

**Los Alamos County**  
**FY26 Salary Grades**  
**Rates Effective July 6, 2025**

| Salary Grades Non-Exempt | Minimum     | Mid          | Maximum      |
|--------------------------|-------------|--------------|--------------|
| 108                      | \$29,010.28 | \$38,124.58  | \$47,238.88  |
| 109                      | \$30,460.82 | \$40,030.90  | \$49,600.98  |
| 110                      | \$31,983.90 | \$42,032.38  | \$52,080.86  |
| 111                      | \$33,583.16 | \$44,133.96  | \$54,684.76  |
| 112                      | \$35,262.24 | \$46,340.71  | \$57,419.18  |
| 113                      | \$37,025.30 | \$48,657.57  | \$60,289.84  |
| 114                      | \$38,876.76 | \$51,090.78  | \$63,304.80  |
| 115                      | \$40,820.26 | \$53,645.15  | \$66,470.04  |
| 116                      | \$42,861.52 | \$56,327.31  | \$69,793.10  |
| 117                      | \$45,004.44 | \$59,143.76  | \$73,283.08  |
| 118                      | \$47,254.74 | \$62,100.87  | \$76,947.00  |
| 119                      | \$49,617.36 | \$65,205.92  | \$80,794.48  |
| 120                      | \$52,098.28 | \$68,466.32  | \$84,834.36  |
| 121                      | \$54,703.22 | \$71,889.61  | \$89,076.00  |
| 122                      | \$57,438.42 | \$75,484.11  | \$93,529.80  |
| 123                      | \$60,310.12 | \$79,258.27  | \$98,206.42  |
| 124                      | \$63,326.12 | \$83,221.32  | \$103,116.52 |
| 125                      | \$66,492.14 | \$87,382.23  | \$108,272.32 |
| 126                      | \$69,816.76 | \$91,751.40  | \$113,686.04 |
| 127                      | \$73,307.52 | \$96,338.84  | \$119,370.16 |
| 128                      | \$76,972.74 | \$101,155.73 | \$125,338.72 |
| 129                      | \$80,821.52 | \$106,213.64 | \$131,605.76 |
| 130                      | \$84,862.44 | \$111,524.14 | \$138,185.84 |
| 131                      | \$89,105.64 | \$117,100.49 | \$145,095.34 |
| 132                      | \$93,561.00 | \$122,955.56 | \$152,350.12 |

| Salary Grades Exempt | Minimum      | Mid          | Maximum      |
|----------------------|--------------|--------------|--------------|
| 201                  | \$58,874.62  | \$77,371.53  | \$95,868.43  |
| 202                  | \$61,818.94  | \$81,240.67  | \$100,662.39 |
| 203                  | \$64,909.53  | \$85,302.38  | \$105,695.23 |
| 204                  | \$68,155.26  | \$89,567.82  | \$110,980.37 |
| 205                  | \$71,563.29  | \$94,046.72  | \$116,530.14 |
| 206                  | \$75,142.03  | \$98,749.68  | \$122,357.33 |
| 207                  | \$78,899.51  | \$103,687.63 | \$128,475.75 |
| 208                  | \$82,844.17  | \$108,871.73 | \$134,899.28 |
| 209                  | \$86,986.81  | \$114,315.80 | \$141,644.79 |
| 210                  | \$91,336.31  | \$120,031.76 | \$148,727.20 |
| 211                  | \$95,903.06  | \$126,033.45 | \$156,163.83 |
| 212                  | \$100,697.88 | \$132,334.61 | \$163,971.33 |
| 213                  | \$105,733.09 | \$138,951.58 | \$172,170.06 |
| 214                  | \$111,019.97 | \$145,899.41 | \$180,778.84 |
| 215                  | \$116,570.83 | \$153,194.42 | \$189,818.00 |
| 301                  | \$116,570.83 | \$153,194.42 | \$189,818.00 |
| 302                  | \$122,399.73 | \$160,854.57 | \$199,309.40 |
| 303                  | \$128,519.90 | \$168,897.40 | \$209,274.89 |
| 304                  | \$134,945.58 | \$177,342.04 | \$219,738.49 |
| 305                  | \$141,693.26 | \$186,209.39 | \$230,725.52 |
| 306                  | \$148,777.62 | \$195,519.57 | \$242,261.52 |
| 307                  | \$156,216.85 | \$205,295.95 | \$254,375.04 |
| 308                  | \$164,027.38 | \$215,560.47 | \$267,093.56 |
| 309                  | \$172,229.14 | \$226,338.92 | \$280,448.69 |
| 310                  | \$180,840.51 | \$237,655.93 | \$294,471.35 |
| 311                  | \$189,882.91 | \$249,539.11 | \$309,195.30 |
| 312                  | \$199,376.69 | \$262,015.61 | \$324,654.53 |

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|------------------------|
| <b>Grade Increment</b> |
| 5.00%                  |