

Los Alamos County
FY26 Salary Plan Job Class Order
Effective March 31, 2026

Job Code	FY24 Benchmark Job	Occupational Job Families and Job Classes	PROPOSED					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	\$164,027	\$215,560	\$267,094	EX	
400		Police Chief	306	306	\$148,778	\$195,520	\$242,262	EX	
460		Fire Chief	306	306	\$148,778	\$195,520	\$242,262	EX	
500		Public Works Director	305	305	\$141,693	\$186,209	\$230,726	EX	
299		Administrative Services Director	305	305	\$141,693	\$186,209	\$230,726	EX	
300		Community Services Director	304	304	\$134,946	\$177,342	\$219,738	EX	
170		Community Development Director	304	304	\$134,946	\$177,342	\$219,738	EX	
Elected Office Series									
Assessor's Office									
771		Chief Deputy Assessor	211	211	\$95,903	\$126,033	\$156,164	EX	
773		Chief Appraiser	206	206	\$75,142	\$98,750	\$122,357	EX	
774		Appraiser	122	122	\$57,438	\$75,484	\$93,530	NE	
776		Sr. Assessment Specialist	120	120	\$52,098	\$68,466	\$84,834	NE	
777		Assessment Specialist	118	118	\$47,255	\$62,101	\$76,947	NE	
779		Apprentice Appraiser	116	116	\$42,862	\$56,327	\$69,793	NE	
Attorney's Office									
701		Deputy County Attorney	303	303	\$128,520	\$168,897	\$209,275	EX	
702		Assistant County Attorney	301	301	\$116,571	\$153,194	\$189,818	EX	
703		Associate County Attorney	212	212	\$100,698	\$132,335	\$163,971	EX	
710		Sr. Paralegal	208	208	\$82,844	\$108,872	\$134,899	EX	
712		Paralegal	206	206	\$75,142	\$98,750	\$122,357	EX	
707		Sr. Legal Assistant	124	124	\$63,326	\$83,221	\$103,117	NE	
708		Legal Assistant	122	122	\$57,438	\$75,484	\$93,530	NE	
Clerk's Office									
751		Chief Deputy Clerk	211	211	\$95,903	\$126,033	\$156,164	EX	
755		Elections Manager	126	126	\$69,817	\$91,751	\$113,686	NE	
752		Sr. Deputy Clerk	124	124	\$63,326	\$83,221	\$103,117	NE	
753		Deputy Clerk	122	122	\$57,438	\$75,484	\$93,530	NE	
Municipal Court									
761		Court Administrator	207	207	\$78,900	\$103,688	\$128,476	EX	
765		Probation Officer	123	123	\$60,310	\$79,258	\$98,206	NE	
762		Sr. Court Clerk	122	122	\$57,438	\$75,484	\$93,530	NE	
763		Court Clerk	118	118	\$47,255	\$62,101	\$76,947	NE	
766		Court Program Coordinator	122	122	\$57,438	\$75,484	\$93,530	NE	
767		Compliance Coordination Specialist	202	202	\$61,819	\$81,241	\$100,662	EX	
Administrative Services Series									
Public Information									
111		Public Information Officer	212	212	\$100,698	\$132,335	\$163,971	EX	
112		Assistant Public Information Officer	208	208	\$82,844	\$108,872	\$134,899	EX	
604		Public Relations Manager	210	210	\$91,336	\$120,032	\$148,727	EX	
113		Sr. Visual Information Specialist	124	124	\$63,326	\$83,221	\$103,117	NE	
114		Visual Information Specialist	122	122	\$57,438	\$75,484	\$93,530	NE	
116		Social Media Coordinator	124	124	\$63,326	\$83,221	\$103,117	NE	
Management Support									
104		Assistant to County Manager	213	213	\$105,733	\$138,952	\$172,170	EX	
203		Broadband Manager	302	302	\$122,400	\$160,855	\$199,309	EX	
109		Sustainability Manager	211	211	\$95,903	\$126,033	\$156,164	EX	
105		Intergovernmental Affairs Manager	301	301	\$116,571	\$153,194	\$189,818	EX	
107		Business & ERP Manager	213	213	\$105,733	\$138,952	\$172,170	EX	
261		Budget & Performance Manager	212	212	\$100,698	\$132,335	\$163,971	EX	
903		Sr. Management Analyst	210	210	\$91,336	\$120,032	\$148,727	EX	
