

Los Alamos County
 FY26 Salary Plan Step Schedule

Rates Effective July 6, 2025

Steps → Grades ↓	1	2	3	4	5	6	7	8	9	10
108	\$ 13.9473	\$ 14.0867	\$ 14.2276	\$ 14.3698	\$ 14.5135	\$ 14.6587	\$ 14.8053	\$ 14.9533	\$ 15.1029	\$ 15.2539
109	\$ 14.6446	\$ 14.7911	\$ 14.9390	\$ 15.0884	\$ 15.2393	\$ 15.3917	\$ 15.5455	\$ 15.7010	\$ 15.8580	\$ 16.0166
110	\$ 15.3769	\$ 15.5306	\$ 15.6860	\$ 15.8428	\$ 16.0012	\$ 16.1613	\$ 16.3228	\$ 16.4861	\$ 16.6510	\$ 16.8174
111	\$ 16.1457	\$ 16.3072	\$ 16.4702	\$ 16.6349	\$ 16.8013	\$ 16.9693	\$ 17.1390	\$ 17.3104	\$ 17.4835	\$ 17.6582
112	\$ 16.9530	\$ 17.1225	\$ 17.2937	\$ 17.4666	\$ 17.6413	\$ 17.8178	\$ 17.9960	\$ 18.1759	\$ 18.3577	\$ 18.5412
113	\$ 17.8006	\$ 17.9787	\$ 18.1585	\$ 18.3400	\$ 18.5234	\$ 18.7086	\$ 18.8957	\$ 19.0848	\$ 19.2755	\$ 19.4682
114	\$ 18.6907	\$ 18.8776	\$ 19.0663	\$ 19.2570	\$ 19.4496	\$ 19.6441	\$ 19.8405	\$ 20.0389	\$ 20.2394	\$ 20.4417
115	\$ 19.6251	\$ 19.8214	\$ 20.0196	\$ 20.2199	\$ 20.4220	\$ 20.6263	\$ 20.8326	\$ 21.0409	\$ 21.2513	\$ 21.4638
116	\$ 20.6065	\$ 20.8126	\$ 21.0207	\$ 21.2309	\$ 21.4432	\$ 21.6576	\$ 21.8742	\$ 22.0929	\$ 22.3138	\$ 22.5369
117	\$ 21.6368	\$ 21.8532	\$ 22.0717	\$ 22.2924	\$ 22.5153	\$ 22.7404	\$ 22.9679	\$ 23.1976	\$ 23.4295	\$ 23.6638
118	\$ 22.7186	\$ 22.9458	\$ 23.1753	\$ 23.4070	\$ 23.6411	\$ 23.8775	\$ 24.1162	\$ 24.3573	\$ 24.6010	\$ 24.8470
119	\$ 23.8545	\$ 24.0930	\$ 24.3340	\$ 24.5774	\$ 24.8231	\$ 25.0713	\$ 25.3220	\$ 25.5752	\$ 25.8311	\$ 26.0894
120	\$ 25.0473	\$ 25.2977	\$ 25.5507	\$ 25.8062	\$ 26.0643	\$ 26.3249	\$ 26.5882	\$ 26.8541	\$ 27.1226	\$ 27.3938
121	\$ 26.2996	\$ 26.5626	\$ 26.8283	\$ 27.0965	\$ 27.3675	\$ 27.6412	\$ 27.9176	\$ 28.1968	\$ 28.4788	\$ 28.7636
122	\$ 27.6146	\$ 27.8908	\$ 28.1697	\$ 28.4514	\$ 28.7359	\$ 29.0232	\$ 29.3135	\$ 29.6066	\$ 29.9027	\$ 30.2017
123	\$ 28.9953	\$ 29.2853	\$ 29.5781	\$ 29.8739	\$ 30.1726	\$ 30.4744	\$ 30.7792	\$ 31.0869	\$ 31.3978	\$ 31.7117
124	\$ 30.4452	\$ 30.7496	\$ 31.0570	\$ 31.3676	\$ 31.6813	\$ 31.9981	\$ 32.3181	\$ 32.6413	\$ 32.9677	\$ 33.2974
125	\$ 31.9674	\$ 32.2871	\$ 32.6099	\$ 32.9360	\$ 33.2654	\$ 33.5981	\$ 33.9340	\$ 34.2734	\$ 34.6161	\$ 34.9622
126	\$ 33.5657	\$ 33.9014	\$ 34.2404	\$ 34.5828	\$ 34.9286	\$ 35.2779	\$ 35.6307	\$ 35.9870	\$ 36.3468	\$ 36.7103
127	\$ 35.2440	\$ 35.5965	\$ 35.9525	\$ 36.3120	\$ 36.6750	\$ 37.0419	\$ 37.4122	\$ 37.7864	\$ 38.1643	\$ 38.5458
128	\$ 37.0061	\$ 37.3763	\$ 37.7501	\$ 38.1275	\$ 38.5088	\$ 38.8939	\$ 39.2829	\$ 39.6757	\$ 40.0725	\$ 40.4732
129	\$ 38.8565	\$ 39.2451	\$ 39.6375	\$ 40.0339	\$ 40.4343	\$ 40.8387	\$ 41.2470	\$ 41.6595	\$ 42.0761	\$ 42.4968
130	\$ 40.7993	\$ 41.2073	\$ 41.6194	\$ 42.0356	\$ 42.4560	\$ 42.8805	\$ 43.3093	\$ 43.7425	\$ 44.1799	\$ 44.6217
131	\$ 42.8393	\$ 43.2677	\$ 43.7004	\$ 44.1375	\$ 44.5787	\$ 45.0246	\$ 45.4748	\$ 45.9296	\$ 46.3888	\$ 46.8527
132	\$ 44.9813	\$ 45.4311	\$ 45.8855	\$ 46.3442	\$ 46.8076	\$ 47.2758	\$ 47.7485	\$ 48.2260	\$ 48.7083	\$ 49.1954
201	\$ 58,874.62	\$ 59,463.61	\$ 60,058.01	\$ 60,658.70	\$ 61,265.21	\$ 61,878.01	\$ 62,496.65	\$ 63,121.78	\$ 63,752.96	\$ 64,390.65
202	\$ 61,818.94	\$ 62,436.92	\$ 63,061.40	\$ 63,691.95	\$ 64,328.97	\$ 64,972.06	\$ 65,622.07	\$ 66,278.14	\$ 66,940.93	\$ 67,610.42
203	\$ 64,909.53	\$ 65,558.68	\$ 66,214.10	\$ 66,876.23	\$ 67,545.06	\$ 68,220.61	\$ 68,902.64	\$ 69,591.83	\$ 70,287.72	\$ 70,990.53
204	\$ 68,155.26	\$ 68,836.87	\$ 69,525.39	\$ 70,220.41	\$ 70,922.58	\$ 71,631.88	\$ 72,348.32	\$ 73,071.91	\$ 73,802.41	\$ 74,540.49
205	\$ 71,563.29	\$ 72,279.08	\$ 73,001.80	\$ 73,731.87	\$ 74,469.08	\$ 75,213.66	\$ 75,966.02	\$ 76,725.52	\$ 77,492.81	\$ 78,267.68
206	\$ 75,142.03	\$ 75,893.53	\$ 76,652.38	\$ 77,419.02	\$ 78,193.03	\$ 78,975.03	\$ 79,764.83	\$ 80,562.42	\$ 81,368.00	\$ 82,181.60
207	\$ 78,899.51	\$ 79,688.44	\$ 80,485.38	\$ 81,290.32	\$ 82,103.05	\$ 82,924.23	\$ 83,753.63	\$ 84,591.02	\$ 85,436.65	\$ 86,291.13
208	\$ 82,844.17	\$ 83,672.70	\$ 84,509.44	\$ 85,354.42	\$ 86,208.04	\$ 87,070.11	\$ 87,940.83	\$ 88,820.43	\$ 89,708.68	\$ 90,605.59
209	\$ 86,986.81	\$ 87,856.66	\$ 88,735.18	\$ 89,622.56	\$ 90,518.82	\$ 91,423.94	\$ 92,338.16	\$ 93,261.68	\$ 94,194.29	\$ 95,135.98
210	\$ 91,336.31	\$ 92,249.45	\$ 93,172.10	\$ 94,103.84	\$ 95,044.89	\$ 95,995.45	\$ 96,955.33	\$ 97,924.93	\$ 98,904.07	\$ 99,893.15
211	\$ 95,903.06	\$ 96,862.28	\$ 97,830.81	\$ 98,809.07	\$ 99,797.30	\$ 100,795.25	\$ 101,803.16	\$ 102,821.23	\$ 103,849.48	\$ 104,887.91
212	\$ 100,697.88	\$ 101,704.92	\$ 102,721.92	\$ 103,749.09	\$ 104,786.64	\$ 105,834.58	\$ 106,892.91	\$ 107,961.84	\$ 109,041.36	\$ 110,131.94
213	\$ 105,733.09	\$ 106,790.34	\$ 107,858.19	\$ 108,936.86	\$ 110,026.12	\$ 111,126.43	\$ 112,237.56	\$ 113,360.14	\$ 114,493.55	\$ 115,638.65
214	\$ 111,019.97	\$ 112,130.01	\$ 113,251.30	\$ 114,383.85	\$ 115,527.64	\$ 116,682.91	\$ 117,849.64	\$ 119,028.28	\$ 120,218.60	\$ 121,420.82
215	\$ 116,570.83	\$ 117,736.69	\$ 118,914.03	\$ 120,103.05	\$ 121,303.98	\$ 122,517.02	\$ 123,742.39	\$ 124,979.88	\$ 126,229.49	\$ 127,491.65
301	\$ 116,570.83	\$ 117,736.69	\$ 118,914.03	\$ 120,103.05	\$ 121,303.98	\$ 122,517.02	\$ 123,742.39	\$ 124,979.88	\$ 126,229.49	\$ 127,491.65
302	\$ 122,399.73	\$ 123,623.60	\$ 124,860.00	\$ 126,108.52	\$ 127,369.39	\$ 128,643.23	\$ 129,929.84	\$ 131,229.00	\$ 132,541.36	\$ 133,866.70
303	\$ 128,519.90	\$ 129,804.77	\$ 131,102.85	\$ 132,413.92	\$ 133,738.18	\$ 135,075.63	\$ 136,426.08	\$ 137,790.36	\$ 139,168.50	\$ 140,560.06
304	\$ 134,945.58	\$ 136,295.16	\$ 137,658.15	\$ 139,034.56	\$ 140,424.82	\$ 141,829.15	\$ 143,247.53	\$ 144,679.98	\$ 146,126.93	\$ 147,587.95
305	\$ 141,693.26	\$ 143,109.91	\$ 144,541.06	\$ 145,986.49	\$ 147,446.21	\$ 148,920.86	\$ 150,410.22	\$ 151,914.08	\$ 153,433.30	\$ 154,967.66
306	\$ 148,777.62	\$ 150,265.25	\$ 151,768.02	\$ 153,285.51	\$ 154,818.36	\$ 156,366.58	\$ 157,930.16	\$ 159,509.53	\$ 161,104.92	\$ 162,715.89
307	\$ 156,216.85	\$ 157,778.69	\$ 159,356.77	\$ 160,950.21	\$ 162,559.66	\$ 164,185.34	\$ 165,827.03	\$ 167,485.39	\$ 169,160.19	\$ 170,851.87
308	\$ 164,027.38	\$ 165,667.56	\$ 167,324.18	\$ 168,997.47	\$ 170,687.42	\$ 172,394.24	\$ 174,118.37	\$ 175,859.39	\$ 177,618.14	\$ 179,394.20
309	\$ 172,229.14	\$ 173,951.11	\$ 175,690.83	\$ 177,447.64	\$ 179,222.18	\$ 181,014.48	\$ 182,824.52	\$ 184,652.74	\$ 186,499.12	\$ 188,364.34
310	\$ 180,840.51	\$ 182,649.03	\$ 184,475.51	\$ 186,320.18	\$ 188,183.44	\$ 190,065.11	\$ 191,965.81	\$ 193,885.77	\$ 195,824.56	\$ 197,782.81
311	\$ 189,882.91	\$ 191,781.66	\$ 193,699.68	\$ 195,636.52	\$ 197,592.83	\$ 199,568.62	\$ 201,564.53	\$ 203,580.14	\$ 205,616.08	\$ 207,672.14
312	\$ 199,376.69	\$ 201,370.44	\$ 203,384.09	\$ 205,418.09	\$ 207,471.99	\$ 209,546.88	\$ 211,642.33	\$ 213,758.76	\$ 215,896.40	\$ 218,055.25

