

RESOLUTION NO. R-17-08

A RESOLUTION ADOPTING A POSITION CLASSIFICATION SCHEDULE AND COMPENSATION PLAN FOR GRANT COUNTY, NEW MEXICO

WHEREAS, the County of Grant is committed to the hiring and retention of excellent employees for the delivery of quality service to Grant County residents; and

WHEREAS, it is the County Commission's desire to maintain an overall compensation program for employees of the County that is fair and competitive and affordable; and

WHEREAS, the County of Grant determined the need for an employee position classification and compensation plan and in August 2015 entered into a contract with S Resource, Incorporated to develop a position classification and compensation plan study; and

WHEREAS, the County of Grant participated in the study contributing to the design and formation of the Position Classification Schedule and Compensation Plan; and

WHEREAS, it is the intent of the County to establish a compensation plan which allows the flexibility to consider each year, during the budget process, significant factors relating to internal occupational group relationships, supply and demand in the marketplace for specific job classes, and the County's financial constraints; and

WHEREAS, each position will be placed in an established salary grade wherein each employee's compensation will be directly related to his/her job performance.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRANT COUNTY, NEW MEXICO AS FOLLOWS:

THAT, the Position Classification Schedule and Compensation Plan attached hereto as Exhibit "A" and as amended from time to time during the County's annual budget process is hereby adopted by the County of Grant, New Mexico; and

THAT, the County Manager is directed to implement the Position Classification Schedule and Compensation Plan for the County of Grant, New Mexico, within a reasonable time, consistent with budgetary constraints.

DONE this 28th day of February 2017, in Silver City, New Mexico.

BOARD OF GRANT COUNTY COMMISSIONERS

Brett Kasten
Brett Kasten, Chairman

Telephonically Approved
Gabriel Ramos, Vice Chairman

Alicia Edwards
Alicia Edwards, Member

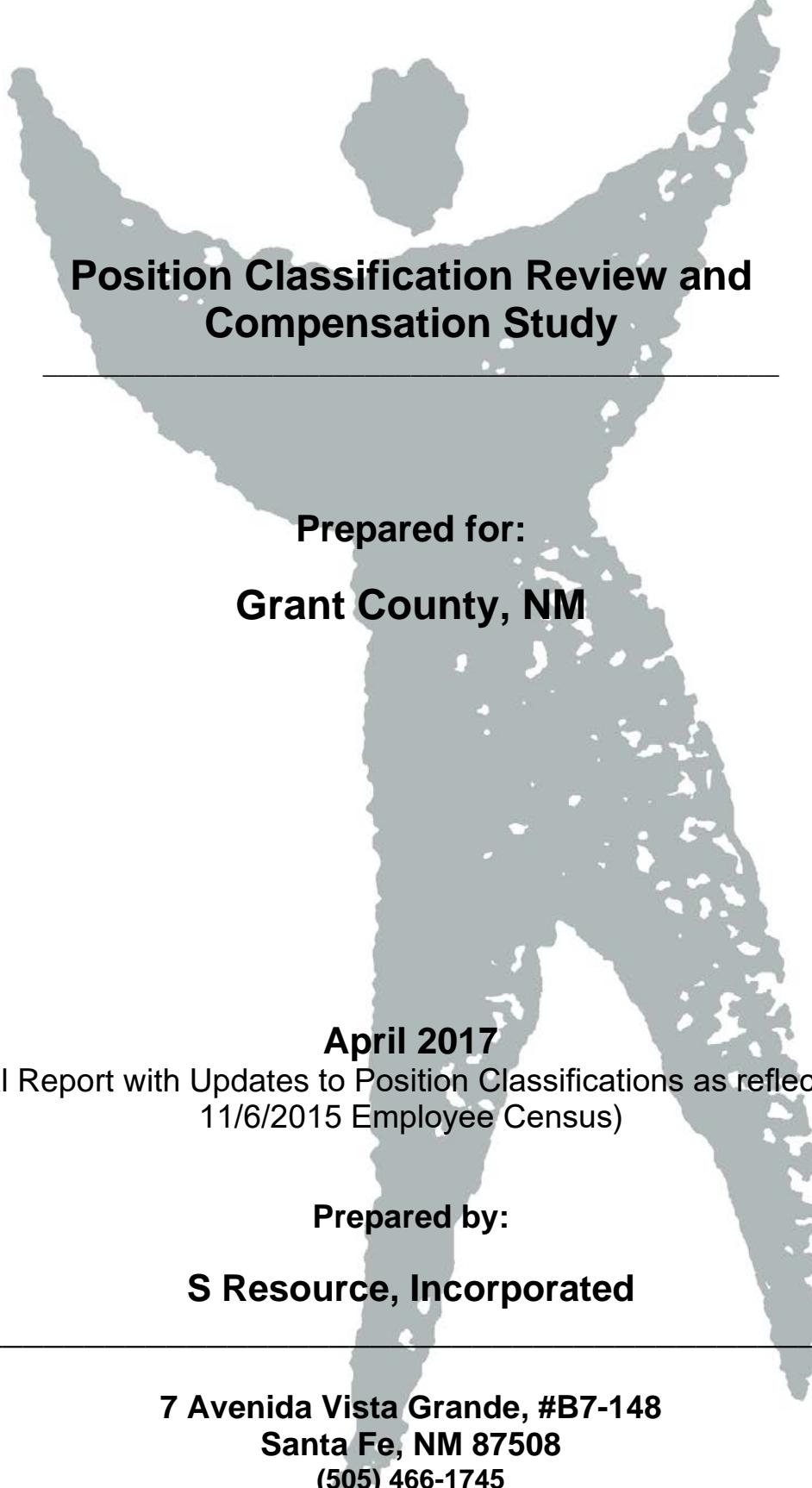
Gerald W. Billings, Jr.
Gerald W. Billings, Jr., Member

Harry Browne
Harry Browne, Member

ATTEST:

Marisa Castrillo
Marisa Castrillo, County Clerk





Position Classification Review and Compensation Study

Prepared for:
Grant County, NM

April 2017
(Final Report with Updates to Position Classifications as reflected in
11/6/2015 Employee Census)

Prepared by:
S Resource, Incorporated

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Report and Recommendations

Introduction

Purpose of a Compensation Program

A Compensation Program is one of several primary programs or functions that serve as the basis of effective human resource management. Compensation Programs are designed to provide equitable and competitive employee compensation, both direct (salary plan) and indirect (employee benefits), intended to attract and retain the organization's workforce considering the needs of employees, the financial needs and obligations of the organization and compliance with relevant laws and regulations.

Characteristics of an Effective Position Classification and Salary Plan

The success of any Position Classification and Salary Plan is judged by the degree to which it achieves five basic goals:

- **INTERNALY EQUITABLE:** It provides salary ranges for all positions that fairly reflect the value of each position relative to all others within the organization.
- **EXTERNALLY COMPETITIVE:** It provides salary ranges for all positions at a dollar level that is as competitive as the organization feels it can afford to be while still at a level required to attract and retain effective employees.
- **PERSONALLY MOTIVATING:** It is conceived as a vital management tool, playing a fundamental role in motivating employees toward specific achievement of essential end results.
- **EFFECTIVELY ADMINISTERED:** It lends itself to adequate central guidance and control. It should be structured in a way that facilitates specific budgeting of pay increases for any given year, forecasting employee costs, sound analyses of actual compensation practices throughout the organization, and accurate comparisons of the organization's pay policy and practice to those of other, similar organizations on a timely and ongoing basis.
- **CONTINUING PROGRAM:** It provides for the inclusion of new jobs as they are created and the reassignment of jobs as changes in content and reporting relationships occurs to fulfill organizational requirements for the future. It must be an orderly and integral part of the management process.

Methodology and Approach

An effective means to achieve internal equity or to reflect the value of each position classification relative to all others within the organization is to place each position into the salary range structure based on the position's relative value in the labor market. This is achieved through the extraction and analysis of salary data that best reflects the classifications that comprise the County's workforce and within the comparable labor market that reflects the nature of work and geographic areas from which employees are drawn for Grant County workforce. This salary data also serves as the basis to determine the organization's external competitiveness within its respective labor market.

Position Classification and Salary Plan Project

In August 2015, Grant County engaged the services of S Resource, Incorporated to develop an initial Position Classification and Salary Plan, and conduct a survey contribution rates of select employee benefit programs. S Resource, Incorporated conducted a review of the County organizational structure and position classifications, worked with County management to identify comparative employers, collected pay plans and surveys, and conducted an analysis of the County's position in the market. This report contains the findings and recommendations formulated as the result of this project. In support of this effort S Resource, Incorporated has:

1. Met with the County Manager, Elected Officials, Department heads, and Human Resources Specialist to identify position classification and pay plan issues and develop an understanding of the County's salary administration history.
2. Maintained regular communications with the County Manager and Human Resources Specialist in support of project goals.
3. Reviewed Grant County personnel policies and procedures, and pay practices.
4. Reviewed current County position descriptions to determine detailed position specific information as a foundation to the position classification study and to provide a basis for comparison to the market comparator positions.
5. Reviewed organization structure and developed an understanding of organization work activities and service delivery systems.
6. Identified and reviewed position classification benchmarks common to its competitive market including, as appropriate county and municipal governments, other governmental subdivisions in the region, and other relevant employers.
7. Identified survey comparators, prepared requests for information, and conducted regular follow-up and communications with survey participants.
8. Verified and collected data from a variety of sources, including established salary surveys and organizational pay plans.
9. Extracted relevant salary data from comparative employers and those that compete with Grant County in recruiting and retaining high quality employees.
10. Forwarded for review the initial classification determinations to the County Manager.
11. Conducted competitive pay practice analysis for County position classifications illustrating the County's position in relation to its labor market.
12. Developed this report documenting study findings and recommendations related to the County position classifications and compensation study.

Position Classification Review

S Resource, Incorporated conducted a review of the County's organization structure and position descriptions to develop an appropriate classification plan in order to draw valid job content comparisons within the labor market. This effort involved a detailed review of current position descriptions, development and distribution of a Position Description Questionnaire (PDQ) where needed, and meetings with Elected Officials and County Management.

Classifying positions involves the systematic arrangement of jobs into series and groups based on the application of criteria such as similarity of duties, responsibility levels, occupational function, etc.

Relying on the Position Descriptions and insights gained from meetings with management; sixty-seven (67) distinct position classifications were identified considering current positions and anticipated future positions within the County structure. An outline of identified position classifications is contained in **Comp 1, Outline of Position Classifications**.

The current County positions classifications were subject to a thorough review and recommended classification changes are reflected in **Comp 2, Index of Current to Recommended Position Classes**. A summary of this review is as follows:

	<u>Class Transaction</u>	<u>% of Total</u>
(M,D) Merged in other class, deleted class	17	20.2%
(N) No change	24	28.6%
(T) Title modification	34	40.5%
(J) New Classifications	9	10.7%

Grant County
Position Classification Plan
Comp 1 - Outline of Occupational Position Classes

Class Code	Occupational Families and Position Classes
---------------	--

Administration

Executive Administration

- 1002 Fiscal Services Director
- 1004 General Services Director
- 1006 Planning Director

Administration Support

- 1021 Human Resources Specialist
- 1023 Procurement Officer
- 1025 Accounting Specialist
- 1027 Payroll Specialist

Office Support - General

- 1041 Executive Assistant
- 1043 Administrative Assistant
- 1045 Office Specialist
- 1047 Office Assistant

Technical Support - Specialized

- 1051 Information Technology Coordinator
- 1055 GIS Specialist/Mapper

Elected Official Services Support

- 1061 Election Coordinator
- 1063 Senior County Services Specialist
- 1065 County Services Specialist

Assessment & Appraisal

- 1071 Chief Appraiser
- 1073 Certified Appraiser
- 1075 Appraiser - Associate
- 1077 Title Examiner

Land Use and Ordinance Compliance

- 1081 Code Enforcement Officer
- 1083 Planning Specialist
- 1085 Ordinance Officer

Community Services and Grant Programs

Senior Services Program

- 1101 Senior Services Director
- 1103 Senior In-home Coordinator
- 1105 Senior Transportation Coordinator
- 1107 Site Supervisor

Senior Services Operations

- 1121 Senior Services Aide
- 1123 Driver

Grant County
Position Classification Plan
Comp 1 - Outline of Occupational Position Classes

Class Code	Occupational Families and Position Classes
---------------	--

DWI Program

- 1141 DWI and Prevention Program Administrator
- 1143 Prevention Specialist
- 1145 Court Compliance Officer

Transportation Services

- 1161 Public Transit Director
- 1163 Transit Operations Manager
- 1167 Bus Driver

Facilities & Infrastructure Maintenance

Facilities Maintenance

- 1201 Facilities and Grounds Superintendent
- 1203 Airport Technician
- 1205 Maintenance Technician - Certified
- 1207 Maintenance Technician
- 1209 Custodian

Roads Maintenance

- 1221 Roads Superintendent
- 1222 Assistant Roads Superintendent
- 1223 Roads Supervisor
- 1225 Equipment Operator
- 1227 Truck Driver

Fleet Services

- 1241 Fleet Maintenance Manager
- 1243 Fleet Maintenance Mechanic
- 1245 Fleet Service Worker

General Maintenance

- 1261 Welder
- 1263 Carpenter
- 1265 Laborer

Operations and Maintenance Support

- 1271 Range Officer
- 1273 Warehouse Attendant

Public Safety

Law Enforcement Management

- 1303 Sheriff Lieutenant

Law Enforcement Operations

- 1311 Sheriff Sergeant
- 1313 Sheriff Corporal
- 1315 Detective Corporal
- 1316 Civil Process Server
- 1317 Deputy Sheriff
- 1319 Deputy Sheriff - Cadet

Law Enforcement Services

- 1331 Court Security Officer

Grant County
Position Classification Plan
Comp 1 - Outline of Occupational Position Classes

Class Code	Occupational Families and Position Classes
---------------	--

Detention Management

- 1351 Detention Center Administrator
- 1353 Assistant Detention Center Administrator
- 1355 Detention Lieutenant

Detention Operations

- 1371 Detention Sergeant
- 1373 Detention Corporal
- 1375 Detention Officer

Grant County
Position Classification Plan
Comp 2 - Index of Current to Recommended Position Classes

Transaction Codes:

M = Merge Into Other Class
 T = Title Modification
 D = Delete Class Title

S = Split into Two or More Classes
 N = No Change
 J = New Job Class

Current Position Class	Recommended Position Class	Trans Code
Accounts Payable Clerk	Accounting Specialist	T
Accounts Receivable Clerk		M,D
Administrative Secretary	Administrative Assistant	T
Executive Secretary		M,D
Airport Technician	Airport Technician	N
Airport Technician II		M,D
Appraiser	Appraiser - Associate	T
	Certified Appraiser	J
Assistant Detention Center Administrator	Assistant Detention Center Administrator	N
Carpenter	Carpenter	N
Senior Appraiser	Chief Appraiser	T
Code Enforcement Officer	Code Enforcement Officer	N
	Senior County Services Specialist	J
Deputy Clerk	County Services Specialist	T
Deputy II		M,D
Deputy Treasurer		M,D
Treasurer Clerk III		M,D
	Election Coordinator	J
Court Security Deputy	Court Security Officer	N
Custodian	Custodian	N
Senior Services Custodian		M,D
Senior Services Janitor		M,D
Detective	Detective Corporal	T
Civil Process Server	Civil Process Server	N
Deputy Sheriff	Deputy Sheriff	N
	Deputy Sheriff Cadet	J
Detention Center Administrator	Detention Center Administrator	N
Detention Officer	Detention Officer	N
	Detention Corporal	J
Detention Officer Sergeant	Detention Sergeant	T
Training Sergeant		M,D
	Detention Lieutenant	J
Driver	Driver	N
DWI-Compliance Officer	Court Compliance Officer	T
DWI Coordinator	DWI and Prevention Program Administrator	T
Prev	Prevention Specialist	T
Equipment Operator	Equipment Operator	N
Exec Secretary	Executive Assistant	T
Finance Officer	Fiscal Services Director	T
Fleet Maintenance Manager	Fleet Maintenance Manager	N
Mechanic	Fleet Maintenance Mechanic	T
Service Mechanic/Tire Technician	Fleet Service Worker	T
Fire Management Officer	General Services Director	T
Digital Mapping Technician	GIS Specialist	T
Human Resources Specialist	Human Resources Specialist	N
IT Coordinator	Information Technology Coordinator	T
Laborer	Laborer	N
Laborer-Airport		M,D
Utility Laborer	Maintenance Technician	T
	Maintenance Technician - Certified	J

