

CITY OF ALAMOGORDO
Compensation, Classification, & Staffing Plan
FY 2022 (December 27, 2021 to December 25, 2022)

The following table includes the grades and compensation ranges for Fiscal Year 2022 (Dec 27, 21 - Dec 25, 22) for represented and non-represented employees. All "Salary Range" are based on 2080 hours per year, unless otherwise noted.

PAY GRADE RANGES FOR FY2022 (December 27, 2021 - December 25, 2022)

APSOA ELIGIBLE

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
PST *	19.2000	19.2000	\$ 41,932.80	\$ 41,932.80
PSO *	20.4000	26.0889	\$ 44,553.60	\$ 56,978.16
PSS-SGT	26.1636	31.5319	\$ 54,420.29	\$ 65,586.35
FFT **	14.5928	22.8500	\$ 38,320.69	\$ 60,004.10
FR4 **	16.7500	26.3300	\$ 43,985.50	\$ 69,142.58

* "Salary Range" based on 2184 annual hours

** "Salary Range" based on 2626 annual hours

POLICE/FIRE RANK PERSONNEL

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
R2	31.7657	36.5565	\$ 66,072.66	\$ 76,037.52
R1	36.3227	42.0149	\$ 75,551.22	\$ 87,390.99
R0	39.6549	45.9163	\$ 82,482.19	\$ 95,505.90
FR1	31.7657	36.5565	\$ 66,072.66	\$ 76,037.52

AFSCME ELIGIBLE

GRADE	HOURLY RANGE		SALARY RANGE		CONVERSION to NR Table
	BOTTOM	TOP	BOTTOM	TOP	
S00	11.5000	12.4637	\$ 23,920.00	\$ 25,924.50	NR10
S01	11.5000	15.8555	\$ 23,920.00	\$ 32,979.44	NR10
S02	11.7500	16.4875	\$ 24,440.00	\$ 34,294.00	NR10
S03	12.4000	17.5807	\$ 25,792.00	\$ 36,567.86	NR10
S04	13.0140	19.0806	\$ 27,069.12	\$ 39,687.65	NR9
S05	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62	NR8
S06	14.8884	22.1006	\$ 30,967.87	\$ 45,969.25	NR8
S07	15.9587	23.8253	\$ 33,194.10	\$ 49,556.62	NR7
S08	17.1275	25.6941	\$ 35,625.20	\$ 53,443.73	NR7
S09	18.3110	28.0851	\$ 38,086.88	\$ 58,417.01	NR6
S10	19.4463	30.3310	\$ 40,448.30	\$ 63,088.48	NR6
S11	20.9237	32.7923	\$ 43,521.30	\$ 68,207.98	NR5

NON-REPRESENTED

GRADE	HOURLY RANGE		SALARY RANGE		CONVERSION to \$ Table
	BOTTOM	TOP	BOTTOM	TOP	
NR0	11.5000	15.8999	23,920.00	33,071.79	S01
NR9	12.5000	17.6743	26,000.00	36,762.54	S03
NR8	13.5807	19.6657	28,247.86	40,904.66	S04
NR7	15.4428	22.5989	32,121.02	47,005.71	S06
NR6	17.6327	26.0483	36,676.02	54,180.46	S08
NR5	20.2081	30.1048	42,032.85	62,617.98	S10
NR4	23.2368	34.8752	48,332.54	72,540.42	S11
NR3	26.7984	40.4853	55,740.67	84,209.42	TBE *
NR2	30.9869	47.0827	64,452.75	97,932.02	TBE *
NR1	35.9126	54.8412	74,698.21	114,069.70	TBE *
NRS	12.5000	18.0000	26,000.00	37,440.00	TBE *

* To be evaluated based on individual situation.

Minimum wage:	1.1.2020	\$	9.00
	1.1.2021	\$	10.50
	1.1.2022	\$	11.50
	1.1.2023	\$	12.00

EXECUTIVE PLAN

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
EX3	27.5000	39.5072	\$ 57,200.00	\$ 82,174.98
EX2	31.5548	51.0365	\$ 65,633.98	\$ 106,155.92
EX1	34.8952	56.6567	\$ 72,582.02	\$ 117,845.94
EX0 (0.00)	48.0769	76.9231	\$ 100,000.00	\$ 160,000.00