



County of Los Alamos

Los Alamos, NM 87544
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Minutes

County Council – Regular Session

*Denise Derkacs, Council Chair, Theresa Cull, Council Vice-Chair,
Melanee Hand, Suzie Havemann, Keith Lepsch, David Reagor, and Randall Ryti
Councilors*

Tuesday, January 24, 2023

6:00 PM

Council Chambers – 1000 Central Avenue
TELEVISED

1. OPENING/ROLL CALL

The Council Chair, Denise Derkacs, called the meeting to order at 6:00 p.m.

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

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

The following Councilors were in attendance:

**Present: 7 - Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann,
Councilor Lepsch, Councilor Reagor, and Councilor Ryti**

2. PLEDGE OF ALLEGIANCE

Led by: All.

3. PUBLIC COMMENT

Mr. Robert Day commented on the Chapter 18 Nuisance Code.

Ms. Bernadette Lauritzen commented on support for Senior Services at this year's legislative session.

4. APPROVAL OF AGENDA

A motion was made by Councilor Ryti, seconded by Councilor Reagor, that Council approve the agenda as amended by moving Item 7.D to Business.

The motion passed by acclamation with the following vote:

**Yes: 7 – Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann,
Councilor Lepsch, Councilor Reagor, and Councilor Ryti**

5. PRESENTATIONS, PROCLAMATIONS, AND RECOGNITIONS

- A. Proclamation Marking January 28th as the 25th Anniversary of the Los Alamos Retired and Senior Organization

Councilor Lepsch read and presented the proclamation to Bernadette Lauritzen.

Ms. Bernadette Lauritzen, Los Alamos Retired and Senior Organization, spoke.

6. PUBLIC COMMENT FOR ITEMS ON CONSENT AGENDA

Mr. Steve Lynne, County Manager, requested that Item C be removed from the Consent Agenda.

7. CONSENT AGENDA

Consent Motion:

A motion was made by Councilor Hand, seconded by Councilor Cull, that Council approve the items on the Consent Agenda and that the motions contained in the staff report as amended, with the removal of Items C and D be included for the record.

- A. Approval of County Council Minutes for the January 3, 2023 Regular Session and the January 10, 2023 Special Session

I move that Council approve the County Council Minutes for the January 3, 2023 Regular Session and the January 10, 2023 Special Session.

- B. Approval of Services Agreement No. AGR 23-48 with Gardner Zemke Company for the Purpose of the El Vado Transformer Installation

I move that Council approve Services Agreement No. AGR 23-48 with Gardner Zemke Company in the amount of \$386,351.00 and a contingency in the amount of \$60,000, for a total of \$446,351.00, plus applicable gross receipts tax, for the Purpose of the El Vado Transformer Installation.

- C. Approval of Agreement AGR22-925 and Amendment 1 to AGR22-925 Art Maintenance for "Industrial Machine", by Robert Davis

Item removed from the Consent Agenda.

- D. Approval of Amendment #3 to Service Agreement AGR20-50, between Dekker, Parich, Sabatini, LTD and Incorporated County of Los Alamos, to increase the contract budget in the amount of \$25,500, plus Applicable Gross Receipts Tax for the purpose of completing additional work and cleanup of Chapter 16, the Development Code

Item pulled for further discussion under Business.

- E. Approval of Agreement AGR23-40 with GM Emulsion, LLC., in the amount of \$292,600.00 plus applicable Gross Receipts Tax for the Transport of Recycled Glass

I move that Council approve Services Agreement No. AGR23-40 with GM Emulsion, LLC., in the amount of \$292,600.00 plus applicable Gross Receipts Tax for the Transport of Recycled Glass.

- F. Approval of Services Agreement No. AGR23-43 with Pajarito Environmental Education Center (PEEC) in the amount not to exceed \$385,000.00, plus Applicable Gross Receipts Tax, for the Purpose of Community Water and Energy Conservation Outreach Services

I move that Council approve Services Agreement No. AGR23-43 with Pajarito Environmental Education Center in the amount not to exceed \$385,000.00, plus applicable gross receipts tax, for the purpose of Community Water and Energy Conservation Outreach Services.