Grant County
Position Classification Plan
Comp 2 - Index of Current to Recommended Position Classes

Transaction Codes:

M = Merge Into Other Class
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 D = Delete Class Title

S = Split into Two or More Classes
 N = No Change
 J = New Job Class

Current Position Class	Recommended Position Class	Trans Code
Data Entry Clerk	Office Assistant	T
Administrative Asst.	Office Specialist	T
Administrative Secretary		M,D
Ordinance Officer	Ordinance Officer	N
Payroll Clerk	Payroll Specialist	T
County Planner	Planning Director	T
Planning Specialist	Planning Specialist	N
Procurement Officer	Procurement Officer	N
Public Transportation Director	Public Transit Director	T
Administrative Asst.	Transit Operations Manager	J
Public Works Director	Facilities and Grounds Superintendent	T
RNG Off	Range Officer	T
Roads Superintendent	Roads Superintendent	N
Assistant Superintendent	Assistant Roads Superintendent	T
	Roads Supervisor	J
Senior Services In Home Administrator	Senior In-home Coordinator	T
Senior Services Director	Senior Services Director	N
Senior Services Transportation Manager	Senior Transportation Coordinator	T
Senior Services Head Cook	Senior Services Aide	T
Assistant Cook		M,D
Senior Services Assistant Cook		M,D
Senior Services Kitchen Aide		M,D
Senior Services Site Assistant		M,D
Corporal	Sheriff Corporal	T
Administrative Lieutenant	Sheriff Lieutenant	T
CID Lt		M,D
Patrol Lieutenant		M,D
Patrol Sergeant	Sheriff Sergeant	T
Senior Services Site Manager	Site Manager	T
Title Examiner/Appraiser	Title Examiner	T
Bus Driver	Bus Driver	N
Truck Driver	Truck Driver	N
Warehouse Attendant	Warehouse Attendant	N
Welder	Welder	N

Allocation of Individual Positions

Individual positions were assigned to position classifications. The recommended placement of individual employees/positions into the recommended survey position classifications are illustrated in **Comp 3, Recommended Classification of Individual Positions**.

The allocation of one hundred seventy-seven (177) individuals to the recommended position classifications identifies eight (8) position reclassifications, recommends modifications to sixty-nine (69) position titles, and no classification change recommended for one hundred (100) individuals.

Grant County
Position Classification Plan
Comp 3 - Recommended Classification of Individual Positions

Transaction Codes:
 R = Reclassification

N = No Change
 T = Title Modification

Employee Name	Department	Current Position Class	Recommended Position Class	Trans Code
GRADO, CARLOS	AIRPORT	Laborer/Airport	Laborer	T
MORRISON, DAVID	AIRPORT	Airport Technician	Airport Technician	N
SALGADO, JAMES	AIRPORT	Airport Technician II	Airport Technician	T
BURNSED, TRACI	ASSESSORS OFFICE	Title Examiner/Appraiser	Title Examiner	T
GRADO, GABRIEL	ASSESSORS OFFICE	Appraiser	Appraiser - Associate	T
MEYER, MATTHEW	ASSESSORS OFFICE	Appraiser	Appraiser - Associate	T
TRUJILLO, MISTY	ASSESSORS OFFICE	Senior Appraiser	Chief Appraiser	T
GOMEZ, ELIZABETH	CLERK'S OFFICE	Deputy Clerk	County Services Specialist	T
HOLGUIN, CONSTANCE	CLERK'S OFFICE	Deputy II	County Services Specialist	T
CALLOWAY, GAYLE	COUNTY MANAGERS	Human Resources Specialist	Human Resources Specialist	N
CASTILLO, ANGELA	COUNTY MANAGERS	IT Coordinator	Information Technology Coordinator	T
HELTON, GILBERT	COUNTY MANAGERS	Code Enforcement Officer	Code Enforcement Officer	N
LUCERO, DENISHA	COUNTY MANAGERS	Exec Secretary	Administrative Assistant	T
VILLA, RANDY	COUNTY MANAGERS	Fire Management Officer	General Services Director	T
ANDAZOLA, JOSEPH	DETENTION CENTER	Assistant Detention Center Administrator	Assistant Detention Center Administrator	N
ARIZAGA, ZACARIAS	DETENTION CENTER	Detention Officer	Detention Officer	N
CARILLO, MICHAEL	DETENTION CENTER	Detention Center Administrator	Detention Center Administrator	N
CHAPPELL, FRANCIS	DETENTION CENTER	Detention Officer	Detention Officer	N
CORRAL, MICHAEL	DETENTION CENTER	Detention Officer	Detention Officer	N
DOMINGUEZ, MARY	DETENTION CENTER	Detention Officer	Detention Officer	N
DURON, RAMONA	DETENTION CENTER	Detention Officer	Detention Officer	N
FERRANTI, JENNY	DETENTION CENTER	Detention Officer	Detention Officer	N
FISCHER, NATHANIEL	DETENTION CENTER	Detention Officer	Detention Officer	N
GALINDO, JOSHUA	DETENTION CENTER	Training Sergeant	Detention Sergeant	T
GOJKOVICH, JUSTIN	DETENTION CENTER	Detention Officer	Detention Officer	N
GRAVES, JR, DANIEL	DETENTION CENTER	Detention Officer	Detention Officer	N
HARDESTY, CLINT	DETENTION CENTER	Detention Officer Sergeant	Detention Sergeant	T
JORDAN, PATRICIA	DETENTION CENTER	Detention Officer	Detention Officer	N
JURADO, JAVIER	DETENTION CENTER	Detention Officer	Detention Officer	N
LIMON, ROSALINA	DETENTION CENTER	Administrative Secretary	Administrative Assistant	T
LUCERO, ANNA LISA	DETENTION CENTER	Detention Officer	Detention Officer	N
LUCERO, CHRISTOPHER	DETENTION CENTER	Detention Officer Sergeant	Detention Sergeant	T
LUCERO, MARK	DETENTION CENTER	Detention Officer Sergeant	Detention Sergeant	T
MARTINEZ, ANTHONY	DETENTION CENTER	Detention Officer	Detention Officer	N
MARTINEZ, RICARDO	DETENTION CENTER	Detention Officer	Detention Officer	N
MUNOZ, CHARLIE	DETENTION CENTER	Detention Officer	Detention Officer	N
NATERA, JR, SATURNINO	DETENTION CENTER	Detention Officer	Detention Officer	N
OGAS, SAMUEL	DETENTION CENTER	Detention Officer	Detention Officer	N
PROVENCIO, DUSTIN	DETENTION CENTER	Detention Officer	Detention Officer	N
QUEVEDO, CORRINA	DETENTION CENTER	Detention Officer	Detention Officer	N
REYES, DANIEL	DETENTION CENTER	Detention Officer	Detention Officer	N
RIOS, HECTOR	DETENTION CENTER	Detention Officer	Detention Officer	N
RODRIGUEZ, MICHAEL	DETENTION CENTER	Detention Officer	Detention Officer	N
RODRIGUEZ, NATALIE	DETENTION CENTER	Detention Officer	Detention Officer	N
SAENZ, ROXANNE	DETENTION CENTER	Detention Officer	Detention Officer	N
SMITH, GINA	DETENTION CENTER	Detention Officer	Detention Officer	N
VANNATTER, GREG	DETENTION CENTER	Detention Officer	Detention Officer	N
WEST, JEFFREY	DETENTION CENTER	Detention Officer	Detention Officer	N
MCCLEAN, CINDY	DWI	DWI Coordinator	DWI and Prevention Program Administrator	T
MCGEE, MICHAEL	DWI	Prev	Prevention Specialist	T
SALGADO, BAUDELIA	DWI	DWI - Compliance Officer	Court Compliance Officer	T

Grant County
Position Classification Plan
Comp 3 - Recommended Classification of Individual Positions

Transaction Codes:
 R = Reclassification

N = No Change
 T = Title Modification

Employee Name	Department	Current Position Class	Recommended Position Class	Trans Code
VAUGHAN, GERI	DWI	Data Entry Clerk	Office Assistant	T
HERNANDEZ, RANDY	FISCAL SERVICES	Accounts Payable Clerk	Accounting Specialist	T
RICO, JOYCE	FISCAL SERVICES	Payroll Clerk	Payroll Specialist	T
VASQUEZ, ERLINDA	FISCAL SERVICES	Finance Officer	Fiscal Services Director	T
ZAMORA, JACOB	FISCAL SERVICES	Procurement Officer	Procurement Officer	N
DONOVAN, TISHA	MAINTENANCE	Executive Secretary	Administrative Assistant	T
FIERRO, RICHARD	MAINTENANCE	Utility Laborer Lead	Maintenance Technician	T
GONZALEZ, ADELINA	MAINTENANCE	Custodian	Custodian	N
GRADO, RICHARD	MAINTENANCE	Utility Laborer	Maintenance Technician	T
JACQUEZ, ERIC	MAINTENANCE	Utility Laborer	Maintenance Technician	T
JACQUEZ, TOMMY	MAINTENANCE	Utility Laborer	Maintenance Technician	T
LUNDBLADE, RICHARD	MAINTENANCE	RNG Off	Range Officer	T
MOLINA, ROBERT	MAINTENANCE	Utility Laborer	Maintenance Technician	T
PLACENCIO, VICTOR	MAINTENANCE	Utility Laborer	Maintenance Technician	T
REESE, STEVEN	MAINTENANCE	Public Works Director	Facilities and Grounds Superintendent	T
TERAN, MARY ESTHER	MAINTENANCE	Custodian	Custodian	N
ARREY, DANIEL	PLANNING	Digital Mapping Technician	GIS Specialist/Mapper	T
CASTILLO, RAYMOND	PLANNING	Ordinance Officer	Ordinance Officer	N
GUTIERREZ, ANTHONY	PLANNING	County Planner	Planning Director	T
PORTILLO, CRYSTAL	PLANNING	Planning Specialist	Planning Specialist	N
AGUIRRE, KODY	ROAD	Laborer	Laborer	N
ALTAMIRANO, LARRY	ROAD	Fleet Maintenance Manager	Fleet Maintenance Manager	N
ARZAGA, ADAM	ROAD	Equipment Operator	Equipment Operator	N
CASTILLO, ERIC	ROAD	Service Mechanic/Tire Technician	Fleet Service Worker	T
CORLISS, CHARLIE	ROAD	Equipment Operator	Equipment Operator	N
GRANADO, MELISSA	ROAD	Administrative Secretary	Office Specialist	T
GRIJALVA, JOSEPH	ROAD	Equipment Operator	Equipment Operator	N
MARTINEZ, RAMON	ROAD	Truck Driver	Truck Driver	N
MELON, ADRIAN	ROAD	Mechanic	Fleet Maintenance Mechanic	T
MILLAN, ROBERT	ROAD	Welder	Welder	N
MONTENEGRO, MARK	ROAD	Laborer	Laborer	N
MOORE, EARL	ROAD	Assistant Superintendent	Roads Superintendent	T
OZMENT, JODY	ROAD	Warehouse Attendant	Warehouse Attendant	N
RASCON, TOBY	ROAD	Mechanic	Fleet Maintenance Mechanic	T
RIOS, TOMMY	ROAD	Equipment Operator	Equipment Operator	N
SALAS, EUSEBIO	ROAD	Equipment Operator	Equipment Operator	N
TEMPLE, DON	ROAD	Carpenter	Carpenter	N
TORRES, JOSE	ROAD	Laborer	Laborer	N
VALENZUELA, ROSALINDA	ROAD	Equipment Operator	Equipment Operator	N
VILLINES, WILLIAM	ROAD	Truck Driver	Truck Driver	N
BACA, DORA	SENIOR SERVICES	Senior Services Site Assistant	Senior Services Aide	R
CASTANON, ALEXANDRIA	SENIOR SERVICES	Senior Services Kitchen Aide	Senior Services Aide	R
CLIFTON, TAMMY	SENIOR SERVICES	Senior Services Site Manager	Site Supervisor	T
DONAGHE, JEWEL	SENIOR SERVICES	Senior Services Assistant Cook	Senior Services Aide	R
EISCHEN, ELMER	SENIOR SERVICES	Driver	Driver	N
FLETCHER, CHARLENE	SENIOR SERVICES	Senior Services In Home Administrator	Senior In-home Coordinator	T
GARCIA, MARIA	SENIOR SERVICES	Driver	Driver	N
GARCIA, MARY	SENIOR SERVICES	Senior Services Custodian	Custodian	T
JAUREQUI, MARY ANN	SENIOR SERVICES	Driver	Driver	N
LEGARDA, JOANN	SENIOR SERVICES	Senior Services Site Manager	Site Supervisor	T
LOPEZ, CRYSTAL	SENIOR SERVICES	Senior Services Head Cook	Senior Services Aide	R
LUCERO, JANIE	SENIOR SERVICES	Driver	Driver	N

Grant County
Position Classification Plan
Comp 3 - Recommended Classification of Individual Positions

Transaction Codes:
 R = Reclassification

N = No Change
 T = Title Modification

Employee Name	Department	Current Position Class	Recommended Position Class	Trans Code
MADRID, ANNA	SENIOR SERVICES	Assistant Cook	Senior Services Aide	N
MARTINEZ, MIGUEL	SENIOR SERVICES	Senior Services Janitor	Custodian	T
PEREZ, DANNY	SENIOR SERVICES	Senior Services Janitor	Custodian	T
RAE, DONNA	SENIOR SERVICES	Senior Services Transportation Manager	Senior Transportation Coordinator	T
SALAZ, LINDA	SENIOR SERVICES	Driver	Driver	N
SIFUENTES, RICHARD	SENIOR SERVICES	Senior Services Custodian	Custodian	T
TAYLOR, CAROL	SENIOR SERVICES	Senior Services Site Manager	Site Supervisor	T
TRUJILLO, TERRY	SENIOR SERVICES	Senior Services Director	Senior Services Director	N
VILLANUEVA, FELICIA	SENIOR SERVICES	Senior Services Head Cook	Senior Services Aide	R
WATERMAN, LUCINDA	SENIOR SERVICES	Senior Services Head Cook	Senior Services Aide	R
AGUIRRE, REGAN	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
ALVO, GILBERT	SHERIFF	Detective	Detective Corporal	N
ARELLANO, ADAM	SHERIFF	Corporal	Sheriff Corporal	T
BENCOMO, ANTHONY	SHERIFF	Detective	Detective Corporal	N
BURNS, MICHAEL	SHERIFF	Patrol Deputy	Deputy Sheriff	T
CANO, TRAVIS	SHERIFF	Court Security Deputy	Court Security Officer	N
CARRILLO, HECTOR	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
CASTILLO, MELVIN	SHERIFF	Corporal	Sheriff Corporal	T
COOPER, CODY	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
DOMINGUEZ, PAUL	SHERIFF	Civil Process Server	Civil Process Server	N
GALAZ, MANUEL	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
GALINDO, ARMANDO	SHERIFF	Civil Process Server	Civil Process Server	N
GOMEZ, LOUIS	SHERIFF	Corporal	Sheriff Corporal	T
JORDAN, JASON	SHERIFF	Deputy Sheriff	Deputy Sheriff	T
LOPEZ, FERMIN	SHERIFF	Patrol Lieutenant	Sheriff Lieutenant	T
MADRID, MATEO	SHERIFF	Civil Process Server	Civil Process Server	N
MALDONADO, MANUEL	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
MARTINEZ, JACOB	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
MCNETT, JUSTIN	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
MEDINA, ARMANDO	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
MIZE, WILLIAM	SHERIFF	Patrol Deputy	Deputy Sheriff	T
NOLASCO, FELIPE	SHERIFF	Court Security Deputy	Court Security Officer	T
ORDONEZ, AARON	SHERIFF	Patrol Deputy	Deputy Sheriff	T
PALACIO, JESUS	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
REYES, JOHN	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
RICO, CARLY	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
RODRIGUEZ, SAM	SHERIFF	Administrative Lieutenant	Sheriff Lieutenant	T
SANCHEZ, JOSE	SHERIFF	Detective	Detective Corporal	T
SHERMAN, TYLER	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
TAVIZON, LOUIS	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
TAVIZON, RAYMOND	SHERIFF	CID Lt	Sheriff Lieutenant	T
TORREZ, MARK	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
TOVAR, ROBERT	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
VALENCIA, MICHAEL	SHERIFF	Corporal	Sheriff Corporal	T
VALENZUELA, JAIME	SHERIFF	Civil Process Server	Civil Process Server	N
VILLANUEVA, MARCOS	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
VILLEGAS, JACOB	SHERIFF	Deputy Sheriff	Deputy Sheriff	N
WATKINS, JESSE	SHERIFF	Detective	Detective Corporal	T
YOST, MICHAEL	SHERIFF	Patrol Sergeant	Sheriff Sergeant	T
BACA, LYNN GODOY	SHERIFF	Secretary	Administrative Assistant	T
POWELL, CARI L	SHERIFF	Secretary II	Office Specialist	T
CORDOVA, PETE	TRANSPORTATION	Bus Driver	Bus Driver	N
DOMINGUEZ, KIM	TRANSPORTATION	Public Transportation Director	Public Transit Director	T

