



VILLAGE OF LOS LUNAS
REGULAR COUNCIL MEETING AGENDA
Thursday, February 26, 2026 | 6:00PM
Council Chambers | 660 Main Street
Los Lunas, NM, 87031

ATTENTION:

Village Council meetings are also streamed live via Microsoft TEAMS. You may connect with codes that are available on our website (www.loslunasnm.gov) and/or <https://www.loslunasnm.gov/meeting>.

The Village of Los Lunas Council is pleased to have residents of the community take time to attend Village Council Meetings. Attendance and participation is encouraged. Individuals wishing to be heard during Public Input and Public Hearing proceedings are encouraged to be prepared and will be ***limited to three (3) minutes*** to allow everyone the opportunity to be heard. *Public comments are expected to be constructive and devoid of character assassination.* Questions raised on non-agenda items may be answered at a later date to facilitate proper research. Written comments are welcome and should be given to the Village Administrator prior to the start of the meeting. Written materials will not be accepted during regular agenda items in the interest of time.

Please turn off or mute all electronic devices during the meeting. Your cooperation is appreciated.

- Call Meeting to Order
- Pledge of Allegiance
- Public Input Forum

Michael Jaramillo **1. Resolution 26-03: L300354 MAP Funding Extension NM 6 & NM 263.**
TAB 1.
ACTION REQUESTED OF COUNCIL: Approve or disapprove.

Michael Jaramillo **2. Resolution 26-04: NMDOT MAP Funding Request 2026/2027.**
TAB 2.
ACTION REQUESTED OF COUNCIL: Approve or disapprove.

Michael Jaramillo **3. Resolution 26-05: Local Government Road Fund (LGRF) Request.**
TAB 3.
ACTION REQUESTED OF COUNCIL: Approve or disapprove.

Michael Jaramillo **4. Easement Agreement between Village of Los Lunas and Westway Six BESS, LLC.**
TAB 4.
ACTION REQUESTED OF COUNCIL: Informational.

If you are an individual with a disability who needs a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the Deputy Clerk five (5) days prior to the meeting or hearing at (505) 839-3840.

Marcos Castillo

TAB

5. Compensation and Classification Study.

5.

ACTION REQUESTED OF COUNCIL: Informational.

6. Executive Session – pursuant to NMSA 1978 Section §10-15-1(H), the following matters may be discussed in closed session:

TAB

6.

- a. Hire Transfer Station Truck Driver – Public Works Department.
- b. Hire Firefighter/EMT – Fire Department.
- c. Hire Certified Police Officer – Police Department.

7. Approval of Minutes.

TAB

7.

- a. Minutes from February 12, 2026, Council Meeting.

8. Adjournment.



VILLAGE COUNCIL AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item Title:

Resolution 26-03 L300354 MAP Funding Extension NM 6 & NM 263

Presenter:

Michael Jaramillo

Department:

Public Works

Meeting Date:

Click or tap to enter a date.

Action Requested:

☒ Approval/Disapproval

☐ Informational

☐ Public Hearing

☐ Other

OVERVIEW/ ANALYSIS

The Village of Los Lunas Public Works is requesting an extension of the funding agreement to June 30, 2027. In addition, this will create a NMDOT 2nd Amendment to the original contract funding agreement. We believe this will be ample time to complete the project.

POSSIBLE ACTIONS

- Approve item
- Approve item, with changes
- Deny item
- Postpone item to a future meeting (direct staff to conduct further research)
- Table item for future discussion (direct staff to conduct further research)
- No action at this time

STRATEGIC PRIORITIES ALIGNMENT

- ☐ I-25 Interchange/Los Lunas Boulevard Corridor Project
- ☐ Quality of Life Improvements
- ☒ Infrastructure Improvements
- ☐ Economic Development
- ☐ Personnel
- ☐ N/A

BUDGET IMPACT

No change with this resolution request.

LEGAL REVIEW

- ☐ Yes, by:
- ☒ Not applicable

ATTACHMENTS



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PUBLIC WORKS DEPARTMENT

February 2, 2026

Mr. Peter Kubiak
LGRF Coordinator
New Mexico Department of Transportation – District 3
P.O. Box 91750
Albuquerque, New Mexico 87199-1750

**RE: Village of Los Lunas
Municipal Arterial Program (MAP) Cooperative Agreement
2nd Time Extension Request
NM 263 Phase I Improvements
Contract No. D19894
Control No. L300354**

Dear Mr. Kubiak:

This letter is to request a second twelve-month extension of time to the June 30, 2026 deadline for the L300354 MAP agreement awarded to the Village of Los Lunas for NM 263 Phase I Improvements. The project scope includes full depth reconstruction and widening to add turn lanes, modifications to the traffic signal at NM 263 and NM 6, new curb, gutter, sidewalks, storm sewer, and water and sanitary sewer improvements. The project limits extend from NM 6 to approximately 1000 feet south and are located entirely within NMDOT right-of-way. The current estimated project cost is \$4.8 million, while available L300354 funds total to \$678,400.

Extensive coordination with NMDOT has been required due to the project's location including 30%, 60%, 90%, and 100% design review meetings. As noted in the original extension, the Village experienced delays from third party development coordination. One property owner's Traffic Impact Analysis (TIA) required NMDOT approval before NMDOT could begin a formal review of this project. The TIA was approved in December 2024.

Once design was able to move forward, additional delays were encountered. Right-of-way acquisition required extra time and coordination, while utility coordination was delayed due to response times from local utility providers. Additional delays were also encountered while coordinating design review sessions among multiple parties, and additional time was required to address and incorporate comments received during various review cycles of the 100% design package.

To allow sufficient time to finalize the 100% plan comments, complete remaining NMDOT certifications, and secure additional funding, we are requesting an extension of the funding agreement to June 30, 2027. For your reference, we have attached an updated project schedule outlining the estimated timeline for project completion.

CHARLES GRIEGO
MAYOR

GINO ROMERO
COUNCILOR

JAMES T. RUNYON
COUNCILOR

CRUZ MUÑOZ
COUNCILOR

CHRISTOPHER S. ORTIZ
COUNCILOR

GREGORY D. MARTIN
VILLAGE ADMINISTRATOR



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PUBLIC WORKS DEPARTMENT

The governing body of the Village of Los Lunas is in support of this extension request, and a resolution has been included in this extension request. Please accept the Village of Los Lunas' sincere appreciation for the support and guidance in funding many of our roadway improvement projects.

Please contact me with any questions at (505) 352-7629, or our Engineer, Jonah Ruybalid, P.E. at Molzen Corbin (505) 242-5700.

Sincerely,

VILLAGE OF LOS LUNAS

Michael Jaramillo
Public Works Director

CHARLES GRIEGO
MAYOR

GINO ROMERO
COUNCILOR

JAMES T. RUNYON
COUNCILOR

CRUZ MUÑOZ
COUNCILOR

CHRISTOPHER S. ORTIZ
COUNCILOR

GREGORY D. MARTIN
VILLAGE ADMINISTRATOR



RESOLUTION NO. 26-03

A contract funding resolution to the New Mexico State Highway and Transportation Department:

WHEREAS, the Village of Los Lunas has entered into an agreement with the New Mexico Department of Transportation (NMDOT) for the Municipal Arterial Program (MAP) Cooperative Agreement in the amount of \$678,400.00 for planning, design, construction, reconstruction, pavement rehabilitation, construction management, drainage, and miscellaneous improvements;

WHEREAS, the project limits of the improvements are NM 263 from NM 6 to about one-thousand feet south of NM 6;

WHEREAS, the Village of Los Lunas has agreed to provide matching funds at a percentage of 25% of the total cost of the project, and;

WHEREAS, the Village of Los Lunas is requesting a twelve-month funding extension to the agreement that currently expires on June 30, 2026.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE VILLAGE OF LOS LUNAS, NEW MEXICO, that I, Charles Griego, Mayor, hereby authorize the submission of a twelve-month funding extension to the New Mexico Department of Transportation for the MAP (L300354).

PASSED, ADOPTED, AND APPROVED THIS ____th day of _____ 2026.

Charles Griego, Mayor

ATTEST:

Gregory D. Martin, Village Administrator



VILLAGE COUNCIL AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item Title:

Resolution 26-04 NMDOT MAP Funding Request 2026-2027

Presenter:

Michael Jaramillo

Department:

Public Works

Meeting Date:

Click or tap to enter a date.

Action Requested:

☒ Approval/Disapproval

☐ Informational

☐ Public Hearing

☐ Other

OVERVIEW/ ANALYSIS

The Village of Los Lunas is responding to an invitation by submitting a project proposal to the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Municipal Arterial Program. The Village of Los Lunas will be required to match a percentage of 25% of the total cost of the project and the scope of the work is intended to improve the roadway condition of North Los Lentes from Taylor Rd to Trujillo Rd, including, asphalt replacement, storm water collection, and pedestrian mobility and neighborhood access conditions. Estimated Cost \$1,045,900.00

POSSIBLE ACTIONS

- Approve item
- Approve item, with changes
- Deny item
- Postpone item to a future meeting (direct staff to conduct further research)
- Table item for future discussion (direct staff to conduct further research)
- No action at this time

STRATEGIC PRIORITIES ALIGNMENT

- ☐ I-25 Interchange/Los Lunas Boulevard Corridor Project
- ☐ Quality of Life Improvements
- ☒ Infrastructure Improvements
- ☐ Economic Development
- ☐ Personnel
- ☐ N/A

BUDGET IMPACT

No change with this resolution request.

LEGAL REVIEW

- ☐ Yes, by:
- ☒ Not applicable

ATTACHMENTS



New Mexico DEPARTMENT OF
TRANSPORTATION
MOBILITY FOR EVERYONE

January 7, 2026

Charles Griego, Mayor
Village of Los Lunas
P.O. Box 1209
Los Lunas, New Mexico 87031

Dear Charles Griego:

The Project Oversight Division is soliciting applications for the Department's Municipal Arterial Program (MAP) for fiscal year 2027. The purpose of the MAP program is to assist municipalities in project development; construction, reconstruction, improvement, maintenance, repair, and right-of-way and material acquisition of and for those streets that are principal extensions of rural state highways and of other streets not on the state highway system but determined to qualify under designated criteria. In general, the criterion for eligibility is the degree to which the route would assist in the distribution of state highway system traffic. As a "rule of thumb", the four general criteria are designated as:

1. A through extension of state highway routes;
2. Major connections between state highway routes;
3. Major streets of particular service to state highways; or
4. Major local service streets.

The request package shall include the following:

1. A map of the project limits (including proposed phasing),
2. Current and 20 year projected traffic volumes (ADT, DHV, and percent heavy traffic),
3. Pavement design criteria (10 year Minimum),
4. Typical section,
5. Major intersection and traffic signal analysis (including warrants),
6. Drainage reports,
7. A preliminary cost estimate (including department share and municipality share),
8. Local Government resolution of support for the project, and
9. A Project Data Sheet summarizing existing and Proposed Project information.

Digital/PDF copies of the complete application must be emailed to Clarissa.Martinez@dot.nm.gov no later than close of business **March 15, 2026**. All incomplete applications will be returned to the municipality for submission the following year.

Sincerely,

Clarissa Martinez
State Grants Manager

Xc: Paul Brasher, District 3 Engineer

**Michelle Lujan
Grisham**
Governor

Ricky Serna
Cabinet Secretary

Commissioners

John McElroy
Commissioner
District 1

Gary Tonjes
Commissioner
District 2

Hilma E. Chynoweth
Commissioner, Vice Chairman
District 3

Walter G. Adams
Commissioner, Chairman
District 4

Thomas C. Taylor
Commissioner
District 5

Charles Lundstrom
Commissioner, Secretary
District 6



RESOLUTION NO. 26-04

A contract funding resolution to the New Mexico State Highway and Transportation Department:

WHEREAS, the Village of Los Lunas received an invitation from the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Municipal Arterial Program (MAP), and;

WHEREAS, the Village of Los Lunas is responding to the invitation by submitting a project proposal to the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Municipal Arterial Program, and;

WHEREAS, the Village of Los Lunas has agreed to provide matching funds at a percentage of 25% of the total cost of the project, and;

WHEREAS, the Scope of Work is intended to construct roadway improvements on North Los Lentes between Taylor Road to Trujillo Street, and;

WHEREAS, the Village of Los Lunas supports this project and desires to receive funding.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE VILLAGE OF LOS LUNAS, NEW MEXICO, that I, Charles Griego, Mayor, hereby authorize the submission of an application to the New Mexico Department of Transportation for pavement improvements to North Los Lentes, Los Lunas, New Mexico, and hereby commit to the funding of such projects as specified in the application.

PASSED, ADOPTED, AND APPROVED THIS ____ day of _____ 2026.

Charles Griego, Mayor

ATTEST:

Gregory D. Martin, Village Administrator



VILLAGE COUNCIL AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item Title:

Resolution 26-05 Local Government Road Fund (LGRF) Request

Presenter:

Michael Jaramillo

Department:

Public Works

Meeting Date:

Click or tap to enter a date.

Action Requested:

☒ Approval/Disapproval

☐ Informational

☐ Public Hearing

☐ Other

OVERVIEW/ ANALYSIS

The Village of Los Lunas is responding to an invitation by submitting a project proposal to the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Local Government Road Fund (LGRF) Program. The Village of Los Lunas will be required to match a percentage of 25% of the total cost of the project and the scope of the work is intended along Pandora Drive from Panoan Drive to Pandora .

POSSIBLE ACTIONS

- Approve item
- Approve item, with changes
- Deny item
- Postpone item to a future meeting (direct staff to conduct further research)
- Table item for future discussion (direct staff to conduct further research)
- No action at this time

STRATEGIC PRIORITIES ALIGNMENT

- ☐ I-25 Interchange/Los Lunas Boulevard Corridor Project
- ☐ Quality of Life Improvements
- ☒ Infrastructure Improvements
- ☐ Economic Development
- ☐ Personnel
- ☐ N/A

BUDGET IMPACT

No at this time of the request. If awarded, a funding resolution will be required to be submitted and approved for the FY 27 Budget. The applicant is not notified of approval or disapproval until August 2027.

LEGAL REVIEW

- ☐ Yes, by:
- ☒ Not applicable

ATTACHMENTS



January 2, 2026

Subject:

Local Government Road Fund (LGRF)
Project Proposals for FY 2026/2027
Cooperative (ALL)
School Bus Route (County)
County Arterial Program (County)
Municipal Arterial Program (Based on 4-point criteria)
Other (Pueblos, Tribes, & Nations)

Dear Tribal & Local Agencies:

New Mexico Department of Transportation (NMDOT) District Three Local Government Section is soliciting applications for the LGRF program. The purpose of the LGRF program is to assist tribal and local public agencies in “project development, construction & reconstruction improvement, maintenance or repair of public highways, streets and public-school parking lots, or for the acquisition of rights-of-way therefore or for materials for the construction or improvement thereof”. (Section 67-3-28 NMSA 1978)

The current edition of the LGRF project handbook shall be followed. The Entity shall submit a letter of consideration to the District Engineer via the handbook (address the letter to Paul Brasher, P.E., District Engineer c/o Peter Kubiak LGRF Coordinator) to be received at the **District Office by March 15** of the current year which will contain the following:

1. The location of the proposed project, including route designation and termini **(including vicinity map)**.
2. The scope of work to be performed.
3. Justification for project construction.
4. A certification that the proposed work is “on a part of a public highway and necessary for the public good and convenience and to serve the public of the municipality, county, Tribe, and school districts

Michelle Lujan Grisham
Governor

Ricky Serna
Cabinet Secretary

Commissioners

John McElroy
Commissioner
District 1

Gary Tonjes
Commissioner
District 2

Hilma E. Chynoweth
Commissioner, Vice Chairman
District 3

Walter G. Adams
Commissioner, Chairman
District 4

Thomas C. Taylor
Commissioner
District 5

Charles Lundstrom
Commissioner, Secretary
District 6



New Mexico DEPARTMENT OF
TRANSPORTATION
MOBILITY FOR EVERYONE

5. Letter of intent from governing body or agency head supporting the project.
 - Project estimate including the amount of state participation requested
 - Verification that entity can provide the 25% match for the amount being requested.
 - Financial Hardship requests shall be established at this time and all NMAC 18-27-3 requirements shall be provided w/submittal if being requested by Tribal & Local Agencies
6. Project schedule update is required for all existing LGRF and TPF projects that have not been closed out.

Applications can be provided electronically via PDF submittals at peter.kubiak@dot.nm.gov or through traditional mail at 7500 Pan American Freeway NE P.O Box 91750 Albuquerque NM 87199

All incomplete and late applications will be returned to the Public Entity for submission the following year.

“Prioritization of specific projects will be the responsibility of the applicant. The Department recommends that project(s) under consideration for LGRF funding have project scoping completed with project needs, limits, and construction process already established and ready to move into the initial design phase. The Department will not conduct a formal review of the project. It will be the Public Entity's responsibility to ensure that the projects selected most effectively serve the needs of the public and are in compliance with appropriate and sound design standards. The Department will not conduct an analysis of preliminary cost estimates”.

If you have any questions, contact me at your earliest availability.

Regards,

Peter J. Kubiak
LGRF Coordinator
7500 Pan American Freeway NE
P.O Box 91750
Albuquerque NM 87199
(505)249-5718 C
Peter.kubiak@dot.nm.gov



RESOLUTION NO. 26-05

A contract funding resolution to the New Mexico State Highway and Transportation Department:

WHEREAS, the Village of Los Lunas received an invitation from the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Local Government Road Fund (LGRF) and;

WHEREAS, the Village of Los Lunas is responding to the invitation by submitting a project proposal to the New Mexico Highway and Transportation Department, District Three, Albuquerque, New Mexico to participate in the 2026/2027 Local Government Road Fund (LGRF), and;

WHEREAS, the Village of Los Lunas has agreed to provide matching funds at a percentage of 25% of the total cost of the project, and;

WHEREAS, the Scope of Work is intended to improve the pavement conditions and other deficiencies along Pandora Drive from Panoan Drive to Pandora Drive, and;

WHEREAS, the Village of Los Lunas supports this project and desires to receive funding.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE VILLAGE OF LOS LUNAS, NEW MEXICO, that I, Charles Griego, Mayor, hereby authorize the submission of an application to the New Mexico Department of Transportation for improvements to Pandora Drive, Los Lunas, New Mexico, and hereby commit to the funding of such projects as specified in the application.

PASSED, ADOPTED, AND APPROVED THIS ____ day of _____ 2026.

Charles Griego, Mayor

ATTEST:

Gregory D. Martin, Village Administrator



VILLAGE COUNCIL AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item Title:

Easement Agreement between Village and Westway Six BESS LLC

Presenter:

Michael Jaramillo

Department:

Public Works

Meeting Date:

Click or tap to enter a date.

Action Requested:

☒ Approval/Disapproval

☐ Informational

☐ Public Hearing

☐ Other

OVERVIEW/ ANALYSIS

Westway Six, on behalf of Aypa Development Power LLC (hereinafter “Aypa”), is requesting an above ground power line easement along and over the eastern boundary of the Village Transfer Station property to the PNM Hidden Mountain electric facility. Aypa is the company that is developing a battery storage facility on a portion of Tract DD, which is adjacent to the Transfer Station facility. The requested easement is located along the eastern side of the Transfer Station property within the closure buffer area. The battery facility will receive excess power from Hidden Mountain, store the excess power in batteries, and during high demands for electricity, transmit the power stored in the batteries back into PNM’s power grid. The requested easement is one hundred and fifty feet (150’) wide and would encompass 119,912 square feet. Aypa will be paying the Village \$2.32 per square foot for the easement, with 3% increases every five years for twenty-five (25) years with two ten year (10) renewal options at a negotiated price. The cost per square foot was determined based upon appraised values for property in the vicinity.

POSSIBLE ACTIONS

- Approve item
- Approve item, with changes
- Deny item
- Postpone item to a future meeting (direct staff to conduct further research)
- Table item for future discussion (direct staff to conduct further research)
- No action at this time

STRATEGIC PRIORITIES ALIGNMENT

- ☐ I-25 Interchange/Los Lunas Boulevard Corridor Project
 - ☒ Quality of Life Improvements
 - ☐ Infrastructure Improvements
 - ☒ Economic Development
 - ☐ Personnel
 - ☐ N/A
-

BUDGET IMPACT

LEGAL REVIEW

- ☒ Yes, by: Laurence P. Guggino, Jr.
 - ☐ Not applicable
-

ATTACHMENTS

1. Draft Easement Agreement; and
2. Area map

**Recording Requested by
And When Recorded Return to:**

Westway Six BESS LLC
c/o Aypa Power Development LLC
11801 Domain Blvd., Suite 450
Austin, TX 78758
Attn: Nate Crain

(SPACE ABOVE THIS LINE RESERVED FOR RECORDER'S USE)

APN(s): _____

TRANSMISSION FACILITIES EASEMENT AGREEMENT

THIS TRANSMISSION FACILITIES EASEMENT AGREEMENT (“Agreement”) is made and entered into as of [_____] (“**Effective Date**”) by and between Village of Los Lunas, Municipality, 7480 Main St. NW Los Lunas, NM 87031 (“**Owner**”) and Westway Six BESS LLC (“**Company**”).

RECITALS

- A. Owner owns certain real property located in the Village of Los Lunas, Valencia County, State of New Mexico, which real property is more particularly described on **Exhibit A** attached hereto and incorporated herein by this reference (“**Property**”).
- B. Owner agrees to grant, and Company agrees to accept, the Easement (as defined below) with respect to the Property subject to the terms and conditions of this Agreement.

AGREEMENT

1. GRANT OF EASEMENT. Owner grants, transfers and conveys to Company and its assignees, subtenants, licensees, agents, invitees, successors and assigns exclusive easements on, over, under and across the Property (collectively, the “**Easement**”) as set forth in this Agreement. The Easement is an easement “in gross” which means it is an interest personal to Company and its successors and assignees and is not tied to any particular use or ownership by Company or its successors and assignees of any adjacent or other land.

2. USE OF EASEMENT. The Easement allows Company to use the Easement Area:

(a) to develop, install, erect, construct, reconstruct, replace, relocate, repair, improve, alter the voltage of, remove, operate, maintain and use from time to time above-ground transmission facilities on and, over the Easement Area (as defined below) for the transmission of

electric energy, data and communications solely necessary for the operation and monitoring of the Grantee's, their assigns, or successor's in interest of the Transmission Facilities and for no other purpose. (collectively, "**Transmission Facilities**"). Transmission Facilities may include no more than three poles, towers, cross arms and/or other supporting structures, foundations, anchors, conductors, wires and cables for the transmission, distribution and/or collection of electrical energy, communications and or data necessary for the operation and monitoring of the Transmission Facilities, and any other improvements, facilities, appliances, machinery and equipment in any way related to or associated with the transmission or distribution of electric energy, data and communications solely necessary for the operation and monitoring of the Company's, their assigns, or successors in interest of the Transmission Facilities and for no other purpose. (the Easement rights in this clause (a), collectively, the "**Transmission Easement**"). It shall be the responsibility of the Company to ensure that any development, installation, erection, construction, reconstruction, replacement, repair, improvement, alteration of voltage, removal, operation, maintenance and usage of the Transmission Facilities, and the Transmission Facilities as a whole, are in compliance with any and all federal, state or local law, ordinance or regulation, or the Permit issued to the Owner regarding the Property, as may be applicable;

(b) for reasonable vehicular (including cranes, trucks and other heavy construction equipment) and reasonable pedestrian ingress, egress and access by means of now existing or newly constructed roads of any kind, access routes, and entranceways within the Easement Area; provided, however, Company shall provide seventy-two (72) hours advanced written notice to Owner prior to accessing the Easement Area or the Staging Area, (the Easement rights in this clause (b), collectively, the "**Access Easement**") or by such route(s) and/or roads and trails as Company may construct, reconstruct, improve and maintain from time to time and which do not unreasonably interfere with Owner's activities on the Property (collectively, "**Road Improvements**"), and together with the Transmission Facilities, collectively, the "**Improvements**");

(c) the right, permission, and authority to trim, cut, clear or remove, from time to time and by any reasonable means (and, for the avoidance of doubt, in each case at the Company's cost), from and adjacent to the Easement Area trees, brush, debris, and any and all obstructions of whatsoever kind or character which, in the Company's reasonable judgment, may endanger the safety of, or otherwise interfere with Company's exercise of the rights in this Agreement, except that Company agrees to notify Owner, in writing, before conducting any major trimming, cutting, clearing, removing, or otherwise under this Section, and Company agrees to take reasonable steps to ensure any action taken under this Section will not unreasonably impact the City, unless there is no less impactful alternative available to the Company; and

(d) for the purpose of staging, storage, preparation, assembly, deployment and transportation of machinery, equipment, improvements, vehicles, equipment and other property (including, but not limited to, transmission line poles, wires, cables, cranes, heavy construction and/or transport vehicles and related equipment and property), except that Company agrees to notify and obtain permission from Owner, in writing, before conducting any major and/or long-term staging, storing, preparing, assembling, deploying, transporting, or otherwise under this section, such that the City may object or be unreasonably impacted by the use.

(e) the right to temporarily place, operate and use equipment, machinery, and other property in the Staging Area and Easement Area during the construction of the Transmission

Facilities. Company shall deliver to Owner a proposed plan showing the Easement Area, Staging Area (as hereinafter defined), and the contemplated location and route of the Easements (as such term is defined below) within such areas. Notwithstanding anything to the contrary contained in this Agreement, Company may use part of the Property adjacent to the Easement Area as shown and labeled on Exhibit B, as a temporary construction yard (the "Staging Area"), until the Transmission Facilities are substantially completed and otherwise in accordance with this Agreement, at which point the Staging Area shall revert back to Owner and Company shall have no further right to use the Staging Area.

(f) Owner represents and warrants that the use of the Easement as set forth herein, and none of the terms of this Agreement violate or are in conflict with that Closure Permit issued on _____, to the Owner by New Mexico Environment Department for the operation of Owner's Transfer Station and monitoring of the closed landfill located on the Property (hereinafter the "Permit"). Notwithstanding anything to the contrary in this Agreement, prior to Commencement of Construction of the Improvements or Transmission Facilities, Company shall submit its construction plans to Owner for review and approval, who shall, in turn promptly seek the review and approval of those construction plans from the New Mexico Environment Department. Owner shall promptly provide Company with any feedback from the New Mexico Environment Department and, if approved, written confirmation of such approval from both Owner and the New Mexico Environment Department. All costs incurred by the Owner to have the construction plans reviewed by NMED shall be borne by the Company. Company shall reimburse the Owner for all costs it incurs for NMED's review of the construction plans within thirty (30) days of the receipt of the invoice from the Owner. As used in this Agreement "Commencement of Construction of the Improvements or Transmission Facilities" shall mean the date that Company begins significant operations in the Easement Area using heavy machinery to prepare the land for the Improvements, but shall not mean any testing, surveying, planning, or other less invasive preparatory operations.

3. EASEMENT AREA. The contemplated locations of the Easement Area and Staging Area are defined and depicted on Exhibit B to this Agreement. The location of the Easements (the "**Easement Area**") and Staging Area is not fixed as of the Effective Date but shall be as close as is reasonably practicable in Company's good faith determination to the locations on the Property provided in **Exhibit B** attached hereto and incorporated herein by this reference. In any event, Company shall have the right to define and designate the Easement Area with maximum width of up to one-hundred and fifty (150) feet for Company's use as provided for in this Agreement. Prior to fixing the initial location of the Easement Area or Staging Area, Company may enter the proposed Easement Area for the purpose of surveying and evaluating proposed locations thereof and construction of any Improvements. From time to time while this Agreement is in effect and prior to the final agreed upon location of the Easement Area or Staging Area, Company shall have the right to fix and identify, the final location of the Easement Area and Staging Area, subject to review and approval by Owner, in writing, by recording (and, if requested by Company, Owner shall execute and acknowledge) a memorandum of amendment to this Agreement that provides or amends **Exhibit B** hereto. In addition, the Transmission Easement shall include the right (a) for transmission lines and cables connected to no more than three towers located within the Easement Area to sway outside of the Easement Area during high wind events, and (b) subject to the Permit to temporarily place, operate and use equipment, machinery and other property outside of (but

within reasonable proximity to) the Easement Area or Staging Area during the construction and maintenance of the Improvements.