Grade Increment	Step Increment
5.00%	1.00%

Los Alamos County
 FY26 Salary Plan Step Schedule

Rates Effective July 6, 2025

Steps → Grades ↓	11	12	13	14	15	16	17	18	19	20
108	\$ 15.4064	\$ 15.5605	\$ 15.7162	\$ 15.8733	\$ 16.0320	\$ 16.1924	\$ 16.3542	\$ 16.5178	\$ 16.6830	\$ 16.8499
109	\$ 16.1768	\$ 16.3386	\$ 16.5019	\$ 16.6669	\$ 16.8336	\$ 17.0019	\$ 17.1720	\$ 17.3437	\$ 17.5171	\$ 17.6923
110	\$ 16.9856	\$ 17.1555	\$ 17.3271	\$ 17.5002	\$ 17.6753	\$ 17.8521	\$ 18.0306	\$ 18.2109	\$ 18.3930	\$ 18.5770
111	\$ 17.8349	\$ 18.0133	\$ 18.1934	\$ 18.3753	\$ 18.5591	\$ 18.7447	\$ 18.9321	\$ 19.1214	\$ 19.3126	\$ 19.5057
112	\$ 18.7266	\$ 18.9139	\$ 19.1030	\$ 19.2941	\$ 19.4870	\$ 19.6819	\$ 19.8787	\$ 20.0775	\$ 20.2782	\$ 20.4810
113	\$ 19.6629	\$ 19.8596	\$ 20.0582	\$ 20.2588	\$ 20.4614	\$ 20.6660	\$ 20.8726	\$ 21.0813	\$ 21.2922	\$ 21.5051
114	\$ 20.6461	\$ 20.8526	\$ 21.0611	\$ 21.2718	\$ 21.4844	\$ 21.6993	\$ 21.9163	\$ 22.1354	\$ 22.3568	\$ 22.5804
115	\$ 21.6784	\$ 21.8952	\$ 22.1142	\$ 22.3353	\$ 22.5586	\$ 22.7842	\$ 23.0121	\$ 23.2422	\$ 23.4746	\$ 23.7094
116	\$ 22.7624	\$ 22.9900	\$ 23.2199	\$ 23.4521	\$ 23.6866	\$ 23.9235	\$ 24.1627	\$ 24.4043	\$ 24.6483	\$ 24.8948
117	\$ 23.9004	\$ 24.1394	\$ 24.3809	\$ 24.6246	\$ 24.8709	\$ 25.1196	\$ 25.3709	\$ 25.6245	\$ 25.8808	\$ 26.1396
118	\$ 25.0954	\$ 25.3463	\$ 25.5999	\$ 25.8559	\$ 26.1144	\$ 26.3755	\$ 26.6394	\$ 26.9058	\$ 27.1748	\$ 27.4465
119	\$ 26.3503	\$ 26.6138	\$ 26.8799	\$ 27.1487	\$ 27.4202	\$ 27.6943	\$ 27.9713	\$ 28.2510	\$ 28.5336	\$ 28.8189
120	\$ 27.6678	\$ 27.9444	\$ 28.2239	\$ 28.5061	\$ 28.7912	\$ 29.0791	\$ 29.3698	\$ 29.6636	\$ 29.9602	\$ 30.2599
121	\$ 29.0512	\$ 29.3417	\$ 29.6352	\$ 29.9314	\$ 30.2307	\$ 30.5330	\$ 30.8383	\$ 31.1468	\$ 31.4583	\$ 31.7728
122	\$ 30.5037	\$ 30.8088	\$ 31.1168	\$ 31.4280	\$ 31.7422	\$ 32.0597	\$ 32.3803	\$ 32.7041	\$ 33.0312	\$ 33.3615
123	\$ 32.0289	\$ 32.3492	\$ 32.6727	\$ 32.9993	\$ 33.3295	\$ 33.6627	\$ 33.9993	\$ 34.3393	\$ 34.6827	\$ 35.0295
124	\$ 33.6303	\$ 33.9666	\$ 34.3063	\$ 34.6494	\$ 34.9959	\$ 35.3459	\$ 35.6993	\$ 36.0563	\$ 36.4169	\$ 36.7811
125	\$ 35.3118	\$ 35.6650	\$ 36.0217	\$ 36.3819	\$ 36.7457	\$ 37.1132	\$ 37.4843	\$ 37.8591	\$ 38.2377	\$ 38.6201
126	\$ 37.0774	\$ 37.4482	\$ 37.8227	\$ 38.2009	\$ 38.5830	\$ 38.9688	\$ 39.3585	\$ 39.7520	\$ 40.1495	\$ 40.5511
127	\$ 38.9313	\$ 39.3207	\$ 39.7139	\$ 40.1110	\$ 40.5121	\$ 40.9172	\$ 41.3264	\$ 41.7396	\$ 42.1570	\$ 42.5787
128	\$ 40.8778	\$ 41.2867	\$ 41.6994	\$ 42.1166	\$ 42.5377	\$ 42.9631	\$ 43.3927	\$ 43.8266	\$ 44.2649	\$ 44.7076
129	\$ 42.9217	\$ 43.3509	\$ 43.7845	\$ 44.2223	\$ 44.6645	\$ 45.1112	\$ 45.5624	\$ 46.0180	\$ 46.4781	\$ 46.9429
130	\$ 45.0679	\$ 45.5186	\$ 45.9737	\$ 46.4334	\$ 46.8978	\$ 47.3668	\$ 47.8405	\$ 48.3188	\$ 48.8020	\$ 49.2900
131	\$ 47.3213	\$ 47.7945	\$ 48.2724	\$ 48.7552	\$ 49.2428	\$ 49.7351	\$ 50.2325	\$ 50.7348	\$ 51.2422	\$ 51.7546
132	\$ 49.6873	\$ 50.1842	\$ 50.6860	\$ 51.1930	\$ 51.7048	\$ 52.2219	\$ 52.7441	\$ 53.2716	\$ 53.8042	\$ 54.3423
201	\$ 65,034.38	\$ 65,684.82	\$ 66,341.55	\$ 67,004.97	\$ 67,674.89	\$ 68,351.74	\$ 69,035.29	\$ 69,725.77	\$ 70,422.95	\$ 71,127.06
202	\$ 68,286.61	\$ 68,969.29	\$ 69,658.90	\$ 70,355.65	\$ 71,059.11	\$ 71,769.71	\$ 72,487.24	\$ 73,212.12	\$ 73,944.36	\$ 74,683.95
203	\$ 71,700.47	\$ 72,417.56	\$ 73,141.58	\$ 73,873.17	\$ 74,611.90	\$ 75,357.98	\$ 76,111.43	\$ 76,872.66	\$ 77,641.26	\$ 78,417.84
204	\$ 75,285.92	\$ 76,038.72	\$ 76,799.09	\$ 77,567.25	\$ 78,342.54	\$ 79,126.28	\$ 79,917.38	\$ 80,716.69	\$ 81,523.80	\$ 82,338.91
205	\$ 79,050.55	\$ 79,840.78	\$ 80,639.23	\$ 81,445.90	\$ 82,260.15	\$ 83,082.84	\$ 83,913.74	\$ 84,752.65	\$ 85,600.45	\$ 86,456.23
206	\$ 83,003.43	\$ 83,833.68	\$ 84,671.73	\$ 85,518.44	\$ 86,373.58	\$ 87,237.59	\$ 88,109.84	\$ 88,990.72	\$ 89,880.92	\$ 90,779.77
207	\$ 87,154.28	\$ 88,025.65	\$ 88,905.90	\$ 89,795.02	\$ 90,693.00	\$ 91,599.87	\$ 92,516.02	\$ 93,441.06	\$ 94,375.40	\$ 95,319.26
208	\$ 91,511.58	\$ 92,426.66	\$ 93,351.26	\$ 94,284.52	\$ 95,227.52	\$ 96,179.60	\$ 97,141.41	\$ 98,112.97	\$ 99,094.05	\$ 100,085.08
209	\$ 96,087.64	\$ 97,048.37	\$ 98,018.85	\$ 98,999.06	\$ 99,989.01	\$ 100,988.91	\$ 101,998.98	\$ 103,018.80	\$ 104,049.21	\$ 105,089.57
210	\$ 100,892.19	\$ 101,900.96	\$ 102,919.91	\$ 103,949.24	\$ 104,988.74	\$ 106,038.41	\$ 107,099.12	\$ 108,169.78	\$ 109,251.69	\$ 110,344.21
211	\$ 105,936.72	\$ 106,996.34	\$ 108,066.34	\$ 109,146.74	\$ 110,238.18	\$ 111,340.64	\$ 112,453.94	\$ 113,578.69	\$ 114,714.26	\$ 115,861.53
212	\$ 111,233.32	\$ 112,345.53	\$ 113,468.98	\$ 114,603.69	\$ 115,749.65	\$ 116,907.08	\$ 118,076.41	\$ 119,256.99	\$ 120,449.48	\$ 121,654.08
213	\$ 116,795.21	\$ 117,963.03	\$ 119,142.53	\$ 120,334.15	\$ 121,537.45	\$ 122,752.65	\$ 123,980.41	\$ 125,220.07	\$ 126,472.27	\$ 127,737.03
214	\$ 122,634.94	\$ 123,861.39	\$ 125,099.97	\$ 126,350.87	\$ 127,614.55	\$ 128,890.55	\$ 130,179.55	\$ 131,481.30	\$ 132,796.05	\$ 134,124.20
215	\$ 128,766.79	\$ 130,054.47	\$ 131,354.93	\$ 132,668.38	\$ 133,995.02	\$ 135,335.08	\$ 136,688.55	\$ 138,055.22	\$ 139,435.95	\$ 140,830.32
301	\$ 128,766.79	\$ 130,054.47	\$ 131,354.93	\$ 132,668.38	\$ 133,995.02	\$ 135,335.08	\$ 136,688.55	\$ 138,055.22	\$ 139,435.95	\$ 140,830.32
302	\$ 135,205.46	\$ 136,557.42	\$ 137,923.00	\$ 139,302.23	\$ 140,695.09	\$ 142,102.22	\$ 143,523.20	\$ 144,958.46	\$ 146,408.23	\$ 147,872.05
303	\$ 141,965.90	\$ 143,385.36	\$ 144,819.33	\$ 146,267.58	\$ 147,730.33	\$ 149,207.35	\$ 150,699.53	\$ 152,206.41	\$ 153,728.66	\$ 155,265.84
304	\$ 149,063.89	\$ 150,554.54	\$ 152,060.14	\$ 153,580.65	\$ 155,116.54	\$ 156,667.56	\$ 158,234.60	\$ 159,816.80	\$ 161,414.78	\$ 163,028.99
305	\$ 156,517.18	\$ 158,082.49	\$ 159,663.16	\$ 161,259.85	\$ 162,872.33	\$ 164,501.26	\$ 166,146.20	\$ 167,807.80	\$ 169,485.84	\$ 171,180.77
306	\$ 164,343.08	\$ 165,986.51	\$ 167,646.16	\$ 169,322.69	\$ 171,015.89	\$ 172,725.95	\$ 174,453.12	\$ 176,197.80	\$ 177,960.02	\$ 179,739.34
307	\$ 172,560.42	\$ 174,286.07	\$ 176,028.81	\$ 177,789.30	\$ 179,567.10	\$ 181,362.85	\$ 183,176.35	\$ 185,008.03	\$ 186,858.10	\$ 188,726.79
308	\$ 181,188.02	\$ 183,000.01	\$ 184,830.16	\$ 186,678.29	\$ 188,545.02	\$ 190,430.58	\$ 192,334.74	\$ 194,258.16	\$ 196,200.63	\$ 198,162.78
309	\$ 190,247.95	\$ 192,150.38	\$ 194,072.07	\$ 196,012.81	\$ 197,972.80	\$ 199,952.49	\$ 201,951.85	\$ 203,971.57	\$ 206,011.20	\$ 208,071.37
310	\$ 199,760.55	\$ 201,758.19	\$ 203,775.75	\$ 205,813.42	\$ 207,871.64	\$ 209,950.21	\$ 212,049.99	\$ 214,170.10	\$ 216,312.07	\$ 218,475.03
311	\$ 209,748.77	\$ 211,846.16	\$ 213,964.98	\$ 216,104.35	\$ 218,265.58	\$ 220,448.01	\$ 222,652.73	\$ 224,879.30	\$ 227,127.95	\$ 229,399.10
312	\$ 220,235.95	\$ 222,438.08	\$ 224,662.49	\$ 226,909.19	\$ 229,178.17	\$ 231,469.88	\$ 233,784.73	\$ 236,122.75	\$ 238,483.91	\$ 240,868.88