Grant County
Position Classification Plan
Comp 3 - Recommended Classification of Individual Positions

Transaction Codes:
 R = Reclassification

N = No Change
 T = Title Modification

Employee Name	Department	Current Position Class	Recommended Position Class	Trans Code
DONAKER, AMY	TRANSPORTATION	Administrative Asst.	Transit Operations Manager	R
DUFFY, STEVE	TRANSPORTATION	Bus Driver	Bus Driver	N
FLORES, JOSE	TRANSPORTATION	Bus Driver	Bus Driver	N
GONZALES, DAVID	TRANSPORTATION	Bus Driver	Bus Driver	N
GRAZIANO, PATRICIA	TRANSPORTATION	Bus Driver	Bus Driver	N
HEIDEN, JOHN	TRANSPORTATION	Bus Driver	Bus Driver	N
LUNA, ERMA	TRANSPORTATION	Bus Driver	Bus Driver	N
MARTINEZ, AMELIA	TRANSPORTATION	Bus Driver	Bus Driver	N
MELENDEZ, JOSE	TRANSPORTATION	Bus Driver	Bus Driver	N
MORONES, ARTURO	TRANSPORTATION	Bus Driver	Bus Driver	N
MUNOZ, THOMAS	TRANSPORTATION	Bus Driver	Bus Driver	N
ORTIZ, LINDA	TRANSPORTATION	Administrative Asst.	Office Specialist	R
PINSON, JOHN	TRANSPORTATION	Bus Driver	Bus Driver	N
RODRIGUES, THOMAS	TRANSPORTATION	Bus Driver	Bus Driver	N
SILVA, GARY	TRANSPORTATION	Bus Driver	Bus Driver	N
SILVA, ROBERT	TRANSPORTATION	Bus Driver	Bus Driver	N
VALENCIA, RICARDO	TRANSPORTATION	Bus Driver	Bus Driver	N
YOUNG, PATRICIA	TRANSPORTATION	Bus Driver	Bus Driver	N
GONZALES, EVANGELINE	TREASURER	Treasurer Clerk III	County Services Specialist	T
HERNANDEZ, ELIZABETH	TREASURER	Deputy Treasurer	County Services Specialist	T
MARTINEZ, TEDDY	TREASURER	Accounts Receivable Clerk	Accounting Specialist	T

Market Data Analysis

Market Data Sources

The competitive pay analysis draws on two primary data sources to provide the foundation for this report and accompanying recommendations relating to internal equity and external competitiveness. These sources and a brief description are as follows:

Market Comparator Pay Plans and Salary Schedules

S Resource, Incorporated obtained pay plans, salary schedules and/or actual salary information from governmental public sector organizations that comprise the market comparators that compete for qualified personnel with Grant County or are similar to the County (Class B Over) in terms of size, budget, community population, etc.

The following comparators were included in this group:

City of Deming	Lincoln County
City of Las Cruces	Otero County
Chaves County	Roosevelt County
Curry County	Silver City Schools
Dona Ana County	State of New Mexico
Eddy County	Town of Silver City
Luna County	Western New Mexico University
Lea County	

Due to the unique nature of transit services provided by Grant County, S Resource, Incorporated also obtained pay plans, salary schedules and/or actual salary information from public sector organizations providing transit services that represent market comparators that provide similar transit services within the respective communities and regions.

The following transit comparators were included in this group:

City of Albuquerque Transit	City of Portales Transit
City of Clovis Transit	City of Santa Fe Transit
City of El Paso Transit	North Central Regional Transit
City of Las Cruces Transit	

New Mexico Southwestern WIA Area - Wage Survey, 2015, compiled and published by the New Mexico Department of workforce Solutions.

This survey reports data for a broad variety of job classifications and provides a breakdown of data based on the state's Eastern Workforce Investment Act (WIA) area. This area includes: Catron, Dona Ana, Grant, Hidalgo, Luna, Sierra, and Socorro Counties.

Data to Current Levels

Data from each survey comparator were "aged" to provide a current analysis of the County's position in relationship to reported pay levels. In order to provide a current analysis, data were "aged" by a factor of two percent (2.0%) per year from the reporting date of the data through January 1, 2017.

Average Pay Rates to Salary Range Midpoint Comparison

In conducting this analysis, where ever possible a "structure-to-structure" method was utilized to compare the County's average rates to the prevailing market rates. With the adoption of the recommended salary ranges and associated salary structure, future comparisons should utilize the County's midpoints. The

prevailing rates are represented by the comparator organization's midpoints, which are the amounts employers pay for sustained competent position performance. In cases where comparator organizations had no formal pay structure, the average rate of pay for benchmark positions was utilized for comparisons.

The midpoint is the most objective, occupation-specific and consistent component of salary structures among employers, as the varying widths of salary ranges are too great to utilize minimum or maximum. Midpoint is not affected by actual salary averages which may reflect longevity, pay-for-performance, and a myriad of subjective salary plan administration characteristics of the comparator employers.

Market Survey Data – Classified Positions

Survey position data were extracted from the market data sources based on a match of position content. Grant County positions were compared on the basis of job duties and responsibilities as specified in the County position descriptions. Survey positions identified with approximately 85% - 115% of comparable position content where considered a match and the respective salary range data from each available market data source was utilized for determining the Prevailing Market Midpoint. Of the sixty-seven (67) position classifications identified in Comp 1; data were extracted for forty-seven (47) or 70.1% of the position classifications where sufficient position content comparability was identified. Five of these positions are new to the County classification structure; the Election Coordinator, the Senior County Services Specialist, the Certified Appraiser, the Roads Supervisor, and Detention Lieutenant.

The market survey data extracted and analyzed for this study is summarized in **Comp 4C, External Prevailing Midpoint Comparison – Classified Positions**, and detailed in **Appendix A - Salary Survey – Classified Positions**.

The External Prevailing Midpoint Comparison illustrates the relationship of Grant County average rate of pay for each survey position classification to the External Aged Midpoint. The study compares County average rates of pay to survey midpoints. Normally this analysis utilizes a midpoint to midpoint comparison and considers that position classifications within +/- 5% of the External Aged Midpoint are competitive in the market; when comparing average rates to midpoints +/- 10% is a more reasonable point of comparison. The breakdown of all County survey benchmarks is summarized as follows:

External Prevailing Midpoint Summary for Classified Positions – Table 1

Relationship to the Market	Number of Survey Position Classifications	Percentage of Survey Position Classifications
> 10% Above the External Aged Midpoint	3	6.4%
Within 10% of Aged Survey Midpoint	20	42.6%
> 10% Below the External Aged Midpoint	19	40.4%
New Position with no Average	5	10.6%

Grant County
FY 2017 Salary Plan
Comp 4C - External Prevailing Midpoint Comparison - Classified Positions

Class Code	Position Classification Title	Grant County Average Rate	01/01/17	Variance	
			Aged Survey Midpoint	\$	%
1245	Fleet Service Worker	\$36,774	\$29,099	\$7,675	26.38%
1065	County Services Specialist	\$34,986	\$29,837	\$5,149	17.26%
1227	Truck Driver	\$36,774	\$33,041	\$3,734	11.30%
1261	Welder	\$40,602	\$37,914	\$2,688	7.09%
1201	Facilities and Grounds Superintendent	\$66,206	\$61,877	\$4,330	7.00%
1207	Maintenance Technician	\$32,614	\$30,952	\$1,663	5.37%
1265	Laborer	\$29,162	\$27,887	\$1,274	4.57%
1225	Equipment Operator	\$40,206	\$38,527	\$1,679	4.36%
1006	Planning Director	\$71,802	\$69,333	\$2,469	3.56%
1027	Payroll Specialist	\$40,747	\$39,462	\$1,285	3.26%
1221	Roads Superintendent	\$71,781	\$69,549	\$2,232	3.21%
1055	GIS Specialist/Mapper	\$40,560	\$39,842	\$718	1.80%
1043	Administrative Assistant	\$33,946	\$33,485	\$461	1.38%
1025	Accounting Specialist	\$36,878	\$36,672	\$206	0.56%
1243	Fleet Maintenance Mechanic	\$36,941	\$37,841	-\$901	-2.38%
1002	Fiscal Services Director	\$71,802	\$74,045	-\$2,244	-3.03%
1051	Information Technology Coordinator	\$52,146	\$53,929	-\$1,783	-3.31%
1083	Planning Specialist	\$37,378	\$39,444	-\$2,067	-5.24%
1375	Detention Officer	\$30,742	\$32,891	-\$2,149	-6.53%
1075	Appraiser - Associate	\$27,456	\$29,406	-\$1,950	-6.63%
1045	Office Specialist	\$27,394	\$29,881	-\$2,488	-8.33%
1241	Fleet Maintenance Manager	\$47,986	\$52,367	-\$4,381	-8.37%
1141	DWI and Prevention Program Administrator	\$47,237	\$51,573	-\$4,337	-8.41%
1047	Office Assistant	\$21,424	\$23,869	-\$2,445	-10.24%
1167	Bus Driver	\$23,442	\$26,308	-\$2,867	-10.90%
1143	Prevention Specialist	\$29,120	\$32,848	-\$3,728	-11.35%
1021	Human Resources Specialist	\$47,757	\$53,978	-\$6,221	-11.52%
1353	Assistant Detention Center Administrator	\$53,061	\$60,283	-\$7,222	-11.98%
1077	Title Examiner	\$31,200	\$35,487	-\$4,287	-12.08%
1317	Deputy Sheriff	\$37,274	\$43,274	-\$6,000	-13.87%
1371	Detention Sergeant	\$35,651	\$41,746	-\$6,095	-14.60%
1145	Court Compliance Officer	\$31,200	\$36,652	-\$5,452	-14.87%
1313	Sheriff Corporal	\$41,496	\$48,874	-\$7,378	-15.10%
1023	Procurement Officer	\$40,726	\$48,279	-\$7,552	-15.64%
1351	Detention Center Administrator	\$69,992	\$84,247	-\$14,255	-16.92%
1209	Custodian	\$19,926	\$24,593	-\$4,667	-18.98%
1071	Chief Appraiser	\$41,246	\$51,444	-\$10,197	-19.82%
1311	Sheriff Sergeant	\$44,574	\$56,231	-\$11,657	-20.73%
1121	Senior Services Aide	\$16,370	\$21,022	-\$4,652	-22.13%
1331	Court Security Officer	\$24,107	\$31,315	-\$7,208	-23.02%
1303	Sheriff Lieutenant	\$46,301	\$63,772	-\$17,471	-27.40%
1041	Executive Assistant	\$26,000	\$42,256	-\$16,256	-38.47%

Market Survey Data – Appointed Positions

Within the Grant County government there are six (6) positions appointed by Elected Officials. These positions are appointed by the County Commission or a specific Elected Official and include; the County Manager, Chief Deputy Assessor, Chief Deputy Clerk, Chief Deputy Treasurer, Undersheriff, and the Sheriff's Executive Secretary. Appointed positions, serve at the pleasure of their respective Elected Officials and are often not included in the organization's salary plan. For the purpose of this analysis, actual salaries were primarily used in developing comparisons to the market.

The market survey data extracted and analyzed for Appointed Positions is summarized in **Comp 4A, External Prevailing Rate Comparison – Appointed Positions**, and detailed in **Appendix B - Salary Survey - Appointed Positions**.

The analysis of the competitive position of Grant County pay levels for Appointed Positions considered those rates of pay that are within +/- 10% of the prevailing market rate to be competitive and within the market. The breakdown of all County survey benchmark positions is summarized as follows:

External Prevailing Rate Summary for Appointed Positions – Table 2

Relationship to the Market	Number of Survey Position Classifications	Percentage of Survey Position Classifications
> 10% Above the External Aged Midpoint	0	0.0%
Within 10% of Aged Survey Midpoint	2	33.4%
> 10% Below the External Aged Midpoint	4	66.6%

Grant County
FY 2017 Salary Plan
Comp 4A - External Prevailing Rates Comparison - Appointed Poistions

Class Code	Position Classification Title	Grant County Average Rate	01/01/17	Variance	
			Aged Survey Midpoint	\$	%
113	Chief Deputy Treasurer	\$51,542	\$55,954	-\$4,412	-7.88%
112	Chief Deputy Clerk	\$51,522	\$56,877	-\$5,356	-9.42%
111	Chief Deputy Assessor	\$51,542	\$58,421	-\$6,879	-11.77%
101	County Manager	\$104,998	\$128,405	-\$23,407	-18.23%
115	Executive Secretary to Sheriff	\$34,278	\$45,718	-\$11,439	-25.02%
114	Undersheriff	\$53,726	\$72,132	-\$18,406	-25.52%

Salary Range Structure

S Resource, Incorporated proposes Grant County adopt the Permanent Salary Range Structure, shown on the following page. This structure is characterized by a 50% spread from the Minimum to the Maximum; and Salary Ranges are separated by a uniform 2.5%, facilitating the precise assignment of position classes to ranges closest to the Prevailing Market Midpoint. It is recommended the County utilize this single consolidated salary structure, designed for effective administration and to facilitate regular maintenance of the salary system.

Salary Range Adjustments

Position classes should be individually reassigned to different salary ranges on a regular basis to reflect the movement in the Prevailing Market Midpoint (if any) for each position class. The Permanent Salary Range Structure should not be adjusted by blanket percentages or flat dollar amounts, as that will adversely impact the County's external competitiveness and the internal equity of the salary plan.

The recommended base salary range structure is shown in the **Permanent Salary Range Structure**.