- G. Approval of Task Order No. 1 under Services Agreement No. AGR22-18d with Pluma, LLC. in the Amount of \$410,929.79 plus Applicable Gross Receipts Tax for Betty Ehart Senior Center Kitchen Renovations and Establish a Project Budget in the Amount of \$590,000

I move that Council approve Task Order No. 1 under Services Agreement No. AGR22-18a with Pluma, LLC. in the Amount of \$410,929.79 plus Applicable Gross Receipts Tax for Betty Ehart Senior Center Kitchen Renovations and Establish a Project Budget in the Amount of \$590,000.

- H. 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.

- I. Approval of Budget Revisions 2023-26 and 2023-27 for Purchased Gas and the Payment of Refinancing Fee's for the Public Utility Department

I move that the Council approve Budget Revision 2023-26 and 2023-27 as summarized on Attachment A and Attachment B and that the attachments be made a part of the minutes of this meeting.

Approval of Consent Agenda:

The motion passed with the following vote:

Yes: 7 – Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann, Councilor Lepsch, Councilor Reagor, and Councilor Ryti

8. INTRODUCTION OF ORDINANCE(S)

- A. Introduction of Code Ordinance 02-337 - An Ordinance of the Incorporated County of Los Alamos, New Mexico, Amending Chapter 22, "Fire Prevention and Protection," to Correct Reference In Section 22-31(a)(1)

Councilor Ryti introduced, without prejudice, Code Ordinance 02-337 - An Ordinance of the Incorporated County of Los Alamos, New Mexico, Amending Chapter 22, "Fire Prevention and Protection," to Correct Reference In Section 22-31(a)(1); and ask staff to ensure that it is published as provided in the County Charter.

- B. Introduction of Code Ordinance 02-338 - An Ordinance Amending Chapter 38, Article II, Division 3, Section 38-92; Article VI, Section 38-351; Article VII, Sections 38-411 and 38-415, and Adding a New Section 39-292.1 to Article V and New Section 38-416 to Article VII

Councilor Havemann introduced, without prejudice, Incorporated County of Los Alamos Code Ordinance No. 02-338 - An Ordinance Amending Chapter 38, Article II, Division 3, Section 38-92; Article VI, Section 38-351; Article VII, Sections 38-411 and 38-415, and Adding a New Section 39-292 to Article V and New Section 38-416 to Article VII and ask the staff to assure that it is published as provided in the County Charter.

- C. Introduction of Incorporated County of Los Alamos Code Ordinance 02-339: An Ordinance of the Incorporated County of Los Alamos Amending Article II, Division 1, of Chapter 22 to Codify the Fire Restrictions that May be Imposed by the Fire Chief to Limit the Potential for Wildfires

Councilor Hand introduced, without prejudice, Code Ordinance 02-339, an Ordinance of the Incorporated County of Los Alamos Amending Article II, Division 1, of Chapter 22 to Codify the Fire Restrictions that May be Imposed by the Fire Chief to Limit the Potential for Wildfires.

9. BUSINESS

- A. Broadband Community Survey and Community Broadband Network Project Updates and Possible Action

Mr. Steven Lynne, County Manager, spoke.

Mr. Jerry Smith, Broadband Manager, presented.

Mr. Ziggy Rivkin-Fish, CTC Technology and Energy VP of Strategy, presented.

Ms. Teles Fremin, CTC Technology and Energy Deputy CTO, presented.

Public Comment:

Mr. Aaron Walker spoke.

Mr. James Wernicke spoke.

Mr. Andrew Fraser, spoke.

Ms. Alicia Griego spoke.

Ms. Akkana Peck spoke.

Ms. Barbara Calef spoke.

A motion was made by Councilor Hand, seconded by Councilor Ryti, that Council adopt the policy position that high-quality reliable telecommunication including broadband is an essential utility and the Council directs the County Manager on the following items: Develop and maintain knowledge about telecommunication utilities in the County and report to the Council at least annually on the status of those utilities. Specifically, explain how the County will reliably contact residents in an emergency. Make the information collected available to county residents that information should include service options and advice on how to respond to outages. Pursue a procurement option for a Community Broadband Network (CBN). In that pursuit, note that the Council values the following characteristics listed in order of importance: First, the option is likely to actually be implemented, second, the network should permit open access third, the County should retain ownership or an option to obtain ownership of the basic infrastructure, fourth, the network should provide the option of fiber to the premise to any resident who subscribes, and fifth, the network should be built promptly.