904		Management Analyst	207	207	\$78,900	\$103,688	\$128,476	EX	
Administrative Support									
906		Office Manager	203	203	\$64,910	\$85,302	\$105,695	EX	
907		Sr. Office Specialist	120	120	\$52,098	\$68,466	\$84,834	NE	
908		Office Specialist	117	117	\$45,004	\$59,144	\$73,283	NE	
905		Executive Assistant	124	124	\$63,326	\$83,221	\$103,117	NE	
909		Payroll & Administrative Specialist	122	122	\$57,438	\$75,484	\$93,530	NE	
910		Sr. Payroll & Administrative Specialist	123	123	\$60,310	\$79,258	\$98,206	NE	

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asterisk=benchmarked job, red=new change								
<u>Information Technology</u>								
200		Chief Information Officer	303	303	\$128,520	\$168,897	\$209,275	EX
201		IT Program Manager	214	214	\$111,020	\$145,899	\$180,779	EX
204		IT Project Manager	213	213	\$105,733	\$138,952	\$172,170	EX
219		Database Administrator	212	212	\$100,698	\$132,335	\$163,971	EX
211		Sr. Systems Administrator	211	211	\$95,903	\$126,033	\$156,164	EX
215		Sr. Application Analyst/Developer	210	210	\$91,336	\$120,032	\$148,727	EX
212		Systems Administrator	209	209	\$86,987	\$114,316	\$141,645	EX
213		IM Business Manager	212	212	\$100,698	\$132,335	\$163,971	EX
214		Network Architect	211	211	\$95,903	\$126,033	\$156,164	EX
217		Sr. Network Architect	213	213	\$105,733	\$138,952	\$172,170	EX
235		Technical Services Manager	209	209	\$86,987	\$114,316	\$141,645	EX
230		Security Analyst	209	209	\$86,987	\$114,316	\$141,645	EX
216		Application Analyst/Developer	207	207	\$78,900	\$103,688	\$128,476	EX
224		Sr. IT Infrastructure Coordinator	127	127	\$73,308	\$96,339	\$119,370	NE
236		Sr. Technical Support Specialist	126	126	\$69,817	\$91,751	\$113,686	NE
237		Technical Support Specialist	123	123	\$60,310	\$79,258	\$98,206	NE
238		Technical Support Specialist Trainee	121	121	\$54,703	\$71,890	\$89,076	NE
225		IT Infrastructure Coordinator	122	122	\$57,438	\$75,484	\$93,530	NE
239		IT Intern	115	115	\$40,820	\$53,645	\$66,470	NE
<u>Records Management</u>								
202		RIM Program Manager	212	212	\$100,698	\$132,335	\$163,971	EX
227		Sr. RIM Specialist	123	123	\$60,310	\$79,258	\$98,206	NE
229		RIM Specialist	120	120	\$52,098	\$68,466	\$84,834	NE
<u>Financial Management</u>								
240		Chief Financial Officer	303	303	\$128,520	\$168,897	\$209,275	EX
241		Deputy Chief Financial Officer	214	214	\$111,020	\$145,899	\$180,779	EX
242		Accounting Operations Manager	212	212	\$100,698	\$132,335	\$163,971	EX
258		Payroll Manager	210	210	\$91,336	\$120,032	\$148,727	EX
255		Payroll Coordinator	206	206	\$75,142	\$98,750	\$122,357	EX
256		Payroll Specialist	124	124	\$63,326	\$83,221	\$103,117	NE
245		Sr. Accountant	206	206	\$75,142	\$98,750	\$122,357	EX
246		Accountant	203	203	\$64,910	\$85,302	\$105,695	EX
251		P Card Administrator	124	124	\$63,326	\$83,221	\$103,117	NE
252		Accounts Payable Coordinator	121	121	\$54,703	\$71,890	\$89,076	NE
253		Sr. Accounts Payable Coordinator	123	123	\$60,310	\$79,258	\$98,206	NE
263		Financial & Budget Analyst	208	208	\$82,844	\$108,872	\$134,899	EX
262		Sr. Financial & Budget Analyst	210	210	\$91,336	\$120,032	\$148,727	EX
<u>Procurement & Supply Management</u>								
275		Sr. Supply Specialist	118	118	\$47,255	\$62,101	\$76,947	NE
276		Supply Specialist	116	116	\$42,862	\$56,327	\$69,793	NE