Grant County
Permanent Salary Range Structure

Salary Range	Minimum	Midpoint	Maximum		Salary Range	Minimum	Midpoint	Maximum
1	\$15,600	\$19,500	\$23,400		38	\$38,896	\$48,620	\$58,344
2	\$15,990	\$19,988	\$23,985		39	\$39,869	\$49,836	\$59,803
3	\$16,390	\$20,487	\$24,585		40	\$40,865	\$51,082	\$61,298
4	\$16,799	\$20,999	\$25,199		41	\$41,887	\$52,359	\$62,830
5	\$17,219	\$21,524	\$25,829		42	\$42,934	\$53,668	\$64,401
6	\$17,650	\$22,062	\$26,475		43	\$44,008	\$55,009	\$66,011
7	\$18,091	\$22,614	\$27,137		44	\$45,108	\$56,385	\$67,662
8	\$18,543	\$23,179	\$27,815		45	\$46,235	\$57,794	\$69,353
9	\$19,007	\$23,759	\$28,511		46	\$47,391	\$59,239	\$71,087
10	\$19,482	\$24,353	\$29,223		47	\$48,576	\$60,720	\$72,864
11	\$19,969	\$24,962	\$29,954		48	\$49,790	\$62,238	\$74,686
12	\$20,469	\$25,586	\$30,703		49	\$51,035	\$63,794	\$76,553
13	\$20,980	\$26,225	\$31,470		50	\$52,311	\$65,389	\$78,467
14	\$21,505	\$26,881	\$32,257		51	\$53,619	\$67,024	\$80,428
15	\$22,042	\$27,553	\$33,064		52	\$54,959	\$68,699	\$82,439
16	\$22,593	\$28,242	\$33,890		53	\$56,333	\$70,417	\$84,500
17	\$23,158	\$28,948	\$34,737		54	\$57,742	\$72,177	\$86,613
18	\$23,737	\$29,672	\$35,606		55	\$59,185	\$73,982	\$88,778
19	\$24,331	\$30,413	\$36,496		56	\$60,665	\$75,831	\$90,997
20	\$24,939	\$31,174	\$37,408		57	\$62,181	\$77,727	\$93,272
21	\$25,562	\$31,953	\$38,344		58	\$63,736	\$79,670	\$95,604
22	\$26,201	\$32,752	\$39,302		59	\$65,329	\$81,662	\$97,994
23	\$26,857	\$33,571	\$40,285		60	\$66,963	\$83,703	\$100,444
24	\$27,528	\$34,410	\$41,292		61	\$68,637	\$85,796	\$102,955
25	\$28,216	\$35,270	\$42,324		62	\$70,353	\$87,941	\$105,529
26	\$28,922	\$36,152	\$43,382		63	\$72,111	\$90,139	\$108,167
27	\$29,645	\$37,056	\$44,467		64	\$73,914	\$92,393	\$110,871
28	\$30,386	\$37,982	\$45,579		65	\$75,762	\$94,703	\$113,643
29	\$31,145	\$38,932	\$46,718		66	\$77,656	\$97,070	\$116,484
30	\$31,924	\$39,905	\$47,886		67	\$79,598	\$99,497	\$119,396
31	\$32,722	\$40,903	\$49,083		68	\$81,587	\$101,984	\$122,381
32	\$33,540	\$41,925	\$50,310		69	\$83,627	\$104,534	\$125,441
33	\$34,379	\$42,973	\$51,568		70	\$85,718	\$107,147	\$128,577
34	\$35,238	\$44,048	\$52,857		71	\$87,861	\$109,826	\$131,791
35	\$36,119	\$45,149	\$54,179		72	\$90,057	\$112,572	\$135,086
36	\$37,022	\$46,278	\$55,533		73	\$92,309	\$115,386	\$138,463
37	\$37,948	\$47,434	\$56,921		74	\$94,616	\$118,271	\$141,925

Midpoint %

2.50%

Range Spread

50.00%

Salary Range Assignments

Position Classification Market Pricing

The review of the County's organizational structure identified sixty-seven (67) position classifications. The County's current position descriptions provided the basis for extracting the available market data represented in the survey sources previously identified. Of the sixty-seven (67) position classifications identified within the County; market data were identified, extracted and analyzed for forty-seven (47) or 70.1% of the survey position classifications.

Position Classification Assignment to Salary Range

As reported, forty-seven (47) or 70.1% of the County position classifications were determined to have a direct market value as a result of the analysis mentioned above. These position classifications were then placed into the recommended salary range with the Midpoint that most closely matched the position classification's Prevailing Market Midpoint.

A complete listing of recommended salary range assignments is shown in **Comp 5, Salary Ranges per Position Class (Position Class Order)** and in salary range order in **Comp 6, Salary Ranges per Position class (Salary Range Order)**.

The remaining position classifications were slotted into the salary range structure based on professional judgment and the current value comparability in relation to position classifications for which data were available. The relationship of non-benchmark to benchmark position classifications is detailed in **Comp 7, Non-Benchmark to Benchmark Linkage**.

Grant County
FY 2017 Salary Plan
Comp 5 - Salary Ranges Per Position Class - (Position Class Order)

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum

Administration

Executive Administration

1002	* Fiscal Services Director	55	\$59,185	\$73,982	\$88,778
1004	General Services Director	52	\$54,959	\$68,699	\$82,439
1006	* Planning Director	52	\$54,959	\$68,699	\$82,439

Administration Support

1021	* Human Resources Specialist	42	\$42,934	\$53,668	\$64,401
1023	* Procurement Officer	38	\$38,896	\$48,620	\$58,344
1025	* Accounting Specialist	27	\$29,645	\$37,056	\$44,467
1027	* Payroll Specialist	30	\$31,924	\$39,905	\$47,886

Office Support - General

1041	* Executive Assistant	32	\$33,540	\$41,925	\$50,310
1043	* Administrative Assistant	23	\$26,857	\$33,571	\$40,285
1045	* Office Specialist	18	\$23,737	\$29,672	\$35,606
1047	* Office Assistant	9	\$19,007	\$23,759	\$28,511

Technical Support - Specialized

1051	* Information Technology Coordinator	42	\$42,934	\$53,668	\$64,401
1055	* GIS Specialist/Mapper	30	\$31,924	\$39,905	\$47,886

Elected Official Services Support

1061	* Election Coordinator	34	\$35,238	\$44,048	\$52,857
1063	* Senior County Services Specialist	29	\$31,145	\$38,932	\$46,718
1065	* County Services Specialist	18	\$23,737	\$29,672	\$35,606

Assessment & Appraisal

1071	* Chief Appraiser	40	\$40,865	\$51,082	\$61,298
1073	* Certified Appraiser	29	\$31,145	\$38,932	\$46,718
1075	* Appraiser - Associate	18	\$23,737	\$29,672	\$35,606
1077	* Title Examiner	25	\$28,216	\$35,270	\$42,324

Land Use and Ordinance Compliance

1081	Code Enforcement Officer	38	\$38,896	\$48,620	\$58,344
1083	* Planning Specialist	30	\$31,924	\$39,905	\$47,886
1085	Ordinance Officer	30	\$31,924	\$39,905	\$47,886

Community Services and Grant Programs

Senior Services Program

1101	Senior Services Director	40	\$40,865	\$51,082	\$61,298
1103	Senior In-home Coordinator	18	\$23,737	\$29,672	\$35,606
1105	Senior Transportation Coordinator	18	\$23,737	\$29,672	\$35,606
1107	Site Supervisor	10	\$19,482	\$24,353	\$29,223

Senior Services Operations

1121	* Senior Services Aide	4	\$16,799	\$20,999	\$25,199
1123	Driver	4	\$16,799	\$20,999	\$25,199

Grant County
FY 2017 Salary Plan
Comp 5 - Salary Ranges Per Position Class - (Position Class Order)

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
DWI Program					
1141	* DWI and Prevention Program Administrator	40	\$40,865	\$51,082	\$61,298
1143	* Prevention Specialist	22	\$26,201	\$32,752	\$39,302
1145	* Court Compliance Officer	27	\$29,645	\$37,056	\$44,467
Transportation Services					
1161	Public Transit Director	40	\$40,865	\$51,082	\$61,298
1163	Transit Operations Manager	27	\$29,645	\$37,056	\$44,467
1167	* Bus Driver	13	\$20,980	\$26,225	\$31,470
Facilities & Infrastructure Maintenance					
Facilities Maintenance					
1201	* Facilities and Grounds Superintendent	48	\$49,790	\$62,238	\$74,686
1203	Airport Technician	20	\$24,939	\$31,174	\$37,408
1205	Maintenance Technician - Certified	28	\$30,386	\$37,982	\$45,579
1207	* Maintenance Technician	20	\$24,939	\$31,174	\$37,408
1209	* Custodian	10	\$19,482	\$24,353	\$29,223
Roads Maintenance					
1221	* Roads Superintendent	52	\$54,959	\$68,699	\$82,439
1222	Assistant Roads Superintendent	46	\$47,391	\$59,239	\$71,087
1223	* Roads Supervisor	38	\$38,896	\$48,620	\$58,344
1225	* Equipment Operator	29	\$31,145	\$38,932	\$46,718
1227	* Truck Driver	22	\$26,201	\$32,752	\$39,302
Fleet Services					
1241	* Fleet Maintenance Manager	41	\$41,887	\$52,359	\$62,830
1243	* Fleet Maintenance Mechanic	28	\$30,386	\$37,982	\$45,579
1245	* Fleet Service Worker	17	\$23,158	\$28,948	\$34,737
General Maintenance					
1261	* Welder	28	\$30,386	\$37,982	\$45,579
1263	Carpenter	23	\$26,857	\$33,571	\$40,285
1265	* Laborer	15	\$22,042	\$27,553	\$33,064
Operations and Maintenance Support					
1271	Range Officer	20	\$24,939	\$31,174	\$37,408
1273	Warehouse Attendant	20	\$24,939	\$31,174	\$37,408
Public Safety					
Law Enforcement Management					
1303	* Sheriff Lieutenant	49	\$51,035	\$63,794	\$76,553
Law Enforcement Operations					
1311	* Sheriff Sergeant	44	\$45,108	\$56,385	\$67,662
1313	* Sheriff Corporal	38	\$38,896	\$48,620	\$58,344
1315	Detective Corporal	38	\$38,896	\$48,620	\$58,344
1316	Civil Process Server	38	\$38,896	\$48,620	\$58,344
1317	* Deputy Sheriff	33	\$34,379	\$42,973	\$51,568
1319	Deputy Sheriff - Cadet	29	\$31,145		

Grant County
FY 2017 Salary Plan
Comp 5 - Salary Ranges Per Position Class - (Position Class Order)

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
Law Enforcement Services					
1331	* Court Security Officer	20	\$24,939	\$31,174	\$37,408
Detention Management					
1351	* Detention Center Administrator	60	\$66,963	\$83,703	\$100,444
1353	* Assistant Detention Center Administrator	47	\$48,576	\$60,720	\$72,864
1355	* Detention Lieutenant	38	\$38,896	\$48,620	\$58,344
Detention Operations					
1371	* Detention Sergeant	32	\$33,540	\$41,925	\$50,310
1373	Detention Corporal	26	\$28,922	\$36,152	\$43,382
1375	* Detention Officer	22	\$26,201	\$32,752	\$39,302

Grant County
FY 2017 Salary Plan
Comp 6 - Position Classes in Salary Range Order

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
		64	\$73,914	\$92,393	\$110,871
		63	\$72,111	\$90,139	\$108,167
		62	\$70,353	\$87,941	\$105,529
		61	\$68,637	\$85,796	\$102,955
1351	Detention Center Administrator	60	\$66,963	\$83,703	\$100,444
		59	\$65,329	\$81,662	\$97,994
		58	\$63,736	\$79,670	\$95,604
		57	\$62,181	\$77,727	\$93,272
		56	\$60,665	\$75,831	\$90,997
1002	Fiscal Services Director	55	\$59,185	\$73,982	\$88,778
		54	\$57,742	\$72,177	\$86,613
		53	\$56,333	\$70,417	\$84,500
1004	General Services Director	52	\$54,959	\$68,699	\$82,439
1006	Planning Director	52	\$54,959	\$68,699	\$82,439
1221	Roads Superintendent	52	\$54,959	\$68,699	\$82,439
		51	\$53,619	\$67,024	\$80,428
		50	\$52,311	\$65,389	\$78,467
1303	Sheriff Lieutenant	49	\$51,035	\$63,794	\$76,553
1201	Facilities and Grounds Superintendent	48	\$49,790	\$62,238	\$74,686
1353	Assistant Detention Center Administrator	47	\$48,576	\$60,720	\$72,864
1222	Assistant Roads Superintendent	46	\$47,391	\$59,239	\$71,087
		45	\$46,235	\$57,794	\$69,353
1311	Sheriff Sergeant	44	\$45,108	\$56,385	\$67,662
		43	\$44,008	\$55,009	\$66,011
1021	Human Resources Specialist	42	\$42,934	\$53,668	\$64,401
1051	Information Technology Coordinator	42	\$42,934	\$53,668	\$64,401
1241	Fleet Maintenance Manager	41	\$41,887	\$52,359	\$62,830
1071	Chief Appraiser	40	\$40,865	\$51,082	\$61,298
1101	Senior Services Director	40	\$40,865	\$51,082	\$61,298
1141	DWI and Prevention Program Administrator	40	\$40,865	\$51,082	\$61,298
1161	Public Transit Director	40	\$40,865	\$51,082	\$61,298
		39	\$39,869	\$49,836	\$59,803

Grant County
FY 2017 Salary Plan
Comp 6 - Position Classes in Salary Range Order

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
1023	Procurement Officer	38	\$38,896	\$48,620	\$58,344
1081	Code Enforcement Officer	38	\$38,896	\$48,620	\$58,344
1223	Roads Supervisor	38	\$38,896	\$48,620	\$58,344
1313	Sheriff Corporal	38	\$38,896	\$48,620	\$58,344
1315	Detective Corporal	38	\$38,896	\$48,620	\$58,344
1316	Civil Process Server	38	\$38,896	\$48,620	\$58,344
1355	Detention Lieutenant	38	\$38,896	\$48,620	\$58,344
		37	\$37,948	\$47,434	\$56,921
		36	\$37,022	\$46,278	\$55,533
		35	\$36,119	\$45,149	\$54,179
1061	Election Coordinator	34	\$35,238	\$44,048	\$52,857
1317	Deputy Sheriff	33	\$34,379	\$42,973	\$51,568
1041	Executive Assistant	32	\$33,540	\$41,925	\$50,310
1371	Detention Sergeant	32	\$33,540	\$41,925	\$50,310
		31	\$32,722	\$40,903	\$49,083
1027	Payroll Specialist	30	\$31,924	\$39,905	\$47,886
1055	GIS Specialist/Mapper	30	\$31,924	\$39,905	\$47,886
1083	Planning Specialist	30	\$31,924	\$39,905	\$47,886
1085	Ordinance Officer	30	\$31,924	\$39,905	\$47,886
1063	Senior County Services Specialist	29	\$31,145	\$38,932	\$46,718
1073	Certified Appraiser	29	\$31,145	\$38,932	\$46,718
1225	Equipment Operator	29	\$31,145	\$38,932	\$46,718
1319	Deputy Sheriff - Cadet	29	\$31,145		
1205	Maintenance Technician - Certified	28	\$30,386	\$37,982	\$45,579
1243	Fleet Maintenance Mechanic	28	\$30,386	\$37,982	\$45,579
1261	Welder	28	\$30,386	\$37,982	\$45,579
1025	Accounting Specialist	27	\$29,645	\$37,056	\$44,467
1145	Court Compliance Officer	27	\$29,645	\$37,056	\$44,467
1163	Transit Operations Manager	27	\$29,645	\$37,056	\$44,467
1373	Detention Corporal	26	\$28,922	\$36,152	\$43,382
1077	Title Examiner	25	\$28,216	\$35,270	\$42,324
		24	\$27,528	\$34,410	\$41,292
1043	Administrative Assistant	23	\$26,857	\$33,571	\$40,285
1263	Carpenter	23	\$26,857	\$33,571	\$40,285