Grade Increment	Step Increment
5.00%	1.00%

Los Alamos County
 FY26 Salary Plan Step Schedule

Rates Effective July 6, 2025

Steps → Grades ↓	21	22	23	24	25	26	27	28	29	30
108	\$ 17.0183	\$ 17.1884	\$ 17.3603	\$ 17.5339	\$ 17.7093	\$ 17.8864	\$ 18.0653	\$ 18.2459	\$ 18.4283	\$ 18.6126
109	\$ 17.8693	\$ 18.0480	\$ 18.2283	\$ 18.4107	\$ 18.5947	\$ 18.7807	\$ 18.9685	\$ 19.1583	\$ 19.3498	\$ 19.5433
110	\$ 18.7627	\$ 18.9504	\$ 19.1399	\$ 19.3311	\$ 19.5246	\$ 19.7198	\$ 19.9170	\$ 20.1162	\$ 20.3173	\$ 20.5205
111	\$ 19.7008	\$ 19.8978	\$ 20.0968	\$ 20.2978	\$ 20.5008	\$ 20.7057	\$ 20.9128	\$ 21.1219	\$ 21.3332	\$ 21.5465
112	\$ 20.6858	\$ 20.8927	\$ 21.1016	\$ 21.3127	\$ 21.5258	\$ 21.7410	\$ 21.9585	\$ 22.1781	\$ 22.3998	\$ 22.6238
113	\$ 21.7201	\$ 21.9374	\$ 22.1567	\$ 22.3783	\$ 22.6021	\$ 22.8281	\$ 23.0563	\$ 23.2869	\$ 23.5198	\$ 23.7550
114	\$ 22.8062	\$ 23.0342	\$ 23.2645	\$ 23.4972	\$ 23.7321	\$ 23.9694	\$ 24.2092	\$ 24.4513	\$ 24.6958	\$ 24.9428
115	\$ 23.9465	\$ 24.1859	\$ 24.4278	\$ 24.6721	\$ 24.9188	\$ 25.1679	\$ 25.4196	\$ 25.6739	\$ 25.9307	\$ 26.1899
116	\$ 25.1437	\$ 25.3952	\$ 25.6493	\$ 25.9056	\$ 26.1647	\$ 26.4263	\$ 26.6907	\$ 26.9575	\$ 27.2271	\$ 27.4994
117	\$ 26.4010	\$ 26.6649	\$ 26.9316	\$ 27.2010	\$ 27.4730	\$ 27.7477	\$ 28.0252	\$ 28.3054	\$ 28.5885	\$ 28.8744
118	\$ 27.7210	\$ 27.9982	\$ 28.2781	\$ 28.5610	\$ 28.8466	\$ 29.1351	\$ 29.4265	\$ 29.7207	\$ 30.0179	\$ 30.3181
119	\$ 29.1071	\$ 29.3982	\$ 29.6921	\$ 29.9891	\$ 30.2890	\$ 30.5918	\$ 30.8977	\$ 31.2067	\$ 31.5188	\$ 31.8340
120	\$ 30.5625	\$ 30.8681	\$ 31.1768	\$ 31.4885	\$ 31.8034	\$ 32.1215	\$ 32.4426	\$ 32.7671	\$ 33.0947	\$ 33.4257
121	\$ 32.0906	\$ 32.4115	\$ 32.7356	\$ 33.0629	\$ 33.3935	\$ 33.7275	\$ 34.0648	\$ 34.4054	\$ 34.7494	\$ 35.0969
122	\$ 33.6951	\$ 34.0320	\$ 34.3723	\$ 34.7160	\$ 35.0632	\$ 35.4139	\$ 35.7680	\$ 36.1257	\$ 36.4869	\$ 36.8518
123	\$ 35.3799	\$ 35.7336	\$ 36.0909	\$ 36.4519	\$ 36.8164	\$ 37.1845	\$ 37.5564	\$ 37.9319	\$ 38.3113	\$ 38.6944
124	\$ 37.1488	\$ 37.5203	\$ 37.8956	\$ 38.2745	\$ 38.6572	\$ 39.0438	\$ 39.4343	\$ 39.8286	\$ 40.2269	\$ 40.6292
125	\$ 39.0063	\$ 39.3964	\$ 39.7903	\$ 40.1881	\$ 40.5901	\$ 40.9960	\$ 41.4059	\$ 41.8200	\$ 42.2381	\$ 42.6605
126	\$ 40.9566	\$ 41.3661	\$ 41.7798	\$ 42.1976	\$ 42.6195	\$ 43.0458	\$ 43.4762	\$ 43.9110	\$ 44.3500	\$ 44.7936
127	\$ 43.0045	\$ 43.4344	\$ 43.8688	\$ 44.3075	\$ 44.7506	\$ 45.1980	\$ 45.6500	\$ 46.1065	\$ 46.5675	\$ 47.0333
128	\$ 45.1547	\$ 45.6061	\$ 46.0622	\$ 46.5228	\$ 46.9881	\$ 47.4580	\$ 47.9326	\$ 48.4119	\$ 48.8960	\$ 49.3849
129	\$ 47.4124	\$ 47.8865	\$ 48.3653	\$ 48.8490	\$ 49.3375	\$ 49.8309	\$ 50.3292	\$ 50.8325	\$ 51.3408	\$ 51.8542
130	\$ 49.7829	\$ 50.2808	\$ 50.7836	\$ 51.2914	\$ 51.8044	\$ 52.3225	\$ 52.8456	\$ 53.3741	\$ 53.9078	\$ 54.4469
131	\$ 52.2722	\$ 52.7948	\$ 53.3228	\$ 53.8560	\$ 54.3946	\$ 54.9386	\$ 55.4880	\$ 56.0428	\$ 56.6032	\$ 57.1692
132	\$ 54.8857	\$ 55.4346	\$ 55.9889	\$ 56.5489	\$ 57.1143	\$ 57.6855	\$ 58.2624	\$ 58.8449	\$ 59.4334	\$ 60.0277
201	\$ 71,838.52	\$ 72,556.92	\$ 73,282.22	\$ 74,015.33	\$ 74,755.36	\$ 75,502.96	\$ 76,257.70	\$ 77,020.45	\$ 77,790.55	\$ 78,568.45
202	\$ 75,430.69	\$ 76,185.00	\$ 76,946.88	\$ 77,716.12	\$ 78,493.58	\$ 79,278.40	\$ 80,071.22	\$ 80,871.84	\$ 81,680.68	\$ 82,497.52
203	\$ 79,202.01	\$ 79,993.98	\$ 80,793.94	\$ 81,601.91	\$ 82,417.89	\$ 83,242.10	\$ 84,074.51	\$ 84,915.16	\$ 85,764.25	\$ 86,621.99