RECESS

Councilor Derkacs called for a recess at 7:58 p.m. The meeting reconvened at 8:10 p.m.

Councilor Reagor offered the following FRIENDLY AMENDMENT to the motion: that expectations for return on investments would be relatively low. It was not accepted.

After further discussion the following motion was on the floor: that Council adopt the policy position that high-quality reliable telecommunication including broadband is an essential service and that Council directs the County Manager on the following items: Develop and maintain knowledge about telecommunication services in the County and report to the Council at least annually on the status of those services. Specifically, explain how the County will reliably contact residents in an emergency. Pursue a procurement option for a Community Broadband Network (CBN). In that pursuit, note that the Council values the following characteristics listed in order of importance: First, the option is likely to actually be implemented; second, the network should permit open access; third, the County should retain ownership or an option to obtain ownership of the basic infrastructure; fourth, the network should provide the option of fiber to the premise to any resident who subscribes; and fifth, the network should be built promptly.

The motion passed with the following vote:

Yes: 7 – Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann, Councilor Lepsch, Councilor Reagor, and Councilor Ryti

B. Consideration and Acceptance of the FY2022 Annual Comprehensive Financial Report with Auditor's Opinions

Ms. Helen Perraglio, Chief Financial Officer, spoke.
Ms. Janet Pacheco-Morton, Morton Accounting LLC., spoke.

Public Comment:
None.

A motion was made by Councilor Ryti, seconded by Councilor Hand, that Council accept the Annual Comprehensive Financial Report for the fiscal year ended June 30, 2022.

The motion passed with the following vote:

Yes: 7 – Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann, Councilor Lepsch, Councilor Reagor, and Councilor Ryti

Consent Item 7.D.

Approval of Amendment #3 to Service Agreement AGR20-50, between Dekker, Parich, Sabatini, LTD and Incorporated County of Los Alamos, to increase the contract budget in the amount of \$25,500, plus Applicable Gross Receipts Tax for the purpose of completing additional work and cleanup of Chapter 16, the Development Code

Mr. Paul Andrus, Community Development Director, spoke.

Public Comment:
None.

A motion was made by Councilor Ryti, seconded by Councilor Hand, that Council approve Amendment #3 to AGR20-50, between Dekker, Parich, Sabatini, LTD and Incorporated County of Los Alamos, to increase the contract budget in the amount of \$25,500, plus Applicable Gross Receipts Tax, for the purpose of completing additional work and cleanup of Chapter 16, the Development Code.

The motion passed with the following vote:

Yes: 7 – Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann,
Councilor Lepsch, Councilor Reagor, and Councilor Ryti

10. COUNCIL BUSINESS

A. Appointments

None.

B. Board, Commission, and Committee Liaison Reports

No reports.

C. County Manager's Report

1) County Managers Report for January 2023

No report.

D. COVID-19 Situational Report

No report.

E. Council Chair Report

No report.

F. General Council Business

1) Consideration and Possible Action of 2023 Los Alamos Federal Priorities

Ms. Danielle Duran, Intergovernmental Affairs Manager, spoke.

Public Comment:

None.

A motion was made by Councilor Cull, seconded by Councilor Havemann that Council adopt the updated 2023 Los Alamos Federal Priorities.

The motion passed with the following vote:

Yes: 7 - Councilor Derkacs, Councilor Cull, Councilor Hand, Councilor Havemann,
Councilor Lepsch, Councilor Reagor, and Councilor Ryti

- 2) Follow up Discussion and Possible Action on Boards and Commission Discussion on 8/23/22 including CDAB, Animal Shelter Ad-Hoc Committee, LARES Task Force, and Racial Equity and Inclusivity Task Force

Ms. Linda Matteson, Deputy County Manager, spoke.

Mr. Steven Lynne, County Manager, spoke.

Mr. Alvin Leaphart, County Attorney, spoke.

Public Comment:

Ms. Maire O'Neill spoke.

Mr. Aaron Walker spoke.

Mr. David Hampton spoke.

Mr. John Bloodwood spoke.