Grant County
FY 2017 Salary Plan
Comp 6 - Position Classes in Salary Range Order

Class Code	Occupational Families and Position Classes	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum
1143	Prevention Specialist	22	\$26,201	\$32,752	\$39,302
1227	Truck Driver	22	\$26,201	\$32,752	\$39,302
1375	Detention Officer	22	\$26,201	\$32,752	\$39,302
		21	\$25,562	\$31,953	\$38,344
1203	Airport Technician	20	\$24,939	\$31,174	\$37,408
1207	Maintenance Technician	20	\$24,939	\$31,174	\$37,408
1271	Range Officer	20	\$24,939	\$31,174	\$37,408
1273	Warehouse Attendant	20	\$24,939	\$31,174	\$37,408
1331	Court Security Officer	20	\$24,939		
		19	\$24,331	\$30,413	\$36,496
1045	Office Specialist	18	\$23,737	\$29,672	\$35,606
1065	County Services Specialist	18	\$23,737	\$29,672	\$35,606
1075	Appraiser - Associate	18	\$23,737	\$29,672	\$35,606
1103	Senior In-home Coordinator	18	\$23,737	\$29,672	\$35,606
1105	Senior Transportation Coordinator	18	\$23,737	\$29,672	\$35,606
1245	Fleet Service Worker	17	\$23,158	\$28,948	\$34,737
		16	\$22,593	\$28,242	\$33,890
1265	Laborer	15	\$22,042	\$27,553	\$33,064
		14	\$21,505	\$26,881	\$32,257
1167	Bus Driver	13	\$20,980	\$26,225	\$31,470
		12	\$20,469	\$25,586	\$30,703
		11	\$19,969	\$24,962	\$29,954
1107	Site Supervisor	10	\$19,482	\$24,353	\$29,223
1209	Custodian	10	\$19,482	\$24,353	\$29,223
1047	Office Assistant	9	\$19,007	\$23,759	\$28,511
		8	\$18,543	\$23,179	\$27,815
		7	\$18,091	\$22,614	\$27,137
		6	\$17,650	\$22,062	\$26,475
		5	\$17,219	\$21,524	\$25,829
1121	Senior Services Aide	4	\$16,799	\$20,999	\$25,199
1123	Driver	4	\$16,799	\$20,999	\$25,199
		3	\$16,390	\$20,487	\$24,585
		2	\$15,990	\$19,988	\$23,985
		1	\$15,600	\$19,500	\$23,400

Grant County
FY 2017 Salary Plan
Comp 7 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Position Class	Benchmark Position Class
General Services Director	Planning Director
Code Enforcement Officer	Planning Specialist
Ordinance Officer	
Senior Services Director	DWI and Prevention Program Administrator
Public Transit Director	
Transit Operations Manager	
Senior In-home Coordinator	Office Specialist
Senior Transportation Coordinator	
Site Supervisor	Senior Services Adie
Driver	
Airport Technician	Maintenance Technician
Maintenance Technician - Certified	
Carpenter	
Range Officer	
Warehouse Attendant	
Assistant Roads Superintendent	Roads Superintendent
Detective Corporal	Sheriff Corporal
Civil Process Server	
Deputy Sheriff - Cadet	Deputy Sheriff
Detention Corporal	Detention Officer

Estimated Fiscal Impact of Recommended Salary Plan

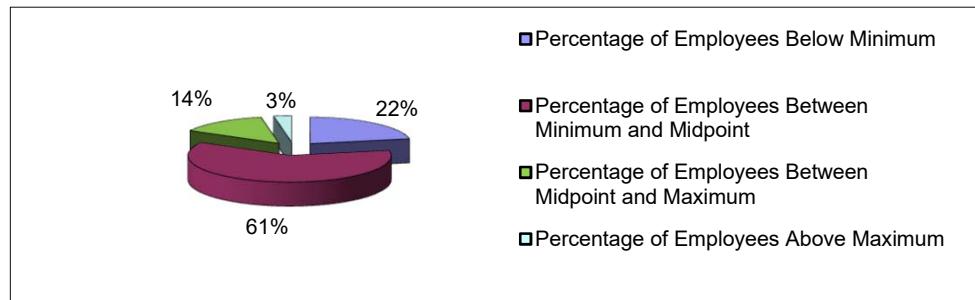
The analysis provided is based on assignment of positions to salary ranges closest to the Prevailing Market Rate.

Comp 8, Estimated Fiscal Impact of FY 2017 Salary Plan summarizes the estimated fiscal impact for the total salary plan. In developing this estimate, part-time positions hourly rates were annualized on a full-time basis, this approach would tend to overstate the estimated costs. Using this basis, if the County adopts a prevailing rate policy at 100% of the market, it will cost an estimated \$60,974 or 1.04% of payroll to bring the 39 employees (22.03% of the total employees) to the Minimum of their assigned salary range.

Comp 9, Estimated Fiscal Impact of FY 2017 Salary Plan by Department summarizes the estimated fiscal impact for the total salary plan by department/division.

Grant County
Comp 8 - Estimated Fiscal Impact of FY 2017 Salary Plan
100% of Prevailing Rates Competitiveness Policy

@ 100%	
Number of Employees	177
Total Payroll	\$5,839,226
Number of Employees Below Minimum	39
As % of total employees	22.03%
Total \$ below Minimum	\$60,974
As % of total payroll	1.04%
Average amount below Minimum	\$1,563
Number of Employees Between Minimum and Midpoint	108
As % of total employees	61.02%
\$ to Bring from Minimum to Midpoint	\$661,618
As % of total payroll	11.33%
Number of Employees Below Midpoint	147
As % of total employees	83.05%
Total \$ below Midpoint	\$722,593
As % of total payroll	12.37%
Average amount below Midpoint	\$4,916
Number of Employees Between Midpoint and Maximum	25
As % of total employees	14.12%
Number of Employees Above Maximum	5
As % of total employees	2.82%
Total \$ over Maximum	\$1,505
As % of total payroll	0.03%
Average amount over Maximum	\$301



Grant County
Comp 9 - Estimated Fiscal Impact of FY 2017 Salary Plan by Department
100% of Prevailing Rates Competitiveness Policy

Department	# of Employees	Total Payroll of Department	# of Employees Below Min	Total \$ Below Min	# of Employees Between Min and Mid	\$ to Bring from Min to Mid	# of Employees Below Mid (includes #<Min)	Total \$ Below Mid (includes \$<Min)	# of Employees Between Mid and Max	# of Employees Above Max	Total \$ over Max
AIRPORT	3	\$81,494	1	\$1,242	1	\$8,417	2	\$9,659	1	0	\$0
ASSESSORS OFFICE	4	\$126,173	1	\$805	3	\$18,718	4	\$19,522	0	0	\$0
CLERK'S OFFICE	2	\$66,102	0	\$0	0	\$0	0	\$0	1	1	\$108
COUNTY MANAGERS	5	\$246,522	1	\$857	3	\$17,153	4	\$18,010	1	0	\$0
DETENTION CENTER	34	\$1,118,832	3	\$1,291	30	\$112,576	33	\$113,867	1	0	\$0
DWI	4	\$128,981	0	\$0	4	\$15,667	4	\$15,667	0	0	\$0
FISCAL SERVICES	4	\$182,166	0	\$0	4	\$17,396	4	\$17,396	0	0	\$0
MAINTENANCE	11	\$377,000	0	\$0	6	\$6,186	6	\$6,186	3	2	\$334
PLANNING	4	\$184,184	0	\$0	2	\$6,178	2	\$6,178	2	0	\$0
ROAD	20	\$761,800	0	\$0	9	\$15,914	9	\$15,914	10	1	\$831
SENIOR SERVICES	22	\$406,058	18	\$33,164	3	\$94,417	21	\$127,581	1	0	\$0
SHERIFF	41	\$1,546,459	15	\$23,616	23	\$291,607	38	\$315,223	3	0	\$0
TRANSPORTATION	20	\$506,251	0	\$0	20	\$57,388	20	\$57,388	0	0	\$0
TREASURER	3	\$107,203	0	\$0	0	\$0	0	\$0	2	1	\$233
Totals:	177	\$5,839,226	39	60,974	108	\$661,618	147	\$722,593	25	5	\$1,505

Salary Administration Guidelines and Options

The initial implementation of the County's salary plan will be controlled by the County's financial resources, and therefore balanced between the County's desire to pay all employees at the market rates for the occupations and the available funds. It is also recognized that pay adjustments for County employees within the collective bargaining unit are subject to negotiations between the County and the employee representatives.

Plan implementation involves three basic considerations; the first is the adjustments to the salary range minimum for any employee with a pay level below the minimum, second the treatment of employees whose current pay is above the salary range maximum, and finally an adjustment for employees in the salary range to move their pay level closer to the midpoint or market rate for of their assigned salary range.

Pay Levels below the Salary Range Minimum

We recommend that pay levels of all employees whose current pay is below the minimum of the salary range for their position classification be increased to the minimum of their assigned salary range on the effective date of the pay plan.

Pay Levels above the Salary Range Maximum

We, normally recommend that the pay levels of employees who are above the maximum of their assigned salary range be frozen. The pay levels of these individuals exceed the market rate for their position classification by greater than twenty percent (20%). As part of a continuing program, when the County makes regular adjustments to the pay plan; these salaries will fall back into the appropriate salary range over time.

Despite the premium paid to employees above the maximum of their assigned salary range, some employers choose to provide additional compensation on an annual basis. In these cases, we recommend providing the employee an amount equivalent to the average pay increase for the County (such as 2%) in a lump sum paid at the end of each quarter within the fiscal year. The amount does not accrue to the employee's base rate of pay; but must be included in the rate of pay for calculating overtime payments.

In-Range Pay Adjustments

Position In-Range Approach

In-range pay adjustments are an important step in utilizing the new salary ranges. By adjusting current employees in their assigned salary ranges, the County will recognize prior service, lessen the potential impact of pay compression, and open the bottom of the pay ranges for newly hired personnel.

While there are several approaches for in-range adjustments, we generally recommend an initial step to "manage to market" as a means of increasing pay levels closer to the market rate for position classifications within the County's structure. Managing to the market involves the granting of variable percentage pay increases based on an employee's position in relation to the market rate for their position classification. The relationship to the market rate is expressed as an individual's "compa-ratio"; calculated by dividing their current rate of pay by the midpoint or market rate for their position classification.

The table that follows illustrates three possible variations and funding levels for managing to market. The exact formula and approach implemented should be based on the County's available financial resources and budget.

Position In-Range Alternatives – Table 3

Salary Range Quartile	Compa - Ratio	Alternative Funding Levels		
		Option 1	Option 2	Option 3
First	80.0% - 89.9%	5%	4%	3%
Second	90.0% - 99.9%	4%	3%	2%
Third	100.0% - 109.9%	3%	2%	0%
Fourth	110.0% - 120.0%	2%	0%	0%

This approach moves the pay levels of employees furthest from the market rate at a faster pace than those nearer to or above the market rate for their respective positions; while providing some level of in-range adjustment for most employees.

Sequential Percentage Approach

Under this approach sequential 1% increases are provided according to each incumbent's compa-ratio until available funds are expended.

1. All eligible employees whose compa-ratio is 80% are provided a 1% increase, then
2. All eligible employees whose compa-ratio is 81% are provided a 1% increase, then
3. All eligible employees whose compa-ratio is 82% are provided a 1% increase, then
4. All eligible employees whose compa-ratio is 83% are provided a 1% increase, then
5. All eligible employees whose compa-ratio is 84% are provided a 1% increase, then

Where there are funding limitations, this approach tends to provide in-range increases only to those incumbents whose pay levels are furthest below the market rate for their position classification.

Hiring Rates

We recommend the County adopt a flexible approach to determining hiring rates of pay. The minimum of the salary range is an extension of the midpoint of market rate; a generally applied to candidates for employment that are minimally qualified. The County should use the entire salary range for hiring purposes, generally limiting starting rates of pay between the salary range minimum and the salary range midpoint. This should provide sufficient flexibility to compete for highly qualified individuals and when desired skills are scarce within the labor market.

Effective administration of this flexible approach requires significant management controls to provide for equitable administration. The County should adopt a set of guidelines to be administered on a consistent basis that define specific criteria for determining hiring rates above the minimum of the pay range. In addition, the County should not hire new personnel at rates of pay in excess of current employees within the same position classification. While circumstances may necessitate the practice on rare occasions; this practice must be applied on a limited basis and subject to approval at the highest administrative levels.

Promotional Increases

A promotion occurs when an employee moves to a position classification with a higher salary grade than his/her current salary grade. Salary grades within the recommended fixed range structure increase progressively at 2.5% increments. We recommend that promotional increases range from increasing an employee's pay to the minimum of the new salary grade to a maximum pay increase equivalent to 2.5% per salary grade above their current assigned salary grade.

As with determining appropriate hiring rates of pay, the County should adopt a set of guidelines to be administered on a consistent basis that define specific criteria for determining promotional rates of pay above the minimum of the salary range.

Part-time and Temporary Employee Salary Levels

Since salary levels are based on the value of the work performed in the labor market; part-time and temporary employees should be paid within the same salary range as full-time employees in the same position classification. Normally, temporary employees can be paid at the minimum of the salary range for the position classification; however this may vary in cases where the employee has specialized knowledge and skills.

Seasonal Employee Pay Levels

The County appears enjoy an adequate supply of candidates for seasonal employment. While it would be ideal to pay seasonal personnel within the same pay range as full-time employees in the same position classification; it appears to be unnecessary. Seasonal employees must be compensated at the prevailing minimum wage, currently \$7.50 per hour in New Mexico.

The County may wish to implement a progressive incentive for seasonal employees; the County could provide incremental increases for successive years of service with the County or administer alternative incentives based on the County's priorities. For example:

Example: Seasonal Worker

Season 1 - \$7.50 per hour

Season 2 - \$7.75 per hour

Season 3 - \$8.00 per hour

Season 4 - \$8.50 per hour, and so forth.

This type of arrangement encourages seasonal personnel to continue the employment relationship with the County and provides the County with proven experienced seasonal staff requiring less orientation and training than first-time season personnel.

Position Classification Review and Salary Plan Recommendations

Recommendations:

Approve Recommended Position Classification Assignments

Adopt the recommended position classification assignments for the purpose of salary administration as recommended and illustrated in Comp 3 – Recommended Classification of Individual Positions.

Adopt the Prevailing Rate Pay Midpoint Policy

Adopting the Prevailing Market Rate Midpoint (100%) provides the basis for the County's competitive position in the market and provides central guidance to County management for ongoing pay administration.

Salaries to the Minimum of the Salary Range

Increase the rate of pay of each individual employee whose current rate of pay is below the minimum of their assigned salary range to the minimum of the range.

Salaries above the Maximum of the Salary Range

Freeze pay levels of employees who are above the maximum of their assigned salary range, or adopt an alternative approach that does not add to the employee's base rate of pay.

In-Range Pay Adjustments

Adopt a method of in-range adjustments that distributes available salary increase funds on a variable basis with the goal to "manage to market" as a means of increasing pay levels closer to the market rate for position classifications within the County's structure.

Maintain a Continuing Program

Maintain an ongoing and continuing program for the County by conducting regular reviews (at least every 2 – 3 years) to determine position in the labor market and provide for maintenance of the program.