4. **TERM**. The term of this Agreement and the Easement commences on the Effective Date and shall continue for a period of twenty-five (25) years unless terminated in accordance with the provisions of this Agreement (the “**Term**”); provided, however, Company, at its option, shall have the right, with the written consent of Owner, to extend the Term for two (2) additional periods of ten (10) years each (each, an “**Extension Term**”), commencing on the expiration of the initial Term or the expiration of the prior Extension Term, as applicable. If Company elects to extend the Term, Tenant shall do so by providing notice of the same to Owner in writing not less than six (6) months before the final day of the initial Term or Extension Term, as applicable. All Extension Terms and the Term shall collectively be referred to as the “Term” in this Agreement. Notwithstanding the foregoing, the Easement shall automatically terminate if the Company has not commenced construction of Transmission Facilities in the Easement Area within six (6) years of the Effective Date.

5. **PAYMENTS TO OWNER**. In consideration of the Easement granted in this Agreement, Company shall make the payments to Owner at the time and in the amount set forth in **Exhibit C** attached hereto and incorporated herein by this reference Agreement. **Exhibit C** shall not be recorded as part of this Agreement.

6. **OWNER’S REPRESENTATIONS, WARRANTIES AND COVENANTS**. Owner hereby represents, warrants and covenants to Company during the term of this Agreement and the Easement granted herein:

6.1 **Owner’s Authority**. Owner owns the Property in fee simple, subject to no liens or encumbrances except as disclosed in writing to Company in a title report or other document delivered to Company prior to execution of this Agreement. Owner and each person signing this Agreement on behalf of Owner has the full and unrestricted right and authority to execute this Agreement and to grant to Company the Easement and other rights granted hereunder. Each person signing this Agreement on behalf of Owner is authorized to do so. When signed by Owner, this Agreement constitutes a valid and binding agreement enforceable against Owner in accordance with its terms.

6.2 **No Interference**. Owner’s activities and any grant of rights Owner makes to any person or entity, whether located on the Property or elsewhere, shall not (and could not reasonably be expected to), currently or in the future, impede or unreasonably interfere with: (i) the siting, permitting, construction, installation, maintenance, operation, replacement, or removal of Improvements, whether located on the Property or elsewhere; or (ii) exercise of Company’s rights pursuant to this Agreement. By way of example and not limitation, a non-exhaustive list of examples of activities that might violate the previous sentence are: (a) constructing improvements in the Easement Area or otherwise too close to Improvements; (b) constructing improvements that generate electromagnetic energy that might interfere with the operation of Transmission Facilities; and (c) construction of gates and fences impeding Company’s, its agents, assigns, contractors, invitees, or representatives access to the Easement Area. Subject to the foregoing, Owner reserves the right to use the Easement Area and to grant additional easements and other rights and interests

in, over, across and under the Easement Area for any use or purpose that does not unreasonably interfere with Grantee's use of the Easement Area or Grantee's rights under this Agreement.

6.3 Requirements of Government Agencies. Owner shall assist and fully cooperate with Company as it may request from time to time in complying with or obtaining any land use entitlements, permits or other approvals, tax-incentive or tax-abatement program approvals, building permits, environmental impact review or any other permits, licenses, certificates or other approvals required or deemed desirable by Company in connection with the development, construction, installation, replacement, relocation, maintenance, operation, removal or financing of any Improvements including, without limitation, execution of applications for such approvals, orders or conditions or approval, and delivery of information and documentation related thereto. Company shall reimburse Owner for all reasonable, actual out-of-pocket costs incurred by Owner in connection with such cooperation.

6.4 Title Review and Cooperation. Subject to the terms and conditions of the Permit, Owner shall cooperate with Company to obtain non-disturbance, subordination and other title curative agreements from any person with a lien, encumbrance, mortgage, lease or other exception to Owner's fee title to the Property to the extent necessary to eliminate any actual or potential interference by any such person with any rights granted to Company under this Agreement.

6.5 Allocation of Risk. Owner shall be responsible for any damage to the property of Company or any injury to persons on the Property to the extent caused by the negligent or intentional acts or omissions of the Owner and its agents, employees, or contractors. Notwithstanding the foregoing, nothing in this Agreement shall extend the tort responsibility or liability of Owner beyond that required by New Mexico law or waive any provisions of the New Mexico Tort Claims Act, NMSA 1978, §47-4-1 *et seq.*

6.6 Hazardous Materials. Owner shall not violate by Owner or Owner's agents or contractors of any federal, state or local law, ordinance or regulation relating to the generation, manufacture, production, use, storage, release or threatened release of any substance, material or waste which is now or hereafter classified as hazardous or toxic, or which is regulated under any current or future federal, state or local laws, ordinances or regulations, on or under the Property. The Parties hereto acknowledge that the Property and the Easement Area and Staging Area are located within the boundaries of a solid waste transfer station operated by the Owner and closed landfill that are subject to the terms and conditions of the Permit.

6.7 Quiet Enjoyment; Ownership of Improvements. Subject to the terms and conditions of this Agreement, Company shall peacefully hold and enjoy all of the rights granted by this Agreement for its entire Term without hindrance or interruption by Owner or any person lawfully or equitably claiming by, through or under Owner. The Improvements shall be the sole and exclusive personal property of Company, and Owner waives any and all lien rights and other rights it may have in the Improvements. Within ten (10) days of Company request from time to time, Owner agrees to execute such reasonable instruments that evidence that Owner has no such interest in the Improvements (including, but not limited to, quitclaim deeds and subordination agreements). Company shall have the right to remove any of the Improvements from the Easement Area at any time.

7. COMPANY'S REPRESENTATIONS, WARRANTIES AND COVENANTS.

Company hereby represents, warrants and covenants to Owner that:

7.1 **Insurance.** No later than commencement of construction of the Improvements on the Easement Area, Company shall, at its expense, maintain a commercial general liability insurance policy insuring Company against loss or liability caused by Company's occupation and use of the Easement Area under this Agreement, in an amount not less than Two Million Dollars (\$2,000,000) of combined single limit liability coverage per occurrence, accident or incident, which has a commercially reasonable deductible. Owner shall be named as an additional insured. Certificates of such insurance evidencing the coverage required by this Agreement shall be provided to Owner upon Owner's request not more frequently than on an annual basis. Owner acknowledges that Company shall have the right to use a program of self-insurance to meet these insurance requirements.

7.2 **Indemnity.** Company will indemnify Owner against liability for physical damage to property and for physical injuries or death to Owner, Owner's property or the public, to the extent caused by Company's construction, operation or removal of Improvements on the Easement Area, including reasonable attorneys' fees and reasonable costs incurred by the Owner in defense of any claim, except to the extent such damages, injuries or death are caused by the act, negligence, omissions or willful misconduct of Owner or Owner's tenants, invitees or permittees. Notwithstanding the foregoing sentence, to the fullest extent permissible under applicable law, if the indemnification provided for in this section is unavailable to Owner for any reason whatsoever, the Company, in lieu of indemnifying Owner, shall contribute to the amount of damages, reasonable attorneys' fees, and reasonable costs incurred by Owner as allowed by law in accordance with NMSA 1978, §41-3-2 or NMSA 1978, §41-3A-1. The reference to property damage referred to in this section herein does not include any damages to crops or any losses of rent, business opportunities, profits and the like that may result from Owner's loss of use of any portions of the Property occupied by, or otherwise attributable to the installation of, Improvements pursuant to this Agreement.

7.3 **Construction Liens.** Company shall keep the Property free and clear of all liens and claims of liens for labor and services performed on, and materials, supplies or equipment furnished to, the Property in connection with Company's use of the Easement Area pursuant to this Agreement; provided, however, that if Company wishes to contest any such lien, it shall notify the Owner of its intentions and Company shall, within sixty (60) days after it receives notice of the filing of such lien, remove or bond around such lien pursuant to applicable law.

7.4 **Hazardous Materials.** Company shall not knowingly violate, and shall indemnify Owner against, any violation by Company or Company's agents or contractors of any federal, state or local law, ordinance or regulation relating to the generation, manufacture, production, use, storage, release or threatened release, discharge, disposal, transportation or presence of any substance, material or waste which is now or hereafter classified as hazardous or toxic, or which is regulated under current or future federal, state or local laws or regulations, on or under the Property.

8. **ASSIGNMENT.** Company shall at all times have the right to sell, assign, encumber, or transfer any or all of its rights and interests under this Agreement (including, without implied limitation, a partial assignment, subgrant, or partial conveyance of the Easement) without Owner's

consent. The burdens of the Easement and rights contained in this Agreement shall run with and against the Property and shall be a charge and burden thereon for the Term and shall be binding upon and against Owner and its successors, assigns, permittees, licensees, lessees, employees, and agents. The Easement shall inure to the benefit of Company and its successors, assigns, permittees, licensees, tenants, subtenants, employees, and agents and all persons claiming by or through them. Company agrees to provide Owner with written notice promptly following any transfer of its rights and interests under this Agreement (which notice shall have the full name and notice information of the assignee).

9. ENCUMBRANCE OF EASEMENTS.

9.1 Right to Encumber. Company, Assignee (as defined below), and each of their successors and assigns may at any time and from time to time, without the consent of or joinder of Owner, mortgage, hypothecate, collaterally assign, encumber, pledge or grant (and permit a secured party to realize upon) security interests in its interest in this Agreement, or all or part of its interest in any Assignment (as defined below), the Easement and/or the Improvements or enter into funding transactions involving the Improvements (e.g., sale-lease transactions) with respect to the foregoing (any interest in this Agreement, any Assignment, the Easements and the Improvements, collectively, the “**Transmission Assets**”), which security interests in all or a part of the Transmission Assets are collectively referred to in this Agreement as “**Mortgages**” and the holders of the Mortgages, their designees and assigns are collectively referred to in this Agreement as “**Lender**” (Lender, collectively with any Assignee (as defined below), and each of their successors and assigns shall be collectively referred to in this Agreement as “**Interest Holders**”, and each constituent party therein, an “**Interest Holder**”). For avoidance of doubt, “Lender” and “Mortgages” shall include related counterparties to an Assignee and its related security interest. Company and its successors will provide contact information for Interest Holder at the time of mortgage. Under no circumstances shall any Interest Holder or any Assignee (as defined below) have any greater rights derivative of this Agreement or the Easement than the rights granted to Company in this Agreement and in no circumstances will Owner’s obligations hereunder be increased. As used in this Agreement, the term “**Assignee**” means each party that has any right, title, or interest in, or to, the Transmission Assets in accordance with this Agreement and the term “**Assignment**” means the grant or assignment of such rights from Company or an Assignee that was completed in accordance with this Agreement. Each Assignee agrees to provide Owner with written notice promptly following its grant of any Assignment (which notice shall have the full name and notice information for the assignee). The Improvements and the easement estate created hereby shall at all times remain separate and apart from the title to the Easement and Easement Area for all purposes relating to the interests of any mortgagees of Owner and Company. Any Mortgage or other security interest granted by Company pursuant to this Section shall not encumber or be a lien on Owner’s fee interest in the Property.

9.2 Covenants for Interest Holder’s Benefit. Should Company or any Assignee, or each of their successors and assigns mortgage or encumber any of its Transmission Assets as provided in Section 8.1 above, any Interest Holder, upon delivery to Owner of notice of its name and address, and for so long as the lien of its Mortgage or Assignment (as applicable) is in existence, shall be entitled to the following protections, which shall be in addition to those granted elsewhere in this Agreement or an Assignment, as the case may be, then Company and Owner expressly agree between themselves and for the benefit of any Interest Holder as follows:

9.2.1 Modification. They will not modify, surrender, or cancel this Agreement without the prior written consent of the Interest Holder (except where such modification would not have any material adverse effect on the interests of such Interest Holders), which consent shall not be unreasonably withheld or delayed.

9.2.2 Right to Cure. To prevent termination of this Agreement and the Easement or any Assignment, each Interest Holder shall have the right, but not the obligation, at any time prior to termination of this Agreement, the Easements or any Assignment, to do any act or thing required to be performed by Company or its successors and assigns under this Agreement, and any such act or thing performed by an Interest Holder shall be as effective to prevent a Default (as defined below) under this Agreement and/or a forfeiture of Company's rights under this Agreement as if done by Company itself.

9.2.3 Notice of Defaults. No Default shall be effective unless a like notice is given to all Interest Holders for whom Owner has been provided with a notice address in writing by Company, which notice shall specify in detail the alleged Default and the required remedy. If Owner shall become entitled to terminate this Agreement due to an uncured default by Company, then Owner will not terminate this Agreement, the Easements, or any Assignment unless it has first given notice of such uncured default and its intent to terminate to each Interest Holder and has given each Interest Holder the same period after receipt of a written notice of default to cure the Default as is given to Company plus at least thirty (30) additional days to cure the default to prevent such termination of this Agreement. Furthermore, if within such thirty (30) day period an Interest Holder notifies Owner that it must foreclose on Company's interest or otherwise take possession of Company's interest under Transmission Assets to cure the default (including possession by a receiver), institute foreclosure proceedings or otherwise perfect its right to effect such cure as provided in Section 9.2.4 below, Owner shall not have any right to terminate this Agreement or any Assignment and shall permit such Interest Holder a sufficient period of time as may be necessary for such Interest Holder to foreclose or acquire Company's or any Assignee's Transmission Assets and to perform or cause to be performed all of the covenants and agreements to be performed and observed by Company or an Assignee, and the Interest Holder shall not be required to cure those Defaults which are not reasonably susceptible of being cured or performed by Interest Holder ("**Non-Curable Defaults**"). The Interest Holder shall have the absolute right to substitute itself (or any of its affiliates) for Company or any Assignee, as applicable, and perform the duties of Company or such Assignee for purposes of curing such Default. Owner shall have the option to expressly consent to such substitution, and shall have the option to agree to accept such performance, and authorize the Interest Holder, its affiliates (or either of their employees, agents, representatives or contractors) to enter upon the Easement Area to complete such performance with all of the rights and privileges of Company or such Assignee hereunder. Owner shall not terminate this Agreement or any Assignment prior to expiration of the cure periods available to an Interest Holder as set forth above. Further, (i) neither the bankruptcy nor the insolvency of Company or any Assignee shall be grounds for terminating this Agreement as long as the amounts payable by Company or any Assignee are paid to Owner in accordance with the terms thereof and (ii) Non-Curable Defaults shall be deemed waived by Owner upon completion of foreclosure proceedings or other acquisition of Company's or any Assignee's easement estate or subeasement hold estate of such Assignment (as applicable). Upon the sale or other transfer of any Transmission Assets and rights granted hereunder by any Interest Holder, such Interest Holder shall have no further duties or obligations hereunder.

9.2.4 Extended Cure Period. If any Default under this Agreement cannot be cured without the Interest Holder obtaining possession of all or part of the Transmission Assets, then Owner shall not terminate this Agreement so long as (i) Interest Holder cures all defaults in the payment of money within the cure period set forth in Sections 8.2.2 and 8.2.3 above and thereafter pays all amounts required to be paid by Company or an Assignee under this Agreement as and when the same becomes due and payable and (ii) within the cure period granted to Interest Holder in Sections 8.2.2 and 8.2.3, Interest Holder shall have acquired possession of such portions of the Transmission Assets as may be necessary to effect the cure, or shall have commenced appropriate judicial or nonjudicial proceedings to obtain the same, and thereafter diligently and in good faith continuously prosecutes such proceedings to completion, and (iii) after gaining possession of such portions of the Transmission Assets as may be necessary to effect the cure of non-monetary defaults, the Interest Holder continues to pay all amounts required to be paid by Company or an Assignee under this Agreement as and when the same becomes due and payable and performs all other non-monetary obligations in accordance with the terms of this Agreement or the Assignment, as applicable. If an Interest Holder is prohibited by any process or injunction issued by any court or by reason of any action by any court having jurisdiction over any bankruptcy or insolvency proceeding involving Company or any Assignee, as the case may be, from commencing or prosecuting the proceedings described above, the period specified above for commencing the proceedings shall be extended for the period of the prohibition.

9.2.5 Acquisition of Title. Following acquisition of all or a portion of the Transmission Assets by the Interest Holder, or its assignee or designee, as a result of either foreclosure or acceptance of an assignment in lieu of foreclosure, or by a purchaser at a foreclosure sale, this Agreement and any Assignment, as the case may be, shall continue in full force and effect, and the party acquiring title to the Transmission Assets shall, as promptly as reasonably possible commence the cure of all other non-monetary Defaults under this Agreement and thereafter diligently prosecute the cure to completion, whereupon Owner's right to terminate this Agreement based upon the Defaults shall be deemed waived, provided that the party acquiring title to the Transmission Assets shall (i) have no liability for monetary obligations of Company or an Assignee under this Agreement that are due and owing to Owner as of the assumption date unless those monetary obligations of Company or an Assignee were the subject of a timely notice of Default delivered to Company and all Interest Holders (but this provision shall not be interpreted to limit Owner's rights to proceed against Company) and (ii) shall not be required to cure those Non-Curable Defaults that are not reasonably susceptible of being cured or performed by the party acquiring title. Non-Curable Defaults shall be deemed waived by Owner upon completion of foreclosure proceedings or acquisition of Company's interest in this Agreement. Any Interest Holder or other party who acquires Company's or an Assignee's Transmission Assets, pursuant to foreclosure or assignment in lieu of foreclosure shall not be liable to perform the obligations imposed on Company or such Assignee by this Agreement or an Assignment incurred or accruing after such party no longer has ownership of the Agreement, an Assignment possession of the Easement Area.

9.2.6 Interest Holder's Right to Possession, Right to Acquire and Right to Assign. An Interest Holder shall have the absolute right (i) to assign its Mortgage or Assignment, (ii) to enforce its lien and acquire title to all or any portion of the Transmission Assets in which it has an interest by any lawful means, (iii) to take possession of and operate all or any portion of the Transmission Assets in which it has an interest and to perform all obligations to be performed by Company or

Assignees under this Agreement, or to cause a receiver to be appointed to do so, and (iv) to acquire all or any portion of the Transmission Assets in which it has an interest by foreclosure or by an assignment in lieu of foreclosure and thereafter, after notifying Owner but without Owner's consent, to assign or transfer all or any portion of the Transmission Assets in which it has an interest to a third party as a result of any of the foregoing. Owner's consent shall not be required for any of the foregoing, and, upon acquisition of the interests of all or any portion of the Transmission Assets in which it has an interest by an Interest Holder or any other third party who acquires the interests from or on behalf of the Lender, Owner shall recognize the Interest Holder or such other party (as the case may be) as the Company's or Assignee's proper successor, and this Agreement, and the Easement shall remain in full force and effect.

9.2.7 Liability. Any Interest Holder that does not directly hold an interest in the Transmission Assets, or whose interest is held solely for security purposes, shall have no obligation or liability under this Agreement prior to the time the Interest Holder directly holds an interest in the Transmission Assets, or succeeds to title to Company's or an Assignee's interest therein. An Interest Holder shall be liable to perform Company's or an Assignee's obligations under this Agreement only for and during the period it directly holds title to the applicable Transmission Assets. Furthermore, if an Interest Holder elects to (i) perform Company's or an Assignee's obligations under this Agreement, (ii) continue operations on the Easement Area, (iii) acquire any portion of Company's or a Assignee's right, title or interest in all or any of the Transmission Assets or (iv) enter into a new Agreement as provided in Section 9.2.9, then the Interest Holder shall not have any personal liability to Owner, and Owner's sole recourse against Interest Holder shall be to execute against the Interest Holder's interest in the Transmission Assets. Moreover, any Interest Holder or other party who acquires an interest in the Transmission Assets by foreclosure or an assignment in lieu of foreclosure shall not be liable to perform any obligations under this Agreement to the extent the obligations are incurred or accrue after the Interest Holder or other party no longer has ownership of an interest in the Transmission Assets.

9.2.8 Termination. Neither the bankruptcy or the insolvency of Company or any Assignee shall be grounds for terminating this Agreement, or the Easements, so long as all monetary charges required to be paid by Company or the Assignee under this Agreement are paid by the Interest Holder in accordance with the terms of this Agreement.

9.2.9 New Agreement. In case of any termination of this Agreement or an Assignment as a result of any uncured default by Company or an Assignee, or because it is rejected or disaffirmed under bankruptcy law or any other law affecting creditors' rights, Owner shall give prompt notice to all Interest Holders. Owner shall, upon the written request of any Interest Holder made within sixty (60) days after such notice to Interest Holder, enter into a new easement agreement with such Interest Holder, or its designee, within twenty (20) days after the receipt of such request. Such new easement agreement shall be effective as of the date of the termination of this Agreement or an Assignment by reason of default of Company or any Assignee or the rejection, or disaffirmance and continuing for the remaining term before giving effect to the termination, rejection, or disaffirmance, and shall be upon the same terms, covenants, conditions and agreements contained in this Agreement or such Assignment (except for any requirements that have been fulfilled by Company or an Assignee prior to the termination, rejection, or disaffirmance), except that the term of the new easement agreement shall be adjusted so that it expires at the same time that this Agreement or the Assignment would have expired had it not been

terminated, rejected, or disaffirmed. Such new easement shall contain an easement agreement on, over, under, upon along and across the Property or such portion thereof as to which the Interest Holder held a lien on the date of the termination, rejection, or disaffirmance and enjoy the same priority as this Agreement or such Assignment has over any lien, encumbrance or other interest created by Owner. Upon the execution of any such new easement agreement, the Interest Holder shall pay Owner any amounts which are or would be due to Owner from Company or the applicable Assignee through the effective date of the new easement agreement had this Agreement or the Assignment not been terminated, rejected, or disaffirmed, to the extent not previously paid. If more than one Interest Holder makes a written request for a new Agreement or Assignment under this Section 9.2.9, then the new Agreement or Assignment shall be delivered to the Interest Holder whose lien is senior in priority on the condition that such Interest Holder be obligated to give the other Interest Holder similar rights under the new Agreement or Assignment as provided for Company (and, where applicable, Assignees) under this Agreement or Assignment. This Section 9.2.9 shall survive the termination before expiration of this Agreement.

9.2.10 Insurance and Condemnation Proceeds. The disposition of any casualty insurance and condemnation proceeds to which Company is entitled shall be governed by the terms of any first lien Mortgage of Company encumbering its interest in the Transmission Assets affected.

9.3 No Merger. There shall be no merger of this Agreement, or the easement estate created by this Agreement with the fee estate in the Property by reason of the fact that this Agreement, an Assignment, and any interest in the easement estate, sub-easement estate or any interest in the foregoing granted hereunder may be held, directly or indirectly, by or for the account of any party who shall own the fee estate or any interest therein, and no such merger shall occur unless and until the persons holding such interests in the Property, and all persons (including each Interest Holder) having an interest in the Improvements and the easement estate, sub-easement estate or any interest in any of the foregoing shall join in a written instrument effecting such merger and shall duly record the instrument.

9.4 Owner Mortgages. In the event Owner now or hereafter enters into any mortgage or deed of trust encumbering the Property, Owner shall cooperate with Company or any Assignee in obtaining a non-disturbance or recognition agreement from Owner's lender(s) in customary form which shall provide that such lender(s) shall not terminate this Agreement or Company's or an Assignee's use, possession or enjoyment of the Property nor shall such lender(s) disturb Company's or any Assignee's possession or rights under this Agreement or an Assignment or terminate Company's or any Assignee's interest except as may be permitted expressly by this Agreement.

10. DEFAULT AND TERMINATION.

10.1 Default by Company. Except as qualified by Section 9.2, Owner shall have the right to terminate this Agreement if (a) a material default in the performance of Company's obligations under this Agreement has occurred and remains uncured, (b) Owner simultaneously notifies Company and all Lenders in writing of the default, which notice sets forth in reasonable detail the facts pertaining to the default and specifies the method of cure, and (c) the default has not been remedied within ninety (90) days after Company, or within one hundred and twenty (120) days in the case of all Lenders, receive the written notice, or, if cure will take longer than 90 days for

Company, or 120 days for any Lender, Company or a Lender on Company's behalf, has not begun diligently to undertake the cure within the relevant time period and thereafter prosecutes the cure to completion..

10.2 Company's Right to Terminate. Company shall have the right to terminate this Agreement, and assignees and subtenants of Company shall have the right to terminate their respective interests in or under, as to all or any part of the Property at any time, effective upon thirty (30) days' written notice to Owner. If such termination is as to only part of the Property, this Agreement shall remain in effect as to the remainder of the Property.

10.3 Effect of Termination. Upon termination of this Agreement, whether as to the entire Property or only as to part, Company shall: (a) upon written request by Owner, execute and record a quitclaim deed to Owner of all of Company's right, title and interest in and to the Property, or to that part thereof as to which the Agreement has been terminated, and (b) as soon as practicable thereafter, remove all above-grade Transmission Facilities installed by Company on the Property from the Property or portion as to which the Agreement was terminated and restore the soil surface on areas of the Property damaged by Company to a condition reasonably similar to its original condition.

11. **CONDEMNATION.** Should title or possession of any portion of the area of the Property affected by the Easements be taken by right of eminent domain (a "**Taking**"), rendering any remaining portion of either unsuitable for Company's use, then the location of the Easements shall be relocated to the extent practicable in light of Owner's then current interests in the Property, provided that the effect on then-existing uses of the Property by Owner shall be minimized or mitigated to the extent practical.

12. **MISCELLANEOUS.**

12.1 Notices. All written notices and demands of any kind which either party may be required or may desire to serve upon the other party in connection with this Agreement may be served by (a) personal service, (b) registered or certified mail (postage pre-paid), (c) email or (d) next day overnight delivery service. Any such notice or demand shall be addressed to the parties as listed in this Section 12. Service of any such notice or demand shall be deemed complete (i) upon receipt in the event of personal service, (ii) on the third business day after deposit in the U.S. mail if sent via registered or certified mail, (iii) upon transmission in the event sent via email and (iv) on the next business day if sent via an overnight delivery service, if sent to each party at the address set forth below with the required proper postage:

If to Owner:

Village of Los Lunas
660 Main St.
Los Lunas, NM 87031

If to Company:

Westway Six BESS LLC
c/o Aypa Power Development LLC
Attn: Nate Crain
ncrain@aypa.com
11801 Domain Blvd, Suite 450
Austin, TX 78758

With a copy to:
legal@aypa.com

Any party may change its address for purposes of this paragraph by giving written notice of such change to the other parties in the manner provided in this paragraph.

12.2 Entire Agreement; Amendments. This Agreement constitutes the entire agreement between Owner and Company respecting its subject matter. Any agreement, understanding or representation respecting the Property, this Agreement, or any other matter referenced herein not expressly set forth in this Agreement or a subsequent writing signed by both parties is null and void. This Agreement shall not be modified or amended except in a writing signed by both parties. No purported modifications or amendments, including, without limitation, any oral agreement (even if supported by new consideration), course of conduct or absence of a response to a unilateral communication, shall be binding on either party.

12.3 Successors and Assigns. This Agreement and the easements granted to Company hereunder shall burden the Property and shall run with the Property. This Agreement and the easements granted to Company hereunder shall inure to the benefit of and be binding upon Owner and Company and any assignee, and their respective heirs, transferees, successors and assigns, and all persons claiming under them.

12.4 Legal Matters. This Agreement shall be governed by and interpreted in accordance with the laws of the State New Mexico. **NOTWITHSTANDING ANYTHING TO THE CONTRARY IN THIS AGREEMENT, NEITHER PARTY SHALL BE ENTITLED TO, AND EACH OF OWNER AND COMPANY HEREBY WAIVES ANY AND ALL RIGHTS TO RECOVER, CONSEQUENTIAL, INCIDENTAL, AND PUNITIVE OR EXEMPLARY DAMAGES, HOWEVER ARISING, WHETHER IN CONTRACT, IN TORT, OR OTHERWISE, UNDER OR WITH RESPECT TO ANY ACTION TAKEN IN CONNECTION WITH THIS AGREEMENT.**

12.5 Partial Invalidity. Should any provision of this Agreement be held, in a final and unappealable decision by a court of competent jurisdiction, to be either invalid, void or unenforceable, the remaining provisions hereof shall remain in full force and effect, unimpaired by the holding. Notwithstanding any other provision of this Agreement, the parties agree that in no event shall the term of this Agreement be longer than, respectively, the longest period permitted by applicable law.

12.6 No Partnership. Nothing contained in this Agreement shall be construed to create an association, joint venture, trust or partnership covenant, obligation or liability on or with regard to any one or more of the parties to this Agreement.

12.7 Ownership of Transmission Facilities. Owner shall have no ownership or other interest in any Improvements installed on the Property, and Company may remove any or all of the Transmission Facilities at any time.

12.8 Successors and Assigns. This Agreement shall bind and inure to the benefit of the parties and their respective successors, and assigns.