Ms. Lisa Shin spoke.

Mr. Grant Harding spoke.

A motion was made by Councilor Ryti, seconded by Councilor Reagor, that Council accepts the staff recommendations with the following additions: REI be prioritized as a workgroup, the Community Development Advisory Board (CDAB) be reinstated as a task force for 12 months, and that workgroup evaluation include analysis of the services provided by the county versus boards and alternative options for staff time, and direct the County Manager to proceed and return with appropriate items to Council.

Councilor Cull offered the following FRIENDLY AMENDMENT to the motion: to not accept staff recommendations for the new boards and commissions or the recommendation as written for CDAB and instead request that a task force charter be brought back at the next meeting for CDAB and to further study the recommendations for new boards and commissions and address those at a later date. It was accepted.

After further discussion, the motion made by Councilor Ryti, with the Friendly Amendment made by Councilor Cull, was withdrawn.

A motion was made by Councilor Cull, seconded by Councilor Ryti, that Council accept staff recommendations except for the following: the bullet on new boards and committees, and the recommendations under the bullet on CDAB, and instead bring back a draft charter for a task force on a continuation of the activities needed under what CDAB was previously doing, and direct the county manager to return with the appropriate items to Council.

The motion passed with the following vote:

Yes: 6 - Councilor Cull, Councilor Hand, Councilor Havemann, Councilor Lepsch, Councilor Reagor, and Councilor Ryti

No: 1 - Councilor Derkacs

- 3) Assignment of Councilors as Council Liaisons to Boards and Commissions and on Various Council Committees.

Chair Derkacs spoke.

No action taken.

G. Approval of Councilor Expenses

None.

H. Preview of Upcoming Agenda Items

None.

11. COUNCILOR COMMENTS

Councilor Derkacs commented on an upcoming meeting with personnel security management at Los Alamos National Laboratory (LANL) about the Chapter 18 Nuisance Code enforcement process.

Councilor Ryti commented on attending the Governor's Prayer Breakfast.

12. PUBLIC COMMENT

Mr. Grant Harding commented on Item 10.F.2.

Mr. John Bloodwood commented on Item 10.F.2.

13. ADJOURNMENT

The meeting adjourned at 11:23 p.m.

INCORPORATED COUNTY OF LOS ALAMOS

Denise Derkacs, Council Chair

Attest:

Naomi D. Maestas, County Clerk

Meeting Transcribed by: Ubaldo Barela, Deputy Clerk

Los Alamos County
FY23 Salary Plan Job Class Order
Rates Effective November 15, 2022

Attachment A

MUNIS Job Code		Occupational Job Families and Job Classes	Approved					Change In Grade	Exempt OR 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	\$153,075	\$201,167	\$249,259		EX
400	•	Police Chief	306	306	\$138,844	\$182,465	\$226,086		EX
460	•	Fire Chief	306	306	\$138,844	\$182,465	\$226,086		EX
500	•	Public Works Director	304	305	\$132,232	\$173,776	\$215,320	1	EX
299		Administrative Services Director		305	\$132,232	\$173,776	\$215,320		EX
300	•	Community Services Director	304	304	\$125,935	\$165,501	\$205,066		EX
170	•	Community Development Director	304	304	\$125,935	\$165,501	\$205,066		EX

Elected Offices Series

Assessment

771	•	Chief Deputy Assessor	207	209	\$81,179	\$106,683	\$132,188	2	EX
773		Chief Appraiser	203	205	\$66,786	\$87,768	\$108,751	2	EX
774	•	Appraiser	121	121	\$51,053	\$67,092	\$83,131		NE
776		Senior Assessment Specialist	120	119	\$46,306	\$60,854	\$75,403	-1	NE
777	•	Assessment Specialist	118	117	\$42,001	\$55,197	\$68,392	-1	NE
779		Apprentice Appraiser	115	115	\$38,096	\$50,065	\$62,034		NE

