

Appendix B
Santa Fe, NM
Aggregate Market Values

Position Surveyed	Number of Respondents	Average FTES	Minimum Salary			Midpoint Salary			Maximum Salary		
			Lowest	Highest	Average	Lowest	Highest	Average	Lowest	Highest	Average
Account Technician	9	6.11	19,261.00	35,849.04	26,773.76	26,374.50	44,094.54	33,267.58	33,488.00	52,340.04	39,761.39
Accountant	9	17.89	31,782.00	54,392.00	38,102.61	43,544.50	67,818.50	48,008.04	48,217.00	81,245.00	57,913.46
Accounting Supervisor	7	1.00	35,381.00	66,518.00	53,987.66	48,474.50	82,856.50	67,480.81	61,568.00	99,195.00	80,973.97
Administrative Assistant	10	18.70	23,525.00	42,515.00	29,937.74	32,219.50	52,915.00	38,276.41	40,914.00	63,315.00	46,615.08
Administrative Manager	6	3.50	30,888.00	88,725.00	44,949.92	38,604.80	112,000.00	56,222.46	46,321.60	135,275.00	67,494.99
Airport Maintenance Worker	4	1.50	30,284.80	33,647.00	32,071.69	36,743.50	42,484.00	40,175.11	41,122.00	51,321.00	48,278.53
Airport Manager	7	1.00	55,307.20	99,194.00	71,233.37	69,128.80	117,792.50	88,531.97	82,950.40	136,391.00	105,830.57
Animal Control Officer	7	5.43	31,680.00	35,942.40	32,939.08	37,981.01	44,210.40	39,955.87	43,047.68	52,478.40	46,972.67
Animal Control Supervisor	6	1.33	37,020.00	49,088.00	43,816.10	46,275.00	60,382.40	55,042.21	55,530.00	72,322.00	66,268.33
Systems Analyst	6	12.50	52,277.00	61,842.00	58,094.96	62,079.00	77,469.00	75,832.88	71,881.00	96,844.00	93,570.80
Asset Development Director	5	1.00	61,672.00	87,019.00	77,047.26	80,527.00	107,648.50	96,553.51	99,382.00	128,278.00	116,059.75
Assistant City Attorney	9	4.22	56,330.00	145,230.00	76,723.78	70,412.50	172,460.50	95,808.96	84,495.00	199,691.00	114,894.14
Assistant City Clerk	9	1.00	35,755.20	70,782.00	48,491.04	44,699.20	95,565.50	61,083.01	53,643.20	120,349.00	73,674.98
Assistant Fire Chief	8	1.38	56,330.00	104,628.00	81,984.65	70,412.50	125,604.00	98,759.22	84,495.00	155,875.00	115,533.79
Auto Mechanic	10	3.40	19,261.00	46,996.00	32,879.14	26,374.50	55,807.50	40,900.56	33,488.00	64,619.00	48,921.99
Battalion Chief	8	2.88	41,932.80	78,929.00	56,823.81	52,416.00	97,677.00	70,757.30	62,899.20	120,224.00	84,690.78
Water Maintenance Superintendent	4	1.00	49,636.00	67,450.00	58,917.75	61,402.50	87,685.00	73,555.88	73,169.00	107,920.00	88,194.00
Chemist	4	1.00	40,601.60	52,644.80	47,528.13	49,940.80	65,800.80	59,079.03	59,280.00	78,956.80	70,629.93
Benefits Administrator	9	1.11	28,190.00	57,182.04	44,729.31	35,238.00	74,336.52	57,295.38	42,286.00	91,491.00	69,861.44
Budget Analyst	7	1.57	31,782.00	58,597.00	45,440.18	43,544.50	76,017.54	57,575.61	55,307.00	93,560.04	69,711.03
Building Plan Reviewer	7	1.14	26,229.00	49,150.00	42,064.57	35,942.50	62,227.02	52,975.78	45,656.00	76,587.00	63,886.98
Business Analyst	6	1.83	47,694.40	78,501.00	56,590.93	44,483.92	88,561.50	65,453.18	10,466.83	105,533.00	74,315.42
City Attorney	9	1.00	85,712.00	175,314.00	114,082.53	107,140.00	208,185.00	142,985.47	128,568.00	241,056.00	171,888.40
City Clerk	7	1.00	53,491.00	95,098.00	66,255.76	69,538.50	128,388.00	85,404.08	85,030.40	161,678.00	104,552.40
Community Services Director	7	1.00	81,979.00	105,773.00	92,834.60	92,226.00	141,710.50	115,866.20	102,473.00	178,443.00	138,897.80
Laborer	9	1.56	15,600.00	35,401.60	27,130.77	20,956.00	43,637.00	34,073.32	26,312.00	52,000.00	41,015.87