Appendix

Appendix A: Salary Survey – Classified Positions

Grant County Salary Survey

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Fiscal Services Director		\$71,802	\$74,045	-\$2,244	-3.03%
Finance Director	Lea County		\$102,763		
Finance Director	Eddy County		\$99,509		
Director - Financial Services	City of Las Cruces		\$92,712		
Chief Financial Officer II	Chaves County		\$83,562		
Finance Director	Curry County		\$81,619		
Finance Director	City of Deming		\$71,802		
Controller	Dona Ana County		\$68,532		
Budget & Procurement Director	Luna County		\$67,360		
Finance Director	Otero County		\$64,078		
Chief Financial Officer II	State of New Mexico		\$63,198		
Finance Director	Lincoln County		\$59,856		
Director of Fiscal Affairs	Western New Mexico University		\$56,621		
Finance Director	Town of Silver City		\$53,088		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				<u>\$74,208</u>	
Accountants & Auditors Ex	New Mexico WFS - Southwestern WIA		\$73,883		
Southwestern WIA Rate:				<u>\$73,883</u>	
Prevailing Market Midpoint Rate:				<u>\$74,045</u>	

Grant County Salary Survey

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Planning Director		\$71,802	\$69,333	\$2,469	3.56%
Community Services Director	Eddy County		\$99,509		
Chief Planning Administrator	City of Las Cruces		\$82,585		
Planning and Zoning Director	Chaves County		\$67,989		
Planning Director	Luna County		\$67,360		
Director of Community Development	Dona Ana County		\$64,281		
Planning Director	Lincoln County		\$55,346		
Community Development Director	Town of Silver City		\$48,262		
No match	City of Deming		N/A		
No match	Curry County		N/A		
No match	Lea County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
No match	State of New Mexico		N/A		
Public Employer Rate:				<u>\$69,333</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$69,333</u>	

Grant County Salary Survey

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Human Resources Specialist		\$47,757	\$53,978	-\$6,221	-11.52%
Human Resources Director	Lea County		\$84,250		
HR Specialist	City of Deming		\$68,234		
Human Resources Director	Chaves County		\$62,945		
Personnel Coordinator	Curry County		\$56,350		
HR Director	Lincoln County		\$55,346		
Human Resources Analyst	City of Las Cruces		\$51,364		
HR Administrator	Dona Ana County		\$48,275		
Human Resources Administrator	Roosevelt County		\$46,510		
HR, Training & Labor Specialist A	State of New Mexico		\$44,857		
Human Resources Director	Otero County		\$41,648		
Human Resources Specialist	Eddy County		\$41,091		
Personnel Officer	Town of Silver City		\$39,886		
Employment & Benefits Specialist	Western New Mexico University		\$39,440		
No match	Luna County		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				\$52,323	
Human Resources Specialists Ex	New Mexico WFS - Southwestern WIA		\$55,633		
Southwestern WIA Rate:				\$55,633	
Prevailing Market Midpoint Rate:				\$53,978	

Grant County Salary Survey

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Procurement Officer		\$40,726	\$48,279	-\$7,552	-15.64%
Procurement Officer	Lea County		\$55,774		
Purchasing Agent	Otero County		\$54,730		
Purchasing Officer	Lincoln County		\$50,642		
Purchasing Agent	Curry County		\$48,595		
Purchasing Agent A	State of New Mexico		\$44,857		
Buyer	City of Las Cruces		\$43,464		
Purchasing Clerk	Eddy County		\$43,165		
Purchasing Officer	Chaves County		\$35,269		
Buyer	Dona Ana County		\$34,133		
Purchasing Agent	Town of Silver City		\$33,016		
No match	City of Deming		N/A		
No match	Luna County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$44,365</u>	
Purchasing Agents	New Mexico WFS - Southwestern WIA		\$52,193		
Southwestern WIA Rate:				<u>\$52,193</u>	
Prevailing Market Midpoint Rate:				<u>\$48,279</u>	

Grant County Salary Survey

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Accounting Specialist		\$36,878	\$36,672	\$206	0.56%
Finance Officer	Lincoln County		\$50,642		
Bookkeeper	Silver City Schools		\$41,822		
Finance A/P Clerk	Lea County		\$40,218		
Finance Specialist	Eddy County		\$39,838		
Accounts Payable Specialist	Western New Mexico University		\$39,440		
Accounts Payable Specialist	Otero County		\$36,437		
Accounting Technician	City of Las Cruces		\$35,676		
Accounting Technician	Town of Silver City		\$33,016		
Accounting Specialist	Curry County		\$32,735		
Finance Officer	Chaves County		\$31,455		
Accounting Specialist	Dona Ana County		\$31,315		
Accounts Payable Specialist	Luna County		\$30,567		
Bookkeeping, Accounting & Audit Clerks A	State of New Mexico		\$29,933		
Accounting Clerk	City of Deming		\$28,873		
No match	Roosevelt County		N/A		
			Public Employer Rate:	<u><u>\$35,855</u></u>	
Bookkeeping, Accounting & Audit Clerks Ex	New Mexico WFS - Southwestern WIA		\$37,490		
			Southwestern WIA Rate:	<u><u>\$37,490</u></u>	
			Prevailing Market Midpoint Rate:	<u><u>\$36,672</u></u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Payroll Specialist		\$40,747	\$39,462	\$1,285	3.26%
Finance Officer	Lincoln County		\$50,642		
Payroll Specialist	Western New Mexico University		\$48,997		
Payroll & Benefits Coordinator	Lea County		\$48,339		
Payroll Technician	Otero County		\$46,471		
Accounting Technician	City of Deming		\$42,157		
Bookkeeper	Silver City Schools		\$41,822		
Accounting Specialist - Senior	Curry County		\$40,829		
Finance Specialist	Eddy County		\$39,838		
Payroll Specialist	Chaves County		\$37,808		
Payroll Specialist	City of Las Cruces		\$36,565		
Human Resources & Payroll Specialist	Luna County		\$34,588		
Accounting Technician	Town of Silver City		\$33,016		
Payroll Specialist	Dona Ana County		\$31,315		
Payroll & Timekeeping Clerk A	State of New Mexico		\$29,933		
No match	Roosevelt County		N/A		
			Public Employer Rate:	<u><u>\$40,166</u></u>	
Payroll & Timekeeping Clerks Ex	New Mexico WFS - Southwestern WIA		\$38,758		
			Southwestern WIA Rate:	<u><u>\$38,758</u></u>	
			Prevailing Market Midpoint Rate:	<u><u>\$39,462</u></u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Executive Assistant		\$26,000	\$42,256	-\$16,256	-38.47%
Executive Coordinator	Lea County		\$61,688		
Administrative Secretary/Deputy Clerk	City of Deming		\$48,382		
Executive Assistant	Curry County		\$46,253		
Assistant to the County Manager	Luna County		\$45,895		
Administrative Assistant	Eddy County		\$43,165		
Administrative Assistant	Lincoln County		\$42,489		
Executive Administrative Assistant	City of Las Cruces		\$42,404		
Executive Assistant to Vice President	Western New Mexico University		\$42,398		
Associate Superintendent Secretary	Silver City Schools		\$41,822		
Executive Assistant	Chaves County		\$39,104		
Executive Assistant	Roosevelt County		\$37,242		
Executive Assistant A	State of New Mexico		\$37,026		
Executive Administrative Assistant	Dona Ana County		\$36,972		
Executive Assistant to County Manager	Otero County		\$35,984		
Assistant to Executive	Town of Silver City		\$33,016		
			Public Employer Rate: <u><u>\$42,256</u></u>		
No match	New Mexico WFS - Southwestern WIA		N/A		
			Southwestern WIA Rate: <u><u>N/A</u></u>		
			Prevailing Market Midpoint Rate: <u><u>\$42,256</u></u>		

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Administrative Assistant		\$33,946	\$33,485	\$461	1.38%
Administrative Secretary	City of Deming		\$45,168		
Secretary	Lincoln County		\$38,815		
Secretary - Various	Eddy County		\$37,759		
Administrative Coordinator	Lea County		\$37,754		
Administrative Assistant	City of Las Cruces		\$36,565		
Secretary Class IV	Silver City Schools		\$35,025		
Senior Department Administrator	Western New Mexico University		\$34,129		
Administrative Assistant	Otero County		\$34,049		
Administrative Assistant	Chaves County		\$33,962		
Administrative Assistant	Curry County		\$33,553		
Secretaries & Administrative Assistants A	State of New Mexico		\$29,912		
Administrative Assistant	Luna County		\$29,820		
Administrative Assistant	Roosevelt County		\$28,383		
Administrative Assistant	Dona Ana County		\$28,251		
No match	Town of Silver City		N/A		
			Public Employer Rate:	<u><u>\$34,510</u></u>	
Secretaries & Administrative Assistants Ex	New Mexico WFS - Southwestern WIA		\$32,460		
			Southwestern WIA Rate:	<u><u>\$32,460</u></u>	
			Prevailing Market Midpoint Rate:	<u><u>\$33,485</u></u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Office Specialist		\$27,394	\$29,881	-\$2,488	-8.33%
Secretary - Reception	Eddy County		\$37,238		
Clerks - Various	Lincoln County		\$33,758		
Secretary Class III	Silver City Schools		\$31,944		
Office Assistant - Senior	City of Las Cruces		\$30,758		
Secretary	Dona Ana County		\$29,355		
Records Clerk	Chaves County		\$28,883		
Clerk 2	City of Deming		\$28,873		
Various	Otero County		\$27,896		
Office Support Specialist	Curry County		\$27,539		
Office & Administrative Support Worker O	State of New Mexico		\$27,169		
Senior Administrative Associate	Western New Mexico University		\$25,556		
Secretary - Reception	Town of Silver City		\$25,495		
No match	Lea County		N/A		
No match	Luna County		N/A		
No match	Roosevelt County		N/A		
Public Employer Rate:				<u>\$29,539</u>	
Office & Administrative Support	New Mexico WFS - Southwestern WIA		\$30,224		
Southwestern WIA Rate:				<u>\$30,224</u>	
Prevailing Market Midpoint Rate:				<u>\$29,881</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Office Assistant		\$21,424	\$23,869	-\$2,445	-10.24%
Office Assistant	City of Las Cruces		\$27,030		
Clerk 1	City of Deming		\$26,955		
Secretary - Various Departments	Dona Ana County		\$25,755		
Office Assistant	Curry County		\$25,572		
Office Assistant	Roosevelt County		\$24,475		
Administrative Associate	Western New Mexico University		\$23,773		
Office Assistant	Luna County		\$23,296		
Office Clerk, General O	State of New Mexico		\$22,927		
Various	Otero County		\$22,272		
No match	Town of Silver City		N/A		
No match	Chaves County		N/A		
No match	Eddy County		N/A		
No match	Lea County		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				<u>\$24,673</u>	
Office Clerks, General	New Mexico WFS - Southwestern WIA		\$23,066		
Southwestern WIA Rate:				<u>\$23,066</u>	
Prevailing Market Midpoint Rate:				<u>\$23,869</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Information Technology Coordinator		\$52,146	\$53,929	-\$1,783	-3.31%
IT Director	Chaves County		\$68,968		
IT Administrator	Lea County		\$66,423		
Network Administrator	Luna County		\$58,084		
IT Network Specialist 2	State of New Mexico		\$55,999		
Network Administrator	City of Las Cruces		\$54,906		
Technology Supervisor	Silver City Schools		\$54,302		
Information Systems Analyst	Eddy County		\$53,876		
IT Director	Lincoln County		\$50,642		
Network Administrator	Western New Mexico University		\$48,997		
Information Technology Support Specialist	Curry County		\$46,253		
IT Network Administrator	Dona Ana County		\$45,468		
Director of Information Technology	Town of Silver City		\$36,714		
No match	City of Deming		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
Public Employer Rate:				<u>\$53,386</u>	
Computer Network Support Specialists	New Mexico WFS - Southwestern WIA		\$54,472		
Southwestern WIA Rate:				<u>\$54,472</u>	
Prevailing Market Midpoint Rate:				<u>\$53,929</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
GIS Specialist/Mapper		\$40,560	\$39,842	\$718	1.80%
Cartographer/GIS	Lincoln County		\$50,642		
Assessor GIS Analyst	Lea County		\$49,667		
Mapper	Eddy County		\$48,821		
GIS Mapping Analyst	Dona Ana County		\$43,561		
GIS Technician - Senior	City of Las Cruces		\$43,207		
Mapping Technician	Otero County		\$39,999		
GIS Analyst	Curry County		\$39,884		
Cartographer/GIS	Luna County		\$39,127		
Engineering Aid	City of Deming		\$38,022		
Cartographers & Photogrammetrist A	State of New Mexico		\$37,026		
GIS Technician/Mapper	Roosevelt County		\$35,447		
GIS Mapper Technician	Chaves County		\$33,962		
No match	Town of Silver City		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$41,614</u>	
Surveying & Mapping Technicians Ex	New Mexico WFS - Southwestern WIA		\$38,070		
Southwestern WIA Rate:				<u>\$38,070</u>	
Prevailing Market Midpoint Rate:				<u>\$39,842</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Election Coordinator		New	\$44,391		
Elections Clerk	Lincoln County		\$50,642		
BOE Administrator	Lea County		\$47,803		
Election Coordinator	Otero County		\$46,532		
Election Administrator	Eddy County		\$46,474		
BOE Chief	Chaves County		\$40,368		
Elections Staff Coordinator	Dona Ana County		\$39,790		
Elections Specialist	Luna County		\$39,127		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Curry County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
No match	State of New Mexico		N/A		
Public Employer Rate:				<u>\$44,391</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$44,391</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Senior County Services Specialist		New	\$38,958		
Clerk Records Technician	Lea County		\$40,604		
Deputy Assessor, Clerk, Treasurer II	Eddy County		\$39,117		
Deputy Clerks	Lincoln County		\$38,815		
Assistant BOE Deputy	Chaves County		\$37,808		
Student Services Specialist	Western New Mexico University		\$36,688		
Customer Service Representative - Senior	City of Las Cruces		\$34,797		
Senior County Services Specialist	Curry County		\$33,553		
County Services Specialist - Senior	Luna County		\$30,566		
Senior County Services Specialist	Roosevelt County		\$30,566		
Court, Municipal & License Clerks A	State of New Mexico		\$29,912		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Dona Ana County		N/A		
No match	Otero County		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				<u>\$39,158</u>	
Court, Municipal & License Clerks Ex	New Mexico WFS - Southwestern WIA		\$38,758		
Southwestern WIA Rate:				<u>\$38,758</u>	
Prevailing Market Midpoint Rate:				<u>\$38,958</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
County Services Specialist		\$34,986	\$29,837	\$5,149	17.26%
Deputy Clerks	Lincoln County		\$35,526		
Deputy Assessor, Clerk, Treasurer I	Eddy County		\$34,588		
Deputy Clerk, Deputy Treasurer	Otero County		\$33,780		
Deputy Assessor, Clerk, Treasurer I	Lea County		\$33,683		
Deputy Assessor, Clerk, Treasurer I	Chaves County		\$31,455		
Customer Service Representative	City of Las Cruces		\$30,008		
Records Specialist	Western New Mexico University		\$29,533		
County Services Specialist	Curry County		\$28,933		
Document Technician	Dona Ana County		\$28,498		
Court, Municipal & License Clerks O	State of New Mexico		\$27,169		
County Services Specialist	Roosevelt County		\$27,015		
County Services Specialist	Luna County		\$26,367		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				<u>\$30,546</u>	
Court, Municipal & License Clerks	New Mexico WFS - Southwestern WIA		\$29,128		
Southwestern WIA Rate:				<u>\$29,128</u>	
Prevailing Market Midpoint Rate:				<u>\$29,837</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Chief Appraiser		\$41,246	\$51,444	-\$10,197	-19.82%
Chief Appraiser	Lea County		\$64,452		
Chief Appraiser	Chaves County		\$64,447		
Chief Appraiser	Eddy County		\$56,170		
Chief Appraiser	Lincoln County		\$53,728		
Appraisers & Assessors of Real Estate A	State of New Mexico		\$44,857		
Chief Appraiser	Luna County		\$44,269		
Chief Appraiser	Roosevelt County		\$42,135		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Curry County		N/A		
No match	Dona Ana County		N/A		
No match	Otero County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$52,865</u>	
Appraisers & Assessors of Real Estate Ex	New Mexico WFS - Southwestern WIA		\$50,022		
Southwestern WIA Rate:				<u>\$50,022</u>	
Prevailing Market Midpoint Rate:				<u>\$51,444</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Certified Appraiser		New	\$39,290		
Appraisers	Lincoln County		\$47,739		
Field Appraiser IV	Otero County		\$46,800		
Field Appraiser	Lea County		\$46,539		
Appraiser IV	Eddy County		\$45,721		
Appraisers & Assessors of Real Estate O	State of New Mexico		\$40,593		
Certified Appraiser	Luna County		\$37,242		
Senior Appraiser	Dona Ana County		\$36,972		
Certified Appraiser	Roosevelt County		\$36,333		
Appraiser	Curry County		\$34,392		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Chaves County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$41,370</u>	
Appraisers & Assessors of Real Estate	New Mexico WFS - Southwestern WIA		\$37,210		
Southwestern WIA Rate:				<u>\$37,210</u>	
Prevailing Market Midpoint Rate:				<u>\$39,290</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Appraiser - Associate		\$27,456	\$29,406	-\$1,950	-6.63%
Appraiser I, II, III	Eddy County		\$41,771		
Appraisers & Assessors of Real Estate B	State of New Mexico		\$37,026		
Appraiser	Dona Ana County		\$34,133		
Appraiser	Chaves County		\$32,730		
Appraiser - Associate	Luna County		\$31,330		
Appraiser - Associate	Roosevelt County		\$30,566		
Field Appraiser Trainee	Lea County		\$30,383		
Appraiser - Trainee	Curry County		\$29,656		
Field Appraiser Trainee	Otero County		\$29,359		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$32,995</u>	
Appraisers & Assessors of Real Estate En	New Mexico WFS - Southwestern WIA		\$25,817		
Southwestern WIA Rate:				<u>\$25,817</u>	
Prevailing Market Midpoint Rate:				<u>\$29,406</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Title Examiner		\$31,200	\$35,487	-\$4,287	-12.08%
Title Examiner	Lincoln County		\$45,007		
Clerk Records Technician	Lea County		\$40,604		
Administrative Deputy Assessor	Chaves County		\$33,962		
Title Examiners, Abstractors O	State of New Mexico		\$33,190		
Title Examiner	Dona Ana County		\$31,315		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Curry County		N/A		
No match	Eddy County		N/A		
No match	Luna County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$36,816</u>	
Title Examiners, Abstractors Ex	New Mexico WFS - Southwestern WIA		\$34,158		
Southwestern WIA Rate:				<u>\$34,158</u>	
Prevailing Market Midpoint Rate:				<u>\$35,487</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Planning Specialist		\$37,378	\$39,444	-\$2,067	-5.24%
Community Services Technician	Eddy County		\$51,286		
Planner	Dona Ana County		\$48,285		
Planner	Lea County		\$43,261		
Urban & Regional Planner O	State of New Mexico		\$40,593		
Planning Technician	Luna County		\$40,105		
Assistant to Planning & Zoning	Chaves County		\$39,104		
Planning Technician - Senior	City of Las Cruces		\$37,261		
Planning Technician	Town of Silver City		\$33,016		
No match	City of Deming		N/A		
No match	Curry County		N/A		
No match	Lincoln County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$41,614</u>	
Urban & Regional Planner En	New Mexico WFS - Southwestern WIA		\$37,275		
Southwestern WIA Rate:				<u>\$37,275</u>	
Prevailing Market Midpoint Rate:				<u>\$39,444</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Senior Services Aide		\$16,370	\$21,022	-\$4,652	-22.13%
Cook/Aid	Lincoln County		\$28,883		
Server	Silver City Schools		\$24,330		
Meal services Delivery Driver - Lead	City of Las Cruces		\$22,627		
Food Server O	State of New Mexico		\$21,588		
Cook	Western New Mexico University		\$20,571		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Chaves County		N/A		
No match	Curry County		N/A		
No match	Dona Ana County		N/A		
No match	Eddy County		N/A		
No match	Lea County		N/A		
No match	Luna County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
Public Employer Rate:				<u>\$23,600</u>	
Food Prep and Serving Worker	New Mexico WFS - Southwestern WIA		\$18,444		
Southwestern WIA Rate:				<u>\$18,444</u>	
Prevailing Market Midpoint Rate:				<u>\$21,022</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
DWI and Prevention Program Administrator		\$47,237	\$51,573	-\$4,337	-8.41%
DWI Coordinator	Lea County		\$77,265		
DWI Director	Eddy County		\$60,939		
HHS Manager - Court Compliance	Dona Ana County		\$50,525		
Court Compliance Manager	City of Las Cruces		\$50,214		
Community Program Manager	Luna County		\$47,672		
Community Program Manager	Curry County		\$46,253		
DWI Grant Director	Otero County		\$46,068		
Probation & Treatment Specialist A	State of New Mexico		\$44,857		
DWI Coordinator	Chaves County		\$40,368		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Lincoln County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$51,573</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$51,573</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Prevention Specialist		\$29,120	\$32,848	-\$3,728	-11.35%
Prevention Specialist	Otero County		\$38,568		
Preventionist/Educator	Eddy County		\$38,166		
Health Educators A	State of New Mexico		\$37,026		
DWI Preventionist	Lea County		\$36,790		
Assistant Program Coordinator	City of Las Cruces		\$34,347		
Program Case Manager	Luna County		\$33,739		
Community Program Specialist	Curry County		\$31,937		
At Risk Coordinator	Silver City Schools		\$29,710		
Health Promotion Specialist II	Dona Ana County		\$28,905		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Chaves County		N/A		
No match	Lincoln County		N/A		
No match	Roosevelt County		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$34,354</u>	
Health Educators	New Mexico WFS - Southwestern WIA		\$31,342		
Southwestern WIA Rate:				<u>\$31,342</u>	
Prevailing Market Midpoint Rate:				<u>\$32,848</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Court Compliance Officer		\$31,200	\$36,652	-\$5,452	-14.87%
Court Compliance Officer	City of Las Cruces		\$45,403		
DWI Compliance Monitor	Curry County		\$38,912		
Compliance Monitor - Lead	Dona Ana County		\$37,422		
Probation & Treatment Specialist B	State of New Mexico		\$37,026		
DWI Court Compliance Officer	Otero County		\$36,961		
Court Compliance Officer	Lea County		\$36,361		
Court Compliance Officer	Chaves County		\$35,269		
Court Compliance Monitor	Luna County		\$32,916		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Eddy County		N/A		
No match	Lincoln County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$37,534</u>	
Probation & Treatment Specialist	New Mexico WFS - Southwestern WIA		\$35,770		
Southwestern WIA Rate:				<u>\$35,770</u>	
Prevailing Market Midpoint Rate:				<u>\$36,652</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Bus Driver		\$23,442	\$26,308	-\$2,867	-10.90%
Van Driver	North Central Regional Transit		\$33,329		
Sun Van Chauffeur	City of Albuquerque Transit		\$31,197		
Transit Driver	City of El Paso Transit		\$29,719		
Transit Driver	City of Las Cruces Transit		\$29,087		
Van Driver	City of Santa Fe Transit		\$26,494		
Van Driver	City of Portales Transit		\$22,370		
Transit Driver	City of Clovis Transit		\$21,266		
		Public Employer Rate:	\$27,638		
Bus Driver, School or Special Client Ex	New Mexico WFS - Southwestern WIA		\$24,979		
		Southwestern WIA Rate:	\$24,979		
		Prevailing Market Midpoint Rate:	\$26,308		