204	\$ 83,162.25	\$ 83,994.02	\$ 84,833.80	\$ 85,682.24	\$ 86,539.11	\$ 87,404.42	\$ 88,278.61	\$ 89,161.23	\$ 90,052.94	\$ 90,953.32
205	\$ 87,320.90	\$ 88,194.01	\$ 89,075.98	\$ 89,966.61	\$ 90,866.32	\$ 91,775.13	\$ 92,692.81	\$ 93,619.79	\$ 94,555.86	\$ 95,501.46
206	\$ 91,687.50	\$ 92,604.31	\$ 93,530.21	\$ 94,465.64	\$ 95,410.35	\$ 96,364.39	\$ 97,327.93	\$ 98,301.44	\$ 99,284.47	\$ 100,277.23
207	\$ 96,272.42	\$ 97,234.89	\$ 98,207.32	\$ 99,189.47	\$ 100,181.37	\$ 101,183.22	\$ 102,195.02	\$ 103,217.22	\$ 104,249.36	\$ 105,291.68
208	\$ 101,085.85	\$ 102,096.58	\$ 103,117.68	\$ 104,148.97	\$ 105,190.19	\$ 106,242.24	\$ 107,304.68	\$ 108,377.51	\$ 109,461.37	\$ 110,556.04
209	\$ 106,140.54	\$ 107,201.90	\$ 108,273.64	\$ 109,356.42	\$ 110,450.24	\$ 111,554.64	\$ 112,670.10	\$ 113,796.80	\$ 114,934.75	\$ 116,084.40
210	\$ 111,447.53	\$ 112,562.13	\$ 113,687.53	\$ 114,824.62	\$ 115,972.96	\$ 117,132.77	\$ 118,303.83	\$ 119,487.01	\$ 120,681.88	\$ 121,888.42
211	\$ 117,020.25	\$ 118,190.23	\$ 119,372.32	\$ 120,565.90	\$ 121,771.57	\$ 122,989.37	\$ 124,219.30	\$ 125,461.55	\$ 126,715.91	\$ 127,983.27
212	\$ 122,870.58	\$ 124,099.42	\$ 125,340.37	\$ 126,593.65	\$ 127,859.49	\$ 129,138.31	\$ 130,429.68	\$ 131,733.82	\$ 133,051.37	\$ 134,381.91
213	\$ 129,014.33	\$ 130,304.40	\$ 131,607.67	\$ 132,923.70	\$ 134,252.95	\$ 135,595.16	\$ 136,951.45	\$ 138,320.94	\$ 139,704.05	\$ 141,101.02
214	\$ 135,465.12	\$ 136,819.89	\$ 138,188.08	\$ 139,569.89	\$ 140,965.56	\$ 142,375.29	\$ 143,799.08	\$ 145,236.95	\$ 146,689.52	\$ 148,156.17
215	\$ 142,238.54	\$ 143,660.82	\$ 145,097.59	\$ 146,548.44	\$ 148,014.00	\$ 149,494.27	\$ 150,989.26	\$ 152,498.96	\$ 154,024.03	\$ 155,564.44
301	\$ 142,238.54	\$ 143,660.82	\$ 145,097.59	\$ 146,548.44	\$ 148,014.00	\$ 149,494.27	\$ 150,989.26	\$ 152,498.96	\$ 154,024.03	\$ 155,564.44
302	\$ 149,351.03	\$ 150,844.28	\$ 152,352.69	\$ 153,876.23	\$ 155,415.14	\$ 156,969.20	\$ 158,538.84	\$ 160,124.27	\$ 161,725.50	\$ 163,342.75
303	\$ 156,818.60	\$ 158,386.73	\$ 159,970.42	\$ 161,570.36	\$ 163,185.87	\$ 164,817.61	\$ 166,466.01	\$ 168,130.86	\$ 169,812.14	\$ 171,510.10
304	\$ 164,659.44	\$ 166,305.89	\$ 167,969.00	\$ 169,648.78	\$ 171,345.22	\$ 173,058.53	\$ 174,789.16	\$ 176,537.31	\$ 178,302.34	\$ 180,085.55
305	\$ 172,892.57	\$ 174,621.46	\$ 176,367.67	\$ 178,131.19	\$ 179,912.45	\$ 181,711.66	\$ 183,528.84	\$ 185,363.98	\$ 187,217.95	\$ 189,089.87
306	\$ 181,536.83	\$ 183,352.28	\$ 185,185.69	\$ 187,037.48	\$ 188,907.89	\$ 190,797.13	\$ 192,704.98	\$ 194,631.86	\$ 196,578.22	\$ 198,544.05
307	\$ 190,614.07	\$ 192,519.97	\$ 194,445.34	\$ 196,389.75	\$ 198,353.63	\$ 200,337.21	\$ 202,340.48	\$ 204,364.09	\$ 206,407.82	\$ 208,471.68
308	\$ 200,144.20	\$ 202,145.74	\$ 204,167.39	\$ 206,208.97	\$ 208,271.09	\$ 210,353.77	\$ 212,457.22	\$ 214,581.88	\$ 216,727.75	\$ 218,894.82
309	\$ 210,151.89	\$ 212,253.60	\$ 214,376.10	\$ 216,519.80	\$ 218,684.92	\$ 220,871.90	\$ 223,080.52	\$ 225,311.42	\$ 227,564.61	\$ 229,840.31
310	\$ 220,659.85	\$ 222,866.52	\$ 225,095.04	\$ 227,346.06	\$ 229,619.59	\$ 231,915.62	\$ 234,234.81	\$ 236,577.16	\$ 238,943.08	\$ 241,332.37
311	\$ 231,693.19	\$ 234,010.00	\$ 236,350.17	\$ 238,713.72	\$ 241,100.84	\$ 243,511.99	\$ 245,946.94	\$ 248,406.56	\$ 250,890.63	\$ 253,399.59
312	\$ 243,277.43	\$ 245,710.00	\$ 248,167.46	\$ 250,648.93	\$ 253,155.51	\$ 255,686.96	\$ 258,243.74	\$ 260,826.26	\$ 263,434.54	\$ 266,068.99