12.9 Governing Law. This Agreement is governed by New Mexico law.

12.10 Further Assurances. Upon the request of Company, its tenants, successors and assigns and any Lender, Owner shall do any other acts and execute, acknowledge, and deliver any requested commercially reasonable documents in order to carry out the intent and purpose of this Agreement, including, without implied limitation, further conveyances, assignments, confirmations, instruments of further assurance, approvals, consents, and any further instruments or documents that are necessary, expedient, or proper to carry out the intent and purpose of this Agreement.

12.11 Counterparts. This Agreement may be executed with counterpart signature pages and in duplicate originals, each of which shall be deemed an original, and all of which together shall constitute a single instrument.

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

OWNER:

Village of Los Lunas,
A Municipality

By: _____

Name: Charles Griego

Title: Village of Lonas Mayor

Date: _____

ACKNOWLEDGMENT

STATE OF _____)
) SS.
COUNTY OF _____)

This instrument was acknowledged before me this ____ day of _____, 2025, by
_____ the _____ of _____.

(S E A L)

Notary Public State of _____
My Commission Expires: _____
Notary Public Commission No. _____

COMPANY:

Westway Six BESS LLC,
[a _____]

By: _____

Name: _____

Title: _____

Date: _____

STATE OF _____)

COUNTY OF _____)

This instrument was acknowledged before me on the ____ day of _____ by
_____, _____ of _____, a
_____, on behalf of such _____.

[SEAL]

Notary Public State of _____
My commission expires: _____
Notary Public Commission No. _____

EXHIBIT A

Description of the Property

Real property situated in the County of Valencia, State of New Mexico, hereby described as follows:

EXHIBIT B

Depiction of Easement Area

Real property situated in the County of Valencia, State of New Mexico, hereby described as follows:

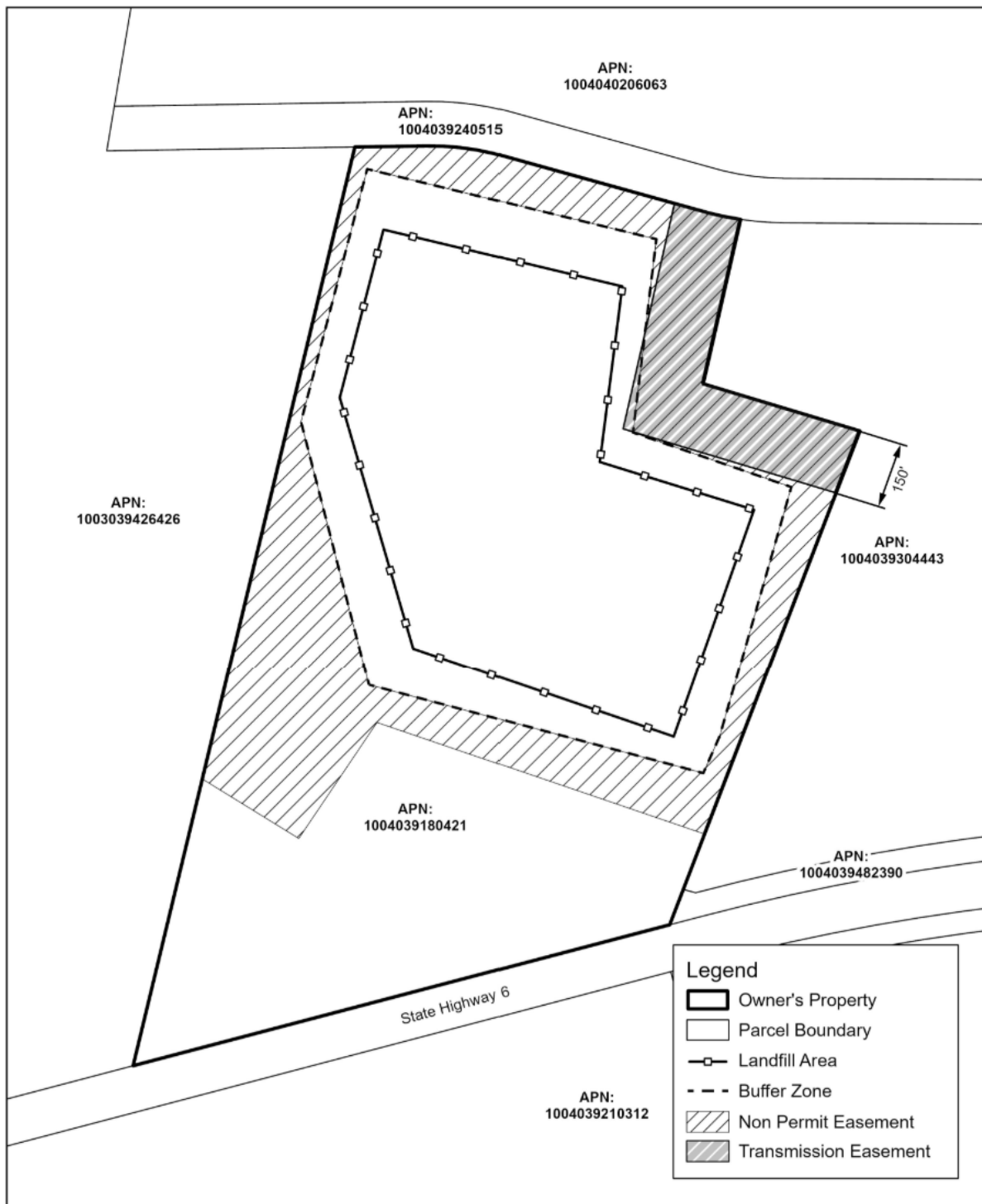


EXHIBIT C

Payment Terms

[Attached hereto – Not to be recorded]

EXHIBIT C

REMOVE THIS EXHIBIT C BEFORE RECORDING

DO NOT RECORD THIS EXHIBIT C

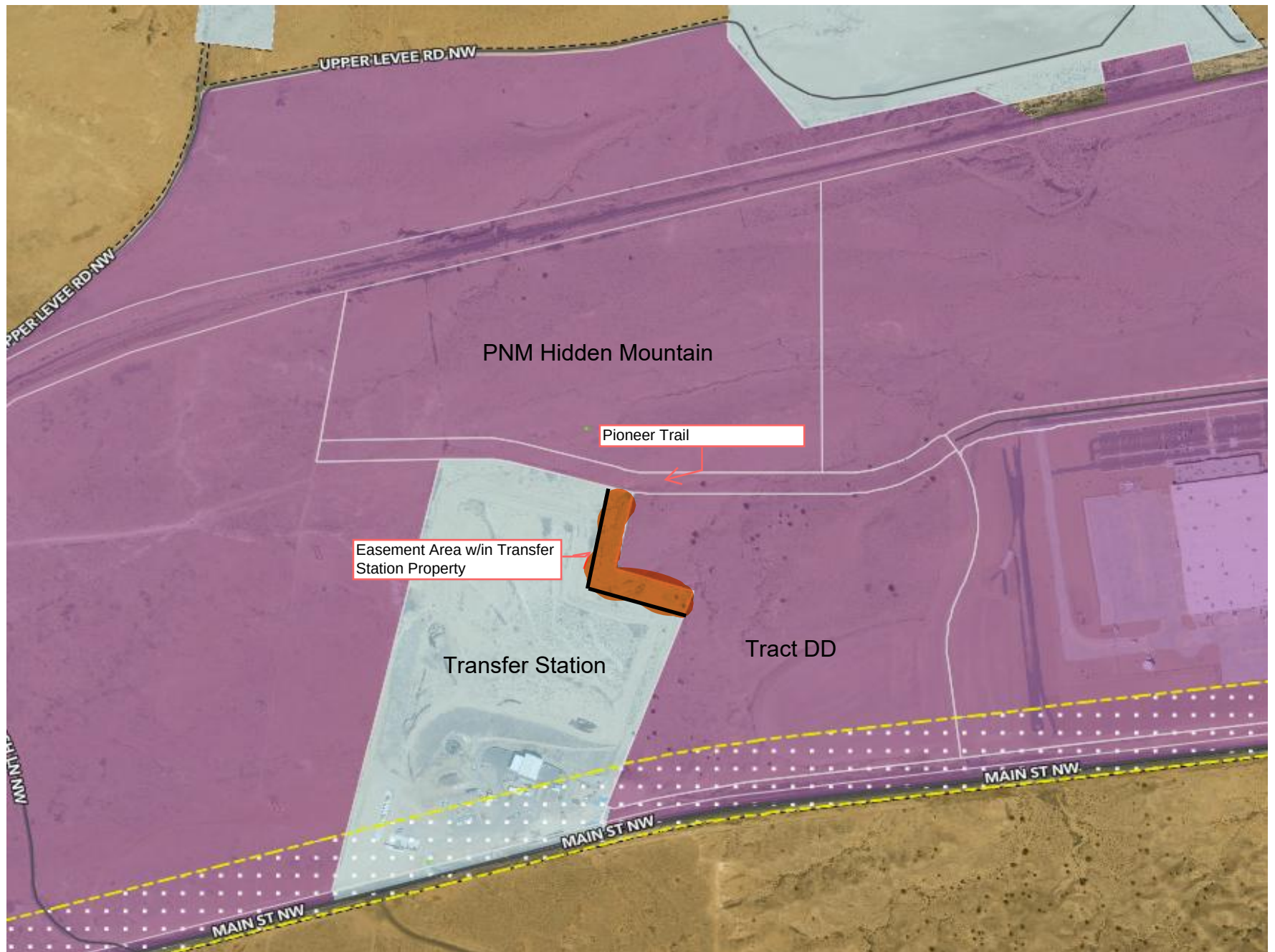
Payment Terms

As full consideration for the Agreement and agreements of Owner therein, from the Effective Date until the expiration or earlier termination of this Agreement, Company shall make annual payments (**“Annual Payment”**) to Owner as follows:

- From the Effective Date until Commencement of Construction of the Improvements or Transmission Facilities, as defined in the Agreement, Company shall pay Owner five-thousand dollars (\$5,000.00) annually.
- Due fifteen calendar days after Commencement of Construction of the Improvements or Transmission Facilities and through year five (5) of the Term, Company shall pay Owner two-dollars and 32/100 (\$2.32) per square foot of the Easement Area.
- Beginning in year six (6) of the Term and every five years thereafter during the Term of this Agreement, the Annual Payment shall increase three percent (3%).

The initial Annual Payment shall be due within fifteen (15) business days of the full execution and notarization of the Agreement, and all following Annual Payments shall be due on each anniversary of the Effective Date until the expiration or earlier termination of this Agreement.

Prior to the disbursement of any payments pursuant to this **Exhibit C**, Owner shall provide a completed Request for Taxpayer Identification Number and Certification (Form W-9) to Company. Any Annual Payments due for a partial year shall be prorated on a *per diem* basis





VILLAGE COUNCIL AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item Title:

Compensation and Classification Study

Presenter:

Marcos Castillo & Kay Tilzer

Department:

Human Resources & Public Sector Personnel Consultants

Meeting Date:

February 26, 2026

Action Requested:

☐ Approval/Disapproval

☒ Informational

☐ Public Hearing

☐ Other

OVERVIEW/ ANALYSIS

Per Section 2.28.090.B.2 of the Personnel Ordinance, "To this end, the Village Administrator shall regularly, but not less than every four (4) years, perform or cause to be performed comparative compensation and classification studies of all the factors affecting the level of pay and recommend such changes as may be justified. Such adjustments shall be made by increasing or decreasing the pay ranges provided in the basic pay schedule, as approved by the Village Council."

The last study was completed in 2023, with a three year plan in place for our Base Pay Structure. In July 2025, we began a study with Public Sector Personnel Consultants (PSPC), an organization out of Arizona with extensive experience in compensation and classification studies with public entities, including many year's experience in our market in New Mexico with various other entities.

The accompanying report and presentation are the results of this extensive study which was performed with the Human Resources Department, in concert with all Village Leadership and employees. Overall results are quite positive with the Village showing that we are very competitive in our market with only minor adjustments to salaries and titles being recommended by PSPC. The overall budgetary impact of PSPC's recommendations are similar to the adjustments we have made the last two fiscal years.

POSSIBLE ACTIONS

- Approve item
- Approve item, with changes
- Deny item
- Postpone item to a future meeting (direct staff to conduct further research)
- Table item for future discussion (direct staff to conduct further research)
- No action at this time

STRATEGIC PRIORITIES ALIGNMENT

- ☐ I-25 Interchange/Los Lunas Boulevard Corridor Project
- ☐ Quality of Life Improvements
- ☐ Infrastructure Improvements
- ☐ Economic Development
- ☒ Personnel
- ☐ N/A

BUDGET IMPACT

If Council accepts all recommendations based on the study, an overall increase of 3.8% in salaries will be incurred with an approximate amount of \$595,000 Village wide.

LEGAL REVIEW

- ☐ Yes, by:
- ☒ Not applicable

ATTACHMENTS

1. Village of Los Lunas Compensation and Classification Study and FY 2027 Salary Plan
2. Village of Los Lunas Compensation and Classification Study and FY 2027 Salary Plan Report Appendix
3. Presentation to Council

VILLAGE OF LOS LUNAS CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

February 2026

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

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VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

1. EXECUTIVE SUMMARY

Public Sector Personnel Consultants (PSPC) is pleased to present this report describing the recommended Position Classification and FY 2027 Salary Plan for the Village of Los Lunas (Village). We want to thank all the employees, supervisors, managers, and department heads for their participation.

A. SUMMARY OF FINDINGS

1. The approximately 143 job titles currently used by the Village have been consolidated into 139 job classes in the position classification plan (page 5).
2. Ninety-seven percent (97%) of the Village's positions (employees) are assigned to the proper occupational job class (page 6).
3. The Village's salary plan is competitive (not more than 5% below the prevailing rates) for approximately 59% of its salary survey benchmark job classes in comparison to the designated competitor employers (page 8).
4. The Village's salary plan is not competitive (more than 5% below the prevailing rates) for approximately 41% of its salary survey benchmark job classes in comparison to the designated competitor employers (page 8).
5. The extent of variance from the estimated prevailing rates ranges from -28.57% for Police Administrative Coordinator to +17.17% for Recreation Specialist (page 8, Addendum page A7).
6. With a salary competitiveness policy at 100% of the prevailing rates, it will cost an estimated \$595,455 (3.8% of base payroll) to increase the sixty-one (61) employees whose salaries will fall below the Step 1 Minimum of the proposed salary grade for their position and to maintain the salary step of 218 employees whose salary step will fall below their current salary step up to their current salary step (page 12).
7. The Village's premium contribution to family medical insurance is competitive with the surveyed comparators and the employee-only medical premium contribution is better than most of the surveyed comparators (page 17).
8. The Village's premium contribution to dental insurance for employee-only and for family insurance is less than most of the comparators (page 18).
9. The Village's vacation leave benefit is competitive for employees with one year of service but is not competitive for employees with more than five years of service (page 19).
10. The Village offers a competitive amount of annual sick leave, but the Village's maximum accumulation of unused sick leave is less than the average maximum offered by survey comparators (page 20).
11. The Village's paid holiday benefit is better than Market average (page 20).

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

B. SUMMARY OF RECOMMENDATIONS

1. Enact a permanent prevailing rate-related salary policy for the Village (page 11).
2. Establish the Village's salary competitiveness policy at 100% of the estimated prevailing rates (page 11).
3. Adopt the proposed FY 2027 Base Pay Structures for general (Appendix, page A13).
4. Adopt the FY 2027 general salary grade assignments in Tables 4 and 5 included in the Appendix (pages A14, A17).
5. Adopt the proposed FY 2027 Base Pay Structures for Fire (Appendix, page A20) and Police (Appendix, page A21)
6. On the plan's effective date increase the salaries of all employees whose current salary falls below the Minimum Step 1 of the proposed grade for their assigned position and adjust all other employees so their step placement in the proposed grade matches their step placement in the current grade (page 14).
7. Freeze the salaries of all employees whose current salary exceeds the Step 10 Maximum of the salary grade for their position (page 14).
8. Utilize the salary grade linkage guide for salary grade allocation of non-benchmark job classes during annual salary plan update (see Table 8, Appendix page A23).
9. Annually update the general salary plan by reallocating job classes to different salary grades reflecting the varying prevailing rate movement of each job class in the marketplace (page 15).
10. Annually update the fire and police salary plan by adjusting the salary structure by the prevailing rate movement of the entry rank for the fire series and the police series (page 15).
11. Consider increasing the vacation accrual for employees with more than one year of service with the Village (page 19).
12. Conduct workshops as needed for all supervisors, managers, and department heads on the updated position classification and FY 2027 salary plan.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

2. POSITION ANALYSIS AND CLASSIFICATION

Position analysis and classification is the process of documenting and verifying the number, type, and distinct levels of occupational job classes within the Village and assigning each budgeted position to the correct occupational job class. This process establishes the sound basis for the subsequent salary plan which is administered at the job class level.

A. PRINCIPAL STEPS IN THE CLASSIFICATION PROCESS

The position analysis and classification phase of the Village's salary plan development project consisted of the following standard steps to determine each position's correct occupational job class and title.

1. *Position Analysis Questionnaire*

Each employee completed a comprehensive position analysis questionnaire (PAQ) summarizing the scope and complexity of the duties and responsibilities of their position. Supervisors reviewed the PAQs and provided comments as necessary to ensure accurate and complete job content.

2. *Schematic of Occupational Job Classes*

PSPC evaluated each PAQ for duties performed, level and complexity of tasks assigned to the position, and the required minimum qualifications. All jobs were sorted into common occupational series and groups, and the number of distinct job levels (classes) within each group was identified. Table 2 (see Appendix, page A4) is the resultant *Schematic of Occupational Job Classes* reflecting the actual duties and responsibilities performed by the employees. Jobs are sorted by occupational families.

The 143 job titles currently in use by the Village were consolidated into 139 occupation job classes.

B. RESULTS OF THE POSITION CLASSIFICATION PROCESS

1. *Current to Recommended Job Titles*

Table 1 (see Appendix, page A1) lists the Village's current job titles and their recommended new title and disposition. A summary of the results is shown in Figure 1 below.

Figure 1 Summary of Classification Transactions

	<u>Classification Transactions</u>	<u>% of Total</u>
N = No change	105	74%
T = Title modification only	32	22%
J = New job class	4	3%
M,D = Merged with other class and deleted	2	1%

Ninety-six (96%) of the Village's occupational job classes are appropriate based on the job content with approximately one third of those requiring only a title modification to eliminate roman numerals or provide a more descriptive title.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

2. *Position Allocation Register*

Figure 2 below summarizes the results of our classification review for each of the budgeted positions in effect as of November 2025. Ninety-seven percent (97%) of the Village's positions were assigned to the proper occupational job class or required only a title modification. Two percent (2%) required a reclassification to a more appropriate job class.

Figure 2 Summary of Classification by Budgeted Position

	<u>No of Positions</u>	<u>% of Total</u>
N = Currently correctly classified	198	71%
T = Required title modification only	72	26%
R = Reclassified to another job class	7	3%
Total Positions:	277	100%

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

3. EXTERNAL COMPETITIVENESS COMPARISONS

The following paragraphs and tables compare the Village's current salary structures using the salary range Midpoint for general job classes and entry rate for sworn job classes to those for similar occupations at public employers with whom the Village competes to obtain and retain high quality staff.

A. SOURCES OF EXTERNAL DATA

We obtained the complete salary plans from the following employers and extracted data on their job classes matching the Village's salary survey benchmarks. Survey comparators were selected by the Village and based on proximity to the Village, similarity in population and organizational size, and degree of competition they pose for recruitment and retention of employees.

Figure 3 Survey Comparators

Alamogordo	Hobbs
Albuquerque Bernalillo County Water Utility Authority	Las Cruces
Albuquerque	Middle Rio Grande Conservancy District
Belen	New Mexico State Police (Police only)
Bernalillo County	Rio Rancho
Carlsbad	Roswell
Clovis	Sandoval County
Farmington	Sunland Park
Gallup	Valencia County

Private sector salaries as reported in the:
Economic Research Institute (ERI) for the ABQ Area

B. SALARY GRADE MIDPOINT COMPARISON FOR GENERAL JOB CLASSES

We utilized the standard "structure-to-structure" method to compare the Village's general salary structure to the prevailing rates for general job classes. The Village's general base pay structure and the prevailing rates are represented by their Midpoints, which are the amounts employers pay for sustained competent job performance.

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. When individual salary plans were comprised of steps, the beginning and ending steps were added and the sum divided by two (2) to calculate a true midpoint.

C. SALARY GRADE ENTRY RATE COMPARISON FOR FIRE AND POLICE JOB CLASSES

For fire and police sworn job classes, we utilized a "structure-to-structure" approach comparing the salary range minimums (entry point) to the prevailing rates. The entry rates represent the starting pay offered to a new employee. Salary range maximums are included for information purposes only.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

D. EXTERNAL PREVAILING RATE COMPARISON

The table below summarizes the comparison of the Village's current base pay structures to the prevailing rates using the midpoints for general job classes and the entry rates for fire and police job classes, from all the salary survey sources. Information for each benchmark is provided in [Table 3](#) (Appendix, page A7).

NOTE: Relationship of +/- 5% to the prevailing rate is considered comparable to the prevailing rate.

Figure 4 Summary of External Prevailing Rates Comparison

<u>Relationship to Prevailing Rate</u>	<u>Benchmark Job Classes</u>	<u>% of Sample</u>	<u>Average Variance</u>	<u>Range of Variance</u>
Below	44	41%	-12.01%	-28.57% / - 5.43%
Comparable	39	37%	-0.65%	- 4.80% / + 4.90%
Above	23	22%	+8.58%	+ 5.17% / +17.17%

The Village's salary plans are competitive (not more than 5% below the prevailing rates) for 59% of the benchmark job classes and are not competitive (more than 5% below the prevailing rates) for 41% of the benchmark job classes.

The -28.57% to +17.17% range variance, and its 44-39-23 distribution pattern, is indicative of a salary plan whose salary schedule has been adjusted by across-the-board increases in previous years, instead of per-occupation adjustments for their individual variances from the prevailing rates.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

4. CURRENT AND PROPOSED BASE PAY STRUCTURES

A. CURRENT BASE PAY STRUCTURES

The Village currently uses three separate grade and step base pay structures as summarized below:

Figure 5 - Summary of Current Salary Structures

Bas Pay Structure	No. of Grades	No. of Steps per Grade	Step Increment	Grade Increment	Grade Width
General	19	10	2.43% to 2.54%	1.33% to 8.12%	25%
Fire	6	10 or 11	1.75% to 5.77%	3.51% to 21.70%	24.33% to 31.59%
Police	7	10 or 11	2.26% to 5.25%	5.36% to 35.94%	25%

Note: step and grade increments vary +/- .05% due to round-off errors. Uncertified fire and police position have a Step 0 for new hires that are not yet certified.

B. PROPOSED BASE PAY STRUCTURES

The proposed base pay structures are included in the Appendix and continue to be grade and step structures like the Village's current structures. Changes to the proposed FY 2027 base pay structures for each group are described below.

1. General Base Pay Structure

We propose the Village use the proposed base pay structure included in the Appendix, page A13. This structure is like the existing structure used by the Village in that it is a grade and step structure, it includes ten steps per grade, and each step is separated by approximately two- and one-half percent (2.5%) salary increase. The proposed base pay structure includes forty salary grades, each separated by five percent (5%). This uniform grade separation provides precision in linking the Village's job classes to the external prevailing rates, administering the Village's salary competitiveness policy, and establishing and maintaining internal job relationships, through their Midpoints.

The salary structure's forty (40) grades exceed the salary amounts required to encompass the FY 2027 prevailing rates and permits the plan to be updated in future years to accommodate the anticipated increases in future prevailing rates. Additional salary grades may be added as necessary.

2. Fire and Police Base Pay Structures

We recommend the Village continue to use the current Fire and Police base pay structures. Market adjustments will be made to the entry job class as needed to achieve the desired market competitiveness.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

C. MARKET ADJUSTMENTS USING SURVEY DATA

1. *General Job Classes*

To update the general job classes to the current Market rates, each job class is individually reassigned to a different salary grade to reflect the varying movement in the external prevailing rate (if any) for each job class. Caution should be used when applying blanket increases or flat dollar amounts to the general salary structure. Job classes move independently in the Market and applying across-the-board or flat rate increases may adversely impact the Village's external competitiveness and the internal equity of the salary plan.

2. *Fire Job Classes*

To align fire job classes to the Market, all grades and steps in the fire structure will be increased by the market variance for the entry-level rank of Firefighter/EMT Basic. Applying this increase uniformly across all grades and steps in the fire structure preserves the established relationships between ranks.

3. *Police Job Classes*

To align police job classes to the Market, all grades and steps in the police structure will be increased by the market variance of the Police Officer. Applying this increase uniformly across all grades and steps in the police structure preserves the established relationships between ranks.

D. ANNUAL SALARY INCREASES

We recommend the Village continue to utilize its annual performance review program for salary adjustments within the adopted pay ranges for each job classification. We recommend that no increases are provided that would place an employee's salary above the maximum step of the adopted pay grade.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

5. RECOMMENDED FY 2027 SALARY PLAN

The following narratives and tables describe the recommended FY 2027 salary plan for the Village and its estimated fiscal impact.

A. RECOMMENDED FLEXIBLE SALARY COMPETITIVENESS POLICY

Salary *policy* is the Village's expression of *where* it will place its salary levels in relation to the prevailing rates, expressed as a *percentage* of the external prevailing rates.

Permanent Prevailing Rate Salary Policy

We recommend that the Village adopt a permanent policy to place its salary competitiveness at 100% of the prevailing rates. "At the prevailing rates" is defined as +/- 5% of the survey jobs' averages matching the Village's benchmark job classes. An illustrative prevailing rate resolution wording is:

It is the policy of the Village of Los Lunas to place its salary grade assignments at 100% of the prevailing rates paid for similar occupations by the employers with whom we compete for high quality staff, if financially able, based on the non-weighted average rates of the designated comparator employers.

This flexible policy permits the Village to consider significant factors relating to internal occupational group relationships, supply and demand in the marketplace for specific occupations, and financial constraints.

B. ASSIGNMENT OF GENERAL JOB CLASSES TO SALARY GRADES

Tables 4 and 5 (see Appendix, pages A17, A20) are the recommended FY 2027 salary grades for each of the Village's general job classes in occupational group order (Table 4) and salary grade order (Table 5). Benchmarked job classes (indicated by an asterisk) were placed as close to the prevailing rates for comparable job classes as was practical, by matching the Village's salary grade midpoints to the survey benchmark rates.

We utilized our professional judgment to prevent illogical relationships that could result from survey data directly linked into salary ranges, as there is no automatic logical job content relationship among survey data collected from various employers. Non-benchmark job classes were linked to benchmark job classes by professional judgment.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

C. ESTIMATED FISCAL IMPACT OF THE RECOMMENDED SALARY PLAN

The estimated fiscal impact to implement the recommended salary plan is summarized in Figure 6 below. Should the Village decide to position itself at 100% of the marketplace, it will cost an estimated \$595,455 (3.8% of base payroll) to increase any employee whose salary is below Step 1 of their proposed new salary grade to their new Step 1 and to maintain the current step placement for all other employees. In this approach, no employee will be placed on a lower step than their current step.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

Figure 6 - Estimated Fiscal Impact of the FY 2027 Salary Plan

100% of Prevailing Rates Competitiveness Policy

		100%
Number of Employees		263
Current Total Payroll		\$15,684,952
Number of Employees Below Minimum Step		61
As % of total employees		23.19%
Total \$ below Minimum Step	+	\$124,968
As % of Current Total Payroll		0.80%
Average amount below Minimum Step		\$2,049
Step Maintenance Cost		
Number of Employees Below Current Step		218
As % of total employees		10.64%
Total \$ below Current Step	+	\$470,486
As % of Current Total Payroll		3.00%
Average amount below Current Step		\$2,158
Total Implementation Cost		\$595,455
As % of Current Total Payroll		3.80%
Number of Employees Above Maximum Step		17
As % of total employees		6.46%
Total \$ over Maximum Step		\$59,232
As % of Current Total Payroll		0.38%
Average amount over Maximum Step		\$3,484
<i>Base salaries only.</i>		

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

6. INITIAL IMPLEMENTATION OF FY 2027 SALARY PLAN

The Village's updated salary plan for FY 2027 will be implemented based on available financial resources, aiming to balance the goal of paying employees prevailing wages with the funds that are available.