Attorney's

701	•	Deputy County Attorney	302	303	\$119,938	\$157,619	\$195,301	1	EX
702	•	Assistant County Attorney	301	301	\$108,788	\$142,966	\$177,145		EX
703		Associate County Attorney	211	212	\$93,975	\$123,500	\$153,024	1	EX
710		Sr. Paralegal		208	\$77,313	\$101,603	\$125,892		EX
712		Paralegal		206	\$70,125	\$92,156	\$114,188		EX
707		Senior Legal Assistant	124	124	\$59,100	\$77,667	\$96,235		NE
708	•	Legal Assistant	122	122	\$53,605	\$70,447	\$87,288		NE

Clerk's Office

751	•	Chief Deputy Clerk	207	209	\$81,179	\$106,683	\$132,188	2	EX
755	•	Elections Manager	123	125	\$62,055	\$81,551	\$101,047	2	NE
752		Senior Deputy Clerk	121	123	\$56,285	\$73,969	\$91,652	2	NE
753	•	Deputy Clerk	119	121	\$51,053	\$67,092	\$83,131	2	NE

Municipal Court

761	•	Court Administrator	207	207	\$73,631	\$96,764	\$119,897		EX
765	•	Probation Officer	122	122	\$53,605	\$70,447	\$87,288		NE
762		Senior Court Clerk	122	122	\$53,605	\$70,447	\$87,288		NE
763	•	Court Clerk	118	118	\$44,101	\$57,957	\$71,812		NE
766	NEW	Program Coordinator		122	\$53,605	\$70,447	\$87,288		NE

Los Alamos County
FY23 Salary Plan Job Class Order
Rates Effective November 15, 2022

Attachment A

MUNIS Job Code	Occupational Job Families and Job Classes	Approved					Change In Grade	Exempt OR Non- Exempt
		Current Grade	New Grade	Minimum	Midpoint	Maximum		

asterix=benchmarked job, red=new change

Information Technology

200	• Chief Information Officer	303	303	\$119,938	\$157,619	\$195,301		EX
201	• IT Program Manager	214	214	\$103,608	\$136,159	\$168,710		EX
204	IT Project Manager	213	213	\$98,674	\$129,675	\$160,676		EX
219	• Database Administrator	212	212	\$93,975	\$123,500	\$153,024		EX
211	Senior Systems Administrator	211	211	\$89,500	\$117,619	\$145,737		EX
215	Senior Application Analyst/Developer	210	210	\$85,238	\$112,018	\$138,797		EX
212	• Systems Administrator	209	209	\$81,179	\$106,683	\$132,188		EX
235	Technical Services Manager	209	209	\$81,179	\$106,683	\$132,188		EX
230	Security Analyst		209	\$81,179	\$106,683	\$132,188		EX
216	Application Analyst/Developer	207	207	\$73,631	\$96,764	\$119,897		EX
224	Senior IT Infrastructure Coordinator		125	\$62,055	\$81,551	\$101,047		NE
236	Senior Technical Support Specialist	125	126	\$65,157	\$85,628	\$106,099	1	NE
237	• Technical Support Specialist	122	123	\$56,285	\$73,969	\$91,652	1	NE
238	Technical Support Specialist Trainee		121	\$51,053	\$67,092	\$83,131		NE
225	IT Infrastructure Coordinator	120	120	\$48,621	\$63,897	\$79,173		NE
239	IT Intern	115	115	\$38,096	\$50,065	\$62,034		NE

Financial & Supply Management

240	Chief Financial Officer	303	303	\$119,938	\$157,619	\$195,301		EX
241	• Deputy Chief Financial Officer	214	214	\$103,608	\$136,159	\$168,710		EX
242	• Accounting Operations Manager	212	212	\$93,975	\$123,500	\$153,024		EX
258	Payroll Manager		209	\$81,179	\$106,683	\$132,188		EX
255	Payroll Coordinator	207	206	\$70,125	\$92,156	\$114,188	-1	EX
256	• Payroll Specialist	124	124	\$59,100	\$77,667	\$96,235		NE
245	Senior Accountant	206	206	\$70,125	\$92,156	\$114,188		EX
246	• Accountant	204	203	\$60,577	\$79,609	\$98,640	-1	EX
251	• P Card Administrator	124	124	\$59,100	\$77,667	\$96,235		NE
252	Accounts Payable Coordinator	121	121	\$51,053	\$67,092	\$83,131		NE
253	Sr. AP Coordinator		123	\$56,285	\$73,969	\$91,652		NE
263	Finance & Budget Analyst		207	\$73,631	\$96,764	\$119,897		EX
262	Senior Finance & Budget Analyst	210	210	\$85,238	\$112,018	\$138,797		EX
275	Senior Supply Specialist	118	118	\$44,101	\$57,957	\$71,812		NE
276	• Supply Specialist	116	116	\$40,001	\$52,568	\$65,136		NE
270	• Chief Purchasing Officer	211	212	\$93,975	\$123,500	\$153,024	1	EX
272	Senior Buyer	204	204	\$63,606	\$83,589	\$103,573		EX
271	Deputy Chief Purchasing Officer	210	210	\$85,238	\$112,018	\$138,797		EX
273	Buyer	123	123	\$56,285	\$73,969	\$91,652		NE
278	Procurement Contract Manager		208	\$77,313	\$101,603	\$125,892		EX
281	Procurement Operations Manager		207	\$73,631	\$96,764	\$119,897		EX

