & Supply Management</u>							
240		Chief Financial Officer	303	303	\$103,776	\$128,377	\$152,979		EX
241		Deputy Chief Financial Officer	214	214	\$89,646	\$110,898	\$132,149		EX
242	*	Accounting Operations Manager	212	212	\$81,311	\$100,587	\$119,862		EX
270	*	Chief Purchasing Officer	211	211	\$77,439	\$95,797	\$114,155		EX
255		Payroll Coordinator	207	207	\$63,709	\$78,812	\$93,915		EX
245		Senior Accountant	206	206	\$60,675	\$75,059	\$89,442		EX
246	*	Accountant	204	204	\$55,034	\$68,080	\$81,127		EX
272	*	Senior Buyer	204	204	\$55,034	\$68,080	\$81,127		EX
251		Accounts Payable Coordinator	124	124	\$51,135	\$63,257	\$75,379		NE
256		Payroll Specialist	124	124	\$51,135	\$63,257	\$75,379		NE
273		Buyer	123	123	\$48,700	\$60,245	\$71,790		NE
252		Accounts Payable Specialist	121	121	\$44,172	\$54,644	\$65,115		NE
275	*	Senior Supply Specialist	118	118	\$38,158	\$47,203	\$56,249		NE
276		Supply Specialist	116	116	\$34,610	\$42,815	\$51,019		NE
		<u>Human Resources</u>							
130	*	Human Resources Manager	303	303	\$103,776	\$128,377	\$152,979		EX
131	*	Assistant Human Resources Manager	211	211	\$77,439	\$95,797	\$114,155		EX
132		Compensation Analyst	210	210	\$73,751	\$91,235	\$108,718		EX
133	*	Benefits & Pension Manager	210	210	\$73,751	\$91,235	\$108,718		EX
135	*	Risk Manager	210	210	\$73,751	\$91,235	\$108,718		EX
134	*	Training Manager	208	208	\$66,894	\$82,752	\$98,610		EX
141	*	Safety Coordinator	207	207	\$63,709	\$78,812	\$93,915		EX
144	*	Senior Human Resources Technician	124	124	\$51,135	\$63,257	\$75,379		NE
145	*	Human Resources Technician	121	121	\$44,172	\$54,644	\$65,115		NE

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Community & Economic Development Series									
Economic Development									
121	*	Economic Development Administrator	214	214	\$89,646	\$110,898	\$132,149		EX
124		Marketing Specialist	205	205	\$57,786	\$71,485	\$85,184		EX
Community Development									
181	*	Housing & Special Projects Manager	211	211	\$77,439	\$95,797	\$114,155		EX
182	New	Chief Building Official		212	\$81,311	\$100,587	\$119,862		EX
185	*	Building Safety Manager	209	209	\$70,239	\$86,890	\$103,541		EX
172		Planning Manager		209	\$70,239	\$86,890	\$103,541		EX
173		Principal Planner	209	209	\$70,239	\$86,890	\$103,541		EX
174	*	Senior Planner	207	207	\$63,709	\$78,812	\$93,915		EX
175		Associate Planner	204	204	\$55,034	\$68,080	\$81,127		EX
183		Senior Building Inspector	124	124	\$51,135	\$63,257	\$75,379		NE
177		Senior Permit Technician	123	123	\$48,700	\$60,245	\$71,790		NE
184	*	Building Inspector	122	122	\$46,381	\$57,376	\$68,371		NE
187		Code Compliance Officer	122	122	\$46,381	\$57,376	\$68,371		NE
176		Assistant Planner	121	121	\$44,172	\$54,644	\$65,115		NE
179		Permit Technician	121	121	\$44,172	\$54,644	\$65,115		NE
Community Services Series									
Library									
311	*	Library Manager	212	212	\$81,311	\$100,587	\$119,862		EX
312		Assistant Library Manager	208	208	\$66,894	\$82,752	\$98,610		EX
315		Senior Librarian	206	206	\$60,675	\$75,059	\$89,442		EX
316		Librarian	204	204	\$55,034	\$68,080	\$81,127		EX
325		Program Specialist	122	122	\$46,381	\$57,376	\$68,371		NE
317		Senior Library Specialist	119	119	\$40,065	\$49,563	\$59,061		NE
319	*	Library Specialist	117	117	\$36,341	\$44,956	\$53,570		NE
321		Senior Library Technician	114	114	\$31,392	\$38,834	\$46,276		NE
327		Community Services Monitor	114	114	\$31,392	\$38,834	\$46,276		NE
322		Library Technician	112	112	\$28,474	\$35,224	\$41,974		NE
Parks & Recreation Program									