270		Chief Purchasing Officer	213	213	\$105,733	\$138,952	\$172,170	EX
272		Sr. Buyer	204	204	\$68,155	\$89,568	\$110,980	EX
271		Deputy Chief Purchasing Officer	211	211	\$95,903	\$126,033	\$156,164	EX
273		Buyer	123	123	\$60,310	\$79,258	\$98,206	NE
278		Procurement Contract Manager	209	209	\$86,987	\$114,316	\$141,645	EX
281		Procurement Operations Manager	208	208	\$82,844	\$108,872	\$134,899	EX
<u>Human Resources & Risk Management</u>								
130		Human Resources Manager	303	303	\$128,520	\$168,897	\$209,275	EX
131		Deputy Human Resources Manager	212	212	\$100,698	\$132,335	\$163,971	EX
132		Compensation Manager	210	210	\$91,336	\$120,032	\$148,727	EX
133		Benefits & Pension Manager	210	210	\$91,336	\$120,032	\$148,727	EX
135		Risk Manager	210	210	\$91,336	\$120,032	\$148,727	EX
134		Organizational Development Manager	210	210	\$91,336	\$120,032	\$148,727	EX
146		Recruitment Manager	210	210	\$91,336	\$120,032	\$148,727	EX
141		Safety Coordinator	208	208	\$82,844	\$108,872	\$134,899	EX
143		HR Analyst 3	127	127	\$73,308	\$96,339	\$119,370	NE
144		HR Analyst 2	124	124	\$63,326	\$83,221	\$103,117	NE
145		HR Analyst 1	121	121	\$54,703	\$71,890	\$89,076	NE
138	NEW	Risk Management Analyst 3		128	\$76,973	\$101,156	\$125,339	NE
136	RENAME	Risk Management Analyst 2	125	125	\$66,492	\$87,382	\$108,272	NE
137	RENAME	Risk Management Analyst 1	122	122	\$57,438	\$75,484	\$93,530	NE

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Community & Economic I									
Community Development									
180		Housing and Special Projects Manager	212	212	\$100,698	\$132,335	\$163,971	EX	
181		Housing Program Coordinator	207	207	\$78,900	\$103,688	\$128,476	EX	
182		Chief Building Official	212	212	\$100,698	\$132,335	\$163,971	EX	
185		Building Safety Manager	208	208	\$82,844	\$108,872	\$134,899	EX	
172		Planning Manager	210	210	\$91,336	\$120,032	\$148,727	EX	
173		Principal Planner	209	209	\$86,987	\$114,316	\$141,645	EX	
174		Sr. Planner	207	207	\$78,900	\$103,688	\$128,476	EX	
175		Associate Planner	203	203	\$64,910	\$85,302	\$105,695	EX	
171		Housing Specialist	203	203	\$64,910	\$85,302	\$105,695	EX	
183		Sr. Building Inspector	125	125	\$66,492	\$87,382	\$108,272	NE	
189		Sr. Plans Examiner	125	125	\$66,492	\$87,382	\$108,272	NE	
177		Sr. Permit Technician	122	122	\$57,438	\$75,484	\$93,530	NE	
188		Plans Examiner	122	122	\$57,438	\$75,484	\$93,530	NE	
184		Building Inspector	122	122	\$57,438	\$75,484	\$93,530	NE	
187		Code Compliance Officer	122	122	\$57,438	\$75,484	\$93,530	NE	
176		Assistant Planner	120	120	\$52,098	\$68,466	\$84,834	NE	
179		Permit Technician	120	120	\$52,098	\$68,466	\$84,834	NE	
Economic Development									
121		Economic Development Administrator	214	214	\$111,020	\$145,899	\$180,779	EX	
122		Economic Development Program Mgr	208	208	\$82,844	\$108,872	\$134,899	EX	
123	NEW	Tourism and Marketing Program Manager		208	\$82,844	\$108,872	\$134,899	EX	
124		Marketing Specialist	205	205	\$71,563	\$94,047	\$116,530	EX	
Community Services Series									
Library									
311		Library Manager	212	212	\$100,698	\$132,335	\$163,971	EX	
315		Sr. Librarian	207	207	\$78,900	\$103,688	\$128,476	EX	
316		Librarian	205	205	\$71,563	\$94,047	\$116,530	EX	
325		Program Specialist	122	122	\$57,438	\$75,484	\$93,530	NE	
