

Appendix A1
Santa Fe, NM
At Market
Civilian Pay Plan

Grade	Min	Mid	Max
1	26,200.00	32,750.00	39,300.00
2	27,510.00	34,387.50	41,265.00
3	28,885.50	36,106.88	43,328.25
4	30,329.78	37,912.22	45,494.66
5	31,846.26	39,807.83	47,769.40
6	33,438.58	41,798.22	50,157.87
7	35,110.51	43,888.13	52,665.76
8	36,866.03	46,082.54	55,299.05
9	38,709.33	48,386.67	58,064.00
10	40,644.80	50,806.00	60,967.20
11	42,677.04	53,346.30	64,015.56
12	44,810.89	56,013.61	67,216.34
13	47,051.44	58,814.29	70,577.15
14	49,404.01	61,755.01	74,106.01
15	51,874.21	64,842.76	77,811.31
16	54,467.92	68,084.90	81,701.88
17	57,191.31	71,489.14	85,786.97
18	60,050.88	75,063.60	90,076.32
19	63,053.42	78,816.78	94,580.14
20	66,206.10	82,757.62	99,309.14
21	69,516.40	86,895.50	104,274.60
22	72,992.22	91,240.27	109,488.33
23	76,641.83	95,802.29	114,962.75
24	80,473.92	100,592.40	120,710.88
25	84,497.62	105,622.02	126,746.43
26	88,722.50	110,903.12	133,083.75
27	93,158.62	116,448.28	139,737.94
28	97,816.56	122,270.69	146,724.83
29	102,707.38	128,384.23	154,061.08
30	107,842.75	134,803.44	161,764.13
31	113,234.89	141,543.61	169,852.34
32	118,896.63	148,620.79	178,344.95
33	124,841.47	156,051.83	187,262.20
34	131,083.54	163,854.42	196,625.31
35	137,637.72	172,047.15	206,456.58

Appendix A2
Santa Fe, NM
At Market
Police Pay Plan

Grade	Min	Mid	Max
P01	44,562.69	53,257.44	61,952.19
P02	47,682.08	56,985.46	66,288.85
P03	52,927.11	63,253.86	73,580.62
P04	60,866.17	72,741.94	84,617.71
P05	47,240.00	55,339.86	63,439.72
P06	53,381.20	62,534.04	71,686.88
P07	62,137.60	69,795.11	77,452.61
P08	71,603.60	82,477.89	93,352.18
P09	75,603.43	92,455.38	109,307.34

Appendix A3
Santa Fe, NM
At Market
Fire Pay Plan

Grade	Min	Mid	Max
F00	29,948.00	34,438.50	38,929.00
F01	33,507.00	38,533.50	43,560.00
F02	37,349.00	42,949.00	48,549.00
F03	41,505.00	47,730.00	53,955.00
F04	42,092.70	51,671.78	61,250.86
F05	38,726.13	46,242.13	53,758.13
F06	39,382.54	47,243.01	55,451.46
F07	40,279.59	50,160.31	60,041.03
F08	47,306.24	57,621.97	67,937.69
F09	48,033.43	57,447.79	66,862.16
F10	49,045.00	68,420.00	87,794.00
F11	50,232.98	62,775.61	75,318.23
F12	53,673.40	63,782.83	73,892.26
F13	54,281.76	61,602.84	68,923.92
F14	54,338.97	66,191.47	78,043.98
F15	56,823.81	70,757.30	84,690.78
F16	76,165.92	89,756.56	103,347.19

Appendix A4
Santa Fe, NM
95% of Market
Civilian Pay Plan

Grade	Min	Mid	Max
1	24,890.00	31,112.50	37,335.00
2	26,134.50	32,668.13	39,201.75
3	27,441.23	34,301.53	41,161.84
4	28,813.29	36,016.61	43,219.93
5	30,253.95	37,817.44	45,380.93
6	31,766.65	39,708.31	47,649.97
7	33,354.98	41,693.73	50,032.47
8	35,022.73	43,778.41	52,534.09
9	36,773.87	45,967.33	55,160.80
10	38,612.56	48,265.70	57,918.84
11	40,543.19	50,678.98	60,814.78
12	42,570.35	53,212.93	63,855.52
13	44,698.86	55,873.58	67,048.30
14	46,933.81	58,667.26	70,400.71
15	49,280.50	61,600.62	73,920.75
16	51,744.52	64,680.65	77,616.78
17	54,331.75	67,914.69	81,497.62
18	57,048.34	71,310.42	85,572.50
19	59,900.75	74,875.94	89,851.13
20	62,895.79	78,619.74	94,343.69
21	66,040.58	82,550.72	99,060.87
22	69,342.61	86,678.26	104,013.91
23	72,809.74	91,012.17	109,214.61
24	76,450.23	95,562.78	114,675.34
25	80,272.74	100,340.92	120,409.11
26	84,286.37	105,357.97	126,429.56
27	88,500.69	110,625.87	132,751.04
28	92,925.73	116,157.16	139,388.59
29	97,572.01	121,965.02	146,358.02
30	102,450.61	128,063.27	153,675.92
31	107,573.15	134,466.43	161,359.72
32	112,951.80	141,189.75	169,427.70
33	118,599.39	148,249.24	177,899.09
34	124,529.36	155,661.70	186,794.04
35	130,755.83	163,444.79	196,133.75