331	*	Parks, Recreation & Open Space Manager	301	301	\$94,128	\$116,442	\$138,756		EX
361	Archive	Golf Course Manager	208	208	\$66,894	\$82,752	\$98,610		EX
332	*	Recreation Program Manager	208	208	\$66,894	\$82,752	\$98,610		EX
362		Head Golf Professional	203	203	\$52,413	\$64,838	\$77,263		EX
352		Aquatics Coordinator	122	122	\$46,381	\$57,376	\$68,371		NE
363		Asst Golf/Ice Rink Professional	121	121	\$44,172	\$54,644	\$65,115		NE
341		Recreational CS Supervisor	120	120	\$42,069	\$52,042	\$62,014		NE
354		Lifeguard Supervisor	120	120	\$42,069	\$52,042	\$62,014		NE
334		Recreation Specialist	120	120	\$42,069	\$52,042	\$62,014		NE
337		Senior Recreation Leader	118	118	\$38,158	\$47,203	\$56,249		NE
338	*	Recreation Leader	117	117	\$36,341	\$44,956	\$53,570		NE
355		Senior Lifeguard	117	117	\$36,341	\$44,956	\$53,570		NE
342		Senior Recreation CS Associate	115	115	\$32,962	\$40,776	\$48,590		NE
356	*	Lifeguard	115	115	\$32,962	\$40,776	\$48,590		NE
343		Recreational CS Associate	113	113	\$29,897	\$36,985	\$44,073		NE
Parks & Recreation Maintenance									
371	*	Parks Superintendent	208	208	\$66,894	\$82,752	\$98,610		EX
379		Open Space Specialist	206	206	\$60,675	\$75,059	\$89,442		EX
365	*	GC Maintenance Superintendent	204	204	\$55,034	\$68,080	\$81,127		EX
372		Assistant Parks Superintendent	124	124	\$51,135	\$63,257	\$75,379		NE
366		GC/Recreation Maint Asst Super	120	120	\$42,069	\$52,042	\$62,014		NE
367		GC Maintenance Mechanic	118	118	\$38,158	\$47,203	\$56,249		NE
357		Aquatics Maintenance Specialist	118	118	\$38,158	\$47,203	\$56,249		NE
375		Parks Maintenance Construction Spec 3	119	119	\$40,065	\$49,563	\$59,061		NE
376	*	Parks Maintenance Construction Spec 2	116	116	\$34,610	\$42,815	\$51,019		NE
377		Parks Maintenance Construction Spec 1	114	114	\$31,392	\$38,834	\$46,276		NE

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Community Services Series Continued									
Social Services									
391		Social Services Manager	210	210	\$73,751	\$91,235	\$108,718		EX
393	*	Case Coordination Specialist	203	203	\$52,413	\$64,838	\$77,263		EX
396		Health Care Specialist	120	120	\$42,069	\$52,042	\$62,014		NE
Public Safety Series									
Police Administration									
406		Senior Evidence & Training Technian	119	119	\$40,065	\$49,563	\$59,061		NE
407	*	Evidence & Training Technician	117	117	\$36,341	\$44,956	\$53,570		NE
409		Victim Assistant		118	\$38,158	\$47,203	\$56,249		NE
Police Command									
401		Deputy Police Chief	302	302	\$98,834	\$122,264	\$145,693		EX
402		Police Commander	213	213	\$85,377	\$105,617	\$125,856		EX
441		Emergency Services Commander	213	213	\$85,377	\$105,617	\$125,856		EX
Police Dispatch									
421	*	CDC Manager	207	207	\$63,709	\$78,812	\$93,915		EX
423		Dispatch Shift Supervisor	123	123	\$48,700	\$60,245	\$71,790		NE
424	*	Dispatcher 2	120	120	\$42,069	\$52,042	\$62,014		NE
425	*	Dispatcher 1	118	118	\$38,158	\$47,203	\$56,249		NE
Police Detention									
431		Detention Administrator	211	211	\$77,439	\$95,797	\$114,155		EX
433		Detention Sergeant	127	127	\$59,195	\$73,228	\$87,261		NE
434	*	Detention Corporal	124	124	\$51,135	\$63,257	\$75,379		NE
435	*	Detention Officer	118	118	\$38,158	\$47,203	\$56,249		NE
Animal Control									
447		Public Service Aide Supervisor	121	121	\$44,172	\$54,644	\$65,115		NE
445		Animal Shelter Manager	121	121	\$44,172	\$54,644	\$65,115		NE
448		Senior Public Service Aide	117	117	\$36,341	\$44,956	\$53,570		NE
449	*	Public Service Aide	115	115	\$32,962	\$40,776	\$48,590		NE
Fire Command									
461	*	Deputy Fire Chief	302	302	\$98,834	\$122,264	\$145,693		EX