317		Sr. Library Specialist	121	121	\$54,703	\$71,890	\$89,076	NE	
319		Library Specialist	119	119	\$49,617	\$65,206	\$80,794	NE	
321		Library Associate	117	117	\$45,004	\$59,144	\$73,283	NE	
327		Community Services Monitor	115	115	\$40,820	\$53,645	\$66,470	NE	
Parks & Recreation									
330		Recreation Superintendent	210	210	\$91,336	\$120,032	\$148,727	EX	
332		Recreation Program Manager	208	208	\$82,844	\$108,872	\$134,899	EX	
362		Head Golf Professional	203	203	\$64,910	\$85,302	\$105,695	EX	
352		Aquatics Coordinator	122	122	\$57,438	\$75,484	\$93,530	NE	
363		Asst Golf/Ice Rink Professional	121	121	\$54,703	\$71,890	\$89,076	NE	
341		Customer Service Supervisor	120	120	\$52,098	\$68,466	\$84,834	NE	
344		Customer Service Associate 3	118	118	\$47,255	\$62,101	\$76,947	NE	
342		Customer Service Associate 2	116	116	\$42,862	\$56,327	\$69,793	NE	
343		Customer Service Associate 1	114	114	\$38,877	\$51,091	\$63,305	NE	
334		Recreation Specialist	120	120	\$52,098	\$68,466	\$84,834	NE	
337		Sr. Recreation Leader	118	118	\$47,255	\$62,101	\$76,947	NE	
338		Recreation Leader	117	117	\$45,004	\$59,144	\$73,283	NE	
354		Lifeguard Supervisor	120	120	\$52,098	\$68,466	\$84,834	NE	
355		Sr. Lifeguard	117	117	\$45,004	\$59,144	\$73,283	NE	
356		Lifeguard	115	115	\$40,820	\$53,645	\$66,470	NE	
358		Lifeguard Trainee	114	114	\$38,877	\$51,091	\$63,305	NE	
353	NEW	Instructor		115	\$40,820	\$53,645	\$66,470	NE	
Parks & Recreation Maintenance									
371		Parks Superintendent	210	210	\$91,336	\$120,032	\$148,727	EX	
372		Assistant Parks Superintendent	207	207	\$78,900	\$103,688	\$128,476	EX	
379		Open Space Specialist	206	206	\$75,142	\$98,750	\$122,357	EX	
365		GC/Ice Maintenance Superintendent	204	204	\$68,155	\$89,568	\$110,980	EX	
366		GC/Ice Maintenance Asst Superintendent	123	123	\$60,310	\$79,258	\$98,206	NE	
367		GC Maintenance Mechanic	119	119	\$49,617	\$65,206	\$80,794	NE	
357		Aquatics Maintenance Specialist 2	116	116	\$42,862	\$56,327	\$69,793	NE	
359		Aquatics Maintenance Specialist 1	118	118	\$47,255	\$62,101	\$76,947	NE	
360		Aquatics Maintenance Specialist 3	120	120	\$52,098	\$68,466	\$84,834	NE	
375		Parks Maintenance Construction Specialist 3	121	121	\$54,703	\$71,890	\$89,076	NE	
376		Parks Maintenance Construction Specialist 2	118	118	\$47,255	\$62,101	\$76,947	NE	
377		Parks Maintenance Construction Specialist 1	116	116	\$42,862	\$56,327	\$69,793	NE	
380		Arborist	121	121	\$54,703	\$71,890	\$89,076	NE	
378		Irrigation Specialist	118	118	\$47,255	\$62,101	\$76,947	NE	
373		Parks District Supervisor	126	126	\$69,817	\$91,751	\$113,686	NE	
Social Services									
391		Social Services Manager	209	209	\$86,987	\$114,316	\$141,645	EX	
393		Case Coordination Specialist	202	202	\$61,819	\$81,241	\$100,662	EX	
396		Health Care Specialist	119	119	\$49,617	\$65,206	\$80,794	NE	

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Public Safety Series									
Police Command									
401		Deputy Police Chief	303	303	\$128,520	\$168,897	\$209,275		EX
402		Police Commander	215	215	\$116,571	\$153,194	\$189,818		EX
441		Emergency Services Commander	215	215	\$116,571	\$153,194	\$189,818		EX
Police Administration									
443		Deputy Emergency Manager	210	210	\$91,336	\$120,032	\$148,727	5	EX
444		Emergency Management Coordinator	207	207	\$78,900	\$103,688	\$128,476		EX