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Facilities and Grounds Superintendent		\$66,206	\$61,877	\$4,330	7.00%
Facilities Project Administrator	City of Las Cruces		\$77,260		
Assistant Director Facilities Maintenance	Western New Mexico University		\$75,617		
Facility Maintenance Director	Chaves County		\$59,748		
Facilities Maintenance Superintendent	Curry County		\$59,209		
Construction Project Manager	State of New Mexico		\$55,999		
Building & Grounds Superintendent	Otero County		\$52,682		
Maintenance & Custodial Superintendent	Luna County		\$52,621		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Dona Ana County		N/A		
No match	Eddy County		N/A		
No match	Lea County		N/A		
No match	Lincoln County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
Public Employer Rate:				<u>\$61,877</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$61,877</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Maintenance Technician		\$32,614	\$30,952	\$1,663	5.37%
Maintenance Technician I	Eddy County		\$37,238		
Building Maintenance Worker	City of Las Cruces		\$35,611		
Maintenance Technician	Lea County		\$35,204		
Maintenance Technician	Luna County		\$34,583		
Facilities Maintenance Technician	Curry County		\$33,553		
Grounds Keeper	Lincoln County		\$33,479		
Facility Maintenance	Chaves County		\$31,455		
Maintenance Custodian	Otero County		\$30,658		
Maintenance Worker	Roosevelt County		\$30,566		
Maintenance & Repair Worker O	State of New Mexico		\$29,912		
Maintenance - Unlicensed	Silver City Schools		\$27,093		
Facilities Maintenance Worker	Dona Ana County		\$25,809		
Grounds Worker III	Western New Mexico University		\$25,556		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
Public Employer Rate:				<u>\$31,594</u>	
Maintenance & Repair Workers	New Mexico WFS - Southwestern WIA		\$30,310		
Southwestern WIA Rate:				<u>\$30,310</u>	
Prevailing Market Midpoint Rate:				<u>\$30,952</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Custodian		\$19,926	\$24,593	-\$4,667	-18.98%
Building Attendant	City of Las Cruces		\$30,705		
Custodian	Eddy County		\$29,842		
Custodial	Silver City Schools		\$27,093		
Custodian	Chaves County		\$26,312		
Janitors	Town of Silver City		\$25,495		
Custodian	Lea County		\$24,662		
Custodian II	Western New Mexico University		\$23,448		
Custodian	Roosevelt County		\$23,296		
Custodian	Curry County		\$23,168		
Building Attendant	Dona Ana County		\$22,284		
Custodian	Luna County		\$21,632		
Janitors & Cleaners O	State of New Mexico		\$21,588		
No match	City of Deming		N/A		
No match	Lincoln County		N/A		
No match	Otero County		N/A		
Public Employer Rate:				<u>\$24,960</u>	
Janitors & Cleaners Ex	New Mexico WFS - Southwestern WIA		\$24,226		
Southwestern WIA Rate:				<u>\$24,226</u>	
Prevailing Market Midpoint Rate:				<u>\$24,593</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Roads Superintendent		\$71,781	\$69,549	\$2,232	3.21%
Public Works Director	Eddy County		\$99,509		
General Manager ADE Maintenance	State of New Mexico		\$82,043		
Roads Superintendent	Lea County		\$80,501		
Street Systems Administrator	City of Las Cruces		\$72,048		
Road Superintendent	Dona Ana County		\$65,266		
Road Operations Director	Chaves County		\$64,075		
Roads Maintenance Superintendent	Curry County		\$63,761		
Roads Superintendent	Otero County		\$61,808		
Road Superintendent	Lincoln County		\$59,856		
Roads Superintendent	Luna County		\$58,084		
Roads Superintendent	Roosevelt County		\$58,084		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				\$69,549	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				N/A	
Prevailing Market Midpoint Rate:				\$69,549	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Roads Supervisor		New	\$48,745		
Road Crew Supervisor	Lea County		\$59,481		
Road Assistant Manager	Eddy County		\$55,069		
Supervisor - Street Maintenance	City of Las Cruces		\$50,399		
Road Maintenance Supervisor	Curry County		\$49,810		
Foreman	City of Deming		\$48,382		
Foreman/Road	Lincoln County		\$45,007		
Roads Supervisor	Luna County		\$43,188		
Foreman	Chaves County		\$42,382		
Roads Supervisor	Roosevelt County		\$42,135		
Highway Maintenance Supervisor	State of New Mexico		\$40,593		
Streets Supervisor	Town of Silver City		\$36,714		
No match	Dona Ana County		N/A		
No match	Otero County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$46,651</u>	
Supervisors, Construction & Extraction	New Mexico WFS - Southwestern WIA		\$50,839		
Southwestern WIA Rate:				<u>\$50,839</u>	
Prevailing Market Midpoint Rate:				<u>\$48,745</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Equipment Operator		\$40,206	\$38,527	\$1,679	4.36%
Heavy Equipment Operator	Eddy County		\$46,474		
Operator III	Lincoln County		\$39,983		
Equipment Operator	Lea County		\$38,697		
District Equipment Operator	Otero County		\$36,658		
Road Maintenance II	Chaves County		\$35,654		
Equipment Operator 3	City of Deming		\$35,494		
Road Maintenance Equipment Operator	Curry County		\$35,252		
Heavy Equipment Operator	Dona Ana County		\$34,551		
Equipment Operator	Luna County		\$33,739		
Heavy Equipment Operator A	State of New Mexico		\$33,190		
Equipment Operator	Roosevelt County		\$31,330		
Equipment Operator - Senior	City of Las Cruces		\$31,197		
No match	Town of Silver City		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$36,018</u>	
Operating Engineers, Equipment Operators	New Mexico WFS - Southwestern WIA		\$41,037		
Southwestern WIA Rate:				<u>\$41,037</u>	
Prevailing Market Midpoint Rate:				<u>\$38,527</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Truck Driver		\$36,774	\$33,041	\$3,734	11.30%
Truck Driver/Laborer	Eddy County		\$39,117		
Operator II	Lincoln County		\$37,690		
Equipment Operator 2	City of Deming		\$30,930		
Industrial Truck & Tractor Operators O	State of New Mexico		\$29,912		
Truck Driver/Equipment Operator	Luna County		\$29,820		
Equipment Operator	Dona Ana County		\$28,444		
Equipment Operator Street Maintenance	City of Las Cruces		\$27,576		
Operator I	Otero County		\$27,085		
No match	Town of Silver City		N/A		
No match	Chaves County		N/A		
No match	Curry County		N/A		
No match	Lea County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$31,322</u>	
Heavy & Tractor Truck Drivers Ex	New Mexico WFS - Southwestern WIA		\$34,760		
Southwestern WIA Rate:				<u>\$34,760</u>	
Prevailing Market Midpoint Rate:				<u>\$33,041</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Fleet Maintenance Manager		\$47,986	\$52,367	-\$4,381	-8.37%
Road Fleet Supervisor	Lea County		\$64,880		
Road Mechanic Foreman	Eddy County		\$60,939		
Supervisor - Fleet Maintenance	City of Las Cruces		\$51,659		
Foreman	City of Deming		\$48,382		
Fleet Maintenance Supervisor	Chaves County		\$42,382		
Fleet Supervisor	Dona Ana County		\$39,790		
Bus, Truck & Mechanical Supervisor	State of New Mexico		\$37,026		
No match	Town of Silver City		N/A		
No match	Curry County		N/A		
No match	Lincoln County		N/A		
No match	Luna County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$49,294</u>	
Supervisor, Mechanics and Repairers	New Mexico WFS - Southwestern WIA		\$55,439		
Southwestern WIA Rate:				<u>\$55,439</u>	
Prevailing Market Midpoint Rate:				<u>\$52,367</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Fleet Maintenance Mechanic		\$36,941	\$37,841	-\$901	-2.38%
Mechanic	Eddy County		\$47,633		
Certified Mechanic	Otero County		\$42,774		
Mechanic	Lincoln County		\$42,489		
Mechanic	Lea County		\$41,911		
Diesel - Automotive Mechanic	Chaves County		\$39,693		
Equipment Mechanic	Roosevelt County		\$39,127		
Heavy Equipment Mechanic	Dona Ana County		\$38,076		
Equipment Mechanic	Luna County		\$37,242		
Mechanic	City of Deming		\$36,736		
Fleet Maintenance Mechanic	City of Las Cruces		\$33,597		
Bus, Truck Mechanic A	State of New Mexico		\$33,190		
Mechanic	Town of Silver City		\$29,978		
No match	Curry County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$38,537</u>	
Service Technicians and Mechanics	New Mexico WFS - Southwestern WIA		\$37,146		
Southwestern WIA Rate:				<u>\$37,146</u>	
Prevailing Market Midpoint Rate:				<u>\$37,841</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Fleet Service Worker		\$36,774	\$29,099	\$7,675	26.38%
Tire Specialist	Chaves County		\$34,369		
Fleet Maintenance Service Worker	City of Las Cruces		\$32,269		
Mechanic Helper	City of Deming		\$28,873		
Equipment Service Worker	Luna County		\$27,691		
Equipment Service Specialist	Dona Ana County		\$25,809		
No match	Town of Silver City		N/A		
No match	Curry County		N/A		
No match	Eddy County		N/A		
No match	Lea County		N/A		
No match	Lincoln County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
No match	State of New Mexico		N/A		
Public Employer Rate:				<u>\$29,802</u>	
Helpers Installation & Repair	New Mexico WFS - Southwestern WIA		\$28,397		
Southwestern WIA Rate:				<u>\$28,397</u>	
Prevailing Market Midpoint Rate:				<u>\$29,099</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Welder		\$40,602	\$37,914	\$2,688	7.09%
Welder	Lea County		\$57,338		
Welder	Chaves County		\$39,693		
Welder	City of Las Cruces		\$38,172		
Welder	City of Deming		\$35,494		
Welders, Cutters, Solderers A	State of New Mexico		\$29,912		
No match	Town of Silver City		N/A		
No match	Curry County		N/A		
No match	Dona Ana County		N/A		
No match	Eddy County		N/A		
No match	Lincoln County		N/A		
No match	Luna County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$40,122</u>	
Welders, Cutters, Solderers	New Mexico WFS - Southwestern WIA		\$35,705		
Southwestern WIA Rate:				<u>\$35,705</u>	
Prevailing Market Midpoint Rate:				<u>\$37,914</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Laborer		\$29,162	\$27,887	\$1,274	4.57%
Road	Lincoln County		\$31,562		
Road Maintenance I	Chaves County		\$30,330		
Laborer	Town of Silver City		\$28,585		
Maintenance Worker	Luna County		\$27,691		
Skilled Laborer	Silver City Schools		\$27,093		
Laborer	Eddy County		\$26,391		
Laborer	City of Deming		\$25,541		
Street Maintenance Worker	City of Las Cruces		\$23,762		
Construction Laborer A	State of New Mexico		\$22,927		
Laborer	Dona Ana County		\$21,298		
No match	Curry County		N/A		
No match	Lea County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$26,518</u>	
Construction Laborers	New Mexico WFS - Southwestern WIA		\$29,257		
Southwestern WIA Rate:				<u>\$29,257</u>	
Prevailing Market Midpoint Rate:				<u>\$27,887</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Sheriff Lieutenant		\$46,301	\$63,772	-\$17,471	-27.40%
Police Lieutenant	City of Las Cruces		\$92,628		
Sheriff Captain	Lea County		\$81,486		
Lieutenant	State of New Mexico		\$81,036		
Lieutenant	Eddy County		\$77,407		
Sheriff Lieutenant	Dona Ana County		\$72,380		
Sheriff Lieutenant	Curry County		\$62,206		
Lieutenant	Chaves County		\$61,120		
Sheriff Lieutenant	Roosevelt County		\$59,536		
Captain Investigations & Patrol	Otero County		\$57,433		
Sheriff Lieutenant	Luna County		\$56,667		
Police Lieutenant	City of Deming		\$53,181		
Police Lieutenant	Town of Silver City		\$43,875		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$66,580</u>	
Supervisors, Police & Detectives	New Mexico WFS - Southwestern WIA		\$60,964		
Southwestern WIA Rate:				<u>\$60,964</u>	
Prevailing Market Midpoint Rate:				<u>\$63,772</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Sheriff Sergeant		\$44,574	\$56,231	-\$11,657	-20.73%
Police Sergeant	City of Las Cruces		\$70,794		
Sergeant	Eddy County		\$68,430		
Sheriff Sergeant	Lea County		\$63,745		
Sergeant	State of New Mexico		\$63,648		
Sheriff Sergeant	Dona Ana County		\$59,652		
Sheriff Sergeant	Lincoln County		\$55,367		
Sergeant	Chaves County		\$54,992		
Sheriff Sergeant	Roosevelt County		\$53,936		
Sheriff Sergeant	Curry County		\$53,640		
Sheriff Sergeant	Luna County		\$50,085		
Patrol Sergeant	Otero County		\$49,647		
Police Sergeant	City of Deming		\$47,182		
Police Sergeant	Town of Silver City		\$39,886		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$56,231</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$56,231</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Sheriff Corporal		\$41,496	\$48,874	-\$7,378	-15.10%
Sheriff Corporal	Lea County		\$62,588		
Senior Patrol Officer	City of Las Cruces		\$55,817		
Investigator/Corporal	Dona Ana County		\$48,960		
Senior Deputy Sheriff	Curry County		\$48,595		
Sheriff Corporal	Luna County		\$44,269		
Police Corporal	Town of Silver City		\$33,016		
No match	City of Deming		N/A		
No match	Chaves County		N/A		
No match	Eddy County		N/A		
No match	Lincoln County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
No match	State of New Mexico		N/A		
Public Employer Rate:				<u>\$48,874</u>	
No Match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$48,874</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Deputy Sheriff		\$37,274	\$43,274	-\$6,000	-13.87%
Deputy Sheriff II	Eddy County		\$53,876		
Police Officer	City of Las Cruces		\$53,481		
Patrolman	State of New Mexico		\$50,610		
Deputy Sheriff	Lincoln County		\$49,207		
Deputy Sheriff	Lea County		\$48,296		
Deputy Sheriff	Chaves County		\$48,007		
Deputy Sheriff	Curry County		\$44,024		
Deputy Sheriff	Dona Ana County		\$42,286		
Deputy Sheriff	Roosevelt County		\$42,135		
Deputy Sheriff II, II, III	Otero County		\$41,423		
Deputy Sheriff - Certified	Luna County		\$40,105		
Police Patrol Officer	City of Deming		\$39,833		
Patrol Officer	Town of Silver City		\$29,978		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$44,866</u>	
Police & Sheriff's Patrol Officers	New Mexico WFS - Southwestern WIA		\$41,681		
Southwestern WIA Rate:				<u>\$41,681</u>	
Prevailing Market Midpoint Rate:				<u>\$43,274</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Court Security Officer		\$24,107	\$31,315	-\$7,208	-23.02%
Court Security Officer	Lea County		\$34,047		
Court Security Officer	Curry County		\$32,735		
Courthouse Security Officer	Luna County		\$32,113		
Security Guards A	State of New Mexico		\$29,912		
DASD Court Security/Transport	Dona Ana County		\$27,769		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Chaves County		N/A		
No match	Eddy County		N/A		
No match	Lincoln County		N/A		
No match	Otero County		N/A		
No match	Roosevelt County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$31,315</u>	
Security Guards	New Mexico WFS - Southwestern WIA		\$33,233		
Southwestern WIA Rate:				<u>\$33,233</u>	
Prevailing Market Midpoint Rate:				<u>\$31,315</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Detention Center Administrator		\$69,992	\$84,247	-\$14,255	-16.92%
Detention Center Director	Dona Ana County		\$103,856		
Detention Warden	Eddy County		\$99,509		
Warden	Lea County		\$94,000		
Detention Administrator	Curry County		\$87,895		
Detention Administrator	Chaves County		\$87,571		
Correctional Warden MS	State of New Mexico		\$82,043		
Detention Director	Luna County		\$70,769		
Detention Administrator	Roosevelt County		\$70,769		
Correctional Services Director	Otero County		\$61,808		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$84,247</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$84,247</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Assistant Detention Center Administrator		\$53,061	\$60,283	-\$7,222	-11.98%
Detention Deputy Warden	Eddy County		\$74,019		
Chief of Security	Lea County		\$70,216		
Assistant Detention Administrator	Curry County		\$68,664		
DC Deputy Director	Dona Ana County		\$67,237		
Deputy Correctional Services Director	Otero County		\$56,659		
Major	Chaves County		\$53,139		
Detention Captain	Luna County		\$51,338		
Chief of Security	Roosevelt County		\$51,338		
Correctional Officer Captain	State of New Mexico		\$49,935		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$60,283</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$60,283</u>	