Grade Increment	Step Increment
5.00%	1.00%

Los Alamos County
 FY26 Salary Plan Step Schedule

Rates Effective July 6, 2025

Steps → Grades ↓	31	32	33	34	35	36	37	38	39	40
108	\$ 18.7987	\$ 18.9868	\$ 19.1766	\$ 19.3684	\$ 19.5621	\$ 19.7577	\$ 19.9553	\$ 20.1548	\$ 20.3564	\$ 20.5599
109	\$ 19.7387	\$ 19.9361	\$ 20.1356	\$ 20.3368	\$ 20.5402	\$ 20.7455	\$ 20.9531	\$ 21.1626	\$ 21.3743	\$ 21.5880
110	\$ 20.7257	\$ 20.9329	\$ 21.1422	\$ 21.3538	\$ 21.5672	\$ 21.7829	\$ 22.0007	\$ 22.2207	\$ 22.4429	\$ 22.6674
111	\$ 21.7619	\$ 21.9796	\$ 22.1994	\$ 22.4213	\$ 22.6456	\$ 22.8721	\$ 23.1008	\$ 23.3318	\$ 23.5651	\$ 23.8007
112	\$ 22.8500	\$ 23.0785	\$ 23.3094	\$ 23.5424	\$ 23.7779	\$ 24.0157	\$ 24.2558	\$ 24.4983	\$ 24.7433	\$ 24.9907
113	\$ 23.9925	\$ 24.2324	\$ 24.4749	\$ 24.7195	\$ 24.9668	\$ 25.2165	\$ 25.4686	\$ 25.7233	\$ 25.9804	\$ 26.2403
114	\$ 25.1923	\$ 25.4441	\$ 25.6985	\$ 25.9555	\$ 26.2150	\$ 26.4772	\$ 26.7421	\$ 27.0094	\$ 27.2794	\$ 27.5524
115	\$ 26.4518	\$ 26.7162	\$ 26.9835	\$ 27.2533	\$ 27.5258	\$ 27.8010	\$ 28.0791	\$ 28.3599	\$ 28.6435	\$ 28.9299
116	\$ 27.7744	\$ 28.0522	\$ 28.3327	\$ 28.6160	\$ 28.9021	\$ 29.1911	\$ 29.4830	\$ 29.7778	\$ 30.0757	\$ 30.3765
117	\$ 29.1631	\$ 29.4547	\$ 29.7493	\$ 30.0467	\$ 30.3472	\$ 30.6506	\$ 30.9573	\$ 31.2668	\$ 31.5795	\$ 31.8953
118	\$ 30.6213	\$ 30.9275	\$ 31.2368	\$ 31.5491	\$ 31.8646	\$ 32.1833	\$ 32.5052	\$ 32.8301	\$ 33.1584	\$ 33.4899
119	\$ 32.1524	\$ 32.4738	\$ 32.7986	\$ 33.1266	\$ 33.4578	\$ 33.7923	\$ 34.1304	\$ 34.4716	\$ 34.8164	\$ 35.1645
120	\$ 33.7599	\$ 34.0975	\$ 34.4385	\$ 34.7829	\$ 35.1307	\$ 35.4821	\$ 35.8369	\$ 36.1952	\$ 36.5572	\$ 36.9227
121	\$ 35.4479	\$ 35.8025	\$ 36.1604	\$ 36.5220	\$ 36.8873	\$ 37.2561	\$ 37.6287	\$ 38.0049	\$ 38.3850	\$ 38.7689
122	\$ 37.2204	\$ 37.5925	\$ 37.9685	\$ 38.3481	\$ 38.7316	\$ 39.1189	\$ 39.5101	\$ 39.9052	\$ 40.3042	\$ 40.7074
123	\$ 39.0814	\$ 39.4721	\$ 39.8669	\$ 40.2656	\$ 40.6682	\$ 41.0749	\$ 41.4856	\$ 41.9005	\$ 42.3195	\$ 42.7427
124	\$ 41.0354	\$ 41.4458	\$ 41.8602	\$ 42.2788	\$ 42.7016	\$ 43.1287	\$ 43.5598	\$ 43.9955	\$ 44.4354	\$ 44.8798
125	\$ 43.0872	\$ 43.5180	\$ 43.9532	\$ 44.3927	\$ 44.8367	\$ 45.2851	\$ 45.7380	\$ 46.1953	\$ 46.6572	\$ 47.1238
126	\$ 45.2415	\$ 45.6939	\$ 46.1509	\$ 46.6124	\$ 47.0785	\$ 47.5493	\$ 48.0248	\$ 48.5051	\$ 48.9901	\$ 49.4800
127	\$ 47.5036	\$ 47.9786	\$ 48.4584	\$ 48.9430	\$ 49.4325	\$ 49.9268	\$ 50.4260	\$ 50.9303	\$ 51.4396	\$ 51.9540
128	\$ 49.8788	\$ 50.3776	\$ 50.8814	\$ 51.3902	\$ 51.9041	\$ 52.4231	\$ 52.9474	\$ 53.4769	\$ 54.0116	\$ 54.5517
129	\$ 52.3727	\$ 52.8965	\$ 53.4255	\$ 53.9596	\$ 54.4993	\$ 55.0442	\$ 55.5947	\$ 56.1507	\$ 56.7122	\$ 57.2793
130	\$ 54.9914	\$ 55.5413	\$ 56.0967	\$ 56.6576	\$ 57.2242	\$ 57.7965	\$ 58.3744	\$ 58.9581	\$ 59.5478	\$ 60.1432
131	\$ 57.7409	\$ 58.3184	\$ 58.9016	\$ 59.4906	\$ 60.0855	\$ 60.6864	\$ 61.2931	\$ 61.9061	\$ 62.5251	\$ 63.1503
132	\$ 60.6280	\$ 61.2342	\$ 61.8466	\$ 62.4651	\$ 63.0898	\$ 63.7206	\$ 64.3578	\$ 65.0013	\$ 65.6515	\$ 66.3079
201	\$ 79,354.14	\$ 80,147.82	\$ 80,949.31	\$ 81,758.79	\$ 82,576.50	\$ 83,402.22	\$ 84,236.15	\$ 85,078.53	\$ 85,929.35	\$ 86,788.60
202	\$ 83,322.38	\$ 84,155.66	\$ 84,997.17	\$ 85,847.12	\$ 86,705.51	\$ 87,572.77	\$ 88,448.47	\$ 89,333.04	\$ 90,226.27	\$ 91,128.36
203	\$ 87,488.39	\$ 88,363.00	\$ 89,246.71	\$ 90,139.29	\$ 91,040.73	\$ 91,950.84	\$ 92,870.47	\$ 93,799.39	\$ 94,737.20	\$ 95,684.52