442		Emergency Management Specialist	203	203	\$64,910	\$85,302	\$105,695		EX
409		Victim Assistant	118	118	\$47,255	\$62,101	\$76,947		NE
410		Records Specialist 1	120	120	\$52,098	\$68,466	\$84,834		NE
411		Records Specialist 2	121	121	\$54,703	\$71,890	\$89,076		NE
412		Records Specialist 3	122	122	\$57,438	\$75,484	\$93,530		NE
Emergency Communications									
421		Emergency Communications Center Manager	212	212	\$100,698	\$132,335	\$163,971		EX
423		Dipatch Shift Supervisor	126	126	\$69,817	\$91,751	\$113,686		NE
422		Deputy Emergency Communications Center Mgr	208	208	\$82,844	\$108,872	\$134,899		EX
423		Dipatch Shift Supervisor	126	126	\$69,817	\$91,751	\$113,686		NE
426		Emergency Communications Specialist 3	124	124	\$63,326	\$83,221	\$103,117		NE
424		Emergency Communications Specialist 2	122	122	\$57,438	\$75,484	\$93,530		NE
425		Emergency Communications Specialist 1	120	120	\$52,098	\$68,466	\$84,834		NE
Detention									
431		Detention Administrator	212	212	\$100,698	\$132,335	\$163,971		EX
432	NEW	Deputy Detention Administrator		210	\$91,336	\$120,032	\$148,727		EX
433		Detention Sergeant	128	128	\$76,973	\$101,156	\$125,339		NE
434		Detention Corporal	124	124	\$63,326	\$83,221	\$103,117		NE
435		Detention Officer	119	119	\$49,617	\$65,206	\$80,794		NE
Animal Control									
445		Animal Shelter Manager	123	123	\$60,310	\$79,258	\$98,206		NE
448		Sr. Animal Control Officer	119	119	\$49,617	\$65,206	\$80,794		NE
447		Animal Control Supervisor	123	123	\$60,310	\$79,258	\$98,206		NE
449		Animal Control Officer	117	117	\$45,004	\$59,144	\$73,283		NE
Fire Command									
461		Deputy Fire Chief	303	303	\$128,520	\$168,897	\$209,275		EX
462		Fire Battalion Chief	215	215	\$116,571	\$153,194	\$189,818		EX
Fire Administration									
485		Security/Administrative Services Mgr	212	212	\$100,698	\$132,335	\$163,971		EX
480		Fire Technology Manager	211	211	\$95,903	\$126,033	\$156,164		EX
484		Fire Technology Specialist	123	123	\$60,310	\$79,258	\$98,206		NE
488		Sr. Fire Technology Specialist	125	125	\$66,492	\$87,382	\$108,272		NE
490		Fire Program Specialist 1	121	121	\$54,703	\$71,890	\$89,076		NE
491		Fire Program Specialist 2	123	123	\$60,310	\$79,258	\$98,206		NE
492		Fire Program Specialist 3	125	125	\$66,492	\$87,382	\$108,272		NE
Public Works Series									
Airport									
509		Airport Manager	210	210	\$91,336	\$120,032	\$148,727		EX
510		Deputy Airport Manager	208	208	\$82,844	\$108,872	\$134,899		EX
Public Works Engineering									
501		Deputy Public Works Director	303	303	\$128,520	\$168,897	\$209,275		EX
505		County Engineer	215	215	\$116,571	\$153,194	\$189,818		EX
506		County Surveyor	210	210	\$91,336	\$120,032	\$148,727		EX
Capital Projects									
503		Capital Projects & Facilities Manager	213	213	\$105,733	\$138,952	\$172,170		EX
511		Facilities Manager	209	209	\$86,987	\$114,316	\$141,645		EX
512		Facilities Maintenance Superintendent	206	206	\$75,142	\$98,750	\$122,357		EX
514		Facilities Maintenance Specialist Foreman	124	124	\$63,326	\$83,221	\$103,117		NE
515		Sr. Facilities Maintenance Specialist	121	121	\$54,703	\$71,890	\$89,076		NE
516		Facilities Maintenance Specialist Apprentice	118	118	\$47,255	\$62,101	\$76,947		NE
517		Mechanical & Plumbing Apprentice	119	119	\$49,617	\$65,206	\$80,794		NE