A. SALARIES BELOW MINIMUM STEP

On the effective date of the updated salary plan, the salaries of all employees currently earning less than the Minimum Step of their respective job class salary grade will be increased to the Minimum (Step 1 or Step 0 for uncertified fire or police) salary amount for their assigned grade.

B. STEP MAINTENANCE

Every employee will be assigned to the same step in the proposed structure as they currently hold in the existing structure.

C. SALARIES ABOVE MAXIMUM STEP

Employees whose salaries exceed their job class's Maximum (Step 10) should have their pay frozen until market rates rise and the job is assigned a higher salary grade.

7. SALARY ADMINISTRATION

We recommend the Village use these key procedures to maintain its salary administration plan.

A. FUNDING INITIAL IMPLEMENTATION AND ANNUAL UPDATES

We recommend the Village's salary plan be established and subsequent updates made based on the external prevailing rates. All funds for initial implementation and/or annual updates should be combined into one single prevailing rate maintenance (PRM) budget authorized by the Village Council. Market adjustments should be made based on prevailing rate changes and are not intended to replace annual merit or longevity increases.

B. ANNUAL PLAN UPDATE STEPS

1. Secure re-affirmation of the Village's prevailing rate salary policy.
2. Obtain latest salary plans from the comparator agencies (page 7).
3. Compute the prevailing rate for each of the benchmark job classes (page 7).
4. Reassign the benchmark general job classes to the salary grades whose Midpoints most closely match the prevailing rates (page 10).
5. Re-assign the non-benchmark job classes by adjusting them by the same number of salary grades as their linked benchmark job class (page 10).
6. Adjust the Fire structure by increasing the entry rate for Firefighter/EMT Basic by the prevailing rate variance and applying the same percentage increase to all grades and steps in the Fire salary structure.
7. Adjust the police structure by increasing the entry rate for Police Officer by the prevailing rate variance and applying the same percentage increase to all grades and steps in the Police salary structure.
8. Identify employees whose current salary is less than their job's new salary grade minimum step.
9. Compute the total amount of dollars, and percentage of current payroll, required to bring all employees to the minimum step of their new salary grade.
10. Compute the total amount of dollars and percentage of current payroll required to maintain placement of employees on their current step.
11. Determine the amount required for merit or longevity increases.
12. Provide information to the Village Council for budgeting purposes.
13. Obtain approved PRM budget from the Village Council.
14. Bring all salaries up to minimum step and current step amount on the updated plan's effective date.
15. Provide individual merit increases on the employees' anniversary dates.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

C. FLEXIBLE HIRING RATE

The Minimum of a salary grade is not necessarily the hiring rate, as it is merely the mathematical extension of the salary grade Midpoint. The Village must utilize the entire salary range for recruitment purposes, reserving flexibility for a variety of recruitment situations, including scarcity of desired job skills, high qualifications of an applicant, or higher than minimum salary demand by a needed applicant.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

8. BENEFITS SURVEY

The benefit survey portion of this study included a review of some of the major benefit programs offered by employers. We requested information about benefits and incentive pay offered including:

- Employer contributions to medical, dental, and vision insurance
- Paid leave benefits
- Public Employee Retirement Association (PERA) plans and contribution rates
- Premium pay offered for education and certifications.

The sections that follow highlight our survey findings. Detailed information for each comparator is included in the Appendix.

A. EMPLOYER PREMIUM CONTRIBUTIONS TO MEDICAL INSURANCE PREMIUMS

We assessed the information received to identify the percentages employers pay for employees enrolling themselves only (employee-only) and for the entire family (family). The table below shows the Market distribution by percentage of medical premium paid by the employer.

The Village is included in the data shown in Figure 8 below.

Figure 7 Employer Contributions to Medical

		Medical	
Summary:		Employee Only	Family
Median:		80%	80%
Min:		60%	60%
Max:		100%	90%
Distribution			
Included in Medical		N/A	N/A
Voluntary Only, No ER contribution		N/A	N/A
50-59%		0	0
60-69%		1	1
70-79%		0	0
80-89%		12	13
90-99%		4	4
=100%		2	0
No data received		0	1
Bold frame indicates Village's location in table.			

The most frequently occurring percentage (mode) is highlighted with a red box and indicates that employers most commonly pay 80-89% of medical insurance premiums.

The Village pays 100% of the employee-only medical premium and between 80 and 90% for family.

The Village's premium contribution to family medical insurance is competitive with the surveyed comparators and the employee-only medical premium contribution is better than most of the surveyed comparators

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B. EMPLOYER PREMIUM CONTRIBUTIONS TO DENTAL INSURANCE PREMIUMS

The table below shows the Market distribution by percentage of dental premium paid by the employer. The Village is included in the data shown in Figure 9 below.

Figure 8 Employer Contributions to Dental

		Dental	
Summary:		Employee Only	Family
Median:		80%	80%
Min:		0%	0%
Max:		100%	87%
Distribution			
Included in Medical		2	 2
Voluntary Only, No ER contribution		4	 4
50-59%		1	 1
60-69%		1	 1
70-79%		0	0
80-89%		9	 10
90-99%		0	0
=100%		1	0
No data received		1	 1
Bold frame indicates Village's location in table.			

The most frequently occurring percentage (mode) is highlighted with a red box and indicates that employers most commonly pay 80-89% of dental insurance premiums.

The Village's premium contribution to dental insurance for employee-only and for family insurance is less than most of the comparators.

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C. PAID LEAVE PROGRAMS

We assessed the information received to identify the average amount and types of paid leave offered in the Market. This section includes a summary of the Market average for vacation leave, sick leave, and paid holidays.

Three (3) comparators provide combined leave for some of their job classes. These leave banks are often referred to as paid-time-off banks (PTO) and may be used for variety of needs including vacation, illness, doctor appointments, childcare, etc.

Six (6) comparators provide more than one level of paid leave benefit that varies based on job class, i.e., sworn, or non-sworn, or affiliation with a bargaining unit or group.

The tables below summarize the leave benefits offered to general, non-safety employees only. Information about additional levels and benefits ins included in the Appendix.

1. *Paid Vacation*

All eighteen (18) comparators offer increased vacation leave as length of service increases. The number of years required to move to the next accrual level varies. For ease in making comparisons, the data below compares the number of vacation hours that accrue at one year of service and at 5-year intervals thereafter. Hours below are rounded to the nearest whole hour.

Figure 9 – Average Vacation Hours by Years of Service

	@ 1 yr	@ 5 yrs	@ 10 yrs	@ 15 yrs	@ 20yrs	25+ yrs	Max Accrual
Market Average:	85	114	139	169	184	189	253
Village:	96	96	120	144	144	144	272
Hours Variance	11	-18	-19	-25	-40	-45	19
% Variance	11%	-18%	-16%	-17%	-27%	-31%	7%

The Village offers more paid vacation for employees with one year of service and offers a higher maximum unused vacation accrual.

The Village's vacation leave benefit is competitive for employees with one year of service but is not competitive for employees with more than five years of service.

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2. *Annual Sick Leave Accrual and Maximum Unused Sick Leave*

Fifteen (15) of the eighteen (18) comparators offer paid time off for employee illness (sick leave) and three (3) comparators include sick leave in their PTO bank.

The table below shows the Market average amount of paid sick time in hours provided by these fifteen survey comparators. For information about PTO offerings, see the Appendix.

Figure 10 – Annual Sick Leave and Unused Sick Leave Maximum

	Sick Hours/Yr	Maximum Unused Sick Leave
Market Average:	98	1560
Village:	96	576
Hours Variance	-2	-984
% Variance	-2%	-171%

The Village offers a competitive amount of annual sick leave, but the Village's maximum accumulation of unused sick leave is less than the average maximum offered by survey comparators.

3. *Paid Holidays*

Fifteen (15) of the eighteen (18) comparators provided information about the number of paid holidays that are provided to employees.

Information about the average number of paid holidays is shown below.

Figure 11 – Paid Holidays

	Total Holidays Fixed & Floating (Days/year)
Market Average:	12
Village:	14
Hours Variance	2
% Variance	11%

The Village's paid holiday benefit is better than Market average.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

D. INCENTIVE PAY PROGRAMS

We surveyed incentive pay to determine if the Village should consider offering incentive pay for any of its job classes. Our survey indicates that incentive pay is not commonly offered by the comparator employers in this survey.

The Village does not offer incentive pay and the prevalence of incentive pay in the Market is low, with the most prevalent incentives offered by less than half (50%) of the Market.

Eligibility for incentive pay varies by job class and the tables below provide information by job groups about the incentive where it was offered by five or more employers.

A list of all incentive pays by comparator is included in the Appendix.

1. Incentive Pay – General Job Classes

Fourteen (14) of the eighteen (18) comparators offer incentive pay for general job classes. Below are the most common incentives offered and the average incentive amount. Frequency is the number of comparators that offer the incentive and prevalence is percentage of Market.

Figure 12 Certification, Specialty, and Assignment Pay for General Jobs

INCENTIVE – GENERAL	Frequency	Prevalence	Average/Month
Bilingual Pay	6	33%	\$100
Class "A" CDL	5	28%	\$140
Education Pay BA/BS	6	28%	\$188
Longevity Pay Max Amount	7	39%	\$226 w/21 yrs

The Village does not offer incentive pay for general job classes.

2. Incentive Pay – Fire Job Classes

Eleven (11) of the survey comparators offer an incentive pay program for fire employees with additional skillsets or knowledge. Four (4) comparators do not offer incentive pay and three (3) do not have a fire department. Below are the most common incentives offered and the average incentive amount. Frequency is the number of comparators that offer the incentive and prevalence is percentage of Market.

Figure 13 Certification, Specialty, and Assignment Pay for Fire Safety Jobs

INCENTIVE – FIRE	Frequency	Prevalence	Average/Month
Bilingual Pay	6	55%	\$122
Fire Investigator	5	45%	\$130 / 5%
Longevity Pay Max Amount	2	18%	\$1,549 w/23.5 yrs

The Village does not offer incentive pay for fire job classes. It does offer a Longevity Incentive of \$417 per month for fire employees with twenty years of service. Only two other employers offer longevity pay for fire employees.

VILLAGE OF LOS LUNAS
CLASSIFICATION AND COMPENSATION STUDY AND FY 2027 SALARY PLAN

3. *Incentive Pay – Police Safety Job Classes*

Thirteen (13) comparators offer an incentive pay program for police employees with additional skillsets, education, or certifications. Three (3) comparators do not offer incentive pay and two (2) comparators do not have a police department. Below are the most common incentives offered and the average incentive amount. Frequency is the number of comparators that offer the incentive and prevalence is percentage of Market.

Figure 14 Certification, Specialty, and Assignment Pay for Police Safety Jobs

INCENTIVE – POLICE	Frequency	Prevalence	Average Monthly
Bilingual Pay	5	38%	\$124
Field Training Officer (FTO)	5	38%	As assigned, amounts vary
SWAT	5	38%	\$195 / 3%
Education – BA	5	38%	\$191
Education – MA	4	31%	\$270
Longevity Pay Max Amount	1	8%	\$1,549 w/20 yrs

The Village does not offer incentive pay for police job classes. It does offer a Longevity Incentive of \$417 per month for police employees with twenty years of service. Only one other employer offers longevity pay for police employees.

9. APPENDIX

Village of Los Lunas
Position Classification Plan
Table 1 - Current to Recommended Titles

Trans Codes:

N = No Change
T = Title Modification
S = Split into two or more classes

M = Merge with an existing job class
D = Delete
J = New job class

Class Code	Current Title	Rec'd Class Code	Recommended Title	Trans Code
1100	Accountant	1100	Accountant	N
1130	Accounts Payable Specialist	1130	Accounts Payable Specialist	N
1025	Administrative Assistant	1025	Administrative Assistant	N
1020	Administrative Assistant II	1020	Administrative Assistant - Fire	T
1205	Adult Services Librarian	1205	Adult Services Librarian	N
1580	Apprentice Firefighter (2912)	1580	Apprentice Firefighter (2912)	N
1095	Assistant Finance Director	1095	Assistant Finance Director	N
1195	Assistant Library Director	1195	Assistant Library Director	N
1365	Assistant Public Works Director	1365	Assistant Public Works Director	N
1405	Assistant Solid Waste Supervisor	1406	Assistant Solid Waste Supervisor	N
1450	Assistant Streets Supervisor	1450	Assistant Streets Supervisor	N
1485	Assistant Wastewater Supervisor	1486	Assistant Wastewater Supervisor	N
1520	Assistant Water Supervisor	1520	Assistant Water Supervisor	N
1546	Fire Battalion Chief (Modeled for future use)	1546	Fire Battalion Chief (Modeled for future use)	N
1295	Buildings and Grounds Superintendent	1295	Buildings and Grounds Superintendent	N
1115	Buyer	1115	Buyer	N
1215	Cataloging Specialist	1215	Cataloging Specialist	N
1230	Chief Court Clerk	1230	Chief Court Clerk	N
1620	Chief of Police	1620	Chief of Police	N
1200	Children's Librarian	1200	Children's Librarian	N
1050	Code Enforcement Officer	1050	Code Enforcement Officer	N
1040	Code Enforcement Supervisor	1040	Code Enforcement Supervisor	N
1415	Commercial Driver	1415	Solid Waste Driver - Commercial	T
1030	Community Development Director	1030	Community Development Director	N
1035	Community Planner	1035	Senior Planner	T
1370	Construction/Safety Inspector	1370	Construction/Safety Inspector	N
1235	Court Clerk	1235	Court Clerk	N
1045	Current Planner	1045	Planner	T
1320	Custodian	1320	Custodian	N
1625	Deputy Chief of Police	1625	Deputy Chief of Police	N
1015	Deputy Clerk	1015	Deputy Village Clerk	T
1545	Deputy Fire Chief (2080)	1545	Deputy Fire Chief (2080)	N
1005	Deputy Village Administrator	1005	Deputy Village Administrator	N
1640	Detective	1640	Detective	N
1585	Division Chief/Fire Marshal (2080)	1585	Division Chief/Fire Marshal (2080)	N
1065	DWI Compliance Coordinator	1065	DWI Compliance Coordinator	N
1085	DWI Compliance Officer	1085	DWI Compliance Officer	N
1060	DWI Program Coordinator	1060	DWI Program Coordinator	N
1075	DWI Treatment Provider	1075	DWI Treatment Provider	N
1637	DWI/Traffic Sergeant	1637	Police Sergeant - DWI/Traffic	T
1300	Facility Maintenance Supervisor	1300	Facility Maintenance Supervisor	N
1315	Facility Maintenance Technician I	1315	Facility Maintenance Technician	T
1310	Facility Maintenance Technician II	1310	Senior Facility Maintenance Technician	T
1305	Facility Maintenance Technician III	1305	Lead Facility Maintenance Technician	T
1090	Finance Director	1090	Finance Director	N
1550	Fire Captain (2080)	1550	Fire Captain (2080)	N
1540	Fire Chief (2080)	1540	Fire Chief (2080)	N
1590	Fire Inspector (2080)	1590	Fire Inspector (2080)	N
1555	Fire Lieutenant (2912)	1555	Fire Lieutenant (2912)	N
1575	Firefighter/EMT Basic (2912)	1575	Firefighter/EMT Basic (2912)	N
1565	Firefighter/EMT Intermediate (2912)	1565	Firefighter/EMT Intermediate (2912)	N
1560	Firefighter/EMT Paramedic (2912)	1560	Firefighter/EMT Paramedic (2912)	N
1570	Firefighter/Engineer/EMT Basic (2912)	1570	Fire Engineer/EMT-Basic	T
1571	FIREFIGHTER/ENGINEER/EMT INTERMEDIATE	1571	Fire Engineer/EMT-Intermediate	T
1572	New	1572	Fire Engineer/Paramedic	J
1380	Fleet Maintenance Superintendent	1380	Fleet Maintenance Superintendent	N
1175	GIS Technician	1175	GIS Technician	N
1385	Heavy Duty Mechanic	1385	Heavy Duty Mechanic	N
1140	Human Resources Director	1140	Human Resources Director	N
1145	Human Resources Specialist	1145	Human Resources Specialist	N

Village of Los Lunas

Position Classification Plan

Table 1 - Current to Recommended Titles

Trans Codes:

N = No Change	M = Merge with an existing job class
T = Title Modification	D = Delete
S = Split into two or more classes	J = New job class

Class Code	Current Title	Rec'd Class Code	Recommended Title	Trans Code
1170	Information Security Administrator	1170	Information Security Administrator	N
1155	Information Technology Director	1155	Information Technology Director	N
1019	Information Technology Administrative Coordinator	1019	Information Technology Administrative Coordinator	N
1631	Investigation Lieutenant	1631	Police Lieutenant - Investigations	T
1600	IPRA/Discovery Specialist	1600	Police IPRA/Discovery Specialist	T
1646	K9 Officer	1645	Police Officer - K9	T
1490	Laboratory Technician	1490	Laboratory Technician	N
1225	Library Aide	1220	Library Technician	M,D
1190	Library Director	1190	Library Director	N
1220	Library Technician	1220	Library Technician	N
1070	Licensed Alcohol and Drug Abuse Counselor (LADAC)	1070	Licensed Alcohol and Drug Abuse Counselor (LADAC)	N
1080	Licensed Substance Abuse Associate (LSAA)	1080	Licensed Substance Abuse Associate (LSAA)	N
1630	Police Lieutenant	1630	Police Lieutenant	N
1632	Lieutenant-Professional Standards	1632	Police Lieutenant - Professional Standards	T
1633	Lieutenant-Special Services	1633	Police Lieutenant - Special Services	T
1390	Mechanic	1390	Mechanic	N
1240	Museum Manager	1240	Museum Manager	N
1245	Museum Technician	1245	Museum Technician	N
1160	Network Administrator	1160	Network Administrator	N
1255	Open Space Supervisor	1255	Open Space Supervisor	N
1535	Operator In Training - WW	1535	Operator In Training - Wastewater	N
1270	Park Ranger	1270	Park Ranger	T
1265	Park Ranger II	1265	Senior Park Ranger	T
1250	Parks and Recreation Director	1250	Parks and Recreation Director	N
1290	Parks Laborer	1290	Parks Laborer	N
1260	Parks Supervisor	1260	Parks Supervisor	N
1285	Parks Technician I	1285	Parks Technician	T
1280	Parks Technician II	1280	Senior Parks Technician	T
1275	Parks Technician III	1275	Lead Parks Technician	T
1634	Patrol Lieutenant	1634	Police Lieutenant - Patrol	T
1636	Patrol Sergeant	1636	Police Sergeant - Patrol	T
1120	Payroll & Benefits Specialist	1120	Payroll & Benefits Specialist	N
1055	Permit Technician	1055	Permit Technician	N
1615	Police Clerk	1615	Police Records Specialist	T
1610	Police Evidence Technician	1610	Police Evidence Technician	N
1605	Police Office Manager	1605	Police Administrative Coordinator	T
1645	Police Officer	1645	Police Officer	N
1635	Police Sergeant	1635	Police Sergeant	N
1110	Procurement Coordinator	1110	Procurement Coordinator	N
1375	Project Coordinator	1375	Project Coordinator	N
1595	Public Safety Aide	1595	Public Safety Aide	N
1360	Public Works Director	1360	Public Works Director	N
1355	Recreation Aide	1355	Recreation Aide	N
1350	Recreation Assistant	1350	Recreation Assistant	N
1335	Recreation Coordinator	1335	Recreation Coordinator	N
1345	Recreation Specialist	1345	Recreation Specialist	N
1330	Recreation Supervisor	1330	Recreation Supervisor	N
1420	Recycle Operator	1420	Recycle Operator	N
1425	Residential Driver	1425	Solid Waste Driver - Residential	T
1010	Senior Economic Developer	1010	Senior Economic Developer	N
1495	Sewer Maintenance Operator	1495	Sewer Maintenance Operator	N
1415	Commercial Driver	1415	Solid Waste Driver - Commercial	T
1435	Solid Waste Laborer	1290	Solid Waste Laborer	N
1395	Solid Waste Superintendent	1395	Solid Waste Superintendent	N
1400	Solid Waste Supervisor	1400	Solid Waste Supervisor	N
1641	Special Investigation Detective	1641	Detective - Special Investigations	T
1638	Special Investigation Sergeant	1638	Police Sergeant - Special Investigations	T
1340	Sports Coordinator	1340	Sports Coordinator	N
1210	STEM Specialist	1210	STEM Specialist	N
1470	Streets Laborer	1290	Streets Laborer	N

Village of Los Lunas
Position Classification Plan
Table 1 - Current to Recommended Titles

Trans Codes:

N = No Change

T = Title Modification

S = Split into two or more classes

M = Merge with an existing job class

D = Delete

J = New job class

Class Code	Current Title	Rec'd Class Code	Recommended Title	Trans Code
1460	Streets Maintenance Worker	1460	Streets Maintenance Worker	N
1516	New	1516	Lead Water Maintenance Operator	J
1455	Streets Maintenance Worker III	1455	Lead Streets Maintenance Worker	T
1440	Streets Superintendent	1440	Streets Superintendent	N
1445	Streets Supervisor	1445	Streets Supervisor	N
1165	Systems Administrator	1165	Systems Administrator	N
1180	Technical Support Specialist	1180	Technical Support Specialist	N
1410	Transfer Station Operator	1410	Transfer Station Operator	N
1430	Transfer Station Truck Driver	1415	Solid Waste Driver - Commercial	M,D
1135	Utility Billing Clerk	1135	Utility Billing Clerk	N
1125	Utility Billing Specialist	1125	Utility Billing Specialist	N
1105	Utility Billing Supervisor	1105	Utility Billing Supervisor	N
1000	Village Administrator	1000	Village Administrator	N
1500	Wastewater Equipment Operator	1500	Senior Plant Operator	T
1486	New	1485	Lead Plant Operator	J
1475	Wastewater Superintendent	1475	Wastewater Superintendent	N
1480	Wastewater Supervisor	1480	Wastewater Supervisor	N
1505	Wastewater Technician	1505	Plant Operator	T
1525	Water Maintenance Operator	1525	Water Maintenance Operator	N
1516	New	1516	Lead Water Maintenance Operator	J
1510	Water Superintendent	1510	Water Superintendent	N
1515	Water Supervisor	1515	Water Supervisor	N
1530	Water Technician	1530	Water Technician	N

Deleted Job Classes, not in use or obsolete:

1150 Human Resources Technician
1185 Information Technology Assistant
1056 Planning Intern
1357 Pt Recreation Aide
1465 Streets Equipment Operator
1491 Wastewater Treatment Plant Laboratory Technician

Not part of the study:

1358 Summer Recreation College Aide
1359 Summer Recreation High School Aide
1359.1 Summer Youth Employment Program Participant
1356 SUMMER YOUTH PROGRAM
1236 MUNICIPAL COURT JUDGE

Village of Los Lunas
Position Classification Plan
Table 2 - Schematic of Occupational Job Classes

Job Family	Class Code	Class Title
Administrator's Office	1000	Village Administrator
Administrator's Office	1005	Deputy Village Administrator
Administrator's Office	1010	Senior Economic Developer
Administrator's Office	1015	Deputy Village Clerk
Clerical Support	1605	Police Administrative Coordinator
Clerical Support	1020	Administrative Assistant - Fire
Clerical Support	1025	Administrative Assistant
Community Development	1030	Community Development Director
Community Development	1040	Code Enforcement Supervisor
Community Development	1050	Code Enforcement Officer
Community Development	1055	Permit Technician
Community Development	1035	Senior Planner
Community Development	1045	Planner
DWI Program	1060	DWI Program Coordinator
DWI Program	1065	DWI Compliance Coordinator
DWI Program	1070	Licensed Alcohol and Drug Abuse Counselor (LADAC)
DWI Program	1080	Licensed Substance Abuse Associate (LSAA)
DWI Program	1075	DWI Treatment Provider
DWI Program	1085	DWI Compliance Officer
Finance	1090	Finance Director
Finance	1095	Assistant Finance Director
Finance	1100	Accountant
Finance	1120	Payroll & Benefits Specialist
Finance	1130	Accounts Payable Specialist
Finance - Purchasing	1110	Procurement Coordinator
Finance - Purchasing	1115	Buyer
Finance - Purchasing	1019	IT Administrative Coordinator
Finance - Billing	1105	Utility Billing Supervisor
Finance - Billing	1125	Utility Billing Specialist
Finance - Billing	1135	Utility Billing Clerk
Human Resources	1140	Human Resources Director
Human Resources	1145	Human Resources Specialist
Information Technologies	1155	Information Technology Director
Information Technologies	1160	Network Administrator
Information Technologies	1165	Systems Administrator
Information Technologies	1170	Information Security Administrator
Information Technologies	1180	Technical Support Specialist
Information Technologies	1175	GIS Technician
Library	1190	Library Director
Library	1195	Assistant Library Director
Library	1200	Children's Librarian
Library	1205	Adult Services Librarian
Library	1210	STEM Specialist
Library	1215	Cataloging Specialist
Library	1220	Library Technician
Museum	1240	Museum Manager
Museum	1245	Museum Technician
Municipal Court	1230	Chief Court Clerk
Municipal Court	1235	Court Clerk

Village of Los Lunas
Position Classification Plan
Table 2 - Schematic of Occupational Job Classes

Job Family	Class Code	Class Title
Parks Maintenance	1250	Parks and Recreation Director
Parks Maintenance	1260	Parks Supervisor
Parks Maintenance	1255	Open Space Supervisor
Parks Maintenance	1265	Senior Park Ranger
Parks Maintenance	1270	Park Ranger
Parks Maintenance	1275	Lead Parks Technician
Parks Maintenance	1280	Senior Parks Technician
Parks Maintenance	1285	Parks Technician
Parks Maintenance	1290	Parks Laborer
Facility Maintenance	1295	Buildings and Grounds Superintendent
Facility Maintenance	1300	Facility Maintenance Supervisor
Facility Maintenance	1305	Lead Facility Maintenance Technician
Facility Maintenance	1310	Senior Facility Maintenance Technician
Facility Maintenance	1315	Facility Maintenance Technician
Facility Maintenance	1320	Custodian
Recreation	1330	Recreation Supervisor
Recreation	1335	Recreation Coordinator
Recreation	1340	Sports Coordinator
Recreation	1345	Recreation Specialist
Recreation	1350	Recreation Assistant
Recreation	1355	Recreation Aide
Public Works	1360	Public Works Director
Public Works	1365	Assistant Public Works Director
Public Works	1370	Construction/Safety Inspector
Public Works	1375	Project Coordinator
Fleet Maintenance	1380	Fleet Maintenance Superintendent
Fleet Maintenance	1385	Heavy Duty Mechanic
Fleet Maintenance	1390	Mechanic
Solid Waste	1395	Solid Waste Superintendent
Solid Waste	1400	Solid Waste Supervisor
Solid Waste	1406	Assistant Solid Waste Supervisor
Solid Waste	1410	Transfer Station Operator
Solid Waste	1415	Solid Waste Driver
Solid Waste	1420	Recycle Operator
Solid Waste	1290	Solid Waste Laborer
Streets	1440	Streets Superintendent
Streets	1445	Streets Supervisor
Streets	1446	Assistant Streets Supervisor
Streets	1450	Lead Streets Maintenance Worker
Streets	1460	Streets Maintenance Worker
Streets	1290	Streets Laborer
Wastewater	1475	Wastewater Superintendent
Wastewater	1480	Wastewater Supervisor
Wastewater	1486	Assistant Wastewater Supervisor
Wastewater	1490	Laboratory Technician
Wastewater	1485	Lead Plant Operator
Wastewater	1500	Senior Plant Operator
Wastewater	1505	Plant Operator
Wastewater	1535	Operator In Training - Wastewater
Water	1510	Water Superintendent
Water	1515	Water Supervisor
Water	1516	Assistant Water Supervisor
Water	1520	Water Maintenance Operator, Lead
Water	1525	Water Maintenance Operator
Water	1530	Water Technician
Water	1495	Sewer Maintenance Operator
Water	1535	Operator In Training - Water

Village of Los Lunas
Position Classification Plan
Table 2 - Schematic of Occupational Job Classes