Construction Supervisor	7	1.00	36,117.00	58,597.00	48,498.86	45,146.00	73,967.50	61,278.03	54,175.00	89,338.00	74,057.20
Convention Specialist	3	1.33	27,789.00	40,456.00	32,444.23	30,545.00	49,764.00	39,242.39	33,301.00	59,072.00	46,040.55
Court Clerk	6	2.67	17,618.00	37,190.40	26,964.31	24,138.50	45,739.20	33,406.10	30,659.00	54,288.00	39,847.90
Customer Service Representative	8	7.38	21,195.00	40,643.16	26,195.59	28,808.00	49,992.78	33,472.48	34,569.60	59,342.40	40,749.37
Custodial Supervisor	9	1.33	33,647.00	40,123.20	36,539.25	42,484.00	50,148.80	45,697.55	51,321.00	60,174.40	54,855.86
Custodian	8	5.50	19,905.60	27,993.00	22,778.96	24,887.20	32,563.00	27,815.59	29,868.80	38,803.00	32,852.21
Deputy City Manager	6	1.00	88,725.00	134,202.00	108,701.97	109,527.50	181,158.00	138,551.60	125,433.00	228,114.00	168,401.23
Deputy Police Chief	8	1.50	70,803.20	115,091.00	93,504.24	88,493.60	138,439.00	117,741.02	106,184.00	174,324.00	141,977.80
Economic Development Associate	6	2.83	39,686.00	54,701.04	43,529.54	51,396.80	71,111.52	56,596.43	61,672.00	87,522.00	69,663.33
Emergency Manager	8	1.25	36,117.00	115,484.00	66,116.42	45,146.00	137,137.50	84,040.90	54,175.00	158,791.00	101,965.38
Engineer Supervisor	8	4.63	53,421.00	94,566.00	65,061.50	67,419.50	122,935.98	83,405.14	81,418.00	151,305.96	101,748.78
Engineering Technician Senior	7	1.14	34,070.00	64,934.00	47,384.52	44,293.50	82,372.50	59,918.84	53,185.60	101,376.96	72,453.16
Engineering Division Director	7	3.29	66,958.00	130,229.00	82,159.06	83,697.50	169,297.50	105,109.19	100,437.00	208,366.00	128,059.31

Appendix B
Santa Fe, NM
Aggregate Market Values

Position Surveyed	Number of Respondents	Average FTES	Minimum Salary			Midpoint Salary			Maximum Salary		
			Lowest	Highest	Average	Lowest	Highest	Average	Lowest	Highest	Average
Engineering Technician	10	15.00	30,306.00	48,526.44	34,214.34	39,395.00	59,685.60	43,401.12	46,758.00	71,082.00	52,587.90
Environmental Services Supervisor	7	1.43	39,416.00	63,368.04	54,150.19	49,275.20	82,378.50	68,559.29	59,134.40	101,388.96	82,968.39
Environmental Services Division Director	6	1.00	54,956.00	101,091.00	76,849.80	68,695.00	131,418.48	97,430.30	82,434.00	161,745.96	118,010.79
Evidence & Property Specialist	10	1.60	35,755.20	49,571.00	41,792.30	44,699.20	59,509.00	51,287.68	53,643.20	69,447.00	60,783.05
Financial Analyst	8	4.88	35,381.00	66,823.00	44,447.52	46,571.20	86,870.00	57,608.98	55,889.60	106,917.00	70,770.43
Fire Captain	8	6.25	39,866.00	73,848.00	54,338.97	49,832.50	79,745.12	66,191.47	59,799.00	94,552.64	78,043.98
Fire Chief	9	1.00	75,757.00	135,211.00	104,820.87	94,696.00	165,058.00	131,879.33	113,635.00	207,854.00	158,937.80
Fire Engineer	8	20.38	41,233.92	66,691.00	47,306.24	50,785.28	70,095.00	57,621.97	60,336.64	73,615.36	67,937.69
Firefighter I	9	9.00	35,053.00	47,340.00	39,382.54	44,340.50	57,165.50	47,243.01	51,379.00	66,991.00	55,451.46
Firefighter II	6	6.33	38,548.00	50,561.00	40,279.59	48,353.76	60,387.50	50,160.31	57,453.76	70,214.00	60,041.03
Firefighter III	4	48.75	63,843.00	63,843.00	63,843.00	70,447.50	70,447.50	70,447.50	77,052.00	77,052.00	77,052.00
Firefighter Paramedic I	7	7.71	43,272.32	60,619.00	48,033.43	53,304.16	67,223.50	57,447.79	63,336.00	73,828.00	66,862.16
Firefighter Trainee	5	8.20	26,666.00	48,374.00	38,726.13	32,656.00	55,312.00	46,242.13	38,646.00	62,250.00	53,758.13