518		Mechanical & Plumbing Journeyman	122	122	\$57,438	\$75,484	\$93,530		NE
519		Mechanical & Plumbing Foreman	125	125	\$66,492	\$87,382	\$108,272		NE
Facilities Management									
521		Facilities Services Manager	206	206	\$75,142	\$98,750	\$122,357		EX
523		Lead Custodian	117	117	\$45,004	\$59,144	\$73,283		NE
526		Custodian	114	114	\$38,877	\$51,091	\$63,305		NE
527		Custodian Trainee	113	113	\$37,025	\$48,658	\$60,290		NE

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Environmental Services									
531		Environmental Services Manager	209	209	\$86,987	\$114,316	\$141,645		EX
532		Environmental Services Superintendent	206	206	\$75,142	\$98,750	\$122,357		EX
535		Administrative Scale Operator	118	118	\$47,255	\$62,101	\$76,947		NE
539		Environmental Services Technician	114	114	\$38,877	\$51,091	\$63,305		NE
538		Sr. Environmental Services Technician	116	116	\$42,862	\$56,327	\$69,793		NE
Fleet									
541		Fleet Manager	210	210	\$91,336	\$120,032	\$148,727		EX
542		Fleet Supervisor	206	206	\$75,142	\$98,750	\$122,357		EX
544		Fleet Shop Foreman	125	125	\$66,492	\$87,382	\$108,272		NE
546		Fleet Mechanic 3	123	123	\$60,310	\$79,258	\$98,206		NE
547		Fleet Mechanic 2	121	121	\$54,703	\$71,890	\$89,076		NE
548		Fleet Mechanic 1	117	117	\$45,004	\$59,144	\$73,283		NE
Traffic & Streets									
571		Traffic & Streets Mgr/Traffic Engineer	213	213	\$105,733	\$138,952	\$172,170		EX
572		Traffic Manager	208	208	\$82,844	\$108,872	\$134,899		EX
574		Street Maintenance Superintendent	207	207	\$78,900	\$103,688	\$128,476		EX
575		Asst Street Maintenance Superintend	126	126	\$69,817	\$91,751	\$113,686		NE
577		Transportation Safety Specialist	123	123	\$60,310	\$79,258	\$98,206		NE
586		Sign/Marking Tech 3	119	119	\$49,617	\$65,206	\$80,794		NE
587		Sign/Marking Tech 2	117	117	\$45,004	\$59,144	\$73,283		NE
588		Sign/Marking Tech 1	115	115	\$40,820	\$53,645	\$66,470		NE
Transit									
551		Transit Manager	210	210	\$91,336	\$120,032	\$148,727		EX
552		Transit Supervisor	207	207	\$78,900	\$103,688	\$128,476		EX
561		Sr. Transit CS Rep/Dispatcher	123	123	\$60,310	\$79,258	\$98,206		NE
562		Transit CS Rep/Dispatcher	121	121	\$54,703	\$71,890	\$89,076		NE
555		Transit Operator Lead	123	123	\$60,310	\$79,258	\$98,206		NE
556		Transit Operator 2	121	121	\$54,703	\$71,890	\$89,076		NE
557		Transit Operator 1	119	119	\$49,617	\$65,206	\$80,794		NE
558		Transit Operator Trainee	117	117	\$45,004	\$59,144	\$73,283		NE
Labor & Equipment									
922		Lead Equipment Operator	124	124	\$63,326	\$83,221	\$103,117		NE
923		Sr. Equipment Operator	122	122	\$57,438	\$75,484	\$93,530		NE
924		Equipment Operator	119	119	\$49,617	\$65,206	\$80,794		NE
925		Equipment Operator Trainee	117	117	\$45,004	\$59,144	\$73,283		NE
927		Laborer	114	114	\$38,877	\$51,091	\$63,305		NE
929		Student (Casual)	810	810	\$35,174	\$35,174	\$35,174		NE
Engineering & Projects									
931		Sr. Engineer	214	214	\$111,020	\$145,899	\$180,779		EX
932		Engineering Project Manager	212	212	\$100,698	\$132,335	\$163,971		EX
508		Sr. Project Manager	210	210	\$91,336	\$120,032	\$148,727		EX
507		Project Manager	210	210	\$91,336	\$120,032	\$148,727		EX
933		Engineering Associate	208	208	\$82,844	\$108,872	\$134,899		EX
934		Engineering Assistant	204	204	\$68,155	\$89,568	\$110,980		EX
937		Sr. Engineering Aide	122	122	\$57,438	\$75,484	\$93,530		NE