Job Family	Class Code	Class Title
Police Support	1600	Police IPRA/Discovery Specialist
Police Support	1610	Police Evidence Technician
Police Support	1615	Police Records Specialist
Fire Sworn	1540	Fire Chief
Fire Sworn	1545	Deputy Fire Chief
Fire Sworn	1546	Fire Battalion Chief
Fire Sworn	1585	Division Chief/Fire Marshal
Fire Sworn	1550	Fire Captain
Fire Sworn	1555	Fire Lieutenant
Fire Sworn	1572	Fire Engineer - Paramedic
Fire Sworn	1570	Fire Engineer - EMT Basic
Fire Sworn	1571	Fire Engineer - EMT Intermediate
Fire Sworn	1560	Firefighter - Paramedic
Fire Sworn	1590	Fire Inspector
Fire Sworn	1565	Firefighter - EMT Intermediate
Fire Sworn	1575	Firefighter - EMT Basic
Fire Sworn	1580	Firefighter Apprentice
Police Sworn	1620	Chief of Police
Police Sworn	1625	Deputy Chief of Police
Police Sworn	1630	Police Lieutenant
Police Sworn	1630	Police Lieutenant - Investigations
Police Sworn	1630	Police Lieutenant - Professional Standards
Police Sworn	1630	Police Lieutenant - Special Services
Police Sworn	1630	Police Lieutenant - Patrol
Police Sworn	1635	Police Sergeant
Police Sworn	1635	Police Sergeant - Patrol
Police Sworn	1635	Police Sergeant - DWI/Traffic
Police Sworn	1635	Police Sergeant - Special Investigations
Police Sworn	1640	Detective
Police Sworn	1640	Detective - Special Investigations
Police Sworn	1645	Police Officer
Police Sworn	1645	Police Officer - K9
Police Sworn	1595	Public Safety Aide

Village of Los Lunas
2025 Salary Survey
Table 3 - External Prevailing Rates Comparison

				Variance		
Current Title (data)	Recommended Title (Survey)	VLL Midpoint	Survey Midpoint	\$	%	Data Count
General Job Classes (General Grade/Step Pay Plan)						
Police Office Manager	Police Administrative Coordinator	\$49,532	\$63,683	-\$14,151	-28.57%	5
Information Security Administrator	Information Security Administrator	\$65,225	\$82,519	-\$17,294	-26.51%	7
Water Superintendent	Water Superintendent	\$77,009	\$95,188	-\$18,179	-23.61%	8
Deputy Village Administrator	Deputy Village Administrator	\$136,042	\$163,635	-\$27,593	-20.28%	12
Assistant Public Works Director	Assistant Public Works Director	\$99,611	\$118,021	-\$18,410	-18.48%	6
Wastewater Superintendent	Wastewater Superintendent	\$77,009	\$91,163	-\$14,154	-18.38%	11
Senior Economic Developer	Economic Development Officer	\$88,813	\$104,837	-\$16,024	-18.04%	8
Solid Waste Superintendent	Solid Waste Superintendent	\$77,009	\$89,369	-\$12,361	-16.05%	8
Adult Services Librarian	Adult Services Librarian	\$49,532	\$57,188	-\$7,656	-15.46%	6
Chief Court Clerk	Chief Court Clerk	\$57,363	\$65,396	-\$8,033	-14.00%	12
Water Supervisor	Water Supervisor	\$64,379	\$73,169	-\$8,790	-13.65%	9
Licensed Substance Abuse Associate (LSAA)	Licensed Substance Abuse Associate (LSAA)	\$49,532	\$55,673	-\$6,140	-12.40%	2
Fleet Maintenance Superintendent	Fleet Maintenance Superintendent	\$77,009	\$86,484	-\$9,476	-12.30%	13
Assistant Finance Director	Assistant Finance Director	\$99,611	\$110,916	-\$11,305	-11.35%	10
Public Works Director	Public Works Director	\$117,671	\$130,941	-\$13,269	-11.28%	15
Streets Superintendent	Streets Superintendent	\$77,009	\$85,283	-\$8,275	-10.75%	12
Streets Maintenance Worker III	Streets Maintenance Worker, Lead	\$45,558	\$50,242	-\$4,684	-10.28%	16
Wastewater Supervisor	Wastewater Supervisor	\$64,379	\$70,911	-\$6,532	-10.15%	10
Water Maintenance Operator	Water Maintenance Operator (chg to Sr?)	\$49,532	\$54,368	-\$4,836	-9.76%	8
Human Resources Director	Human Resources Director	\$117,671	\$129,078	-\$11,407	-9.69%	17
Facility Maintenance Supervisor	Facility Maintenance Supervisor	\$64,379	\$70,586	-\$6,206	-9.64%	10
Facility Maintenance Technician II	Facility Maintenance Technician, Senior	\$45,558	\$49,767	-\$4,209	-9.24%	8
Police Evidence Technician	Police Evidence Technician	\$45,558	\$49,667	-\$4,109	-9.02%	14
Laboratory Technician	Laboratory Technician	\$49,532	\$53,748	-\$4,215	-8.51%	6
Wastewater Equipment Operator	Plant Operator, Senior	\$49,532	\$53,669	-\$4,137	-8.35%	11
Information Technology Director	Information Technology Director	\$117,671	\$126,806	-\$9,135	-7.76%	15
Wastewater Technician	Plant Operator	\$45,558	\$49,043	-\$3,485	-7.65%	9
Deputy Clerk	Deputy Village Clerk	\$61,315	\$65,739	-\$4,423	-7.21%	11
Administrative Assistant II	Administrative Assistant - Fire	\$45,558	\$48,542	-\$2,984	-6.55%	15
Mechanic	Mechanic	\$45,558	\$48,475	-\$2,917	-6.40%	16
Procurement Coordinator	Procurement Coordinator	\$61,315	\$64,776	-\$3,461	-5.64%	15
Heavy Duty Mechanic	Heavy Duty Mechanic	\$57,363	\$60,583	-\$3,220	-5.61%	12
Permit Technician	Permit Technician	\$45,558	\$48,069	-\$2,511	-5.51%	7
Recreation Coordinator	Recreation Coordinator	\$53,410	\$55,976	-\$2,566	-4.80%	10
Parks and Recreation Director	Parks and Recreation Director	\$117,671	\$123,102	-\$5,431	-4.62%	12
Finance Director	Finance Director	\$117,671	\$122,820	-\$5,149	-4.38%	18
Facility Maintenance Technician I	Facility Maintenance Technician	\$42,623	\$44,486	-\$1,863	-4.37%	12
Community Development Director	Community Development Director	\$117,671	\$122,643	-\$4,972	-4.23%	13
Buyer	Buyer (New)	\$57,363	\$59,702	-\$2,339	-4.08%	11
Code Enforcement Officer	Code Enforcement Officer	\$49,532	\$51,437	-\$1,905	-3.85%	14
Water Technician	Water Technician (change to WMO?)	\$45,558	\$47,283	-\$1,725	-3.79%	7
Buildings and Grounds Superintendent	Buildings and Grounds Superintendent	\$77,009	\$79,916	-\$2,907	-3.77%	16
IPRA/Discovery Specialist	Police IPRA/Discovery Specialist	\$49,532	\$51,202	-\$1,670	-3.37%	8
Current Planner	Planner	\$61,315	\$63,363	-\$2,048	-3.34%	9
Parks Technician III	Parks Technician, Lead	\$45,558	\$47,035	-\$1,477	-3.24%	9
Recreation Aide	Recreation Aide	\$35,093	\$36,004	-\$912	-2.60%	6
Streets Supervisor	Streets Supervisor	\$64,379	\$66,022	-\$1,643	-2.55%	12
Human Resources Specialist	Human Resources Specialist	\$57,363	\$58,340	-\$977	-1.70%	17
Court Clerk	Court Clerk	\$42,623	\$43,271	-\$648	-1.52%	11
Administrative Assistant	Administrative Assistant	\$42,623	\$43,135	-\$512	-1.20%	18
Cataloging Specialist	Cataloging Specialist	\$45,558	\$46,074	-\$516	-1.13%	5
Technical Support Specialist	Technical Support Specialist	\$61,315	\$61,833	-\$517	-0.84%	14
Commercial Driver	Solid Waste Driver - Commercial	\$45,558	\$45,924	-\$366	-0.80%	7
Streets Maintenance Worker	Streets Maintenance Worker	\$44,605	\$44,771	-\$166	-0.37%	15
Accounts Payable Specialist	Accounts Payable Specialist	\$45,558	\$45,605	-\$47	-0.10%	18
Code Enforcement Supervisor	Code Enforcement Supervisor	\$64,379	\$64,078	\$301	0.47%	10
Police Clerk	Police Records Specialist	\$42,623	\$42,302	\$321	0.75%	11
Parks Laborer	Parks Laborer	\$35,093	\$34,821	\$272	0.77%	8
Network Administrator	Network Administrator	\$93,709	\$92,314	\$1,394	1.49%	12

Village of Los Lunas
2025 Salary Survey
Table 3 - External Prevailing Rates Comparison

Current Title (data)	Recommended Title (Survey)	VLL Midpoint	Survey Midpoint	Variance		Data Count
				\$	%	
Accountant	Accountant	\$73,077	\$71,958	\$1,120	1.53%	15
Parks Technician II	Parks Technician, Senior	\$44,605	\$43,658	\$947	2.12%	10
Construction/Safety Inspector	Construction/Safety Inspector	\$65,225	\$63,625	\$1,600	2.45%	10
Parks Supervisor	Parks Supervisor	\$64,379	\$62,229	\$2,150	3.34%	11
Recreation Supervisor	Recreation Supervisor	\$64,379	\$61,581	\$2,798	4.35%	8
Solid Waste Supervisor	Solid Waste Supervisor	\$64,379	\$61,567	\$2,812	4.37%	8
Operator In Training	Plant Operator In Training	\$44,605	\$42,592	\$2,013	4.51%	7
Utility Billing Specialist	Utility Billing Specialist	\$49,532	\$47,124	\$2,408	4.86%	8
Village Administrator	Village Administrator	\$200,612	\$190,784	\$9,828	4.90%	15
Payroll & Benefits Specialist	Payroll & Benefits Specialist	\$57,363	\$54,397	\$2,965	5.17%	16
Recreation Assistant	Recreation Assistant	\$40,641	\$38,450	\$2,192	5.39%	5
Children's Librarian	Children's Librarian	\$61,315	\$57,969	\$3,347	5.46%	9
Utility Billing Clerk	Utility Billing Clerk	\$42,623	\$39,964	\$2,659	6.24%	11
Custodian	Custodian	\$40,641	\$37,920	\$2,721	6.70%	16
Sewer Maintenance Operator	Sewer Maintenance Operator	\$49,532	\$46,160	\$3,372	6.81%	8
GIS Technician	GIS Technician	\$64,379	\$59,673	\$4,706	7.31%	15
Systems Administrator	Systems Administrator	\$88,813	\$81,780	\$7,033	7.92%	9
Assistant Streets Supervisor	Assistant Streets Supervisor	\$57,363	\$52,689	\$4,674	8.15%	9
Library Technician	Library Technician	\$44,605	\$40,857	\$3,748	8.40%	11
Parks Technician I	Parks Technician	\$42,623	\$38,940	\$3,683	8.64%	12
Solid Waste Laborer	Solid Waste Laborer	\$40,641	\$37,119	\$3,522	8.67%	5
Streets Laborer	Streets Laborer	\$40,641	\$36,830	\$3,811	9.38%	11
Utility Billing Supervisor	Utility Billing Supervisor	\$64,379	\$57,850	\$6,529	10.14%	6
Assistant Library Director	Assistant Library Director	\$99,611	\$89,435	\$10,176	10.22%	7
Public Safety Aide	Public Safety Aide	\$48,547	\$43,562	\$4,985	10.27%	11
Library Director	Library Director	\$117,671	\$103,944	\$13,728	11.67%	11
Community Planner	Planner, Senior	\$88,813	\$76,206	\$12,607	14.20%	8
Recreation Specialist	Recreation Specialist	\$49,532	\$41,030	\$8,503	17.17%	6

Fire and Police positions below are compared at Entry Rate and Top-Out Rate.

Fire Job Classes (Fire Grade/Step Plan)(Ascending Rank Order)		VoLL Entry	Market Entry			
Apprentice Firefighter (2912)	Firefighter Apprentice	\$47,729	\$43,238	\$4,491	9.41%	7
Firefighter/EMT Basic (2912)	Firefighter - EMT Basic	\$49,970	\$53,135	-\$3,165	-6.33%	13
Firefighter/Engineer/EMT Basic (2912)	Fire Engineer - EMT Basic	\$55,058	\$63,632	-\$8,574	-15.57%	7
Firefighter/EMT Intermediate (2912)	Firefighter - EMT Intermediate	\$55,058	\$59,654	-\$4,596	-8.35%	11
Firefighter/EMT Paramedic (2912)	Firefighter - Paramedic	\$61,811	\$66,361	-\$4,550	-7.36%	10
Fire Inspector (2080)	Fire Inspector	\$65,555	\$61,342	\$4,214	6.43%	10
Firefighter/Engineer/EMT Intermediate	Fire Engineer - EMT Intermediate	\$61,963	\$68,009	-\$6,046	-9.76%	9
Fire Lieutenant (2912)	Fire Lieutenant	\$67,353	\$73,496	-\$6,143	-9.12%	13
Fire Captain (2080)	Fire Captain	\$75,496	\$84,908	-\$9,412	-12.47%	9
Division Chief/Fire Marshal (2080)	Division Chief/Fire Marshal	\$91,330	\$92,558	-\$1,228	-1.34%	7
Deputy Fire Chief (2080)	Deputy Fire Chief	\$110,453	\$109,083	\$1,370	1.24%	13
Fire Chief (2080)	Fire Chief	\$124,990	\$121,238	\$3,752	3.00%	14

Police Job Classes (Police Grade/Step Plan)(Ascending Rank Order)		VoLL Entry	Market Entry			
Public Safety Aide	Public Safety Aide	\$43,148	\$39,673	\$3,475	8.05%	11
Police Officer	Police Officer	\$59,212	\$62,427	-\$3,215	-5.43%	15
Detective	Detective	\$69,829	\$65,893	\$3,936	5.64%	9
Police Sergeant	Police Sergeant	\$73,583	\$81,715	-\$8,131	-11.05%	15
Police Lieutenant	Police Lieutenant	\$77,341	\$92,943	-\$15,602	-20.17%	14
Deputy Chief of Police	Deputy Chief of Police	\$105,128	\$120,719	-\$15,592	-14.83%	15
Chief of Police	Chief of Police	\$117,125	\$121,402	-\$4,277	-3.65%	14

For Information Only - Rates for salary planning only.

City Clerk (For Information Only)	City Clerk (For Information Only)	FYI	\$100,417	--	--	14
Animal Control Officer (For Information Only)	Animal Control Officer	FYI	\$46,761	--	--	14
Risk Management Director (For Information Only)	Risk Management Director	FYI	\$108,617	--	--	9
GIS Analyst or Specialist	GIS Analyst, Specialist, Coordinator (For Inform	FYI	\$70,266	--	--	8
Museum Director - For Information Only	FYI	FYI	\$106,613	--	--	4

Village of Los Lunas FY 2026 Base Pay Structures

Fiscal Year 2026 General Base Pay Structure

Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours/yr
1H		\$15.00	\$15.42	\$15.83	\$16.25	\$16.67	\$17.09	\$17.50	\$17.91	\$18.33	\$18.75	2080
1		\$31,193.34	\$32,066.89	\$32,928.69	\$33,807.07	\$34,664.03	\$35,542.42	\$36,399.38	\$37,256.34	\$38,134.72	\$38,991.68	2080
2H		\$17.37	\$17.85	\$18.33	\$18.82	\$19.30	\$19.78	\$20.26	\$20.74	\$21.23	\$21.71	2080
2		\$36,120.86	\$37,127.79	\$38,134.72	\$39,141.65	\$40,148.58	\$41,134.08	\$42,141.01	\$43,147.94	\$44,154.86	\$45,161.79	2080
3H		\$18.21	\$18.73	\$19.23	\$19.73	\$20.24	\$20.74	\$21.25	\$21.75	\$22.26	\$22.77	2080
3		\$37,877.63	\$38,948.83	\$39,998.61	\$41,048.38	\$42,098.16	\$43,147.94	\$44,197.71	\$45,247.49	\$46,297.26	\$47,368.46	2080
4H		\$19.07	\$19.59	\$20.12	\$20.65	\$21.18	\$21.71	\$22.24	\$22.77	\$23.30	\$23.82	2080
4		\$39,655.82	\$40,748.45	\$41,841.07	\$42,955.12	\$44,047.74	\$45,161.79	\$46,254.42	\$47,368.46	\$48,461.09	\$49,553.71	2080
5H		\$19.47	\$20.01	\$20.55	\$21.09	\$21.64	\$22.18	\$22.72	\$23.26	\$23.80	\$24.34	2080
5		\$40,491.36	\$41,626.83	\$42,740.88	\$43,876.35	\$45,011.82	\$46,125.87	\$47,261.34	\$48,375.39	\$49,510.86	\$50,624.91	2080
6H		\$21.17	\$21.75	\$22.34	\$22.93	\$23.51	\$24.10	\$24.69	\$25.28	\$25.86	\$26.46	2080
6		\$44,026.32	\$45,247.49	\$46,468.66	\$47,689.82	\$48,910.99	\$50,132.16	\$51,353.33	\$52,574.50	\$53,795.66	\$55,038.26	2080
7H		\$22.82	\$23.45	\$24.09	\$24.72	\$25.36	\$26.00	\$26.63	\$27.26	\$27.89	\$28.53	2080
7		\$47,475.58	\$48,782.45	\$50,110.74	\$51,417.60	\$52,745.89	\$54,074.18	\$55,381.04	\$56,709.33	\$58,016.19	\$59,344.48	2080
8H		\$24.51	\$25.19	\$25.87	\$26.56	\$27.24	\$27.92	\$28.60	\$29.28	\$29.96	\$30.64	2080
8		\$50,989.12	\$52,403.10	\$53,817.09	\$55,252.50	\$56,666.48	\$58,080.46	\$59,494.45	\$60,908.43	\$62,322.42	\$63,736.40	2080
9H		\$26.20	\$26.92	\$27.66	\$28.39	\$29.11	\$29.84	\$30.57	\$31.29	\$32.02	\$32.75	2080
9		\$54,502.66	\$56,002.34	\$57,523.44	\$59,044.54	\$60,544.22	\$62,065.33	\$63,586.43	\$65,086.11	\$66,607.22	\$68,128.32	2080
10H		\$27.51	\$28.27	\$29.04	\$29.80	\$30.57	\$31.33	\$32.09	\$32.86	\$33.62	\$34.39	2080
10		\$57,223.50	\$58,808.88	\$60,394.26	\$61,979.63	\$63,586.43	\$65,171.81	\$66,757.18	\$68,342.56	\$69,927.94	\$71,534.74	2080
11H		\$27.87	\$28.65	\$29.43	\$30.20	\$30.97	\$31.74	\$32.52	\$33.30	\$34.07	\$34.84	2080
11		\$57,973.34	\$59,601.57	\$61,208.37	\$62,815.17	\$64,421.97	\$66,028.77	\$67,635.57	\$69,263.79	\$70,870.59	\$72,477.39	2080
12H		\$29.56	\$30.39	\$31.20	\$32.02	\$32.85	\$33.66	\$34.48	\$35.31	\$36.13	\$36.95	2080
12		\$61,486.88	\$63,200.80	\$64,893.30	\$66,607.22	\$68,321.14	\$70,013.63	\$71,727.55	\$73,441.47	\$75,155.39	\$76,847.89	2080
13H		\$31.23	\$32.09	\$32.96	\$33.83	\$34.70	\$35.57	\$36.43	\$37.30	\$38.16	\$39.04	2080
13		\$64,957.57	\$66,757.18	\$68,556.80	\$70,356.42	\$72,177.46	\$73,977.07	\$75,776.69	\$77,576.30	\$79,375.92	\$81,196.96	2080
14H		\$32.91	\$33.83	\$34.74	\$35.65	\$36.57	\$37.48	\$38.40	\$39.30	\$40.22	\$41.14	2080
14		\$68,449.68	\$70,356.42	\$72,263.15	\$74,148.46	\$76,055.20	\$77,961.94	\$79,868.67	\$81,753.98	\$83,660.72	\$85,567.46	2080
15H		\$37.96	\$39.01	\$40.07	\$41.12	\$42.17	\$43.23	\$44.28	\$45.33	\$46.39	\$47.44	2080
15		\$78,947.44	\$81,132.69	\$83,339.36	\$85,524.61	\$87,709.86	\$89,916.53	\$92,101.78	\$94,287.02	\$96,493.70	\$98,678.94	2080
16H		\$40.05	\$41.16	\$42.27	\$43.38	\$44.50	\$45.61	\$46.72	\$47.83	\$48.95	\$50.06	2080
16		\$83,296.51	\$85,610.30	\$87,924.10	\$90,237.89	\$92,551.68	\$94,865.47	\$97,179.26	\$99,493.06	\$101,806.85	\$104,120.64	2080
17H		\$42.57	\$43.75	\$44.94	\$46.11	\$47.30	\$48.48	\$49.67	\$50.85	\$52.04	\$53.21	2080
17		\$88,545.39	\$91,009.15	\$93,472.91	\$95,915.25	\$98,379.01	\$100,842.77	\$103,306.53	\$105,770.29	\$108,234.05	\$110,676.38	2080
18H		\$50.28	\$51.69	\$53.08	\$54.48	\$55.88	\$57.27	\$58.67	\$60.06	\$61.46	\$62.86	2080
18		\$104,591.97	\$107,505.63	\$110,397.87	\$113,311.54	\$116,225.20	\$119,117.44	\$122,031.10	\$124,923.34	\$127,837.01	\$130,750.67	2080
19H		\$58.31	\$59.62	\$61.22	\$62.83	\$64.45	\$66.05	\$67.67	\$69.28	\$70.89	\$72.50	2080
19		\$121,281.26	\$124,002.11	\$127,344.26	\$130,686.40	\$134,049.97	\$137,392.11	\$140,755.68	\$144,097.82	\$147,461.39	\$150,803.54	2080

Village of Los Lunas FY 2026 Base Pay Structures

Fiscal Year 2026 Fire Base Pay Structure

Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours/Yrs
F1H		\$16.39	\$16.85	\$17.31	\$17.75	\$18.21	\$18.67	\$19.13	\$19.57	\$20.70	\$21.14	2912
F1		\$47,728.84	\$49,061.38	\$50,393.91	\$51,696.15	\$53,028.68	\$54,361.22	\$55,693.75	\$56,995.99	\$60,266.75	\$61,569.00	2912
F2H	\$17.16	\$18.06	\$18.56	\$19.06	\$19.57	\$20.07	\$20.57	\$21.07	\$21.58	\$22.08	\$22.58	2912
F2	\$49,969.92	\$52,604.70	\$54,058.37	\$55,512.04	\$56,995.99	\$58,449.66	\$59,903.33	\$61,357.00	\$62,840.96	\$64,294.63	\$65,748.30	2912
F3H	\$18.91	\$19.91	\$20.46	\$21.01	\$21.57	\$22.12	\$22.67	\$23.22	\$23.77	\$24.33	\$24.88	2912
F3	\$55,057.77	\$57,965.11	\$59,570.20	\$61,175.30	\$62,810.68	\$64,415.77	\$66,020.86	\$67,625.96	\$69,231.05	\$70,836.00	\$72,441.24	2912
F4H		\$21.28	\$21.86	\$22.45	\$23.05	\$23.64	\$24.23	\$24.82	\$25.42	\$26.00	\$26.59	2912
F4		\$61,962.70	\$63,658.65	\$65,384.88	\$67,111.12	\$68,837.35	\$70,563.58	\$72,289.82	\$74,016.05	\$75,712.00	\$77,438.23	2912
F5HS	\$21.23	\$22.34	\$22.95	\$23.58	\$24.20	\$24.82	\$25.44	\$26.06	\$26.68	\$27.30	\$27.92	2912
F5S	\$61,811.28	\$65,051.75	\$66,838.55	\$68,655.64	\$70,472.73	\$72,289.82	\$74,076.62	\$75,893.71	\$77,680.51	\$79,497.60	\$81,314.69	2912
F5HA		\$31.52	\$32.38	\$33.22	\$34.08	\$34.92	\$35.78	\$36.63	\$37.49	\$38.33	\$39.19	2080
F5A		\$65,555.21	\$67,342.53	\$69,099.56	\$70,886.87	\$72,643.90	\$74,431.22	\$76,188.24	\$77,975.56	\$79,732.59	\$81,509.81	2080
F6H		\$23.13	\$23.77	\$24.41	\$25.05	\$25.69	\$26.34	\$26.98	\$27.62	\$28.26	\$28.94	2912
F6		\$67,353.40	\$69,231.05	\$71,078.43	\$72,956.08	\$74,803.46	\$76,711.40	\$78,558.77	\$80,436.43	\$82,283.80	\$84,191.75	2912
F7H		\$36.30	\$37.30	\$38.31	\$39.32	\$40.33	\$41.34	\$42.35	\$43.36	\$44.37	\$45.38	2080
F7		\$75,495.68	\$77,593.98	\$79,692.29	\$81,790.59	\$83,888.90	\$85,987.20	\$88,085.50	\$90,183.81	\$92,282.11	\$94,380.42	2080
F8H		\$43.91	\$45.13	\$46.34	\$47.57	\$48.79	\$50.00	\$51.23	\$52.12	\$53.66	\$54.88	2080
F8		\$91,330.30	\$93,861.25	\$96,392.19	\$98,944.77	\$101,475.71	\$104,006.66	\$106,559.23	\$108,419.58	\$111,621.12	\$114,152.06	2080
F9H		\$53.10	\$54.58	\$56.06	\$57.52	\$59.00	\$60.48	\$61.95	\$63.43	\$64.90	\$66.37	2080
F9		\$110,452.99	\$113,524.74	\$116,596.48	\$119,646.59	\$122,718.34	\$125,790.08	\$128,861.82	\$131,933.57	\$134,983.68	\$138,055.42	2080
F10H		\$60.09	\$61.76	\$63.43	\$65.10	\$66.77	\$68.43	\$70.11	\$71.77	\$73.44	\$75.12	2080
F10		\$124,989.70	\$128,450.82	\$131,933.57	\$135,416.32	\$138,877.44	\$142,338.56	\$145,821.31	\$149,282.43	\$152,765.18	\$156,247.94	2080

- F1 Apprentice Firefighter (2912)
- F2 Firefighter/EMT Basic (2912)
- F3 Firefighter/EMT Intermediate (2912)
- F3 Firefighter/Engineer/EMT Basic (2912)
- F4 Firefighter/Engineer/EMT Intermediate (2912)
- F5 Firefighter/EMT Paramedic (2912)
- F5 Fire Inspector (2080)
- F6 Fire Lieutenant (2912)
- F7 Fire Captain (2080)
- F8 Division Chief/Fire Marshal (2080)
- F9 Deputy Fire Chief (2080)
- F10 Fire Chief (2080)

Village of Los Lunas FY 2026 Base Pay Structures

Fiscal Year 2026 Police Base Pay Structure

Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours/Yrs
P1H		\$20.74	\$21.32	\$21.90	\$22.47	\$23.05	\$23.63	\$24.21	\$24.78	\$25.36	\$25.94	2080
P1		\$43,147.94	\$44,347.68	\$45,547.42	\$46,747.17	\$47,946.91	\$49,146.66	\$50,346.40	\$51,546.14	\$52,745.89	\$53,945.63	2080
P2H	\$26.48	\$27.87	\$28.65	\$29.43	\$30.20	\$30.97	\$31.74	\$32.52	\$33.30	\$34.07	\$34.84	2236
P2	\$59,212.19	\$62,321.34	\$64,071.69	\$65,799.00	\$67,526.31	\$69,253.62	\$70,980.93	\$72,708.24	\$74,458.58	\$76,185.89	\$77,913.20	2236
P3H		\$31.23	\$32.09	\$32.96	\$33.83	\$34.70	\$35.57	\$36.43	\$37.30	\$38.16	\$39.04	2236
P3		\$69,829.39	\$71,763.97	\$73,698.56	\$75,633.15	\$77,590.77	\$79,525.35	\$81,459.94	\$83,394.53	\$85,329.11	\$87,286.73	2236
P4H		\$32.91	\$33.83	\$34.74	\$35.65	\$36.57	\$37.48	\$38.40	\$39.30	\$40.22	\$41.14	2236
P4		\$73,583.41	\$75,633.15	\$77,682.89	\$79,709.60	\$81,759.34	\$83,809.08	\$85,858.82	\$87,885.53	\$89,935.27	\$91,985.02	2080
P5H		\$37.18	\$38.22	\$39.25	\$40.28	\$41.32	\$42.35	\$43.38	\$44.42	\$45.45	\$46.48	2080
P5		\$77,340.64	\$79,504.46	\$81,646.86	\$83,789.26	\$85,953.09	\$88,095.49	\$90,237.89	\$92,401.71	\$94,544.11	\$96,686.51	2080
P6H		\$50.54	\$51.94	\$53.35	\$54.75	\$56.16	\$57.56	\$58.97	\$60.37	\$61.77	\$63.18	2080
P6		\$105,127.57	\$108,041.23	\$110,976.32	\$113,889.98	\$116,803.65	\$119,717.31	\$122,652.40	\$125,566.06	\$128,479.73	\$131,414.82	2080
P7H		\$56.31	\$57.88	\$59.44	\$61.01	\$62.56	\$64.13	\$65.69	\$67.26	\$68.82	\$70.39	2080
P7		\$117,125.01	\$120,381.46	\$123,637.90	\$126,894.35	\$130,129.38	\$133,385.82	\$136,642.27	\$139,898.72	\$143,155.17	\$146,411.62	2080