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Community Services Series

Library

311	Library Manager	212	212	\$93,975	\$123,500	\$153,024		EX
315	Senior Librarian	206	206	\$70,125	\$92,156	\$114,188		EX
316	* Librarian	204	204	\$63,606	\$83,589	\$103,573		EX
325	Program Specialist	122	122	\$53,605	\$70,447	\$87,288		NE
317	Senior Library Specialist	119	119	\$46,306	\$60,854	\$75,403		NE
319	* Library Specialist	117	117	\$42,001	\$55,197	\$68,392		NE
321	* Library Associate	114	115	\$38,096	\$50,065	\$62,034	1	NE
327	Community Services Monitor	114	115	\$38,096	\$50,065	\$62,034	1	NE

Parks & Recreation Program

330	Recreation Superintendent		210	\$85,238	\$112,018	\$138,797		EX
332	* Recreation Program Manager	208	208	\$77,313	\$101,603	\$125,892		EX
362	* Head Golf Professional	203	203	\$60,577	\$79,609	\$98,640		EX
352	Aquatics Coordinator	122	122	\$53,605	\$70,447	\$87,288		NE
363	Asst Golf/Ice Rink Professional	121	121	\$51,053	\$67,092	\$83,131		NE
341	Change Customer Service Supervisor	120	120	\$48,621	\$63,897	\$79,173		NE
354	Lifeguard Supervisor	120	120	\$48,621	\$63,897	\$79,173		NE
334	* Recreation Specialist	120	120	\$48,621	\$63,897	\$79,173		NE
337	Senior Recreation Leader	118	118	\$44,101	\$57,957	\$71,812		NE
344	New Customer Service Associate 3		118	\$44,101	\$57,957	\$71,812		NE
338	Recreation Leader	117	117	\$42,001	\$55,197	\$68,392		NE
355	Senior Lifeguard	117	117	\$42,001	\$55,197	\$68,392		NE
342	Change Customer Service Associate 2	115	116	\$40,001	\$52,568	\$65,136	1	NE
356	* Lifeguard	115	115	\$38,096	\$50,065	\$62,034		NE
343	Change Customer Service Associate 1	113	114	\$36,282	\$47,681	\$59,080	1	NE
358	Lifeguard Trainee		114	\$36,282	\$47,681	\$59,080		NE

Los Alamos County
FY23 Salary Plan Job Class Order
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Attachment A

MUNIS Job Code	Occupational Job Families and Job Classes	Approved					Change In Grade	Exempt OR Non- Exempt
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Police Dispatch

421	• CDC Manager	207	208	\$77,313	\$101,603	\$125,892	1	EX
423	Dispatch Shift Supervisor	123	124	\$59,100	\$77,667	\$96,235	1	NE
422	Deputy Emergency Communications Center Mgr		206	\$70,125	\$92,156	\$114,188		EX
423	Dispatch Shift Supervisor	123	124	\$59,100	\$77,667	\$96,235		NE
426	Emergency Communications Specialist 3		122	\$53,605	\$70,447	\$87,288		NE
424	• Emergency Communications Specialist 2	120	120	\$48,621	\$63,897	\$79,173		NE
425	Emergency Communications Specialist 1	118	118	\$44,101	\$57,957	\$71,812		NE