938		Engineering Aide	120	120	\$52,098	\$68,466	\$84,834		NE
939		Engineering Intern	115	115	\$40,820	\$53,645	\$66,470		NE
Utilities Series									
Utility Management									
641		Deputy Utility Mgr - GWS	303	303	\$128,520	\$168,897	\$209,275		EX
621		Deputy Utility Mgr - Power Supply	303	303	\$128,520	\$168,897	\$209,275		EX
601		Deputy Utility Mgr - Finance and Admn	303	303	\$128,520	\$168,897	\$209,275		EX
611		Deputy Utility Mgr - Engineering	303	303	\$128,520	\$168,897	\$209,275		EX
631		Deputy Utility Mgr - Electrical	303	303	\$128,520	\$168,897	\$209,275		EX
Operations Support									
603		Business Operations Manager	212	212	\$100,698	\$132,335	\$163,971		EX
605		Water & Energy Conservation Coord	206	206	\$75,142	\$98,750	\$122,357		EX
609		Data Analyst	124	124	\$63,326	\$83,221	\$103,117		NE
612		SCADA Superintendent	212	212	\$100,698	\$132,335	\$163,971		EX
608		Sr. Data Analyst	127	127	\$73,308	\$96,339	\$119,370		NE
613		SCADA System Specialist	132	132	\$93,561	\$122,956	\$152,350		NE
614		SCADA System Technician	130	130	\$84,862	\$111,524	\$138,186		NE
615		GIS System Specialist	207	207	\$78,900	\$103,688	\$128,476		EX
656	NEW	AMI-MDMS Utilities Supervisor		126	\$69,817	\$91,751	\$113,686		NE
657		Meter Reader Supervisor	122	122	\$57,438	\$75,484	\$93,530		NE
610		Billing & Customer Service Supervisor	122	122	\$57,438	\$75,484	\$93,530		NE
606		Sr. Billing & Service Specialist	119	119	\$49,617	\$65,206	\$80,794		NE
607		Billing & Service Specialist	117	117	\$45,004	\$59,144	\$73,283		NE

Los Alamos County
FY26 Salary Plan Job Class Order
Effective March 31, 2026

Job Code	FY24 Benchmark Job	Occupational Job Families and Job Classes	PROPOSED					Change In Grade	Exempt/ Non-Exempt
			Current Grade	New Grade	Minimum	Midpoint	Maximum		
			asterix=benchmarked job, red=new change						
<u>Electric Production</u>									
622		Power System Supervisor	214	214	\$111,020	\$145,899	\$180,779		EX
626		H-E Plant Supervisor	214	214	\$111,020	\$145,899	\$180,779		EX
623		Sr. Power System Operator	132	132	\$93,561	\$122,956	\$152,350		NE
624		Power System Operator	130	130	\$84,862	\$111,524	\$138,186		NE
627		Sr. H-E Maintenance Technician	130	130	\$84,862	\$111,524	\$138,186		NE
628		H-E Maintenance Technician	127	127	\$73,308	\$96,339	\$119,370		NE
625		Power System Operator Apprentice	122	122	\$57,438	\$75,484	\$93,530		NE
629		H-E Maintenance Tech Apprentice	120	120	\$52,098	\$68,466	\$84,834		NE
630		Electric Production Resource Coordinator	212	212	\$100,698	\$132,335	\$163,971		EX
<u>Electric Distribution</u>									
634		Electric Distribution Superintendent	210	210	\$91,336	\$120,032	\$148,727		
632		Electrical Engineering Manager	214	214	\$111,020	\$145,899	\$180,779		EX
633		Lineman Supervisor	131	131	\$89,106	\$117,100	\$145,095		NE
<u>Gas, Water & Sewer</u>									
642		GWS Superintendent	210	210	\$91,336	\$120,032	\$148,727		EX
645		GWS Supervisor	126	126	\$69,817	\$91,751	\$113,686		NE
<u>Wastewater</u>									
681		WWTP Superintendent	210	210	\$91,336	\$120,032	\$148,727		EX
682		WWTP Supervisor	126	126	\$69,817	\$91,751	\$113,686		NE
<u>Water Supply</u>									
661		Water Systems Superintendent	210	210	\$91,336	\$120,032	\$148,727		EX
675		Water Systems Supervisor	126	126	\$69,817	\$91,751	\$113,686		NE