

**CITY OF ALAMOGORDO**  
**Compensation, Classification, & Staffing Plan**  
**FY 2021 (July - December 2020)**

The following table includes the grades and compensation ranges for Fiscal Year 2021 (July-December 2020) for represented and non-represented employees.

**PAY GRADE RANGES FOR FY2021 (July - December 2020)**

**APSOA ELIGIBLE**

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
PST	17.7000	17.7000	36,816.00	36,816.00
PSO	18.9000	24.5889	39,312.00	51,144.91
PSS-SGT	24.6636	30.0319	51,300.29	62,466.35
FFT *	12.5928	16.2196	33,068.69	42,592.67
FR4 *	16.2500	21.0725	42,672.50	55,336.39

\* Salary range based on 2626 annual hours

**POLICE/FIRE RANK PERSONNEL**

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
R2	30.2657	35.0565	62,952.66	72,917.52
R1	34.8227	40.5149	72,431.22	84,270.99
R0	38.1549	44.4163	79,362.19	92,385.90
FR1	30.2657	35.0565	62,952.66	72,917.52

**AFSCME ELIGIBLE**

GRADE	HOURLY RANGE		SALARY RANGE		CONVERSION to NR Table
	BOTTOM	TOP	BOTTOM	TOP	
S00	10.0000	10.9637	20,800.00	22,804.50	NR10
S01	10.0000	14.3555	20,800.00	29,859.44	NR10
S02	10.2500	14.9875	21,320.00	31,174.00	NR10
S03	10.9000	16.0807	22,672.00	33,447.86	NR10
S04	11.5140	17.5806	23,949.12	36,567.65	NR9
S05	12.4154	19.0378	25,824.03	39,598.62	NR8
S06	13.3884	20.6006	27,847.87	42,849.25	NR8
S07	14.4587	22.3253	30,074.10	46,436.62	NR7
S08	15.6275	24.1941	32,505.20	50,323.73	NR7
S09	16.8110	26.5851	34,966.88	55,297.01	NR6
S10	17.9463	28.8310	37,328.30	59,968.48	NR6
S11	19.4237	31.2923	40,401.30	65,087.98	NR5

**NON-REPRESENTED**

GRADE	HOURLY RANGE		SALARY RANGE		CONVERSION to S Table
	BOTTOM	TOP	BOTTOM	TOP	
NR10	10.0000	14.3999	20,800.00	29,951.79	S01
NR9	11.0000	16.1743	22,880.00	33,642.54	S03
NR8	12.0807	18.1657	25,127.86	37,784.66	S04
NR7	13.9428	21.0989	29,001.02	43,885.71	S06
NR6	16.1327	24.5483	33,556.02	51,060.46	S08
NR5	18.7081	28.6048	38,912.85	59,497.98	S10
NR4	21.7368	33.3752	45,212.54	69,420.42	S11
NR3	25.2984	38.9853	52,620.67	81,089.42	TBE *
NR2	29.4869	45.5827	61,332.75	94,812.02	TBE *
NR1	34.4126	53.3412	71,578.21	110,949.70	TBE *
NRS	11.0000	16.5000	22,880.00	34,320.00	TBE *

\* To be evaluated based on individual situation.

**EXECUTIVE PLAN**

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

GRADE	HOURLY RANGE		SALARY RANGE	
	BOTTOM	TOP	BOTTOM	TOP
EX3	26.0000	38.0072	54,080.00	79,055.00
EX2	30.0548	49.5365	62,514.00	103,036.00

1.1.2023 \$ 12.00

EX1	33.3952	55.1567	69,462.00	114,726.00
EX0 (0.00)	48.0769	76.9231	100,000.00	160,000.00