







GROUP C		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6			
Account Clerk		18.87	19.99	21.19	22.46	23.81	25.24			
Animal Inspector		3,605.93	3,782.20	4,379.74	4,600.09	4,830.80	5,071.90			
Assistant Animal Control Officer		19.48	20.45	21.49	22.55	23.71	24.87			
Assistant Recreation Leader (25 hrs)		14,089.54	14,791.24	15,531.47	16,310.21	17,126.26	18,204.70			
Building Maintenance Worker		15.76	16.28	16.81	17.34	17.86	18.44			
Custodian (hourly)		19.52	20.48	21.50	22.58	23.72	24.89			
Electrician (hourly)		0.00	31.02	32.65	34.36	36.18	38.07			
Emergency Management Director		4,760.81	4,996.71	5,244.28	5,506.11	5,783.49	6,378.42			
Health Inspector (hourly)				30.47	31.98	33.60	35.27			
Library Clerical Assistant - Part Time		18.41	19.50	20.68	21.91	23.23	24.62			
Planner		24.99	26.23	27.56	28.93	30.38	31.87			
Professional Librarian - Part Time		27.63	29.23	30.93	32.74	34.61	36.62			
Property Reviewer (hourly)		24.99	26.23	27.56	28.93	30.38	31.87			
Public Health Nurse		0.00	0.00	36.80	38.63	40.56	42.61			
Recreation Director (hourly)		24.99	26.23	27.56	28.93	30.38	31.87			
Recreation Leader		28,181.48	29,591.70	31,056.92	32,625.23	34,251.32	35,959.25			
Reserve Dispatcher		0.00	24.16	26.25	28.56	31.07	32.18			
Secretary Hourly		19.48	20.45	21.49	22.55	23.71	24.87			
Special Need Director		24.39	25.68	27.03	28.44	29.94	31.52			
Webmaster		18.52	22.23	25.94	29.63	33.34	0.00			
Step	1	2	3	4	5	6	7	8	9	10
Local Building Inspector	32.88	33.70	34.56	35.42	36.30	37.22	38.15	39.10	40.07	41.05

GROUP D						
Activities Coordinator			Minimum	16.44	Maximum	20.23
Alternate Building Inspector						42.19
Assessor - Part Time					Monthly Wage	137.51
Assistant Team Leader						17.73
Camera Technician						21.49
Hearing Officer					Receives an annual stipend of	1,686.32
Historical Archivist						33.69
Intern						22.55
Junior Counselor						16.11
Librarian						28.38
Library Clerical Assistant						19.43
Library Page						16.81
Local Building Inspector						32.16
Nutrition Aide			Minimum	15.76	Maximum	19.62
Outreach Worker			Minimum	17.73	Maximum	21.49
Plumbing/Gas Inspector (weekly)			119.83	a day with a maximum of	586.00	per week
Plumbing/Gas Inspector, Alternate			119.83	a day with a maximum of	586.00	per week
Recreation Counselor						16.11
Rider						16.11
Seasonal Laborer						18.45
Senior Counselor						16.11
Team Leader						22.02
Technology Specialist (hourly)			Minimum	20.50	Maximum	29.36
Transportation Escort						16.11
Van Driver						17.19
Video Assistant						16.81
Volunteer Coordinator						17.19
Wiring Inspector (weekly)			116.91	a day with a maximum of	586.00	per week
Wiring Inspector, Alternate			116.91	a day with a maximum of	586.00	per week



<b>Group 3A</b>	<b>40</b>	57,977.39	61,343.53	64,914.46	68,694.07	72,701.81	76,950.64	80,030.31
Motor Equipment Repairman;		1,110.68	1,175.16	1,243.57	1,315.98	1,392.76	1,474.15	1,533.15
Special HMEO - (SHMEO) to		27.7670	29.3791	31.0893	32.8995	34.8189	36.8538	38.3287
include: Carpenter; Mason; Park								
Maintenance Craftsman; Sweeper								
Operator; Tree Surgeon; Water &								
Sewer Maintenance Craftsman								
<b>Group 3B</b>	<b>40</b>	60,498.44	64,069.36	67,859.34	71,872.27	76,128.87	80,642.11	83,864.37
Head Filter Operator; Master		1,158.97	1,227.38	1,299.99	1,376.86	1,458.41	1,544.87	1,606.60
Motor Equipment Repairman;		28.9743	30.6846	32.4997	34.4216	36.4602	38.6217	40.1649
SHMEO Crew Leader								
<b>Group 4</b>	<b>40</b>	63,018.18	66,797.79	70,806.82	75,054.36	79,554.64	84,330.98	87,702.31
Chemist - WTP PT/FT		1,207.24	1,279.65	1,356.45	1,437.82	1,524.04	1,615.54	1,680.12
Electrician		30.1811	31.9913	33.9113	35.9456	38.1009	40.3884	42.0030
Senior Engineer								
Supervisor - Highway/Forestry;								
Water & Sewer; Fleet								
Maintenance								
<b>Group 6</b>	<b>20</b>	18,364.96	18,617.26	19,730.78	20,914.39	22,196.65	23,515.57	24,455.13
Drivers		351.82	356.65	377.98	400.66	425.22	450.49	468.49
		17.5910	17.8326	18.8992	20.0329	21.2612	22.5245	23.4245