Police Detention

431	• Detention Administrator	211	212	\$93,975	\$123,500	\$153,024	1	EX
433	Detention Sergeant	127	128	\$71,836	\$94,405	\$116,974	1	EX
434	• Detention Corporal	124	124	\$59,100	\$77,667	\$96,235		EX
435	Detention Officer	118	119	\$46,306	\$60,854	\$75,403	1	NE

Animal Control

445	• Animal Shelter Manager	121	121	\$51,053	\$67,092	\$83,131		NE
448	Senior Animal Control Officer	117	117	\$42,001	\$55,197	\$68,392		NE
449	• Animal Control Officer	115	115	\$38,096	\$50,065	\$62,034		NE

Fire Command

461	Deputy Fire Chief	302	302	\$114,227	\$150,114	\$186,001		EX
462	• Fire Battalion Chief	212	214	\$103,608	\$136,159	\$168,710	2	EX

Fire Administration

485	Security/Administrative Services Mgr	212	212	\$93,975	\$123,500	\$153,024		EX
480	Fire Technology Manager		211	\$89,500	\$117,619	\$145,737		EX
484	• F&LS Technology Specialist	121	121	\$51,053	\$67,092	\$83,131		NE

Public Works Series

Airport

509	Airport Manager	209	209	\$81,179	\$106,683	\$132,188		EX
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Public Works Engineering

501	Deputy Public Works Director	302	303	\$119,938	\$157,619	\$195,301	1	EX
505	• County Engineer	214	215	\$108,788	\$142,966	\$177,145	1	EX
506	County Surveyor	210	210	\$85,238	\$112,018	\$138,797		EX

Los Alamos County
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		Current Grade	New Grade	Minimum	Midpoint	Maximum		

asterix=benchmarked job, red=new change

Traffic & Street Operations

571	• Traffic & Streets Mgr/Traffic Engineer	213	213	\$98,674	\$129,675	\$160,676		EX
572	Traffic Manager	208	208	\$77,313	\$101,603	\$125,892		EX
574	• Street Maintenance Superintendent	206	207	\$73,631	\$96,764	\$119,897	1	EX
575	Asst Street Maintenance Superintend	125	126	\$65,157	\$85,628	\$106,099	1	NE
577	Transportation Safety Specialist	122	123	\$56,285	\$73,969	\$91,652	1	NE
581	Traffic Electrician 3	124	125	\$62,055	\$81,551	\$101,047	1	NE
582	• Traffic Electrician 2	122	123	\$56,285	\$73,969	\$91,652	1	NE
583	Traffic Electrician 1	120	121	\$51,053	\$67,092	\$83,131	1	NE
586	Sign/Marking Tech 3	118	118	\$44,101	\$57,957	\$71,812		NE
587	Sign/Marking Tech 2	116	116	\$40,001	\$52,568	\$65,136		NE
588	• Sign/Marking Tech 1	114	114	\$36,282	\$47,681	\$59,080		NE

Transit Operations

551	• Transit Manager	209	210	\$85,238	\$112,018	\$138,797	1	EX
552	Transit Supervisor	204	205	\$66,786	\$87,768	\$108,751	1	EX
561	Senior Transit CS Rep/Dispatcher	119	119	\$46,306	\$60,854	\$75,403		NE
562	• Transit CS Rep/Dispatcher	117	117	\$42,001	\$55,197	\$68,392		NE
555	Transit Operator Lead	118	119	\$46,306	\$60,854	\$75,403	1	NE
556	Transit Operator 2	116	117	\$42,001	\$55,197	\$68,392	1	NE
557	• Transit Operator 1	114	115	\$38,096	\$50,065	\$62,034	1	NE
558	Transit Operator Trainee	112	113	\$34,554	\$45,410	\$56,267	1	NE

Los Alamos County
FY23 Salary Plan Job Class Order
Rates Effective November 15, 2022