P1 Public Safety Aide
 P2 Police Officer
 P3 Detective
 P4 Police Sergeant
 P5 Police Lieutenant
 P6 Deputy Chief of Police
 P7 Chief of Police

Village of Los Lunas
FY 2027 Salary Plan
Proposed Base Pay Structure

General job classes only:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Calculated Midpoint
101H	\$15.00	\$15.37	\$15.76	\$16.15	\$16.55	\$16.97	\$17.39	\$17.83	\$18.27	\$18.73	\$16.87
101	\$31,200.00	\$31,969.60	\$32,780.80	\$33,592.00	\$34,424.00	\$35,297.60	\$36,171.20	\$37,086.40	\$38,001.60	\$38,958.40	\$35,079.20
102H	\$15.75	\$16.14	\$16.54	\$16.96	\$17.38	\$17.82	\$18.26	\$18.72	\$19.19	\$19.67	\$17.71
102	\$32,760.00	\$33,571.20	\$34,403.20	\$35,276.80	\$36,150.40	\$37,065.60	\$37,980.80	\$38,937.60	\$39,915.20	\$40,913.60	\$36,836.80
103H	\$16.53	\$16.95	\$17.37	\$17.81	\$18.25	\$18.71	\$19.17	\$19.65	\$20.15	\$20.65	\$18.59
103	\$34,382.40	\$35,256.00	\$36,129.60	\$37,044.80	\$37,960.00	\$38,916.80	\$39,873.60	\$40,872.00	\$41,912.00	\$42,952.00	\$38,667.20
104H	\$17.36	\$17.79	\$18.24	\$18.70	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.68	\$19.52
104	\$36,108.80	\$37,003.20	\$37,939.20	\$38,896.00	\$39,852.80	\$40,851.20	\$41,870.40	\$42,931.20	\$43,992.00	\$45,094.40	\$40,601.60
105H	\$18.23	\$18.68	\$19.15	\$19.63	\$20.12	\$20.62	\$21.14	\$21.67	\$22.21	\$22.77	\$20.50
105	\$37,918.40	\$38,854.40	\$39,832.00	\$40,830.40	\$41,849.60	\$42,889.60	\$43,971.20	\$45,073.60	\$46,196.80	\$47,361.60	\$42,640.00
106H	\$19.14	\$19.62	\$20.11	\$20.61	\$21.13	\$21.66	\$22.20	\$22.75	\$23.32	\$23.90	\$21.52
106	\$39,811.20	\$40,809.60	\$41,828.80	\$42,868.80	\$43,950.40	\$45,052.80	\$46,176.00	\$47,320.00	\$48,505.60	\$49,712.00	\$44,761.60
107H	\$20.10	\$20.60	\$21.11	\$21.64	\$22.18	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$22.60
107	\$41,808.00	\$42,848.00	\$43,908.80	\$45,011.20	\$46,134.40	\$47,299.20	\$48,484.80	\$49,691.20	\$50,939.20	\$52,208.00	\$47,008.00
108H	\$21.10	\$21.63	\$22.17	\$22.72	\$23.29	\$23.87	\$24.47	\$25.08	\$25.71	\$26.35	\$23.73
108	\$43,888.00	\$44,990.40	\$46,113.60	\$47,257.60	\$48,443.20	\$49,649.60	\$50,897.60	\$52,166.40	\$53,476.80	\$54,808.00	\$49,348.00
109H	\$22.16	\$22.71	\$23.28	\$23.86	\$24.46	\$25.07	\$25.70	\$26.34	\$27.00	\$27.67	\$24.92
109	\$46,092.80	\$47,236.80	\$48,422.40	\$49,628.80	\$50,876.80	\$52,145.60	\$53,456.00	\$54,787.20	\$56,160.00	\$57,553.60	\$51,823.20
110H	\$23.26	\$23.85	\$24.44	\$25.05	\$25.68	\$26.32	\$26.98	\$27.65	\$28.35	\$29.05	\$26.16
110	\$48,380.80	\$49,608.00	\$50,835.20	\$52,104.00	\$53,414.40	\$54,745.60	\$56,118.40	\$57,512.00	\$58,968.00	\$60,424.00	\$54,402.40
111H	\$24.43	\$25.04	\$25.66	\$26.31	\$26.96	\$27.64	\$28.33	\$29.04	\$29.76	\$30.51	\$27.47
111	\$50,814.40	\$52,083.20	\$53,372.80	\$54,724.80	\$56,076.80	\$57,491.20	\$58,926.40	\$60,403.20	\$61,900.80	\$63,460.80	\$57,137.60
112H	\$25.65	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02	\$29.75	\$30.49	\$31.25	\$32.03	\$28.84
112	\$53,352.00	\$54,683.20	\$56,056.00	\$57,449.60	\$58,884.80	\$60,361.60	\$61,880.00	\$63,419.20	\$65,000.00	\$66,622.40	\$59,987.20
113H	\$26.93	\$27.61	\$28.30	\$29.00	\$29.73	\$30.47	\$31.23	\$32.01	\$32.81	\$33.63	\$30.28
113	\$56,014.40	\$57,428.80	\$58,864.00	\$60,320.00	\$61,838.40	\$63,377.60	\$64,958.40	\$66,580.80	\$68,244.80	\$69,950.40	\$62,982.40
114H	\$28.28	\$28.99	\$29.71	\$30.45	\$31.21	\$31.99	\$32.79	\$33.61	\$34.45	\$35.32	\$31.80
114	\$58,822.40	\$60,299.20	\$61,796.80	\$63,336.00	\$64,916.80	\$66,539.20	\$68,203.20	\$69,908.80	\$71,656.00	\$73,465.60	\$66,144.00
115H	\$29.69	\$30.43	\$31.20	\$31.98	\$32.78	\$33.59	\$34.43	\$35.30	\$36.18	\$37.08	\$33.39
115	\$61,755.20	\$63,294.40	\$64,896.00	\$66,518.40	\$68,182.40	\$69,867.20	\$71,614.40	\$73,424.00	\$75,254.40	\$77,126.40	\$69,440.80
116H	\$31.18	\$31.96	\$32.76	\$33.57	\$34.41	\$35.27	\$36.16	\$37.06	\$37.99	\$38.94	\$35.06
116	\$64,854.40	\$66,476.80	\$68,140.80	\$69,825.60	\$71,572.80	\$73,361.60	\$75,212.80	\$77,084.80	\$79,019.20	\$80,995.20	\$72,924.80
117H	\$32.74	\$33.55	\$34.39	\$35.25	\$36.13	\$37.04	\$37.96	\$38.91	\$39.89	\$40.88	\$36.81
117	\$68,099.20	\$69,784.00	\$71,531.20	\$73,320.00	\$75,150.40	\$77,043.20	\$78,956.80	\$80,932.80	\$82,971.20	\$85,030.40	\$76,564.80
118H	\$34.37	\$35.23	\$36.11	\$37.02	\$37.94	\$38.89	\$39.86	\$40.86	\$41.88	\$42.93	\$38.65
118	\$71,489.60	\$73,278.40	\$75,108.80	\$77,001.60	\$78,915.20	\$80,891.20	\$82,908.80	\$84,988.80	\$87,110.40	\$89,294.40	\$80,392.00
119H	\$36.09	\$36.99	\$37.92	\$38.87	\$39.84	\$40.83	\$41.86	\$42.90	\$43.97	\$45.07	\$40.58
119	\$75,067.20	\$76,939.20	\$78,873.60	\$80,849.60	\$82,867.20	\$84,926.40	\$87,068.80	\$89,232.00	\$91,457.60	\$93,745.60	\$84,406.40
120H	\$37.90	\$38.84	\$39.81	\$40.81	\$41.83	\$42.88	\$43.95	\$45.05	\$46.17	\$47.33	\$42.62
120	\$78,832.00	\$80,787.20	\$82,804.80	\$84,884.80	\$87,006.40	\$89,190.40	\$91,416.00	\$93,704.00	\$96,033.60	\$98,446.40	\$88,639.20
121H	\$39.79	\$40.79	\$41.81	\$42.85	\$43.92	\$45.02	\$46.15	\$47.30	\$48.48	\$49.69	\$44.74
121	\$82,763.20	\$84,843.20	\$86,964.80	\$89,128.00	\$91,353.60	\$93,641.60	\$95,992.00	\$98,384.00	\$100,838.40	\$103,355.20	\$93,059.20
122H	\$41.78	\$42.83	\$43.90	\$44.99	\$46.12	\$47.27	\$48.45	\$49.66	\$50.91	\$52.18	\$46.98
122	\$86,902.40	\$89,086.40	\$91,312.00	\$93,579.20	\$95,929.60	\$98,321.60	\$100,776.00	\$103,292.80	\$105,892.80	\$108,534.40	\$97,718.40
123H	\$43.87	\$44.97	\$46.09	\$47.24	\$48.42	\$49.63	\$50.88	\$52.15	\$53.45	\$54.79	\$49.33
123	\$91,249.60	\$93,537.60	\$95,867.20	\$98,259.20	\$100,713.60	\$103,230.40	\$105,830.40	\$108,472.00	\$111,176.00	\$113,963.20	\$102,606.40
124H	\$46.06	\$47.21	\$48.39	\$49.60	\$50.84	\$52.12	\$53.42	\$54.75	\$56.12	\$57.53	\$51.80
124	\$95,804.80	\$98,196.80	\$100,651.20	\$103,168.00	\$105,747.20	\$108,409.60	\$111,113.60	\$113,880.00	\$116,729.60	\$119,662.40	\$107,733.60

**Village of Los Lunas
FY 2027 Salary Plan
Proposed Base Pay Structure**

General job classes only:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Calculated Midpoint
125H	\$48.37	\$49.58	\$50.81	\$52.09	\$53.39	\$54.72	\$56.09	\$57.49	\$58.93	\$60.40	\$54.39
125	\$100,609.60	\$103,126.40	\$105,684.80	\$108,347.20	\$111,051.20	\$113,817.60	\$116,667.20	\$119,579.20	\$122,574.40	\$125,632.00	\$113,120.80
126H	\$50.78	\$52.05	\$53.36	\$54.69	\$56.06	\$57.46	\$58.89	\$60.37	\$61.88	\$63.42	\$57.10
126	\$105,622.40	\$108,264.00	\$110,988.80	\$113,755.20	\$116,604.80	\$119,516.80	\$122,491.20	\$125,569.60	\$128,710.40	\$131,913.60	\$118,768.00
127H	\$53.32	\$54.66	\$56.02	\$57.42	\$58.86	\$60.33	\$61.84	\$63.39	\$64.97	\$66.59	\$59.96
127	\$110,905.60	\$113,692.80	\$116,521.60	\$119,433.60	\$122,428.80	\$125,486.40	\$128,627.20	\$131,851.20	\$135,137.60	\$138,507.20	\$124,706.40
128H	\$55.99	\$57.39	\$58.82	\$60.29	\$61.80	\$63.35	\$64.93	\$66.55	\$68.22	\$69.92	\$62.96
128	\$116,459.20	\$119,371.20	\$122,345.60	\$125,403.20	\$128,544.00	\$131,768.00	\$135,054.40	\$138,424.00	\$141,897.60	\$145,433.60	\$130,946.40
129H	\$58.79	\$60.26	\$61.77	\$63.31	\$64.89	\$66.51	\$68.18	\$69.88	\$71.63	\$73.42	\$66.11
129	\$122,283.20	\$125,340.80	\$128,481.60	\$131,684.80	\$134,971.20	\$138,340.80	\$141,814.40	\$145,350.40	\$148,990.40	\$152,713.60	\$137,498.40
130H	\$61.73	\$63.27	\$64.85	\$66.48	\$68.14	\$69.84	\$71.59	\$73.38	\$75.21	\$77.09	\$69.41
130	\$128,398.40	\$131,601.60	\$134,888.00	\$138,278.40	\$141,731.20	\$145,267.20	\$148,907.20	\$152,630.40	\$156,436.80	\$160,347.20	\$144,372.80
131H	\$64.82	\$66.44	\$68.10	\$69.80	\$71.54	\$73.33	\$75.17	\$77.05	\$78.97	\$80.95	\$72.89
131	\$134,825.60	\$138,195.20	\$141,648.00	\$145,184.00	\$148,803.20	\$152,526.40	\$156,353.60	\$160,264.00	\$164,257.60	\$168,376.00	\$151,600.80
132H	\$68.06	\$69.76	\$71.50	\$73.29	\$75.12	\$77.00	\$78.92	\$80.90	\$82.92	\$84.99	\$76.53
132	\$141,564.80	\$145,100.80	\$148,720.00	\$152,443.20	\$156,249.60	\$160,160.00	\$164,153.60	\$168,272.00	\$172,473.60	\$176,779.20	\$159,172.00
133H	\$71.46	\$73.25	\$75.08	\$76.95	\$78.88	\$80.85	\$82.87	\$84.94	\$87.07	\$89.24	\$80.35
133	\$148,636.80	\$152,360.00	\$156,166.40	\$160,056.00	\$164,070.40	\$168,168.00	\$172,369.60	\$176,675.20	\$181,105.60	\$185,619.20	\$167,128.00
134H	\$75.03	\$76.91	\$78.83	\$80.80	\$82.82	\$84.89	\$87.01	\$89.19	\$91.42	\$93.70	\$84.37
134	\$156,062.40	\$159,972.80	\$163,966.40	\$168,064.00	\$172,265.60	\$176,571.20	\$180,980.80	\$185,515.20	\$190,153.60	\$194,896.00	\$175,479.20
135H	\$78.78	\$80.75	\$82.77	\$84.84	\$86.96	\$89.14	\$91.36	\$93.65	\$95.99	\$98.39	\$88.59
135	\$163,862.40	\$167,960.00	\$172,161.60	\$176,467.20	\$180,876.80	\$185,411.20	\$190,028.80	\$194,792.00	\$199,659.20	\$204,651.20	\$184,256.80
136H	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$93.02
136	\$172,057.60	\$176,363.20	\$180,772.80	\$185,286.40	\$189,924.80	\$194,667.20	\$199,534.40	\$204,526.40	\$209,643.20	\$214,884.80	\$193,471.20
137H	\$86.86	\$89.03	\$91.26	\$93.54	\$95.88	\$98.27	\$100.73	\$103.25	\$105.83	\$108.47	\$97.67
137	\$180,668.80	\$185,182.40	\$189,820.80	\$194,563.20	\$199,430.40	\$204,401.60	\$209,518.40	\$214,760.00	\$220,126.40	\$225,617.60	\$203,143.20
138H	\$91.20	\$93.48	\$95.82	\$98.21	\$100.67	\$103.19	\$105.77	\$108.41	\$111.12	\$113.90	\$102.55
138	\$189,696.00	\$194,438.40	\$199,305.60	\$204,276.80	\$209,393.60	\$214,635.20	\$220,001.60	\$225,492.80	\$231,129.60	\$236,912.00	\$213,304.00
139H	\$95.76	\$98.16	\$100.61	\$103.12	\$105.70	\$108.35	\$111.05	\$113.83	\$116.68	\$119.59	\$107.68
139	\$199,180.80	\$204,172.80	\$209,268.80	\$214,489.60	\$219,856.00	\$225,368.00	\$230,984.00	\$236,766.40	\$242,694.40	\$248,747.20	\$223,964.00
140H	\$100.55	\$103.06	\$105.64	\$108.28	\$110.99	\$113.76	\$116.61	\$119.52	\$122.51	\$125.57	\$113.06
140	\$209,144.00	\$214,364.80	\$219,731.20	\$225,222.40	\$230,859.20	\$236,620.80	\$242,548.80	\$248,601.60	\$254,820.80	\$261,185.60	\$235,164.80

Step Increment (Approx.): 2.50%
Grade Increment (Approx.): 5%
Grade Width: 25%

Note: All salary amounts shown in the structure are based on the hourly rate of pay rounded to two decimal places. Annual rates of pay are calculated by multiplying the number of hours per year by the hourly rate of pay, eliminating any round-off variances on the annual pay amounts.

Village of Los Lunas
FY 2027 Salary Plan
Table 4 - Salary Grades per Job Class - Job Family Order

Job Family	Recommended ClassTitle	FY 2027 Salary Plan				Survey
		Grade	Step 1	Calc'd Midpoint	Step 10	
Administrator's Office	Village Administrator	137	\$180,669	\$203,143	\$225,618	*
Administrator's Office	Deputy Village Administrator	129	\$122,283	\$137,498	\$152,714	*
Administrator's Office	Economic Development Officer	121	\$82,763	\$93,059	\$103,355	*
Administrator's Office	Deputy Village Clerk	116	\$64,854	\$72,925	\$80,995	*
Clerical Support	Police Administrative Coordinator	108	\$43,888	\$49,348	\$54,808	*
Clerical Support	Administrative Assistant - Fire	107	\$41,808	\$47,008	\$52,208	*
Clerical Support	Administrative Assistant	105	\$37,918	\$42,640	\$47,362	*
Clerical Support	Police Records Specialist	105	\$37,918	\$42,640	\$47,362	*
Community Development	Community Development Director	126	\$105,622	\$118,768	\$131,914	*
Community Development	Planner, Senior	120	\$78,832	\$88,639	\$98,446	*
Community Development	Planner	113	\$56,014	\$62,982	\$69,950	*
Community Development	Code Enforcement Supervisor	115	\$61,755	\$69,441	\$77,126	*
Community Development	Code Enforcement Officer	109	\$46,093	\$51,823	\$57,554	*
Community Development	Permit Technician	107	\$41,808	\$47,008	\$52,208	*
DWI Program	DWI Program Coordinator	115	\$61,755	\$69,441	\$77,126	
DWI Program	DWI Compliance Coordinator	111	\$50,814	\$57,138	\$63,461	
DWI Program	Licensed Alcohol and Drug Abuse Counselor (LADAC)	111	\$50,814	\$57,138	\$63,461	
DWI Program	Licensed Substance Abuse Associate (LSAA)	110	\$48,381	\$54,402	\$60,424	*
DWI Program	DWI Treatment Provider	110	\$48,381	\$54,402	\$60,424	
DWI Program	DWI Compliance Officer	109	\$46,093	\$51,823	\$57,554	
Finance	Finance Director	126	\$105,622	\$118,768	\$131,914	*
Finance	Assistant Finance Director	123	\$91,250	\$102,606	\$113,963	*
Finance	Accountant	116	\$64,854	\$72,925	\$80,995	*
Finance	Payroll & Benefits Specialist	111	\$50,814	\$57,138	\$63,461	*
Finance	Accounts Payable Specialist	106	\$39,811	\$44,762	\$49,712	*
Finance	Procurement Coordinator	113	\$56,014	\$62,982	\$69,950	
Finance	Buyer (New)	112	\$53,352	\$59,987	\$66,622	*
Finance	IT Purchasing Coordinator	108	\$43,888	\$49,348	\$54,808	*
Finance	Utility Billing Supervisor	115	\$61,755	\$69,441	\$77,126	
Finance	Utility Billing Specialist	108	\$43,888	\$49,348	\$54,808	*
Finance	Utility Billing Clerk	104	\$36,109	\$40,602	\$45,094	*
Human Resources	Human Resources Director	126	\$105,622	\$118,768	\$131,914	*
Human Resources	Human Resources Specialist	111	\$50,814	\$57,138	\$63,461	*
Information Technologies	Information Technology Director	127	\$110,906	\$124,706	\$138,507	*
Information Technologies	Network Administrator	121	\$82,763	\$93,059	\$103,355	*
Information Technologies	Systems Administrator	118	\$71,490	\$80,392	\$89,294	*
Information Technologies	Information Security Administrator	118	\$71,490	\$80,392	\$89,294	*
Information Technologies	Technical Support Specialist	112	\$53,352	\$59,987	\$66,622	*
Information Technologies	GIS Technician	113	\$56,014	\$62,982	\$69,950	*

Village of Los Lunas
FY 2027 Salary Plan
Table 4 - Salary Grades per Job Class - Job Family Order

Job Family	Recommended ClassTitle	FY 2027 Salary Plan				Survey
		Grade	Step 1	Calc'd Midpoint	Step 10	
Library	Library Director	126	\$105,622	\$118,768	\$131,914	*
Library	Assistant Library Director	123	\$91,250	\$102,606	\$113,963	*
Library	Children's Librarian	112	\$53,352	\$59,987	\$66,622	*
Library	Adult Services Librarian	112	\$53,352	\$59,987	\$66,622	*
Library	STEM Specialist	108	\$43,888	\$49,348	\$54,808	
Library	Cataloging Specialist	107	\$41,808	\$47,008	\$52,208	*
Library	Library Technician	106	\$39,811	\$44,762	\$49,712	*
Museum	Museum Manager	115	\$61,755	\$69,441	\$77,126	
Museum	Museum Technician	109	\$46,093	\$51,823	\$57,554	
Municipal Court	Chief Court Clerk	115	\$61,755	\$69,441	\$77,126	*
Municipal Court	Court Clerk	105	\$37,918	\$42,640	\$47,362	*
Parks Maintenance	Parks and Recreation Director	127	\$110,906	\$124,706	\$138,507	*
Parks Maintenance	Parks Supervisor	115	\$61,755	\$69,441	\$77,126	*
Parks Maintenance	Open Space Supervisor	115	\$61,755	\$69,441	\$77,126	
Parks Maintenance	Park Ranger, Senior	109	\$46,093	\$51,823	\$57,554	
Parks Maintenance	Park Ranger	108	\$43,888	\$49,348	\$54,808	
Parks Maintenance	Lead Parks Technician	111	\$50,814	\$57,138	\$63,461	*
Parks Maintenance	Senior Parks Technician	106	\$39,811	\$44,762	\$49,712	*
Parks Maintenance	Parks Technician	105	\$37,918	\$42,640	\$47,362	*
Parks Maintenance	Parks Laborer	104	\$36,109	\$40,602	\$45,094	*
Facility Maintenance	Buildings and Grounds Superintendent	118	\$71,490	\$80,392	\$89,294	*
Facility Maintenance	Facility Maintenance Supervisor	115	\$61,755	\$69,441	\$77,126	*
Facility Maintenance	Lead Facility Maintenance Technician	111	\$50,814	\$57,138	\$63,461	
Facility Maintenance	Senior Facility Maintenance Technician	109	\$46,093	\$51,823	\$57,554	*
Facility Maintenance	Facility Maintenance Technician	105	\$37,918	\$42,640	\$47,362	*
Facility Maintenance	Custodian	104	\$36,109	\$40,602	\$45,094	*
Facility Maintenance	Firehouse Assistant	102	\$32,760	\$36,837	\$40,914	
Recreation	Recreation Supervisor	115	\$61,755	\$69,441	\$77,126	*
Recreation	Recreation Coordinator	110	\$48,381	\$54,402	\$60,424	*
Recreation	Sports Coordinator	110	\$48,381	\$54,402	\$60,424	*
Recreation	Recreation Specialist	108	\$43,888	\$49,348	\$54,808	*
Recreation	Recreation Assistant	104	\$36,109	\$40,602	\$45,094	*
Recreation	Recreation Aide	102	\$32,760	\$36,837	\$40,914	*
Public Works	Public Works Director	128	\$116,459	\$130,946	\$145,434	*
Public Works	Assistant Public Works Director	123	\$91,250	\$102,606	\$113,963	*
Public Works	Construction/Safety Inspector	115	\$61,755	\$69,441	\$77,126	*
Public Works	Project Coordinator	110	\$48,381	\$54,402	\$60,424	
Fleet Maintenance	Fleet Maintenance Superintendent	118	\$71,490	\$80,392	\$89,294	*
Fleet Maintenance	Heavy Duty Mechanic	112	\$53,352	\$59,987	\$66,622	*
Fleet Maintenance	Mechanic	107	\$41,808	\$47,008	\$52,208	*
Solid Waste	Solid Waste Superintendent	118	\$71,490	\$80,392	\$89,294	*
Solid Waste	Solid Waste Supervisor	115	\$61,755	\$69,441	\$77,126	*
Solid Waste	Assistant Solid Waste Supervisor	113	\$56,014	\$62,982	\$69,950	
Solid Waste	Transfer Station Operator	108	\$43,888	\$49,348	\$54,808	
Solid Waste	Solid Waste Driver - Commercial	107	\$41,808	\$47,008	\$52,208	*
Solid Waste	Solid Waste Driver - Residential	107	\$41,808	\$47,008	\$52,208	
Solid Waste	Recycle Operator	107	\$41,808	\$47,008	\$52,208	

Village of Los Lunas
FY 2027 Salary Plan
Table 4 - Salary Grades per Job Class - Job Family Order

Job Family	Recommended ClassTitle	FY 2027 Salary Plan				Survey
		Grade	Step 1	Calc'd Midpoint	Step 10	
Solid Waste	Solid Waste Laborer	104	\$36,109	\$40,602	\$45,094	*
Streets	Streets Superintendent	118	\$71,490	\$80,392	\$89,294	*
Streets	Streets Supervisor	115	\$61,755	\$69,441	\$77,126	*
Streets	Assistant Streets Supervisor	112	\$53,352	\$59,987	\$66,622	*
Streets	Lead Streets Maintenance Worker	109	\$46,093	\$51,823	\$57,554	*
Streets	Streets Maintenance Worker	107	\$41,808	\$47,008	\$52,208	*
Streets	Streets Laborer	104	\$36,109	\$40,602	\$45,094	*
Wastewater	Wastewater Superintendent	118	\$71,490	\$80,392	\$89,294	*
Wastewater	Wastewater Supervisor	115	\$61,755	\$69,441	\$77,126	*
Wastewater	Assistant Wastewater Supervisor	113	\$56,014	\$62,982	\$69,950	
Wastewater	Lead Plant Operator	112	\$53,352	\$59,987	\$66,622	*
Wastewater	Laboratory Technician	109	\$46,093	\$51,823	\$57,554	*
Wastewater	Senior Plant Operator	109	\$46,093	\$51,823	\$57,554	*
Wastewater	Plant Operator	107	\$41,808	\$47,008	\$52,208	*
Wastewater	Operator In Training - Wastewater	105	\$37,918	\$42,640	\$47,362	*
Water	Water Superintendent	118	\$71,490	\$80,392	\$89,294	*
Water	Water Supervisor	115	\$61,755	\$69,441	\$77,126	*
Water	Assistant Water Supervisor	113	\$56,014	\$62,982	\$69,950	
Water	Lead Water Maintenance Operator	112	\$53,352	\$59,987	\$66,622	
Water	Water Maintenance Operator	109	\$46,093	\$51,823	\$57,554	*
Water	Water Technician	107	\$41,808	\$47,008	\$52,208	*
Water	Sewer Maintenance Operator	108	\$43,888	\$49,348	\$54,808	*
Water	Operator In Training - Water	105	\$37,918	\$42,640	\$47,362	
Police Support	Police IPRA/Discovery Specialist	108	\$43,888	\$49,348	\$54,808	*
Police Support	Police Evidence Technician	107	\$41,808	\$47,008	\$52,208	*

Village of Los Lunas
FY 2027 Salary Plan
Table 5 - Salary Grades per Job Class - Salary Grade Order