Fire Inspector	6	1.17	42,952.00	49,571.00	42,092.70	52,894.40	59,509.00	51,671.78	62,836.80	69,447.00	61,250.86
Fire Inspector II	5	2.60	28,766.00	58,895.00	37,888.12	39,405.50	70,702.00	48,740.30	50,045.00	82,509.00	59,592.48
Fire Lieutenant	7	13.43	40,674.00	56,142.49	50,232.98	56,008.00	68,810.56	62,775.61	65,001.00	81,594.24	75,318.23
Battalion Chief - Fire Marshal	9	1.00	31,782.00	95,117.00	65,515.18	43,544.50	114,186.00	79,783.61	55,307.00	133,255.00	94,052.05
Fire Training Captain	5	1.40	55,812.00	81,245.00	53,673.40	69,765.50	85,238.50	63,782.83	83,719.00	100,511.00	73,892.26
GIS Analyst	10	1.90	38,513.00	61,842.00	46,925.28	48,613.50	76,502.50	59,689.33	58,714.00	91,163.00	72,453.38
Heavy Equipment Mechanic	8	1.00	33,647.00	48,901.00	39,912.73	42,484.50	54,392.00	48,275.53	51,084.80	64,563.20	56,638.33
Human Resources Administrator	10	1.50	35,381.00	50,500.00	44,118.36	48,474.50	61,402.50	55,821.21	61,568.00	73,169.00	67,524.06
Human Resources Director	9	1.00	53,539.00	100,736.00	84,815.57	93,048.50	134,857.00	111,802.22	116,476.00	169,832.00	138,788.86
IT Architect	6	1.00	63,315.00	79,664.00	67,965.28	78,821.50	103,563.00	86,160.24	93,088.00	127,462.00	104,355.20
ITT Director	10	2.10	70,348.00	142,288.00	94,868.75	87,935.00	174,037.50	122,159.71	105,522.00	214,200.00	149,450.68
ITT End User Support Technician	9	9.11	35,237.00	46,758.00	40,642.40	46,810.40	62,316.50	52,991.14	57,283.20	77,875.00	65,339.87
Enterprise Application Service Manager	5	3.00	64,126.40	82,875.00	70,952.15	80,163.20	102,520.50	90,757.63	96,200.00	122,166.00	110,563.10
Land Use Director	4	1.00	75,170.00	128,188.00	97,392.00	92,988.50	152,223.00	118,198.25	110,807.00	176,258.00	139,004.50
Librarian	8	4.25	37,252.80	53,421.00	43,379.88	46,571.20	66,084.00	54,975.07	55,889.60	80,061.00	66,570.27
Library Section Manager	6	1.00	41,516.00	67,850.00	55,846.77	52,438.00	95,274.00	72,118.55	63,360.00	109,970.00	86,139.33
Streets Maintenance Worker	8	5.63	23,046.40	31,834.00	26,071.12	28,808.00	38,895.50	35,789.10	34,569.60	52,854.00	45,507.08
MPO Officer	4	1.00	48,866.00	68,181.00	57,451.40	61,657.00	84,346.00	71,710.60	74,448.00	100,511.00	85,969.80
Network Engineer	7	5.71	45,635.20	68,694.00	54,768.46	57,044.00	89,302.02	71,140.73	68,452.80	109,910.04	87,513.00
Paralegal	9	2.44	31,782.00	49,636.00	43,033.22	43,544.50	61,657.00	54,419.11	55,307.00	74,448.00	65,805.00
Parking Enforcement Officer	4	2.00	20,030.00	32,897.00	26,517.94	38,095.20	40,022.50	34,313.59	36,733.00	48,365.00	42,109.24
Parks & Recreation Director	8	1.00	70,803.20	115,484.00	94,648.03	88,493.60	148,876.00	119,687.85	106,184.00	187,470.00	144,727.67
Parks Maintenance Worker	8	4.50	19,510.00	39,769.00	24,912.56	28,808.00	45,395.50	30,967.24	31,075.00	51,022.00	37,021.91
Parks Superintendent	7	1.14	39,145.60	67,850.00	56,905.70	48,932.00	87,684.96	72,103.90	58,718.40	109,970.00	87,302.09
Payroll Specialist	4	2.00	28,392.00	54,701.04	36,268.52	35,495.20	71,111.52	46,212.82	42,598.40	87,522.00	56,157.12
Planner Senior	9	1.78	31,782.00	67,740.00	50,560.39	43,544.50	88,062.00	64,148.43	55,307.00	108,384.00	77,736.47

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Planner Technician	7	1.00	30,576.00	48,526.44	37,594.66	38,220.00	59,685.60	46,098.11	45,864.00	70,844.76	54,601.57