Attachment A

MUNIS Job Code	Occupational Job Families and Job Classes	Approved					Change In Grade	Exempt OR Non- Exempt
		Current Grade	New Grade	Minimum	Midpoint	Maximum		

asterix=benchmarked job, red=new change

Operations Support

603	Business Operations Manager	212	212	\$93,975	\$123,500	\$153,024		EX
605	Water & Energy Conservation Coord	206	206	\$70,125	\$92,156	\$114,188		EX
609	Data Analyst	124	124	\$59,100	\$77,667	\$96,235		NE
612	SCADA Superintendent		212	\$93,975	\$123,500	\$153,024		EX
608	Senior Data Analyst	127	127	\$68,415	\$89,910	\$111,404		NE
613	* SCADA System Specialist	131	131	\$83,159	\$109,286	\$135,412		NE
614	SCADA System Technician	130	130	\$79,199	\$104,082	\$128,964		NE
615	GIS System Specialist	207	207	\$73,631	\$96,764	\$119,897		EX
657	Meter Reader Supervisor	121	122	\$53,605	\$70,447	\$87,288	1	NE
610	Billing & Customer Service Supervisor		122	\$53,605	\$70,447	\$87,288		NE
606	Senior Billing & Service Specialist	119	119	\$46,306	\$60,854	\$75,403		NE
607	* Billing & Service Specialist	117	117	\$42,001	\$55,197	\$68,392		NE

Electric Production

622	Power System Supervisor	214	214	\$103,608	\$136,159	\$168,710		EX
626	H-E Plant Supervisor	214	214	\$103,608	\$136,159	\$168,710		EX
623	Senior Power System Operator	132	132	\$87,317	\$114,750	\$142,183		NE
624	* Power System Operator	130	130	\$79,199	\$104,082	\$128,964		NE
627	Senior H-E Maintenance Technician	129	129	\$75,428	\$99,125	\$122,823		NE
628	H-E Maintenance Technician	126	126	\$65,157	\$85,628	\$106,099		NE
625	Power System Operator Apprentice	122	122	\$53,605	\$70,447	\$87,288		NE
629	H-E Maintenance Tech Apprentice	119	119	\$46,306	\$60,854	\$75,403		NE

Electric Distribution

632	Electrical Engineering Manager	213	214	\$103,608	\$136,159	\$168,710	1	EX
633	* Lineman Supervisor	131	131	\$83,159	\$109,286	\$135,412		NE

Gas, Water & Sewer Services

642	GWS Superintendent	210	210	\$85,238	\$112,018	\$138,797		EX
643	* GWS Field Supervisor	204	205	\$66,786	\$87,768	\$108,751	1	EX
644	* GWS Shop Supervisor	204	205	\$66,786	\$87,768	\$108,751	1	EX

Wastewater Services

681	* WWTP Superintendent	210	210	\$85,238	\$112,018	\$138,797		EX
682	WWTP Supervisor	124	126	\$65,157	\$85,628	\$106,099	2	NE

Water Services

661	Water Systems Superintendent	210	210	\$85,238	\$112,018	\$138,797		EX
675	* Water Systems Supervisor	124	126	\$65,157	\$85,628	\$106,099	2	NE

Budget Revision 2023-26

BPU Meeting date: January 18, 2023

Council Meeting Date: January 24, 2023

	Fund & Department	Org	Object	Revenue (decrease)	Expenditures (decrease)	Transfers In(Out)	Fund Balance (decrease)
	Joint Utilities Fund - Gas	53185395	4301	\$ 10,689,600			\$ 10,689,600
	Joint Utilities Fund - Gas	53185340	8367		\$ 10,689,600		\$ (10,689,600)
Description: The purpose of this budget revision is to increase the expenditure budget for gas purchases and associated revenue. See staff report for further details.							
Fiscal Impact: The net impact to the Joint Utilities Fund is zero.							

Budget Revision 2023-27

BPU Meeting date: January 18, 2023

Council Meeting Date: January 24, 2023

	Fund & Department	Org	Object	Revenue (decrease)	Expenditures (decrease)	Transfers In(Out)	Fund Balance (decrease)
	Joint Utilities Fund - Wastewater	55185540	8989		\$ 125,194		\$ (125,194)
Description: The purpose of this budget revision is to increase the expenditure budget for debt/fiscal charges to refinance NMED CWSRF loan# 083 to a lower interest rate of 0.01%. There is a 2% refinance fee on the outstanding principal. See staff report for further details.							
Fiscal Impact: \$125,194 of budget authority in the debt/fiscal charges category for expenditure in FY2023.							