Recommended ClassTitle	FY 2027 Salary Plan			
	Grade	Step 1	Calc'd Midpoint	Step 10
Village Administrator	137	\$180,669	\$203,143	\$225,618
	136	\$172,058	\$193,471	\$214,885
	135	\$163,862	\$184,257	\$204,651
	134	\$156,062	\$175,479	\$194,896
	133	\$148,637	\$167,128	\$185,619
	132	\$141,565	\$159,172	\$176,779
	131	\$134,826	\$151,601	\$168,376
	130	\$128,398	\$144,373	\$160,347
Deputy Village Administrator	129	\$122,283	\$137,498	\$152,714
Public Works Director	128	\$116,459	\$130,946	\$145,434
Information Technology Director	127	\$110,906	\$124,706	\$138,507
Parks and Recreation Director	127	\$110,906	\$124,706	\$138,507
Community Development Director	126	\$105,622	\$118,768	\$131,914
Finance Director	126	\$105,622	\$118,768	\$131,914
Human Resources Director	126	\$105,622	\$118,768	\$131,914
Library Director	126	\$105,622	\$118,768	\$131,914
	125	\$100,610	\$113,121	\$125,632
	124	\$95,805	\$107,734	\$119,662
Assistant Finance Director	123	\$91,250	\$102,606	\$113,963
Assistant Library Director	123	\$91,250	\$102,606	\$113,963
Assistant Public Works Director	123	\$91,250	\$102,606	\$113,963
	122	\$86,902	\$97,718	\$108,534
Economic Development Officer	121	\$82,763	\$93,059	\$103,355
Network Administrator	121	\$82,763	\$93,059	\$103,355
Planner, Senior	120	\$78,832	\$88,639	\$98,446
	119	\$75,067	\$84,406	\$93,746
Buildings and Grounds Superintendent	118	\$71,490	\$80,392	\$89,294
Fleet Maintenance Superintendent	118	\$71,490	\$80,392	\$89,294
Information Security Administrator	118	\$71,490	\$80,392	\$89,294
Solid Waste Superintendent	118	\$71,490	\$80,392	\$89,294
Streets Superintendent	118	\$71,490	\$80,392	\$89,294
Systems Administrator	118	\$71,490	\$80,392	\$89,294
Wastewater Superintendent	118	\$71,490	\$80,392	\$89,294
Water Superintendent	118	\$71,490	\$80,392	\$89,294
	117	\$68,099	\$76,565	\$85,030
Accountant	116	\$64,854	\$72,925	\$80,995
Deputy Village Clerk	116	\$64,854	\$72,925	\$80,995
Chief Court Clerk	115	\$61,755	\$69,441	\$77,126
Code Enforcement Supervisor	115	\$61,755	\$69,441	\$77,126
Construction/Safety Inspector	115	\$61,755	\$69,441	\$77,126
DWI Program Coordinator	115	\$61,755	\$69,441	\$77,126
Facility Maintenance Supervisor	115	\$61,755	\$69,441	\$77,126
Museum Manager	115	\$61,755	\$69,441	\$77,126
Open Space Supervisor	115	\$61,755	\$69,441	\$77,126
Parks Supervisor	115	\$61,755	\$69,441	\$77,126

Village of Los Lunas
FY 2027 Salary Plan
Table 5 - Salary Grades per Job Class - Salary Grade Order

Recommended ClassTitle	FY 2027 Salary Plan			
	Grade	Step 1	Calc'd Midpoint	Step 10
Procurement Coordinator	115	\$61,755	\$69,441	\$77,126
Recreation Supervisor	115	\$61,755	\$69,441	\$77,126
Solid Waste Supervisor	115	\$61,755	\$69,441	\$77,126
Streets Supervisor	115	\$61,755	\$69,441	\$77,126
Utility Billing Supervisor	115	\$61,755	\$69,441	\$77,126
Wastewater Supervisor	115	\$61,755	\$69,441	\$77,126
Water Supervisor	115	\$61,755	\$69,441	\$77,126
	114	\$58,822	\$66,144	\$73,466
Assistant Solid Waste Supervisor	113	\$56,014	\$62,982	\$69,950
Assistant Streets Supervisor	113	\$56,014	\$62,982	\$69,950
Assistant Wastewater Supervisor	113	\$56,014	\$62,982	\$69,950
Assistant Water Supervisor	113	\$56,014	\$62,982	\$69,950
GIS Technician	113	\$56,014	\$62,982	\$69,950
Planner	113	\$56,014	\$62,982	\$69,950
Adult Services Librarian	112	\$53,352	\$59,987	\$66,622
Buyer	112	\$53,352	\$59,987	\$66,622
Children's Librarian	112	\$53,352	\$59,987	\$66,622
Heavy Duty Mechanic	112	\$53,352	\$59,987	\$66,622
Lead Water Maintenance Operator	112	\$53,352	\$59,987	\$66,622
Technical Support Specialist	112	\$53,352	\$59,987	\$66,622
DWI Compliance Coordinator	111	\$50,814	\$57,138	\$63,461
Human Resources Specialist	111	\$50,814	\$57,138	\$63,461
Lead Facility Maintenance Technician	111	\$50,814	\$57,138	\$63,461
Lead Parks Technician	111	\$50,814	\$57,138	\$63,461
Licensed Alcohol and Drug Abuse Counselor (LADAC)	111	\$50,814	\$57,138	\$63,461
Payroll & Benefits Specialist	111	\$50,814	\$57,138	\$63,461
DWI Treatment Provider	110	\$48,381	\$54,402	\$60,424
Licensed Substance Abuse Associate (LSAA)	110	\$48,381	\$54,402	\$60,424
Project Coordinator	110	\$48,381	\$54,402	\$60,424
Recreation Coordinator	110	\$48,381	\$54,402	\$60,424
Sports Coordinator	110	\$48,381	\$54,402	\$60,424
Code Enforcement Officer	109	\$46,093	\$51,823	\$57,554
DWI Compliance Officer	109	\$46,093	\$51,823	\$57,554
Laboratory Technician	109	\$46,093	\$51,823	\$57,554
Lead Streets Maintenance Worker	109	\$46,093	\$51,823	\$57,554
Museum Technician	109	\$46,093	\$51,823	\$57,554
Senior Facility Maintenance Technician	109	\$46,093	\$51,823	\$57,554
Senior Park Ranger	109	\$46,093	\$51,823	\$57,554
Senior Plant Operator	109	\$46,093	\$51,823	\$57,554
Water Maintenance Operator	109	\$46,093	\$51,823	\$57,554
Information Technology Administrative Coordinator	108	\$43,888	\$49,348	\$54,808
Park Ranger	108	\$43,888	\$49,348	\$54,808
Police Administrative Coordinator	108	\$43,888	\$49,348	\$54,808
Police IPRA/Discovery Specialist	108	\$43,888	\$49,348	\$54,808
Recreation Specialist	108	\$43,888	\$49,348	\$54,808
Sewer Maintenance Operator	108	\$43,888	\$49,348	\$54,808
STEM Specialist	108	\$43,888	\$49,348	\$54,808
Transfer Station Operator	108	\$43,888	\$49,348	\$54,808
Utility Billing Specialist	108	\$43,888	\$49,348	\$54,808
Administrative Assistant - Fire	107	\$41,808	\$47,008	\$52,208
Cataloging Specialist	107	\$41,808	\$47,008	\$52,208
Mechanic	107	\$41,808	\$47,008	\$52,208

Village of Los Lunas
FY 2027 Salary Plan
Table 5 - Salary Grades per Job Class - Salary Grade Order

Recommended ClassTitle	FY 2027 Salary Plan			
	Grade	Step 1	Calc'd Midpoint	Step 10
Permit Technician	107	\$41,808	\$47,008	\$52,208
Plant Operator	107	\$41,808	\$47,008	\$52,208
Police Evidence Technician	107	\$41,808	\$47,008	\$52,208
Recycle Operator	107	\$41,808	\$47,008	\$52,208
Solid Waste Driver - Commercial	107	\$41,808	\$47,008	\$52,208
Solid Waste Driver - Residential	107	\$41,808	\$47,008	\$52,208
Streets Maintenance Worker	107	\$41,808	\$47,008	\$52,208
Water Technician	107	\$41,808	\$47,008	\$52,208
Accounts Payable Specialist	106	\$39,811	\$44,762	\$49,712
Library Technician	106	\$39,811	\$44,762	\$49,712
Senior Parks Technician	106	\$39,811	\$44,762	\$49,712
Administrative Assistant	105	\$37,918	\$42,640	\$47,362
Court Clerk	105	\$37,918	\$42,640	\$47,362
Facility Maintenance Technician	105	\$37,918	\$42,640	\$47,362
Operator In Training - Wastewater	105	\$37,918	\$42,640	\$47,362
Operator In Training - Water	105	\$37,918	\$42,640	\$47,362
Parks Technician	105	\$37,918	\$42,640	\$47,362
Police Records Specialist	105	\$37,918	\$42,640	\$47,362
Custodian	104	\$36,109	\$40,602	\$45,094
Parks Laborer	104	\$36,109	\$40,602	\$45,094
Recreation Assistant	104	\$36,109	\$40,602	\$45,094
Solid Waste Laborer	104	\$36,109	\$40,602	\$45,094
Streets Laborer	104	\$36,109	\$40,602	\$45,094
Utility Billing Clerk	104	\$36,109	\$40,602	\$45,094
	103	\$34,382	\$38,667	\$42,952
Recreation Aide	102	\$32,760	\$36,837	\$40,914
	101	31200	35079.2	38958.4

Village of Los Lunas
FY 2027 Salary Plan
Table 6 - Proposed Base Pay Structure - Fire

Survey Results for Fire									
Class Code	Grade	Title			Current Entry Rate	Market Avg Entry	Variance	New Entry Rate	New Variance
1580	F1	Apprentice Firefighter (2912)			\$47,729	\$43,238	9.41%	\$50,756	14.81%
1575	F2	Firefighter/EMT Basic (2912)			\$49,970	\$53,135	-6.33%	\$55,910	4.96%
1565	F3	Firefighter/EMT Intermediate (2912)			\$55,058	\$59,654	-8.35%	\$61,647	3.23%
1570	F3	Firefighter Engineer/EMT Basic (2912)			\$55,058	\$63,632	-15.57%	\$61,647	-3.22%
1571	F4	Firefighter Engineer/EMT Intermediate (2912)			\$61,963	\$68,009	-9.76%	\$65,899	-3.20%
1560	F5S	Firefighter/EMT Paramedic (2912)			\$61,811	\$66,361	-7.36%	\$69,160	4.05%
1590	F5A	Fire Inspector (2080)			\$65,555	\$61,342	6.43%	\$69,722	12.02%
1555	F6	Fire Lieutenant (2912)			\$67,353	\$73,496	-9.12%	\$71,606	-2.64%
1550	F7	Fire Captain (2080)			\$75,496	\$84,908	-12.47%	\$80,288	-5.75%
1585	F8	Division Chief/Fire Marshal (2080)			\$91,330	\$92,558	-1.34%	\$97,115	4.69%
1545	F9	Deputy Fire Chief (2080)			\$110,453	\$109,083	1.24%	\$117,437	7.11%
1540	F10	Fire Chief (2080)			\$124,990	\$121,238	3.00%	\$132,912	8.78%

PROPOSED FY 2027 BASE PAY STRUCTURE FOR FIRE												
	Pay Range											Hours / Year
Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Increase all steps and grades by FF EMT B variance												
Market increase:		6.33%	at entry for FF/EMT B									
F1H		\$17.43	\$17.92	\$18.41	\$18.87	\$19.36	\$19.85	\$20.34	\$20.81	\$22.01	\$22.48	2912
F1		\$50,756.16	\$52,183.04	\$53,609.92	\$54,949.44	\$56,376.32	\$57,803.20	\$59,230.08	\$60,598.72	\$64,093.12	\$65,461.76	2912
F2H	\$18.25	\$19.20	\$19.74	\$20.27	\$20.81	\$21.34	\$21.87	\$22.40	\$22.95	\$23.48	\$24.01	2912
F2	\$53,144.00	\$55,910.40	\$57,482.88	\$59,026.24	\$60,598.72	\$62,142.08	\$63,685.44	\$65,228.80	\$66,830.40	\$68,373.76	\$69,917.12	2912
F3H	\$20.11	\$21.17	\$21.76	\$22.34	\$22.94	\$23.52	\$24.11	\$24.69	\$25.28	\$25.87	\$26.46	2912
F3	\$58,560.32	\$61,647.04	\$63,365.12	\$65,054.08	\$66,801.28	\$68,490.24	\$70,208.32	\$71,897.28	\$73,615.36	\$75,333.44	\$77,051.52	2912
F4H		\$22.63	\$23.24	\$23.87	\$24.51	\$25.14	\$25.76	\$26.39	\$27.03	\$27.65	\$28.27	2912
F4		\$65,898.56	\$67,674.88	\$69,509.44	\$71,373.12	\$73,207.68	\$75,013.12	\$76,847.68	\$78,711.36	\$80,516.80	\$82,322.24	2912
F5HS	\$22.57	\$23.75	\$24.40	\$25.07	\$25.73	\$26.39	\$27.05	\$27.71	\$28.37	\$29.03	\$29.69	2912
F5S	\$65,723.84	\$69,160.00	\$71,052.80	\$73,003.84	\$74,925.76	\$76,847.68	\$78,769.60	\$80,691.52	\$82,613.44	\$84,535.36	\$86,457.28	2912
F6H		\$24.59	\$25.28	\$25.96	\$26.64	\$27.32	\$28.01	\$28.69	\$29.37	\$30.05	\$30.74	2912
F6		\$71,606.08	\$73,615.36	\$75,595.52	\$77,575.68	\$79,555.84	\$81,565.12	\$83,545.28	\$85,525.44	\$87,505.60	\$89,514.88	2912
2080 Rates												
F5HA		\$33.52	\$34.43	\$35.32	\$36.24	\$37.13	\$38.05	\$38.95	\$39.86	\$40.76	\$41.67	2080
F5A		\$69,721.60	\$71,614.40	\$73,465.60	\$75,379.20	\$77,230.40	\$79,144.00	\$81,016.00	\$82,908.80	\$84,780.80	\$86,673.60	2080
F7H		\$38.60	\$39.66	\$40.74	\$41.81	\$42.88	\$43.96	\$45.03	\$46.11	\$47.18	\$48.25	2080
F7		\$80,288.00	\$82,492.80	\$84,739.20	\$86,964.80	\$89,190.40	\$91,436.80	\$93,662.40	\$95,908.80	\$98,134.40	\$100,360.00	2080
F8H		\$46.69	\$47.99	\$49.27	\$50.58	\$51.88	\$53.17	\$54.47	\$55.42	\$57.06	\$58.36	2080
F8		\$97,115.20	\$99,819.20	\$102,481.60	\$105,206.40	\$107,910.40	\$110,593.60	\$113,297.60	\$115,273.60	\$118,684.80	\$121,388.80	2080
F9H		\$56.46	\$58.04	\$59.61	\$61.16	\$62.74	\$64.31	\$65.87	\$67.45	\$69.01	\$70.57	2080
F9		\$117,436.80	\$120,723.20	\$123,988.80	\$127,212.80	\$130,499.20	\$133,764.80	\$137,009.60	\$140,296.00	\$143,540.80	\$146,785.60	2080
F10H		\$63.90	\$65.67	\$67.45	\$69.22	\$71.00	\$72.76	\$74.55	\$76.32	\$78.09	\$79.88	2080
F10		\$132,912.00	\$136,593.60	\$140,296.00	\$143,977.60	\$147,680.00	\$151,340.80	\$155,064.00	\$158,745.60	\$162,427.20	\$166,150.40	2080

Village of Los Lunas
FY 2027 Salary Plan
Table 7 - Proposed Base Pay Structure - Police

Survey Results for Police							
Class Code	Grade	Title	VoLL Entry	Market Entry	Variance	New Entry Rate	New Variance
1595	P1	Public Safety Aide	\$48,547	\$43,562	10.27%	\$45,490	4.24%
1645	P2	Police Officer	\$59,212	\$62,427	-5.43%	\$65,694	4.97%
1640	P3	Detective	\$69,829	\$65,893	5.64%	\$73,631	10.51%
1635	P4	Police Sergeant	\$73,583	\$81,715	-11.05%	\$77,589	-5.32%
1630	P5	Police Lieutenant	\$77,341	\$92,943	-20.17%	\$81,536	-13.99%
1625	P6	Deputy Chief of Police	\$105,128	\$120,719	-14.83%	\$110,822	-8.93%
1620	P7	Chief of Police	\$117,125	\$121,402	-3.65%	\$123,490	1.69%

PROPOSED FY 2027 BASE PAY STRUCTURE FOR POLICE												
Pay Range												
Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours/Yr
Increase all steps and grades by Police Officer variance												
Market increase:		5.43%	increase at entry rate for Police Officer									
P1H		\$21.87	\$22.48	\$23.09	\$23.69	\$24.30	\$24.91	\$25.52	\$26.13	\$26.74	\$27.35	2080
P1		\$45,489.60	\$46,758.40	\$48,027.20	\$49,275.20	\$50,544.00	\$51,812.80	\$53,081.60	\$54,350.40	\$55,619.20	\$56,888.00	2080
P2H	\$27.92	\$29.38	\$30.21	\$31.03	\$31.84	\$32.65	\$33.46	\$34.29	\$35.11	\$35.92	\$36.73	2236
P2	\$62,429.12	\$65,693.68	\$67,549.56	\$69,383.08	\$71,194.24	\$73,005.40	\$74,816.56	\$76,672.44	\$78,505.96	\$80,317.12	\$82,128.28	2236
P3H		\$32.93	\$33.83	\$34.75	\$35.67	\$36.58	\$37.50	\$38.41	\$39.33	\$40.23	\$41.16	2236
P3		\$73,631.48	\$75,643.88	\$77,701.00	\$79,758.12	\$81,792.88	\$83,850.00	\$85,884.76	\$87,941.88	\$89,954.28	\$92,033.76	2236
P4H		\$34.70	\$35.67	\$36.63	\$37.59	\$38.56	\$39.52	\$40.49	\$41.43	\$42.40	\$43.37	2236
P4		\$77,589.20	\$79,758.12	\$81,904.68	\$84,051.24	\$86,220.16	\$88,366.72	\$90,535.64	\$92,637.48	\$94,806.40	\$96,975.32	2236
P5H		\$39.20	\$40.30	\$41.38	\$42.47	\$43.56	\$44.65	\$45.74	\$46.83	\$47.92	\$49.00	2080
P5		\$81,536.00	\$83,824.00	\$86,070.40	\$88,337.60	\$90,604.80	\$92,872.00	\$95,139.20	\$97,406.40	\$99,673.60	\$101,920.00	2080
P6H		\$53.28	\$54.76	\$56.25	\$57.72	\$59.21	\$60.69	\$62.17	\$63.65	\$65.12	\$66.61	2080
P6		\$110,822.40	\$113,900.80	\$117,000.00	\$120,057.60	\$123,156.80	\$126,235.20	\$129,313.60	\$132,392.00	\$135,449.60	\$138,548.80	2080
P7H		\$59.37	\$61.02	\$62.67	\$64.32	\$65.96	\$67.61	\$69.26	\$70.91	\$72.56	\$74.21	2080
P7		\$123,489.60	\$126,921.60	\$130,353.60	\$133,785.60	\$137,196.80	\$140,628.80	\$144,060.80	\$147,492.80	\$150,924.80	\$154,356.80	2080

Village of Los Lunas

FY 2027 Salary Plan

Table 8 - 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 Job Class	Benchmark Job Class
Assistant Solid Waste Supervisor	Solid Waste Supervisor
Assistant Wastewater Supervisor	Wastewater Supervisor
Assistant Water Supervisor	Water Supervisor
DWI Compliance Coordinator	Code Enforcement Officer
DWI Compliance Officer	Code Enforcement Officer
DWI Program Coordinator	Code Enforcement Supervisor
DWI Treatment Provider	Licensed Substance Abuse Associate (LSAA)
Information Technology Administrative Coordinator	Utility Billing Specialist
Lead Facility Maintenance Technician	Facility Maintenance Technician
Lead Water Maintenance Operator	Water Maintenance Operator
Licensed Alcohol and Drug Abuse Counselor (LADAC)	Licensed Substance Abuse Associate (LSAA)
Museum Manager	Museum Director (FYI and Salary Planning Only)
Museum Technician	Library Technician
Open Space Supervisor	Parks Supervisor
Operator In Training - Water	Operator in Training - Wastewater
Park Ranger	Senior Parks Technician
Project Coordinator	Construction Safety Inspector
Public Safety Aide	Police Officer
Recycle Operator	Solid Waste Laborer
Senior Park Ranger	Senior Parks Technician
Solid Waste Driver - Residential	Solid Waste Driver - Commercial
STEM Specialist	Cataloging Specialist
Transfer Station Operator	Solid Waste Driver - Commercial

Salary & Benefit Survey Findings and Recommendations for



village of

LOS LUNAS

NEW MEXICO



By Kay Tilzer, Consultant



village of
LOS LUNAS
NEW MEXICO

Project Scope

- Document and verify the number, type and distinct levels of occupational job classes within the Village.
- Update job titles to identify the work of “today”.
- Survey the Village’s competitive labor market to determine its level of competitiveness.
- Develop/modify salary plan to be externally competitive and internally equitable.

Project Goals

- Develop/modify a hierarchy of job titles and salary grades based on internal relationships and external competitiveness.
- Develop a competitive salary plan and fiscally responsible salary administration policy.
- “Price” jobs to be both externally competitive and internally equitable.
- Develop a salary administration policy that is readily understood by employees and easy to administer.

Executive Summary - Findings



98% of the Village's positions (employees) are assigned to the proper occupation (job class)



59% of the Village's survey benchmarks are **COMPETITIVE** with the prevailing rates



41.5 % of the Village's survey benchmarks are **BEHIND** the prevailing rates by more than 5%



Cost to implement at 100% of the prevailing rates is \$595k (3.8% of base payroll)



Village's contribution to medical insurance premiums is better than most for employee-only and competitive for family

Executive Summary - Recommendations



Enact a permanent prevailing rate-related salary policy.



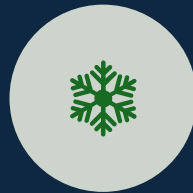
Establish competitiveness policy at 100% of estimated prevailing rates.



Adopt the proposed FY 2027 salary structures and grade assignments.



Increase employee salaries to the Minimum Step and “land” employees on the new step matching their current step placement.



Freeze the salaries of employees above the grade maximum.



Annually update all salary plans to reflect the prevailing rate movement (if any) of benchmark job classes.

Position Analysis and Classification

- Position Analysis Questionnaires (PAQs) – Employees completed a comprehensive questionnaire in which they explained their current duties and responsibilities.
- Updated Occupational Job Titles - Job titles updated to identify the work of “today” at the Village.
- Quality Review – Village HR and Administrator reviewed the preliminary classifications and job titles to provide feedback and identify errors.

Identification of Occupational Job Classes

- 95.8% of job classes required no change or a minor title modification (N,T)
- 4 New job classes recommended (J)
- 2 Job classes consolidated with another same job class (M,D)
- 143 Village job titles recommended for consolidation into 139 job classes in the position classification plan.

Code	Description	Transactions	% of Total
N =	No Change	105	73.4%
T =	Title Modification	32	22.4%
J =	New Job Class	4	2.8%
M,D =	Merge & Delete	2	1.4%
Total Transactions		143	100%
Ending Class Count		139	

Assignment of Positions to Classifications

- 98% of the Village's 277 budgeted positions (employees) are assigned to the appropriate classification with most requiring only a title modification.
- 2% of the positions are recommended to be reclassified to a more appropriate class based of current duties and responsibilities.

	<u>No of Positions</u>	<u>% of Total</u>
N = Currently correctly classified	198	72%
T = Required title modification only	72	26%
R = Reclassified to another job class	7	2%
Total Transactions	277	100%

Survey Objectives

- Compare the Village's salary and benefits to the “market”.
- Modify, or develop a compensation plan that is:
 - Externally competitive,
 - Internally equitable,
 - Affordable,
 - Sustainable.
- Identify the Village's desired competitiveness policy.
- Develop implementation strategies to move the Village's compensation offerings closer to the prevailing rates.

Survey Comparators

Alamogordo	Hobbs
Albuquerque-Bernalillo Co. Water Utility Authority	Las Cruces
Albuquerque	Middle Rio Grande Conservancy District
Belen	New Mexico State Police (Police only)
Bernalillo County	Rio Rancho
Carlsbad	Roswell
Clovis	Sandoval County
Farmington	Sunland Park
Gallup	Valencia County

Private sector salaries as reported by Economic Research Institute (ERI) for the ABQ Area

Collecting Survey Data

- Pay and benefit data collected using pay plans and benefit summaries provided by comparators.
- We used org charts, budgets, and job descriptions to identify similar jobs.
- Where five or more employers had a similar job, we identified these as *benchmarks* for use in salary planning.
- The Salary Survey answers the question of “where are we?”
- Implementation answers the question “where do we want to be?”

Prevailing Rate Calculation

- General job classes:
 - Salary range midpoints were used to calculate prevailing rates for each survey benchmark.
 - The midpoint represents journey level, competent performance for a job class, not the value of an employee.
- Fire and police job classes:
 - The average entry rates were used to calculate the prevailing rate paid by comparators for Fire and Police (sworn, safety).
 - The entry rate represents the starting rate of pay for employees entering into careers as firefighters or police officers.

External Prevailing Rate Comparison

PSPC surveyed:

18 comparators plus private sector data
126 job classes surveyed (91% of all)
1200+ comparable jobs (data points total)
77% of survey jobs have are benchmarks
(jobs with at least 5 survey data points)

- Below Market More than 5%:
 - 44 job classes (41.5% of sample)

	Benchmarks	% of Sample
More than 5% BELOW	44	41.5%
Comparable - within 5%	39	36.8%
More than 5% AHEAD	23	21.7%
Total Benchmarks	106	100%
FYI Only	3	
New	1	
< 5 dps	16	
Total Survey Jobs	126	

Base Pay Structures - General

Current Structure

- 19 grades
- 1.3% to 18% grade progression
- 10 steps per grade
- 2.5% step increase
- 25% wide from step 1 to step 10

Proposed Modifications

- **Change to 40 grades**
- **5% grade progression**
- Same 10 steps per grade
- Same 2.5% step increase
- Same 25% wide from step 1 to step 10

Proposed FY 2027 General Base Pay Structure

10-Steps

General job classes only:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Calculated Midpoint
101H	\$15.00	\$15.37	\$15.76	\$16.15	\$16.55	\$16.97	\$17.39	\$17.83	\$18.27	\$18.73	\$16.87
101	\$31,200.00	\$31,969.60	\$32,780.80	\$33,592.00	\$34,424.00	\$35,297.60	\$36,171.20	\$37,086.40	\$38,001.60	\$38,958.40	\$35,079.20
102H	\$15.75	\$16.14	\$16.54	\$16.96	\$17.38	\$17.82	\$18.26	\$18.72	\$19.19	\$19.67	\$17.71
102	\$32,760.00	\$33,571.20	\$34,403.20	\$35,276.80	\$36,150.40	\$37,065.60	\$37,980.80	\$38,937.60	\$39,915.20	\$40,913.60	\$36,836.80
103H	\$16.53	\$16.95	\$17.37	\$17.81	\$18.25	\$18.71	\$19.17	\$19.65	\$20.15	\$20.65	\$18.59
103	\$34,382.40	\$35,256.00	\$36,129.60	\$37,044.80	\$37,960.00	\$38,916.80	\$39,873.60	\$40,872.00	\$41,912.00	\$42,952.00	\$38,667.20
104H	\$17.36	\$17.79	\$18.24	\$18.70	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.68	\$19.52
104	\$36,108.80	\$37,003.20	\$37,939.20	\$38,896.00	\$39,852.80	\$40,851.20	\$41,870.40	\$42,931.20	\$43,992.00	\$45,094.40	\$40,601.60
105H	\$18.23	\$18.68	\$19.15	\$19.63	\$20.12	\$20.62	\$21.14	\$21.67	\$22.21	\$22.77	\$20.50
105	\$37,918.40	\$38,854.40	\$39,832.00	\$40,830.40	\$41,849.60	\$42,889.60	\$43,971.20	\$45,073.60	\$46,196.80	\$47,361.60	\$42,640.00
106H	\$19.14	\$19.62	\$20.11	\$20.61	\$21.13	\$21.66	\$22.20	\$22.75	\$23.32	\$23.90	\$21.52
106	\$39,811.20	\$40,809.60	\$41,828.80	\$42,868.80	\$43,950.40	\$45,052.80	\$46,176.00	\$47,320.00	\$48,505.60	\$49,712.00	\$44,761.60
107H	\$20.10	\$20.60	\$21.11	\$21.64	\$22.18	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$22.60
107	\$41,808.00	\$42,848.00	\$43,908.80	\$45,011.20	\$46,134.40	\$47,299.20	\$48,484.80	\$49,691.20	\$50,939.20	\$52,208.00	\$47,008.00
108H	\$21.10	\$21.63	\$22.17	\$22.72	\$23.29	\$23.87	\$24.47	\$25.08	\$25.71	\$26.35	\$23.73
108	\$43,888.00	\$44,990.40	\$46,113.60	\$47,257.60	\$48,443.20	\$49,649.60	\$50,897.60	\$52,166.40	\$53,476.80	\$54,808.00	\$49,348.00
109H	\$22.16	\$22.71	\$23.28	\$23.86	\$24.46	\$25.07	\$25.70	\$26.34	\$27.00	\$27.67	\$24.92
109	\$46,092.80	\$47,236.80	\$48,422.40	\$49,628.80	\$50,876.80	\$52,145.60	\$53,456.00	\$54,787.20	\$56,160.00	\$57,553.60	\$51,823.20
110H	\$23.26	\$23.85	\$24.44	\$25.05	\$25.68	\$26.32	\$26.98	\$27.65	\$28.35	\$29.05	\$26.16
110	\$48,380.80	\$49,608.00	\$50,835.20	\$52,104.00	\$53,414.40	\$54,745.60	\$56,118.40	\$57,512.00	\$58,968.00	\$60,424.00	\$54,402.40

40 Grades

The uniform 5% grade progression increases precision with Market rates
And internal alignment of jobs within a job series and across the organization

Market Adjustments Using Survey Data

General Job Classes

Assign benchmarks to a Salary Grade – Each benchmark job was assigned to the salary grade whose calculated Midpoint is closest to the Market Prevailing Rate.