204	\$ 91,862.98	\$ 92,781.52	\$ 93,709.60	\$ 94,646.52	\$ 95,592.98	\$ 96,548.97	\$ 97,514.46	\$ 98,489.69	\$ 99,474.45	\$ 100,469.38
205	\$ 96,456.56	\$ 97,420.98	\$ 98,395.35	\$ 99,379.24	\$ 100,373.09	\$ 101,376.88	\$ 102,390.64	\$ 103,414.34	\$ 104,448.65	\$ 105,492.91
206	\$ 101,279.94	\$ 102,292.62	\$ 103,315.67	\$ 104,348.90	\$ 105,392.30	\$ 106,446.29	\$ 107,510.68	\$ 108,585.89	\$ 109,671.91	\$ 110,768.31
207	\$ 106,344.60	\$ 107,407.90	\$ 108,482.24	\$ 109,566.96	\$ 110,662.50	\$ 111,769.08	\$ 112,886.92	\$ 114,015.78	\$ 115,156.12	\$ 116,307.49
208	\$ 111,661.75	\$ 112,778.29	\$ 113,905.86	\$ 115,045.11	\$ 116,195.40	\$ 117,357.38	\$ 118,531.03	\$ 119,716.37	\$ 120,913.40	\$ 122,122.76
209	\$ 117,244.86	\$ 118,417.43	\$ 119,601.69	\$ 120,797.64	\$ 122,005.70	\$ 123,225.67	\$ 124,457.96	\$ 125,702.59	\$ 126,959.78	\$ 128,229.08
210	\$ 123,107.52	\$ 124,338.52	\$ 125,581.85	\$ 126,837.73	\$ 128,106.17	\$ 129,387.16	\$ 130,681.12	\$ 131,987.86	\$ 133,307.79	\$ 134,640.92
211	\$ 129,263.17	\$ 130,555.62	\$ 131,861.27	\$ 133,179.91	\$ 134,511.74	\$ 135,856.77	\$ 137,215.44	\$ 138,587.52	\$ 139,973.23	\$ 141,373.23
212	\$ 135,725.64	\$ 137,082.79	\$ 138,453.58	\$ 139,838.21	\$ 141,236.69	\$ 142,649.02	\$ 144,075.63	\$ 145,516.08	\$ 146,971.26	\$ 148,441.14
213	\$ 142,512.26	\$ 143,937.36	\$ 145,376.52	\$ 146,830.39	\$ 148,298.76	\$ 149,781.63	\$ 151,279.43	\$ 152,792.16	\$ 154,320.24	\$ 155,863.49
214	\$ 149,637.95	\$ 151,134.24	\$ 152,645.67	\$ 154,172.24	\$ 155,713.97	\$ 157,271.06	\$ 158,843.73	\$ 160,432.18	\$ 162,036.45	\$ 163,656.72
215	\$ 157,119.81	\$ 158,691.17	\$ 160,277.91	\$ 161,880.87	\$ 163,499.63	\$ 165,134.61	\$ 166,786.04	\$ 168,453.70	\$ 170,138.23	\$ 171,839.65
301	\$ 157,119.81	\$ 158,691.17	\$ 160,277.91	\$ 161,880.87	\$ 163,499.63	\$ 165,134.61	\$ 166,786.04	\$ 168,453.70	\$ 170,138.23	\$ 171,839.65
302	\$ 164,976.21	\$ 166,626.13	\$ 168,292.28	\$ 169,975.08	\$ 171,674.77	\$ 173,391.55	\$ 175,125.64	\$ 176,877.03	\$ 178,645.53	\$ 180,432.20
303	\$ 173,225.14	\$ 174,957.28	\$ 176,707.17	\$ 178,474.15	\$ 180,258.65	\$ 182,061.55	\$ 183,881.98	\$ 185,720.79	\$ 187,578.22	\$ 189,453.82
304	\$ 181,886.51	\$ 183,705.20	\$ 185,542.28	\$ 187,397.76	\$ 189,271.64	\$ 191,164.33	\$ 193,076.06	\$ 195,006.85	\$ 196,956.89	\$ 198,926.40
305	\$ 190,980.84	\$ 192,890.62	\$ 194,819.68	\$ 196,767.55	\$ 198,735.34	\$ 200,722.81	\$ 202,729.97	\$ 204,757.25	\$ 206,804.88	\$ 208,872.85
306	\$ 200,529.36	\$ 202,534.79	\$ 204,560.13	\$ 206,605.82	\$ 208,671.83	\$ 210,758.62	\$ 212,866.19	\$ 214,994.96	\$ 217,144.93	\$ 219,316.32
307	\$ 210,556.52	\$ 212,661.92	\$ 214,788.74	\$ 216,936.55	\$ 219,105.79	\$ 221,297.10	\$ 223,510.04	\$ 225,745.05	\$ 228,002.36	\$ 230,282.59
308	\$ 221,083.96	\$ 223,294.74	\$ 225,527.80	\$ 227,783.16	\$ 230,060.80	\$ 232,361.38	\$ 234,685.11	\$ 237,031.77	\$ 239,402.24	\$ 241,796.30
309	\$ 232,138.51	\$ 234,460.06	\$ 236,804.57	\$ 239,172.66	\$ 241,564.55	\$ 243,980.02	\$ 246,419.74	\$ 248,884.12	\$ 251,372.74	\$ 253,886.67
310	\$ 243,745.91	\$ 246,183.24	\$ 248,645.02	\$ 251,131.47	\$ 253,643.02	\$ 256,179.23	\$ 258,741.20	\$ 261,328.49	\$ 263,941.73	\$ 266,581.17
311	\$ 255,933.42	\$ 258,492.80	\$ 261,077.48	\$ 263,688.57	\$ 266,325.40	\$ 268,988.42	\$ 271,678.49	\$ 274,395.39	\$ 277,139.11	\$ 279,910.76
312	\$ 268,729.63	\$ 271,416.89	\$ 274,131.18	\$ 276,872.31	\$ 279,640.93	\$ 282,437.45	\$ 285,261.90	\$ 288,114.46	\$ 290,995.60	\$ 293,905.50