462	*	Fire Battalion Chief	212	212	\$81,311	\$100,587	\$119,862		EX
Fire Administration									
486		Safeguards & Security & LR Manager	214	214	\$89,646	\$110,898	\$132,149		EX
487		EMS Training Coordinator	209	209	\$70,239	\$86,890	\$103,541		EX
481		Senior F&LS Coordinator	124	124	\$51,135	\$63,257	\$75,379		NE
482		Fire & Life Safety Coordinator	122	122	\$46,381	\$57,376	\$68,371		NE
484		F&LS Technology Specialist	121	121	\$44,172	\$54,644	\$65,115		NE

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Public Works Series									
Airport									
509		Airport Manager	209	209	\$70,239	\$86,890	\$103,541		EX
Public Works Engineering									
501		Deputy Public Works Director	302	302	\$98,834	\$122,264	\$145,693		EX
505	*	County Engineer	214	214	\$89,646	\$110,898	\$132,149		EX
506	*	Chief Surveyor	210	210	\$73,751	\$91,235	\$108,718		EX
Facilities									
511		Facilities Manager	209	209	\$70,239	\$86,890	\$103,541		EX
521	*	Facilities Services Manager	206	206	\$60,675	\$75,059	\$89,442		EX
514		Construction Specialist 3	123	123	\$48,700	\$60,245	\$71,790		NE
515	*	Construction Specialist 2	120	120	\$42,069	\$52,042	\$62,014		NE
516		Construction Specialist 1	117	117	\$36,341	\$44,956	\$53,570		NE
523		Lead Custodian	113	113	\$29,897	\$36,985	\$44,073		NE
526	*	Custodian	111	111	\$27,118	\$33,546	\$39,975		NE
Environmental Services									
531	*	Environmental Svcs Manager	209	209	\$70,239	\$86,890	\$103,541		EX
532		Environmental Svcs Superintendent	206	206	\$60,675	\$75,059	\$89,442		EX
533	Archive	Asst Environmental Svcs Superintendent	125	125	\$53,692	\$66,420	\$79,148		NE
537		Environmental Svcs Specialist	202	202	\$49,917	\$61,750	\$73,584		EX
535		Scale Operator	119	119	\$40,065	\$49,563	\$59,061		NE
539		Environmental Svcs Trainee	112	112	\$28,474	\$35,224	\$41,974		NE
Fleet									
541		Fleet Manager	210	210	\$73,751	\$91,235	\$108,718		EX
542		Fleet Supervisor	205	205	\$57,786	\$71,485	\$85,184		EX
544		Fleet Shop Foreman	122	122	\$46,381	\$57,376	\$68,371		NE
547	*	Fleet Mechanic 2	120	120	\$42,069	\$52,042	\$62,014		NE
548		Fleet Mechanic 1	114	114	\$31,392	\$38,834	\$46,276		NE
Traffic & Street Operations									
571		Traffic & Streets Mgr/Traffic Engineer	213	213	\$85,377	\$105,617	\$125,856		EX
572		Traffic Manager	208	208	\$66,894	\$82,752	\$98,610		EX
574		Street Maintenance Superintendent	206	206	\$60,675	\$75,059	\$89,442		EX
575		Assistant Street Superintendent	125	125	\$53,692	\$66,420	\$79,148		NE
581		Traffic Electrician 3	124	124	\$51,135	\$63,257	\$75,379		NE
582	*	Traffic Electrician 2	122	122	\$46,381	\$57,376	\$68,371		NE
577		Transportation Safety Specialist	122	122	\$46,381	\$57,376	\$68,371		NE
581		Traffic Electrician 1	120	120	\$42,069	\$52,042	\$62,014		NE
586		Sign/Marking Tech 3	118	118	\$38,158	\$47,203	\$56,249		NE
587	*	Sign/Marking Tech 2	116	116	\$34,610	\$42,815	\$51,019		NE
588		Sign/Marking Tech 1	114	114	\$31,392	\$38,834	\$46,276		NE
Transit Operations									
551	*	Transit Manager	209	209	\$70,239	\$86,890	\$103,541		EX
552	*	Transit Supervisor	204	204	\$55,034	\$68,080	\$81,127		EX
561		Transit CS Rep/Dispatcher 3	119	119	\$40,065	\$49,563	\$59,061		NE
555		Lead Transit Operator	118	118	\$38,158	\$47,203	\$56,249		NE
562		Transit CS Rep/Dispatcher 2	117	117	\$36,341	\$44,956	\$53,570		NE
556		Transit Operator 2	116	116	\$34,610	\$42,815	\$51,019		NE
563		Transit CS Rep/Dispatcher 1	115	115	\$32,962	\$40,776	\$48,590		NE
557	*	Transit Operator 1	114	114	\$31,392	\$38,834	\$46,276		NE