Assigning a non-benchmark job class – Each non-benchmark job was assigned a salary grade based on its relationship to other benchmark jobs in its job family.



Internal alignment was determined by current internal relationships and validated with PAQ content.



HR Director and Village Administrator have reviewed to verify the internal relationships are still appropriate.

Assigning a Benchmark Job to a Salary Grade

Example:

Benchmark Job: Senior Widget Worker

Market (Prevailing Rate) = \$52,500

- Find midpoint closest to Market \$52,500
- Grade 109 = \$51,823
- Senior Widget Worker assigned to Grade 109
- Continue process for all benchmarked job classes

Grade	10-Steps					Calculated Midpoint
	Step 1	Step 2	Steps 3 - 8	Step 9	Step 10	
101H	\$15.00	\$15.37		\$18.27	\$18.73	
101	\$31,200.00	\$31,969.60		\$38,001.60	\$38,958.40	\$35,079.20
102H	\$15.75	\$16.14		\$19.19	\$19.67	
102	\$32,760.00	\$33,571.20		\$39,915.20	\$40,913.60	\$36,836.80
103H	\$16.53	\$16.95		\$20.15	\$20.65	
103	\$34,382.40	\$35,256.00		\$41,912.00	\$42,952.00	\$38,667.20
104H	\$17.36	\$17.79		\$21.15	\$21.68	
104	\$36,108.80	\$37,003.20		\$43,992.00	\$45,094.40	\$40,601.60
105H	\$18.23	\$18.68		\$22.21	\$22.77	
105	\$37,918.40	\$38,854.40		\$46,196.80	\$47,361.60	\$42,640.00
106H	\$19.14	\$19.62		\$23.32	\$23.90	
106	\$39,811.20	\$40,809.60		\$48,505.60	\$49,712.00	\$44,761.60
107H	\$20.10	\$20.60		\$24.49	\$25.10	
107	\$41,808.00	\$42,848.00		\$50,939.20	\$52,208.00	\$47,008.00
108H	\$21.10	\$21.63		\$25.71	\$26.35	
108	\$43,888.00	\$44,990.40		\$53,476.80	\$54,808.00	\$49,348.00
109H	\$22.16	\$22.71		\$27.00	\$27.67	
109	\$46,092.80	\$47,236.80		\$56,160.00	\$57,551.60	\$51,823.20
110H	\$23.26	\$23.83		\$28.35	\$29.05	
110	\$48,380.80	\$49,608.00		\$58,968.00	\$60,424.00	\$54,402.40
111H	\$24.43	\$25.04		\$29.76	\$30.51	
111	\$50,814.40	\$52,083.20		\$61,900.80	\$63,460.80	\$57,137.60
112H	\$25.65	\$26.29		\$31.25	\$32.03	
112	\$53,352.00	\$54,683.20		\$65,000.00	\$66,622.40	\$59,987.20
113H	\$26.93	\$27.61		\$32.81	\$33.63	
113	\$56,014.40	\$57,428.80		\$68,244.80	\$69,950.40	\$62,982.40
114H	\$28.28	\$28.99		\$34.45	\$35.32	
114	\$58,822.40	\$60,299.20		\$71,656.00	\$73,465.60	\$66,144.00

Assigning Non-benchmark Job to a Salary Grade

Current			Market			Illustrative FY 2027 Grade Placement			
Sample Title	Midpoint	Grade	Market	Variance	Closest Grade	Grade	Step 1	Calc'd MP	Step 10
Widget Supervisor	\$64,379	113				114	\$58,822	\$66,144	\$73,466
Lead Widget Worker	\$49,532	108	\$52,500	-5.99%	109	109	\$46,093	\$51,823	\$57,554
Senior Widget Worker	\$45,558	106				106	\$39,811	\$44,762	\$49,712
Widget Worker	\$44,605	105	\$42,592	4.51%	104	105	\$37,918	\$42,640	\$47,362

Internal alignment determined salary grade placement for the non-benchmark jobs:

- Widget Worker didn't move, so Senior Widget Worker stays the same (Grade 106)
- Lead Widget Worker moved up one grade, so Widget Supervisor will also move up one grade to Grade 114.
- The number of grades between each job class remains the same after applying Market rate.

Note: Non-benchmark jobs have less than 5 datapoints

FY 2027 Fire and Police Base Pay Structures

- Fire and Police jobs are currently on their own base pay structure with each series treated as a job family.
- Each base pay structure has been updated to reflect 100% Salary Competitiveness with the Market at the entry rank (Firefighter/EMT Basic or Police Officer).
- The same salary increase was applied to all grades and all steps.
- All jobs receive the same increase, thus the salary relationships between ranks is preserved.

Survey Results – Fire only

FIRE - 2025 Survey Results							
Class Code	Grade	Title			Current Entry Rate	Market Avg Entry	Variance
1580	F1	Apprentice Firefighter (2912)			\$47,729	\$43,238	9.41%
1575	F2	Firefighter/EMT Basic (2912)			\$49,970	\$53,135	-6.33%

Apply Survey Data to Fire Base Pay Structure

Firefighter/EMT B
variance to the Market is
-6.33%

Increase all grades and
steps by the 6.33%

Internal relationships
between promotional
ranks in the Fire job
series is preserved

Entry rate to job series is
now competitive with
Market.

FY 2027 FIRE PROPOSED BASE PAY STRUCTURE												
Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours / Year
Market increase:		6.33%	at entry for FF/EMT B									
F1H		\$17.43	\$17.92	\$18.41	\$18.87	\$19.36	\$19.85	\$20.34	\$20.81	\$22.01	\$22.48	2912
F1		\$50,756.16	\$52,183.04	\$53,609.92	\$54,949.44	\$56,376.32	\$57,803.20	\$59,230.08	\$60,598.72	\$64,093.12	\$65,461.76	2912
F2H	\$18.25	\$19.20	\$19.74	\$20.27	\$20.81	\$21.34	\$21.87	\$22.40	\$22.95	\$23.48	\$24.01	2912
F2	\$53,144.00	\$55,910.40	\$57,482.88	\$59,026.24	\$60,598.72	\$62,142.08	\$63,685.44	\$65,228.80	\$66,830.40	\$68,373.76	\$69,917.12	2912
F3H	\$20.11	\$21.17	\$21.76	\$22.34	\$22.94	\$23.52	\$24.11	\$24.69	\$25.28	\$25.87	\$26.46	2912
F3	\$58,560.32	\$61,647.04	\$63,365.12	\$65,054.08	\$66,801.28	\$68,490.24	\$70,208.32	\$71,897.28	\$73,615.36	\$75,333.44	\$77,051.52	2912
F4H		\$22.63	\$23.24	\$23.87	\$24.51	\$25.14	\$25.76	\$26.39	\$27.03	\$27.65	\$28.27	2912
F4		\$65,898.56	\$67,674.88	\$69,509.44	\$71,373.12	\$73,207.68	\$75,013.12	\$76,847.68	\$78,711.36	\$80,516.80	\$82,322.24	2912
F5HA		\$33.52	\$34.43	\$35.32	\$36.24	\$37.13	\$38.05	\$38.95	\$39.86	\$40.76	\$41.67	2080
F5A		\$69,721.60	\$71,614.40	\$73,465.60	\$75,379.20	\$77,230.40	\$79,144.00	\$81,016.00	\$82,908.80	\$84,780.80	\$86,673.60	2080
F5HS	\$22.57	\$23.75	\$24.40	\$25.07	\$25.73	\$26.39	\$27.05	\$27.71	\$28.37	\$29.03	\$29.69	2912
F5S	\$65,723.84	\$69,160.00	\$71,052.80	\$73,003.84	\$74,925.76	\$76,847.68	\$78,769.60	\$80,691.52	\$82,613.44	\$84,535.36	\$86,457.28	2912
F6H		\$24.59	\$25.28	\$25.96	\$26.64	\$27.32	\$28.01	\$28.69	\$29.37	\$30.05	\$30.74	2912
F6		\$71,606.08	\$73,615.36	\$75,595.52	\$77,575.68	\$79,555.84	\$81,565.12	\$83,545.28	\$85,525.44	\$87,505.60	\$89,514.88	2912
F7H		\$38.60	\$39.66	\$40.74	\$41.81	\$42.88	\$43.96	\$45.03	\$46.11	\$47.18	\$48.25	2080
F7		\$80,288.00	\$82,492.80	\$84,739.20	\$86,964.80	\$89,190.40	\$91,436.80	\$93,662.40	\$95,908.80	\$98,134.40	\$100,360.00	2080
F8H		\$46.69	\$47.99	\$49.27	\$50.58	\$51.88	\$53.17	\$54.47	\$55.42	\$57.06	\$58.36	2080
F8		\$97,115.20	\$99,819.20	\$102,481.60	\$105,206.40	\$107,910.40	\$110,593.60	\$113,297.60	\$115,273.60	\$118,684.80	\$121,388.80	2080
F9H		\$56.46	\$58.04	\$59.61	\$61.16	\$62.74	\$64.31	\$65.87	\$67.45	\$69.01	\$70.57	2080
F9		\$117,436.80	\$120,723.20	\$123,988.80	\$127,212.80	\$130,499.20	\$133,764.80	\$137,009.60	\$140,296.00	\$143,540.80	\$146,785.60	2080
F10H		\$63.90	\$65.67	\$67.45	\$69.22	\$71.00	\$72.76	\$74.55	\$76.32	\$78.09	\$79.88	2080

Survey Results – Police Only

POLICE - 2025 Survey Results						
Class Code	Grade	Title		VoLL Entry	Market Entry	Variance
1595	P1	Public Safety Aide		\$48,547	\$43,562	10.27%
1645	P2	Police Officer		\$59,212	\$62,427	-5.43%

Apply Survey Data to Police Base Pay Structure

Police Officer variance to the Market is -5.43%

Increase all grades and steps by the 5.43%

Internal relationships between promotional ranks in the Police job series is preserved

Entry rate to job series is now competitive to Market.

FY 2027 POLICE PROPOSED BASED PAY STRUCTURE												
Grade	Step 0 Uncertified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Hours / Year
Market increase:		5.43%	increase at entry rate for Police Officer									
P1H		\$21.87	\$22.48	\$23.09	\$23.69	\$24.30	\$24.91	\$25.52	\$26.13	\$26.74	\$27.35	2080
P1		\$45,489.60	\$46,758.40	\$48,027.20	\$49,275.20	\$50,544.00	\$51,812.80	\$53,081.60	\$54,350.40	\$55,619.20	\$56,888.00	2080
P2H	\$27.92	\$29.38	\$30.21	\$31.03	\$31.84	\$32.65	\$33.46	\$34.29	\$35.11	\$35.92	\$36.73	2236
P2	\$62,429.12	\$65,693.68	\$67,549.56	\$69,383.08	\$71,194.24	\$73,005.40	\$74,816.56	\$76,672.44	\$78,505.96	\$80,317.12	\$82,128.28	2236
P3H		\$32.93	\$33.83	\$34.75	\$35.67	\$36.58	\$37.50	\$38.41	\$39.33	\$40.23	\$41.16	2236
P3		\$73,631.48	\$75,643.88	\$77,701.00	\$79,758.12	\$81,792.88	\$83,850.00	\$85,884.76	\$87,941.88	\$89,954.28	\$92,033.76	2236
P4H		\$34.70	\$35.67	\$36.63	\$37.59	\$38.56	\$39.52	\$40.49	\$41.43	\$42.40	\$43.37	2236
P4		\$77,589.20	\$79,758.12	\$81,904.68	\$84,051.24	\$86,220.16	\$88,366.72	\$90,535.64	\$92,637.48	\$94,806.40	\$96,975.32	2236
P5H		\$39.20	\$40.30	\$41.38	\$42.47	\$43.56	\$44.65	\$45.74	\$46.83	\$47.92	\$49.00	2080
P5		\$81,536.00	\$83,824.00	\$86,070.40	\$88,337.60	\$90,604.80	\$92,872.00	\$95,139.20	\$97,406.40	\$99,673.60	\$101,920.00	2080
P6H		\$53.28	\$54.76	\$56.25	\$57.72	\$59.21	\$60.69	\$62.17	\$63.65	\$65.12	\$66.61	2080
P6		\$110,822.40	\$113,900.80	\$117,000.00	\$120,057.60	\$123,156.80	\$126,235.20	\$129,313.60	\$132,392.00	\$135,449.60	\$138,548.80	2080
P7H		\$59.37	\$61.02	\$62.67	\$64.32	\$65.96	\$67.61	\$69.26	\$70.91	\$72.56	\$74.21	2080
P7		\$123,489.60	\$126,921.60	\$130,353.60	\$133,785.60	\$137,196.80	\$140,628.80	\$144,060.80	\$147,492.80	\$150,924.80	\$154,356.80	2080

Cost to Implement FY 2027 Salary Plans

1. Increase 61 employees to Step 1 (\$124,968)
2. Maintain current step placement of 218 employees (\$470,486)
3. Freeze salaries of 17 employees above Step 10

Total annual cost \$595k (3.8% of payroll)

Benefit costs not included

		100%
Number of Employees		296
Current Total Payroll		\$15,684,952
Number of Employees Below Minimum Step		61
As % of total employees		23.19%
Total \$ below Minimum Step	+	\$124,968
As % of Current Total Payroll		0.80%
Average amount below Minimum Step		\$2,049
Step Maintenance Cost		
Number of Employees Below Current Step		218
As % of total employees		10.64%
Total \$ below Current Step	+	\$470,486
As % of Current Total Payroll		3.00%
Average amount below Current Step		\$2,158
Total Implementation Cost		\$595,455
As % of Current Total Payroll		3.80%
Number of Employees Above Maximum Step		17
As % of total employees		6.46%
Total \$ over Maximum Step		\$59,232
As % of Current Total Payroll		0.38%
Average amount over Maximum Step		\$3,484

Base salaries only.

Permanent Prevailing Rate Salary Policy

Salary *policy* is the Village's expression of *where* it will place its salary levels in relation to the prevailing rates, expressed as a *percentage* of the external prevailing rates.

Permanent Prevailing Rate Salary Policy

We recommend that the Village adopt a permanent policy to place its salary competitiveness at 100% of the prevailing rates. "At the prevailing rates" is defined as +/- 5% of the survey jobs' averages matching the Village's benchmark job classes. An illustrative prevailing rate resolution wording is:

It is the policy of the Village of Los Lunas to place its salary grade assignments at 100% of the prevailing rates paid for similar occupations by the employers with whom we compete for high quality staff, if financially able, based on the non-weighted average rates of the designated comparator employers.

This flexible policy permits the Village to consider significant factors relating to internal occupational group relationships, supply and demand in the marketplace for specific occupations, and financial constraints.

About the Benefit Survey



Includes the same eighteen comparators used in the salary survey.



Data collected includes:

Employer contributions (cost sharing percentages)
for medical, dental, and vision insurance premiums

Paid time off - vacation, sick, and holidays

Incentive pay offered for education and
certifications

Summary PERA plans and contribution rates



The Village's benefit offerings are competitive in the benefit areas surveyed.

Incentive Pay Findings



Incentive Pay - General Job Class

INCENTIVE – GENERAL	Frequency	Prevalence	Average/Month
Bilingual Pay	6	33%	\$100
Class “A” CDL	5	28%	\$140
Education Pay BA/BS	6	28%	\$188
Longevity Pay Max Amount	7	39%	\$226 w/21 yrs

The Village does not offer incentives to general employees.

Incentive Pay - Fire Job Class

INCENTIVE – FIRE	Frequency	Prevalence	Average/Month
Bilingual Pay	6	55%	\$122
Fire Investigator	5	45%	\$130 / 5%
Longevity Pay Max Amount	2	18%	\$1,549 w/23.5 yrs

The Village offers fire employees longevity pay for 5 years, 10 years, 15 years, and 20 years of service.

- Longevity Pay with 20 years is \$417 per month (\$5,000/year).

The Village does not offer other incentives for fire employees.

Incentive Pay - Police Job Class

INCENTIVE – POLICE	Frequency	Prevalence	Average Monthly
Bilingual Pay	5	38%	\$124
Field Training Officer (FTO)	5	38%	As assigned, amounts vary
SWAT	5	38%	\$195 / 3%
Education – BA	5	38%	\$191
Education – MA	4	31%	\$270
Longevity Pay Max Amount	1	8%	\$1,549 w/20 yrs

The Village offers FTO incentive pay for police officers.

The Village offers police employees longevity pay for 5,10, 15, and 20 years of service.

- Longevity Pay with 20 years is \$417 per month (\$5,000/year).

The Village does not offer other incentives for police employees.

Questions?

**MINUTES
VILLAGE OF LOS LUNAS
THURSDAY, FEBRUARY 12, 2026**

The Board of Trustees of the Village of Los Lunas, County of Valencia, and State of New Mexico met Thursday, February 12, 2026 in regular session at 6:00PM. Roll call was taken, and the following were present: Mayor Charles Griego, Councilor Gino Romero, Councilor Christopher Ortiz, & Councilor Matthew Chavez. Councilor James Runyon was excused. The meeting was conducted in person and recorded through TEAMS.

Mayor:	Charles Griego
Mayor Pro Tem:	Christopher Ortiz
Council:	Matthew Chavez James Runyon - Excused Gino Romero

Also present were: Gregory D. Martin, Nancy Jo Gonzales, Debra Sanchez, Craig Donohue, and Luis Brown. In accordance with Ordinance 114A, the following agenda was prepared and circulated as required:

- 1. RESOLUTION 26-02: MID-YEAR BUDGET ADJUSTMENTS – FY 2026.**
- 2. EXECUTIVE SESSION:**
 - a. Hire Wastewater Equipment Operator – Wastewater Division / Public Works Department*
 - b. Hire Operator in Training – Water Division / Public Works Department*
 - c. Hire Operator in Training – Wastewater Division / Public Works Department*
 - d. Hire (2) Parks Technician 1 – Parks Division / Parks & Recreation Department*
 - e. Hire Deputy Clerk – Administration Department*
- 3. APPROVAL OF MINUTES:**
 - a. Minutes from January 29, 2026, Council Meeting*
- 4. ADJOURNMENT.**

- **CALL MEETING TO ORDER.**

At 6:00PM, Mayor Griego brought the meeting to order and welcomed the audience.

- **PLEDGE OF ALLEGIANCE.**

Mayor Griego asked Dominic Otero to lead the Council and TEAMS participants in the Pledge of Allegiance.

- **PUBLIC INPUT FORUM.**

Mayor Griego asked the audience if there was anyone who wanted to address the council that did not have an item on the agenda – Regina Chavez addressed the council with an error in her water bill. There was a short discussion and Mayor Griego then stepped in to limit the speaking time. He agreed that something looked off about the billing and usage and asked her to talk with Michael Jaramillo (Public Works Director) & Ray Vigil Jr. (Water Supervisor). He stated that they would be able to help resolve her water billing issue and that if she has any more problems, to contact Gregory Martin (Village Administrator) directly. Mayor Griego asked if there was anyone else who would like to speak to the council – there were none.

1. RESOLUTION 26-02: MID-YEAR BUDGET ADJUSTMENTS – FY 2026

Ms. Cheryl Cates presented item 1. Tonight, I am bringing you the mid-year resolution, 26-02. This will be the 3rd budget adjustment that we have made this fiscal year. The general fund has been increased by \$630,000, which is a combination of 2 items. One is for \$130,000 because of certificates of occupancy that we've acquired, and the second is a \$500,000 annual payment for our new agreement with Meta. We have also received some grants this year. One, is the New Mexico Outdoor grant, which was \$37,000, and the second, is a legislative appropriation for Parks through Mr. Cog at \$56,746. In the expenditure section, there is an increase in salaries and overtime work of \$150,000 which is for the Fire Department. This is due to fire fighters being out on FMLA as well as 1 in 5 calls now resulting in transport to Albuquerque because AMR does not have the facilities to handle it, per my conversation with John (Fire Chief). In the Water/Sewer fund, under retiree healthcare, you will see it went from \$4,964 to \$44,964, and this was due to a typo on my part and forgetting a 4. In Solid Waste, you will see that we previously recognized \$91,452 as an insurance recovery for the freightliner and trailer. We did receive an additional \$18,500 which is additional revenue. In Solid Waste, under "Buildings" we had an increase of \$529,477, which is a combination of 3 things. One is the \$150,000 for the contractual amendment that we did for PlastikGas, second, we did not include the final payment for PlastikGas which is \$230,000, and lastly, an additional \$149,477, which was an additional cost that was on the PlastikGas site. Municipal Streets had a small adjustment of \$4,500 which is the cost of a vehicle. Next is the Fire Fund (Fund 21), we have two additional revenue sources. We had an increase in the state fire allotment of

\$130,395 and a Fire Protection Grant for \$500,000 which will be dedicated to the remodel of Fire Station 1. We also have an additional \$550,000 sitting in the general fund for the purchase of a Class A Pumper Truck, so the \$200,000 increase for that truck has been included in this adjustment. We have some additional reimbursements toward the NM-314 bike/pedestrian path for \$459,815 and North Los Lentes for \$10,275, for additional revenue of \$470,090. In the expenditure find, we do have an increase in the New Mexico 6 and I-25 operational improvements project of \$1,518,950 due to a price increase that happened between the receipt of the funds and obtaining the bids. The Local Government Correction Fund gave us an additional \$500 in fees that were billed prior to the termination of the fund. This is for the care of prisoners and will be increased by \$30,000, which will leave us with \$108,000 still left. The Law Enforcement Protection Fund had an increase of \$4,500 and an increase in operating costs of \$19,740 for the purchase of our K-9s and the K-9 training. There was also a transfer of \$702 going from the infrastructure into the GRT revenue bond. Councilor Romero asked about the care of prisoners and why we pay if we just transport them to the county? Ms. Cates said that that money goes to the county for the suspect that we apprehend that must stay a day or two before seeing a judge. We pay the County monthly as they bill us for those instances. In the Park Improvement Fund's expense section, you will see that we received a Regional Recreation Grant for Los Cerritos of \$3,616,458. In the Emergency Medical Fund, we have added some expenses, and the reason for this is because if it is not 100% spent by the end of the fiscal year, it could drastically impact what we get the following year. In the Sports Complex Fund, you will see an additional \$20,000 that's left over for reimbursements that need to be spent. In the LG Abatement Opioid Fund, I created a line item for the opioid remediation collaborative (Work) for \$1,661,999, which will be the account that posts when we transfer to (work). Lastly, both Appreciating You and the Firefighter Fund had an increase in donations this fiscal year. Ms. Cates asked if there were any questions from the council. Councilor Chavez asked if the Opioid Fund went to different counties, to which Ms. Cates said that it goes to 9 different counties and 2 cities including us. Councilor Chavez then asked how we are able to use that in our community. Mayor Griego suggested that Nancy Jo Gonzales come to the podium, since she had a better understanding of the fund. Ms. Gonzales stated that, how it works is that we are given access to our portion of the 1.6 million and depending on the board, we can also pitch a project that is more than our portion. It is my duty and responsibility as the point of representative, that those funds are used in our community. We are waiting for the county to give us information on how to transfer our funds to them, as they are the fiscal agents. Going forward, we are going to be identifying two priority areas and basing our projects off that. We are also going to be doing focus groups within the community; both Chiefs will be there in our listening sessions to help facilitate feedback. I would be happy to report back after our next meeting which will be next Wednesday or Thursday. The council was asked if they had any additional questions, there were none.

Mayor Griego asked for a recommendation for Resolution 26-02

APPROVAL: Motion to approve
MOVED: Councilor Romero
SECONDED: Councilor Ortiz
CARRIED: Motion passed on a vote of 3 (Councilor Romero – yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

2. EXECUTIVE SESSION.

Mayor Griego announced that the Council would be going into executive session pursuant to NMSA 1978 Section 10-15-1(H), the following matters may be discussed in a closed session: Hiring of a Wastewater Equipment Operator, hire a Water Operator in Training, hire a Wastewater Operator in Training, hire (2) Parks Technician I, and hire a Deputy Clerk.

APPROVAL: Motion to approve
MOVED: Councilor Romero
SECONDED: Councilor Chavez
CARRIED: Motion passed on a vote of 3(Councilor Romero – yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST. 6:24PM

At 7:08PM, Mayor Griego asked for a motion from Council to reconvene after discussion: Hiring of a Wastewater Equipment Operator, hiring of a Water Operator in Training, hiring of a Wastewater Operator in Training, hiring of (2) Parks Technician 1, and hiring of a Deputy Clerk.

APPROVAL: Motion to approve.
MOVED: Councilor Romero
SECONDED: Councilor Ortiz
CARRIED: Motion passed on a vote of 3(Councilor Romero – yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Wastewater Equipment Operator – Mayor Griego recommended Jacob Taylor.

APPROVAL: Motion to approve.
MOVED: Councilor Ortiz
SECONDED: Councilor Chavez
CARRIED: Motion passed on a vote of 3(Councilor Romero - yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Operator in Training for the Water Division– Mayor Griego rerecommended Levi Sanchez.

APPROVAL: Motion to approve.
MOVED: Councilor Romero
SECONDED: Councilor Chavez
CARRIED: Motion passed on a vote of 3(Councilor Romero - yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Operator in Training for the Wastewater Division– Mayor Griego rerecommended Vincent Vigil.

APPROVAL: Motion to approve.
MOVED: Councilor Romero
SECONDED: Councilor Chavez
CARRIED: Motion passed on a vote of 3(Councilor Romero -yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Parks Technician I– Mayor Griego rerecommended Andrea Maestas.

APPROVAL: Motion to approve.
MOVED: Councilor Ortiz
SECONDED: Councilor Romero
CARRIED: Motion passed on a vote of 3(Councilor Romero -yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Deputy Clerk– Mayor Griego rerecommended Mykayla Moody.

APPROVAL: Motion to approve.
MOVED: Councilor Romero
SECONDED: Councilor Ortiz
CARRIED: Motion passed on a vote of 3(Councilor Romero -yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

Regarding the Parks Technician I– Mayor Griego rerecommended Andrew Schnider.

APPROVAL: Motion to approve.
MOVED: Councilor Ortiz
SECONDED: Councilor Chavez
CARRIED: Motion passed on a vote of 3(Councilor Romero -yes; Councilor Ortiz – yes; Councilor Chavez – yes) FOR AND 0 AGAINST.

3. MINUTES

Mayor Griego asked if there were corrections to the Council minutes of January 29, 2026 – there were none.

APPROVAL: Motion to approve.
MOVED: Councilor Ortiz
SECONDED: Councilor Chavez
CARRIED: Motion passed on vote of 3(Councilor Romero – yes; Councilor Ortiz – yes; Councilor Chavez – yes;) FOR AND 0 AGAINST.

4. *ADJOURNMENT.*

Council meeting adjourned at 7:16 PM.

Gregory D. Martin, Village Administrator

Charles Griego, Mayor