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Detention Lieutenant		New	\$49,071		
Detention Lieutenant	Eddy County		\$60,497		
DC Lieutenant	Dona Ana County		\$52,678		
Detention Lieutenant	Otero County		\$50,341		
Detention Lieutenant	Lea County		\$49,817		
Detention Lieutenant	Curry County		\$47,408		
Correctional Officer Lieutenant	State of New Mexico		\$47,107		
Detention Lieutenant	Luna County		\$45,380		
Detention Lieutenant	Roosevelt County		\$44,269		
Detention Lieutenant	Chaves County		\$44,139		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$49,071</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$49,071</u>	

**Grant County
Salary Survey**

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Detention Sergeant		\$35,651	\$41,746	-\$6,095	-14.60%
Detention Sergeant	Eddy County		\$49,902		
Detention Sergeant	Lea County		\$44,761		
Detention Sergeant	Otero County		\$44,100		
DC Sergeant	Dona Ana County		\$43,871		
Detention Sergeant	Curry County		\$40,881		
Detention Sergeant	Luna County		\$38,173		
Detention Sergeant	Chaves County		\$36,833		
Detention Sergeant	Roosevelt County		\$35,447		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
No match	State of New Mexico		N/A		
Public Employer Rate:				<u>\$41,746</u>	
No match	New Mexico WFS - Southwestern WIA		N/A		
Southwestern WIA Rate:				<u>N/A</u>	
Prevailing Market Midpoint Rate:				<u>\$41,746</u>	

**Grant County
Salary Survey**

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Grant County Position Class	Participant Organization	Grant County Average Rate	Prevailing Market Midpoint Rate	Variance	
				\$	%
Detention Officer		\$30,742	\$32,891	-\$2,149	-6.53%
Detention Officer	Eddy County		\$42,115		
Detention Officer	Lea County		\$39,190		
Correctional Officer O	State of New Mexico		\$37,026		
DC Officer	Dona Ana County		\$35,665		
Detention Officer	Chaves County		\$33,854		
Detention Officer	Curry County		\$33,553		
Detention Officer	Otero County		\$32,624		
Detention Officer	Luna County		\$32,113		
Detention Officer	Roosevelt County		\$29,820		
No match	Town of Silver City		N/A		
No match	City of Deming		N/A		
No match	City of Las Cruces		N/A		
No match	Lincoln County		N/A		
No match	Silver City Schools		N/A		
No match	Western New Mexico University		N/A		
Public Employer Rate:				<u>\$35,107</u>	
Correction Officers & Jailers	New Mexico WFS - Southwestern WIA		\$30,675		
Southwestern WIA Rate:				<u>\$30,675</u>	
Prevailing Market Midpoint Rate:				<u>\$32,891</u>	

Appendix B: Salary Survey – Appointed Positions

Grant County Salary Survey

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Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
County Manager			\$104,998	\$128,405	-\$23,407	-18.23%

County Manager	Lea County	\$189,499
City Manager	City of Las Cruces	\$185,245
County Manager	Eddy County	\$177,184
County Manager	Curry County	\$121,435
County Manager	Luna County	\$118,490
City Administrator	City of Deming	\$117,612
Town Manager/Finance Director	Town of Silver City	\$103,014
County Manager	Lincoln County	\$100,438
County Manager	Otero County	\$93,877
County Manager	Roosevelt County	\$77,260
No match	Chaves County	N/A
No match	Silver City Schools	N/A
No match	Western New Mexico University	N/A
No match	State of New Mexico	N/A

Public Employer Rate: \$128,405

No match	New Mexico WFS - Southwestern WIA	N/A
		Southwestern WIA Rate: <u><u>N/A</u></u>

Prevailing Market Midpoint Rate: \$128,405

County Manager	Dona Ana County	\$133,918
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Grant County Salary Survey

Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
Chief Deputy Assessor			\$51,542	\$58,421	-\$6,879	-11.77%

Chief Deputy Assessor	Lea County	\$64,452
Chief Deputy Assessor	Eddy County	\$64,447
Chief Deputy Assessor	Chaves County	\$64,446
Chief Deputy Assessor	Luna County	\$56,058
Chief Deputy Assessor	Roosevelt County	\$56,040
Chief Deputy Assessor	Lincoln County	\$56,031
Chief Deputy Assessor	Curry County	\$47,473
No match	Town of Silver City	N/A
No match	City of Deming	N/A
No match	City of Las Cruces	N/A
No match	Otero County	N/A
No match	Silver City Schools	N/A
No match	Western New Mexico University	N/A
No match	State of New Mexico	N/A

Public Employer Rate: \$58,421

No match **New Mexico WFS - Southwestern WIA** **N/A**
Southwestern WIA Rate: **N/A**

Prevailing Market Midpoint Rate: \$58,421

Grant County Salary Survey

Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
Chief Deputy Clerk			\$51,522	\$56,877	-\$5,356	-9.42%

Chief Deputy Clerk	Eddy County	\$64,447
Chief Deputy Clerk	Lincoln County	\$61,645
Chief Deputy Clerk	Chaves County	\$58,990
Chief Deputy Clerk	Luna County	\$56,738
Chief Deputy Clerk	Otero County	\$56,042
Chief Deputy Clerk	Roosevelt County	\$56,040
Chief Deputy Clerk	Lea County	\$56,031
Chief Deputy Clerk	Curry County	\$45,084
No match	Town of Silver City	N/A
No match	City of Deming	N/A
No match	City of Las Cruces	N/A
No match	Silver City Schools	N/A
No match	Western New Mexico University	N/A
No match	State of New Mexico	N/A

Public Employer Rate: \$56,877

Prevailing Market Midpoint Rate: \$56,877

Grant County Salary Survey

Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
Chief Deputy Treasurer			\$51,542	\$55,954	-\$4,412	-7.88%

Chief Deputy Treasurer	Lincoln County	\$61,64
Chief Deputy Treasurer	Chaves County	\$58,98
Chief Deputy Treasurer	Luna County	\$56,05
Chief Deputy Treasurer	Eddy County	\$56,04
Chief Deputy Treasurer	Otero County	\$56,04
Chief Deputy Treasurer	Roosevelt County	\$56,04
Chief Deputy Treasurer	Lea County	\$56,03
Chief Deputy Treasurer	Curry County	\$46,78
No match	Town of Silver City	N/A
No match	City of Deming	N/A
No match	City of Las Cruces	N/A
No match	Silver City Schools	N/A
No match	Western New Mexico University	N/A
No match	State of New Mexico	N/A

Public Employer Rate: \$55,95

Prevailing Market Midpoint Rate: \$55,95

Grant County Salary Survey

Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
Undersheriff			\$53,726	\$72,132	-\$18,406	-25.52%

Undersheriff	Lea County	\$100,835
Commander	City of Las Cruces	\$99,174
Chief Deputy Sheriff	Eddy County	\$87,536
Police Captain	City of Deming	\$80,019
Undersheriff	Curry County	\$68,407
Undersheriff	Chaves County	\$67,187
Undersheriff	Luna County	\$63,691
Undersheriff	Lincoln County	\$61,498
Undersheriff	Otero County	\$58,423
Undersheriff	Roosevelt County	\$58,423
Police Captain	Town of Silver City	\$48,262
No match	Silver City Schools	N/A
No match	Western New Mexico University	N/A
No match	State of New Mexico	N/A

Public Employer Rate: \$72,132

Prevailing Market Midpoint Rate: \$72,132

Undersheriff Dona Ana County \$83,299

Grant County Salary Survey

Grant County Position Class	Survey Position Class	Participant Organization	Grant County Actual Rate	Prevailing Market Midpoint Rate	Variance	
					\$	%
Executive Secretary			\$34,278	\$45,718	-\$11,439	-25.02%
Executive Administrative Assistant	Eddy County			\$55,219		
Administrative Assistant to Sheriff	Lea County			\$47,418		
Executive Secretary to Sheriff	Luna County			\$46,978		
Executive Secretary to Sheriff	Lincoln County			\$46,132		
Executive Secretary to Sheriff	Roosevelt County			\$46,022		
Executive Secretary to Sheriff	Chaves County			\$43,048		
Executive Administrative Assistant	City of Las Cruces			\$42,404		
Executive Assistant to Vice President	Western New Mexico University			\$42,398		
Associate Superintendent Secretary	Silver City Schools			\$41,822		
Executive Secretary to Sheriff	Curry County			\$37,719		
Executive Assistant A	State of New Mexico			\$37,026		
Executive Secretary to Sheriff	Dona Ana County			\$36,633		
Executive Assistant to County Manager	Otero County			\$35,984		
Assistant to Executive	Town of Silver City			\$33,016		
No match	City of Deming			N/A		
				Public Employer Rate:	<u><u>\$42,273</u></u>	
Executive Secretaries	New Mexico WFS - Southwestern WIA			\$49,162		
				Southwestern WIA Rate:	<u><u>\$49,162</u></u>	
				Prevailing Market Midpoint Rate:	<u><u>\$45,718</u></u>	