558		Transit Operator Trainee	112	112	\$28,474	\$35,224	\$41,974		NE

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Public Works & Utilities Series									
Operations									
922		Lead Equipment Operator	123	123	\$48,700	\$60,245	\$71,790		NE
923	*	Senior Equipment Operator	121	121	\$44,172	\$54,644	\$65,115		NE
924		Equipment Operator	118	118	\$38,158	\$47,203	\$56,249		NE
927	*	Laborer	111	111	\$27,118	\$33,546	\$39,975		NE
Engineering & Projects									
931		Senior Engineer	213	213	\$85,377	\$105,617	\$125,856		EX
932		Engineering Project Manager	211	211	\$77,439	\$95,797	\$114,155		EX
507		Project Manager	211	211	\$77,439	\$95,797	\$114,155		EX
933	*	Engineering Associate	208	208	\$66,894	\$82,752	\$98,610		EX
934		Engineering Assistant	204	204	\$55,034	\$68,080	\$81,127		EX
937		Senior Engineering Aide	122	122	\$46,381	\$57,376	\$68,371		NE
938	*	Engineering Aide	120	120	\$42,069	\$52,042	\$62,014		NE
939		Engineering Intern	115	115	\$32,962	\$40,776	\$48,590		NE
Utilities Series									
641		Deputy Utility Mgr - GWS	303	303	\$103,776	\$128,377	\$152,979		EX
621		Deputy Utility Mgr - Power Supply	303	303	\$103,776	\$128,377	\$152,979		EX
601		Deputy Utility Mgr - Finance and Admn	303	303	\$103,776	\$128,377	\$152,979		EX
611	*	Deputy Utility Mgr - Engineering	302	302	\$98,834	\$122,264	\$145,693		EX
631		Deputy Utility Mgr - Electrical Distribution	302	302	\$98,834	\$122,264	\$145,693		EX
Operations Support									
603		Business Operations Manager	212	212	\$81,311	\$100,587	\$119,862		EX
613		SCADA System Specialist	131	131	\$71,952	\$89,009	\$106,066		NE
614		SCADA System Technician	130	130	\$68,526	\$84,770	\$101,015		NE
615	*	GIS System Specialist	207	207	\$63,709	\$78,812	\$93,915		EX
617	Archive	Water & Energy Conservation Coordinator	206	206	\$60,675	\$75,059	\$89,442		EX
619	Archive	Env. Compliance Specialist	205	205	\$57,786	\$71,485	\$85,184		EX
657		Meter Reader Supervisor	121	121	\$44,172	\$54,644	\$65,115		NE
606		Senior Billing & Service Specialist	119	119	\$40,065	\$49,563	\$59,061		NE
607	*	Billing & Service Specialist	117	117	\$36,341	\$44,956	\$53,570		NE
Electric Production									
622	*	Power System Supervisor	214	214	\$89,646	\$110,898	\$132,149		EX
626		H-E Plant Engineer	214	214	\$89,646	\$110,898	\$132,149		EX
623		Senior Power System Operator	132	132	\$75,549	\$93,459	\$111,369		NE
624		Power System Operator	130	130	\$68,526	\$84,770	\$101,015		NE
627		Senior H-E Maintenance Technician	129	129	\$65,262	\$80,734	\$96,205		NE
628		H-E Maintenance Technician	126	126	\$56,376	\$69,741	\$83,105		NE
625		Power System Operator Apprentice	122	122	\$46,381	\$57,376	\$68,371		NE
629		H-E Maintenance Tech Apprentice	119	119	\$40,065	\$49,563	\$59,061		NE
Electric Distribution									
632		Electrical Engineering Manager		213	\$85,377	\$105,617	\$125,856		EX
354	*	Lineman Supervisor	131	131	\$71,952	\$89,009	\$106,066		NE
Utilities Series Continued									
Gas, Water & Sewer Services									
642		GWS Superintendent	210	210	\$73,751	\$91,235	\$108,718		EX
643		GWS Field Supervisor	204	204	\$55,034	\$68,080	\$81,127		EX
644		GWS Shop Supervisor	204	204	\$55,034	\$68,080	\$81,127		EX
Wastewater Services									
681		WWTP Superintendent	210	210	\$73,751	\$91,235	\$108,718		EX
682		WWTP Supervisor	124	124	\$51,135	\$63,257	\$75,379		NE
Water Services									
661		Water Systems Superintendent	210	210	\$73,751	\$91,235	\$108,718		EX
662	*	Water Systems Electrical Technician	126	126	\$56,376	\$69,741	\$83,105		NE
675		Water Systems Supervisor		124	\$51,135	\$63,257	\$75,379		NE