Appendix A5
Santa Fe, NM
95% of Market
Police Pay Plan

Grade	Min	Mid	Max
P01	42,334.56	50,594.57	58,854.58
P02	45,297.97	54,136.19	62,974.41
P03	50,280.75	60,091.17	69,901.59
P04	57,822.86	69,104.85	80,386.83
P05	44,878.00	52,572.87	60,267.73
P06	50,712.14	59,407.34	68,102.54
P07	59,030.72	66,305.35	73,579.98
P08	68,023.42	78,354.00	88,684.57
P09	71,823.26	87,832.62	103,841.97

Appendix A6
Santa Fe, NM
95% of Market
Fire Pay Plan

Grade	Min	Mid	Max
F00	28,450.60	32,716.58	36,982.55
F01	31,831.65	36,606.83	41,382.00
F02	35,481.55	40,801.55	46,121.55
F03	39,429.75	45,343.50	51,257.25
F04	39,988.06	49,088.19	58,188.32
F05	36,789.83	43,930.03	51,070.23
F06	37,413.41	44,880.86	52,678.88
F07	38,265.61	47,652.30	57,038.98
F08	44,940.93	54,740.87	64,540.81
F09	45,631.76	54,575.40	63,519.05
F10	46,592.75	64,999.00	83,404.30
F11	47,721.33	59,636.83	71,552.32
F12	50,989.73	60,593.69	70,197.65
F13	51,567.67	58,522.70	65,477.72
F14	51,622.02	62,881.90	74,141.78
F15	53,982.62	67,219.43	80,456.24
F16	72,357.63	85,268.73	98,179.83

Appendix A7
Santa Fe, NM
93% of Market
Civilian Pay Plan

Grade	Min	Mid	Max
1	24,366.00	30,457.50	36,549.00
2	25,584.30	31,980.38	38,376.45
3	26,863.52	33,579.39	40,295.27
4	28,206.69	35,258.36	42,310.04
5	29,617.03	37,021.28	44,425.54
6	31,097.88	38,872.35	46,646.81
7	32,652.77	40,815.96	48,979.16
8	34,285.41	42,856.76	51,428.11
9	35,999.68	44,999.60	53,999.52
10	37,799.66	47,249.58	56,699.49
11	39,689.65	49,612.06	59,534.47
12	41,674.13	52,092.66	62,511.19
13	43,757.84	54,697.29	65,636.75
14	45,945.73	57,432.16	68,918.59
15	48,243.01	60,303.77	72,364.52
16	50,655.16	63,318.96	75,982.75
17	53,187.92	66,484.90	79,781.88
18	55,847.32	69,809.15	83,770.98
19	58,639.68	73,299.61	87,959.53
20	61,571.67	76,964.59	92,357.50
21	64,650.25	80,812.81	96,975.38
22	67,882.76	84,853.46	101,824.15
23	71,276.90	89,096.13	106,915.35
24	74,840.75	93,550.93	112,261.12
25	78,582.79	98,228.48	117,874.18
26	82,511.92	103,139.91	123,767.89
27	86,637.52	108,296.90	129,956.28
28	90,969.40	113,711.75	136,454.10
29	95,517.87	119,397.33	143,276.80
30	100,293.76	125,367.20	150,440.64
31	105,308.45	131,635.56	157,962.67
32	110,573.87	138,217.34	165,860.81
33	116,102.56	145,128.20	174,153.85
34	121,907.69	152,384.62	182,861.54
35	128,003.08	160,003.85	192,004.61

Appendix A8
Santa Fe, NM
93% of Market
Police Pay Plan

Grade	Min	Mid	Max
P01	41,443.30	49,529.42	57,615.54
P02	44,344.33	52,996.48	61,648.63
P03	49,222.21	58,826.09	68,429.98
P04	56,605.54	67,650.01	78,694.47
P05	43,933.20	51,466.07	58,998.94
P06	49,644.52	58,156.66	66,668.80
P07	57,787.97	64,909.45	72,030.93
P08	66,591.35	76,704.44	86,817.53
P09	70,311.19	85,983.51	101,655.82

Appendix A9
Santa Fe, NM
93% of Market
Fire Pay Plan

Grade	Min	Mid	Max
F00	27,851.64	32,027.81	36,203.97
F01	31,161.51	35,836.16	40,510.80
F02	34,734.57	39,942.57	45,150.57
F03	38,599.65	44,388.90	50,178.15
F04	39,146.21	48,054.76	56,963.30
F05	36,015.30	43,005.18	49,995.06
F06	36,625.76	43,936.00	51,569.86
F07	37,460.02	46,649.09	55,838.16
F08	43,994.80	53,588.43	63,182.05
F09	44,671.09	53,426.45	62,181.81
F10	45,611.85	63,630.60	81,648.42
F11	46,716.67	58,381.31	70,045.96
F12	49,916.26	59,318.03	68,719.80
F13	50,482.04	57,290.64	64,099.25
F14	50,535.24	61,558.07	72,580.90
F15	52,846.14	65,804.29	78,762.43
F16	70,834.31	83,473.60	96,112.89