Current Planning Division Director	6	1.00	53,421.00	99,882.00	75,096.90	67,419.50	134,857.00	96,266.05	81,418.00	169,832.00	117,435.20
Police Captain	8	1.88	60,661.00	94,515.00	75,603.43	75,836.50	122,876.00	92,455.38	91,012.00	151,237.00	109,307.34
Police Chief	8	1.00	68,632.00	150,084.00	109,443.70	85,790.00	180,173.00	137,661.58	102,948.00	218,234.00	165,879.47
Police Detective I	5	7.20	42,224.00	55,141.00	47,240.00	47,538.40	66,196.00	55,339.86	52,852.80	77,251.00	63,439.72
Police Lieutenant	8	8.00	57,553.60	89,160.03	71,603.60	69,336.80	105,388.50	82,477.89	81,120.00	122,793.00	93,352.18
Police Officer I	9	100.56	37,838.00	49,878.40	44,562.69	47,298.00	61,640.80	53,257.44	52,852.80	73,403.20	61,952.19
Police Sergeant	9	19.00	55,744.00	73,528.00	62,137.60	59,529.60	87,928.00	69,795.11	63,315.20	102,328.00	77,452.61
Project Manager	6	3.17	38,894.00	75,170.00	48,739.34	66,040.00	92,988.50	70,912.40	79,248.00	110,807.00	93,085.45
Project Specialist	6	17.50	28,766.00	63,349.00	35,673.09	39,405.50	78,367.00	46,893.88	50,045.00	93,385.00	58,114.66
Public Works Director	8	1.00	85,712.00	110,282.00	96,169.44	107,185.00	149,126.00	122,420.80	128,658.00	187,970.00	148,672.16
Records Technician	9	7.00	19,261.00	36,289.00	25,478.82	26,374.50	43,326.50	32,409.36	33,488.00	51,813.00	39,339.90
Recreation Coordinator	7	2.71	27,705.60	45,134.04	35,260.99	36,784.80	55,515.00	44,973.83	45,864.00	65,895.96	54,686.67
Recreation Supervisor	7	1.14	35,464.00	54,392.00	45,329.18	44,324.80	69,538.50	57,077.03	53,185.60	85,586.04	68,824.88
Safety Manager	5	1.00	55,473.60	64,913.00	60,349.20	69,336.80	81,930.00	75,699.10	83,200.00	98,947.00	91,049.00
National Sales Manager	4	1.50	43,201.60	65,794.00	51,939.23	54,007.20	78,130.50	63,885.18	64,812.80	90,467.00	75,831.13
Sign Technician Senior	7	1.00	28,214.00	48,901.00	38,480.04	35,267.50	54,288.00	46,123.60	42,321.00	59,675.00	53,767.16
Marketing & Special Events Coordinator	6	1.83	32,427.20	50,500.00	41,194.76	40,539.20	65,049.50	51,910.62	48,651.20	80,061.00	62,626.48
Traffic Technician	6	1.17	30,023.00	40,455.96	33,440.86	37,926.50	49,764.00	41,240.44	45,656.00	59,072.04	49,040.01
Transit Driver I	6	6.83	24,254.00	33,595.00	26,845.66	31,948.80	41,559.50	33,398.99	38,417.60	49,524.00	39,952.31
Utility Billing Division Director	6	1.00	58,597.00	78,929.00	65,207.20	73,967.50	97,638.50	81,410.28	89,338.00	116,348.00	97,613.36
Utility Collections Specialist	5	1.40	30,023.00	38,646.00	33,643.59	37,926.50	47,684.00	41,837.55	45,830.00	56,722.00	50,031.50
Water Operator Basic	4	3.25	26,769.60	58,598.00	41,422.16	33,560.80	73,968.00	45,900.79	40,352.00	89,338.00	52,541.45
Welder	6	1.67	21,195.00	49,109.00	31,558.85	29,036.50	55,681.50	39,564.44	36,878.00	64,563.24	47,570.03
WWM Equipment Operator	3	2.00	26,769.60	43,077.00	33,200.45	40,508.00	48,121.00	43,228.73	53,165.00	54,246.40	53,959.75
WWM Field Operator Lead	3	1.00	37,003.20	47,708.00	40,966.73	44,564.00	45,510.42	46,160.75	50,939.00	54,017.64	52,478.32
Waste Operator Advanced	4	1.50	26,229.00	64,913.00	42,787.65	35,942.50	81,930.50	50,910.16	45,656.00	98,948.00	60,142.00
Waste Operator Entry	4	1.00	21,195.00	37,271.00	30,589.00	29,036.50	38,189.00	34,726.42	36,878.00	43,077.00	39,977.50
WWM Plant Superintendent	4	1.00	58,094.40	83,134.00	69,033.35	72,623.20	104,927.00	86,233.30	87,152.00	126,720.00	103,433.25