Grade Increment	Step Increment
5.00%	1.00%

Los Alamos County
 FY26 Salary Plan Step Schedule

Rates Effective July 6, 2025

Steps → Grades ↓	41	42	43	44	45	46	47	48	49	50
108	\$ 20.7655	\$ 20.9732	\$ 21.1829	\$ 21.3949	\$ 21.6087	\$ 21.8248	\$ 22.0430	\$ 22.2635	\$ 22.4861	\$ 22.7110
109	\$ 21.8039	\$ 22.0219	\$ 22.2421	\$ 22.4645	\$ 22.6891	\$ 22.9161	\$ 23.1452	\$ 23.3767	\$ 23.6105	\$ 23.8466
110	\$ 22.8940	\$ 23.1230	\$ 23.3542	\$ 23.5877	\$ 23.8236	\$ 24.0618	\$ 24.3024	\$ 24.5454	\$ 24.7910	\$ 25.0389
111	\$ 24.0388	\$ 24.2792	\$ 24.5219	\$ 24.7672	\$ 25.0149	\$ 25.2650	\$ 25.5176	\$ 25.7728	\$ 26.0305	\$ 26.2908
112	\$ 25.2407	\$ 25.4931	\$ 25.7480	\$ 26.0055	\$ 26.2655	\$ 26.5282	\$ 26.7935	\$ 27.0614	\$ 27.3320	\$ 27.6054
113	\$ 26.5027	\$ 26.7677	\$ 27.0354	\$ 27.3058	\$ 27.5788	\$ 27.8547	\$ 28.1331	\$ 28.4144	\$ 28.6987	\$ 28.9855
114	\$ 27.8278	\$ 28.1061	\$ 28.3872	\$ 28.6711	\$ 28.9578	\$ 29.2473	\$ 29.5399	\$ 29.8352	\$ 30.1336	\$ 30.4350
115	\$ 29.2192	\$ 29.5115	\$ 29.8066	\$ 30.1046	\$ 30.4057	\$ 30.7097	\$ 31.0168	\$ 31.3269	\$ 31.6402	\$ 31.9567
116	\$ 30.6802	\$ 30.9870	\$ 31.2969	\$ 31.6099	\$ 31.9260	\$ 32.2452	\$ 32.5677	\$ 32.8934	\$ 33.2223	\$ 33.5544
117	\$ 32.2143	\$ 32.5364	\$ 32.8617	\$ 33.1903	\$ 33.5222	\$ 33.8575	\$ 34.1960	\$ 34.5380	\$ 34.8833	\$ 35.2322
118	\$ 33.8249	\$ 34.1631	\$ 34.5048	\$ 34.8498	\$ 35.1983	\$ 35.5502	\$ 35.9058	\$ 36.2649	\$ 36.6275	\$ 36.9938
119	\$ 35.5162	\$ 35.8713	\$ 36.2300	\$ 36.5923	\$ 36.9583	\$ 37.3278	\$ 37.7011	\$ 38.0781	\$ 38.4590	\$ 38.8435
120	\$ 37.2920	\$ 37.6649	\$ 38.0415	\$ 38.4219	\$ 38.8062	\$ 39.1943	\$ 39.5862	\$ 39.9820	\$ 40.3819	\$ 40.7857
121	\$ 39.1566	\$ 39.5482	\$ 39.9436	\$ 40.3430	\$ 40.7465	\$ 41.1540	\$ 41.5655	\$ 41.9810	\$ 42.4010	\$ 42.8250
122	\$ 41.1144	\$ 41.5256	\$ 41.9409	\$ 42.3602	\$ 42.7838	\$ 43.2117	\$ 43.6437	\$ 44.0802	\$ 44.5210	\$ 44.9662
123	\$ 43.1702	\$ 43.6018	\$ 44.0379	\$ 44.4783	\$ 44.9229	\$ 45.3722	\$ 45.8259	\$ 46.2842	\$ 46.7471	\$ 47.2146
124	\$ 45.3285	\$ 45.7820	\$ 46.2397	\$ 46.7021	\$ 47.1692	\$ 47.6409	\$ 48.1172	\$ 48.5985	\$ 49.0843	\$ 49.5752
125	\$ 47.5951	\$ 48.0710	\$ 48.5517	\$ 49.0373	\$ 49.5277	\$ 50.0229	\$ 50.5231	\$ 51.0284	\$ 51.5386	\$ 52.0540
126	\$ 49.9748	\$ 50.4745	\$ 50.9792	\$ 51.4891	\$ 52.0040	\$ 52.5240	\$ 53.0492	\$ 53.5797	\$ 54.1156	\$ 54.6567
127	\$ 52.4736	\$ 52.9983	\$ 53.5282	\$ 54.0636	\$ 54.6042	\$ 55.1502	\$ 55.7017	\$ 56.2587	\$ 56.8213	\$ 57.3895
128	\$ 55.0972	\$ 55.6481	\$ 56.2047	\$ 56.7667	\$ 57.3343	\$ 57.9077	\$ 58.4868	\$ 59.0716	\$ 59.6623	\$ 60.2590
129	\$ 57.8521	\$ 58.4307	\$ 59.0149	\$ 59.6051	\$ 60.2011	\$ 60.8032	\$ 61.4112	\$ 62.0253	\$ 62.6455	\$ 63.2720
130	\$ 60.7447	\$ 61.3522	\$ 61.9657	\$ 62.5853	\$ 63.2111	\$ 63.8433	\$ 64.4817	\$ 65.1265	\$ 65.7778	\$ 66.4355
131	\$ 63.7819	\$ 64.4197	\$ 65.0639	\$ 65.7146	\$ 66.3718	\$ 67.0355	\$ 67.7057	\$ 68.3828	\$ 69.0667	\$ 69.7574
132	\$ 66.9710	\$ 67.6407	\$ 68.3171	\$ 69.0003	\$ 69.6903	\$ 70.3872	\$ 71.0911	\$ 71.8020	\$ 72.5200	\$ 73.2453
201	\$ 87,656.51	\$ 88,533.07	\$ 89,418.51	\$ 90,312.60	\$ 91,215.78	\$ 92,127.84	\$ 93,048.97	\$ 93,979.42	\$ 94,919.38	\$ 95,868.43
202	\$ 92,039.99	\$ 92,960.04	\$ 93,889.62	\$ 94,828.72	\$ 95,777.13	\$ 96,734.83	\$ 97,702.06	\$ 98,679.03	\$ 99,665.74	\$ 100,662.39
203	\$ 96,641.57	\$ 97,607.94	\$ 98,583.82	\$ 99,569.66	\$ 100,565.45	\$ 101,571.19	\$ 102,586.90	\$ 103,612.77	\$ 104,648.80	\$ 105,695.23