## Police Department - FY26

52.2 weeks Includes Uniform Allowance

Title			Step 1	Step 2	Step 3	Step 4
<b>Patrolman</b>			56,703.83	62,556.35	69,017.84	71,709.08
			1,086.28	1,198.40	1,322.18	1,373.74
40 hours weekly			27.1570	29.9599	33.0545	34.3434
Title					Step 1	Step 2
<b>Sergeant</b>					81,111.93	84,320.97
					1,553.87	1,615.34
40 hours weekly					38.8467	40.3836
Title					Step 1	Step 2
<b>Lieutenant</b>					95,410.37	99,197.21
					1,827.78	1,900.33
40 hours weekly					45.6946	47.5082

## Fire Department - FY26

52.2 weeks with Uniform Allowance

<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>Firefighter</b>	57,164.88	61,578.87	66,365.58	68,979.06
	1,095.11	1,179.67	1,271.37	1,321.44
<b>42 hours weekly</b>	26.0741	28.0874	30.2707	31.4628
<b>Title</b>			<b>Step 1</b>	<b>Step 2</b>
<b>Lieutenant</b>			74,993.12	77,946.32
			1,436.65	1,493.22
<b>42 hours weekly</b>			34.2059	35.5530
<b>Title</b>			<b>Step 1</b>	<b>Step 2</b>
<b>Captain</b>			84,742.21	88,079.35
			1,623.41	1,687.34
<b>42 hours weekly</b>			38.6527	40.1749

## NMRECC Wage Schedule - Effective 7/1/2025

### Annual Salaries - 40 Hour per week Employees/52.2 weeks

GRADE	1	2	3	4	5	6	7	8	9	10
1	40,925.89	41,955.64	43,011.79	44,094.34	45,203.30	46,338.67	47,500.43	48,688.60	49,903.18	51,144.16
2	44,622.42	45,731.38	46,866.74	48,028.51	49,216.68	50,457.66	51,725.04	53,018.83	54,339.02	55,685.61
3	48,635.80	49,850.37	51,091.35	52,358.73	53,678.92	55,025.52	56,398.51	57,797.91	59,250.12	60,728.74
4	53,018.83	54,339.02	55,685.61	57,085.01	58,510.82	59,963.03	61,468.29	62,999.46	64,583.69	66,194.32
5	57,797.91	59,250.12	60,728.74	62,260.16	63,817.98	65,402.21	67,039.24	68,702.68	70,418.93	72,187.98
6	62,999.46	64,583.69	66,194.32	67,857.76	69,547.60	71,290.26	73,085.71	74,907.58	76,782.25	78,709.72
7	68,676.28	70,392.53	72,161.58	73,957.04	75,805.30	77,706.38	79,660.26	81,640.54	83,673.64	85,759.54
8	74,854.77	76,729.44	78,656.91	80,610.80	82,617.48	84,676.98	86,789.28	88,954.40	91,172.32	93,443.04
9	81,587.74	83,620.83	85,706.73	87,845.44	90,036.95	92,281.27	94,578.41	96,954.75	99,383.90	101,865.85
10	88,927.99	91,145.91	93,416.64	95,740.17	98,142.92	100,598.47	103,106.83	105,694.40	108,334.78	111,054.38
Executive Director										
11	96,928.34	99,357.49	101,839.45	104,374.21	106,988.19	109,654.97	112,400.97	115,199.77	118,077.79	121,035.01
12	105,641.60	108,281.98	111,001.57	113,773.97	116,625.58	119,529.99	122,513.62	125,576.46	128,718.52	131,939.78
13	115,146.96	118,024.98	120,982.20	124,018.64	127,107.88	130,276.34	133,524.01	136,850.89	140,283.38	143,795.08
14	125,509.74	128,646.70	131,870.14	135,180.07	138,547.27	142,000.95	145,541.12	149,167.77	152,908.98	156,736.68

### New Addendum B

### Annual Salaries - 37.5 hour per week Employees/52.2 weeks

GRADE	1	2	3	4	5	6	7	8	9	10
1	38,368.02	39,333.74	40,323.89	41,338.45	42,378.10	43,442.83	44,531.99	45,645.57	46,784.23	47,947.98
2	41,833.52	42,873.17	43,937.91	45,027.06	46,140.64	47,304.39	48,492.56	49,705.15	50,917.54	52,205.59
4	49,705.15	50,942.83	52,205.59	53,517.20	54,853.89	56,215.67	57,626.29	59,062.00	60,547.21	62,057.51
5	54,185.88	55,546.99	56,933.19	58,368.90	59,829.69	61,314.91	62,849.63	64,408.77	66,018.08	67,676.24
Administrative Assistant										
6	59,062.00	60,547.21	62,057.51	63,616.65	65,200.88	66,834.61	68,517.86	70,226.19	71,983.35	73,790.70
7	64,384.35	65,992.99	67,651.82	69,335.06	71,067.81	72,850.06	74,681.83	76,538.01	78,444.37	80,399.57

### AFSCME

<b>Group 5</b>	<b>40</b>			50,456.40	54,815.41	59,642.30	64,871.03	67,192.47
Dispatcher				966.60	1,050.10	1,142.57	1,242.74	1,287.21
				24.1649	26.2526	28.5643	31.0685	32.1803
<b>Group 7</b>	<b>40</b>			59,642.30	64,860.67	70,602.68	76,918.87	79,723.77
Dispatcher Supervisor				1,142.57	1,242.54	1,352.54	1,473.54	1,527.28
				28.5643	31.0635	33.8135	36.8385	38.1819
<b>Non-Union Hourly</b>								
Reserve Dispatcher				24.16	26.25	28.56	31.07	32.18