204	\$ 101,473.83	\$ 102,488.66	\$ 103,513.66	\$ 104,548.62	\$ 105,594.18	\$ 106,650.12	\$ 107,716.45	\$ 108,793.82	\$ 109,881.80	\$ 110,980.37
205	\$ 106,547.99	\$ 107,613.46	\$ 108,689.74	\$ 109,776.42	\$ 110,874.34	\$ 111,983.08	\$ 113,102.87	\$ 114,233.89	\$ 115,376.18	\$ 116,530.14
206	\$ 111,876.19	\$ 112,994.89	\$ 114,124.62	\$ 115,266.04	\$ 116,418.71	\$ 117,583.06	\$ 118,758.89	\$ 119,946.18	\$ 121,145.80	\$ 122,357.33
207	\$ 117,470.54	\$ 118,645.29	\$ 119,831.70	\$ 121,030.04	\$ 122,240.47	\$ 123,462.61	\$ 124,697.50	\$ 125,944.29	\$ 127,203.86	\$ 128,475.75
208	\$ 123,344.02	\$ 124,577.41	\$ 125,823.12	\$ 127,081.38	\$ 128,352.19	\$ 129,635.56	\$ 130,931.91	\$ 132,241.24	\$ 133,563.77	\$ 134,899.28
209	\$ 129,511.36	\$ 130,806.62	\$ 132,114.65	\$ 133,435.67	\$ 134,770.32	\$ 136,117.72	\$ 137,479.21	\$ 138,853.67	\$ 140,242.41	\$ 141,644.79
210	\$ 135,987.25	\$ 137,347.21	\$ 138,720.60	\$ 140,107.82	\$ 141,508.90	\$ 142,924.04	\$ 144,353.24	\$ 145,796.94	\$ 147,254.71	\$ 148,727.20
211	\$ 142,786.63	\$ 144,214.54	\$ 145,656.73	\$ 147,113.20	\$ 148,584.38	\$ 150,070.50	\$ 151,571.11	\$ 153,086.87	\$ 154,617.77	\$ 156,163.83
212	\$ 149,925.52	\$ 151,424.62	\$ 152,939.08	\$ 154,468.47	\$ 156,013.01	\$ 157,573.13	\$ 159,149.04	\$ 160,740.53	\$ 162,348.03	\$ 163,971.33
213	\$ 157,422.09	\$ 158,996.27	\$ 160,586.25	\$ 162,192.25	\$ 163,814.02	\$ 165,452.26	\$ 167,106.72	\$ 168,777.84	\$ 170,465.62	\$ 172,170.06
214	\$ 165,293.43	\$ 166,946.38	\$ 168,615.77	\$ 170,301.82	\$ 172,004.75	\$ 173,724.99	\$ 175,462.32	\$ 177,216.97	\$ 178,989.15	\$ 180,778.84
215	\$ 173,558.16	\$ 175,293.55	\$ 177,046.46	\$ 178,817.12	\$ 180,605.30	\$ 182,411.23	\$ 184,235.33	\$ 186,077.83	\$ 187,938.50	\$ 189,818.00
301	\$ 173,558.16	\$ 175,293.55	\$ 177,046.46	\$ 178,817.12	\$ 180,605.30	\$ 182,411.23	\$ 184,235.33	\$ 186,077.83	\$ 187,938.50	\$ 189,818.00
302	\$ 182,236.40	\$ 184,058.76	\$ 185,899.31	\$ 187,758.26	\$ 189,636.02	\$ 191,532.18	\$ 193,447.60	\$ 195,382.06	\$ 197,335.99	\$ 199,309.40
303	\$ 191,348.25	\$ 193,261.94	\$ 195,194.46	\$ 197,146.22	\$ 199,117.90	\$ 201,109.05	\$ 203,120.11	\$ 205,151.29	\$ 207,203.03	\$ 209,274.89
304	\$ 200,915.60	\$ 202,924.71	\$ 204,954.16	\$ 207,003.52	\$ 209,073.65	\$ 211,164.34	\$ 213,276.01	\$ 215,408.68	\$ 217,562.77	\$ 219,738.49
305	\$ 210,961.59	\$ 213,071.32	\$ 215,202.03	\$ 217,353.96	\$ 219,527.52	\$ 221,722.71	\$ 223,940.20	\$ 226,179.33	\$ 228,441.18	\$ 230,725.52
306	\$ 221,509.37	\$ 223,724.47	\$ 225,961.65	\$ 228,221.33	\$ 230,503.51	\$ 232,808.63	\$ 235,136.48	\$ 237,488.12	\$ 239,862.92	\$ 242,261.52
307	\$ 232,585.33	\$ 234,911.22	\$ 237,260.27	\$ 239,632.91	\$ 242,029.12	\$ 244,449.58	\$ 246,894.05	\$ 249,362.97	\$ 251,856.78	\$ 254,375.04
308	\$ 244,214.37	\$ 246,656.46	\$ 249,123.00	\$ 251,614.00	\$ 254,130.31	\$ 256,671.51	\$ 259,238.23	\$ 261,830.49	\$ 264,449.15	\$ 267,093.56
309	\$ 256,425.26	\$ 258,989.82	\$ 261,579.49	\$ 264,195.34	\$ 266,837.36	\$ 269,505.58	\$ 272,200.62	\$ 274,922.71	\$ 277,671.85	\$ 280,448.69
310	\$ 269,247.00	\$ 271,939.45	\$ 274,658.73	\$ 277,405.48	\$ 280,179.51	\$ 282,981.22	\$ 285,811.07	\$ 288,669.27	\$ 291,555.81	\$ 294,471.35
311	\$ 282,709.66	\$ 285,536.92	\$ 288,392.08	\$ 291,276.24	\$ 294,188.97	\$ 297,130.68	\$ 300,102.05	\$ 303,103.05	\$ 306,134.14	\$ 309,195.30
312	\$ 296,844.85	\$ 299,812.97	\$ 302,811.15	\$ 305,839.21	\$ 308,897.77	\$ 311,986.64	\$ 315,106.65	\$ 318,257.61	\$ 321,440.16	\$ 324,654.53
	Grade Increment		Step Increment							
	5.00%		1.00%							