

# New Mexico Department of Public Safety

## Market Study and Redesign of Salary Plan for State Police Project Report

November 2019

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# Background and Objectives

NMDPS last conducted a comprehensive study of State Police pay in 2013. Since then, salary data has been gathered each year by NMDPS HR staff, with that data providing one of the bases for requests for salary funding for State Police. Against that background, the focus of this study is to update the salary comparison components of the 2013 study.

Three objectives were set:

- A review of the design of the current pay plan and the appropriate redesign to meet the current and future workforce needs of State Police. (The scope has included positions included in the 2013 study plus Dispatch and Transportation Inspectors).
- Preparation, “packaging” and presentation of the proposed plan and its related funding requirements to both Executive and Legislative leadership in order to significantly increase the probability that the plan will not only be accepted but will be funded.
- To provide the basis for Department leadership to report back to the LFC and DFA by October 1, 2019 on the need for a staffing study..

# Understanding the Current Plan

To provide a context for the conduct of the study, Kenning Consulting analyzed the changes in the State Police pay plan since July 1, 2014 (FY2015). Set out in the table below is the change in salary structure, based on structure movement for a Patrol Officer, Step 2. This shows the structure movement of 24.6%, on a compounded basis.

## SALARY STRUCTURE MOVEMENT - PATROL OFFICER, STEP 2

YEAR	RATE	PERCENTAGE CHANGE FROM PREVIOUS YEAR
FY20	\$25.16	4.0%
FY19	\$24.19	8.63%
FY18	\$22.27	3.0%
FY17	\$21.62	1.2%
FY16	\$21.35	5.75%
FY15	\$20.19	

# Understanding the Current Plan

The table below shows the changes that have been made to the step structure as compared to what was recommended in the 2013 study. As can be seen, there has been no change since FY2016.

## ANALYSIS OF STEP STRUCTURE – CHANGES IN NUMBER OF STEPS

POSITION	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Patrol Officer	13	8 (8)	6	6	6	6	6
Sergeant	6	4 (4)	4	4	4	4	4
Lieutenant	4	2 (2)	2	2	2	2	2
Captain	3	2 (2)	1	1	1	1	1
Major	1	1 (1)	1	1	1	1	1

# Recommended Pay Plan for State Police

The analysis of the changes in the pay plan since FY2015 and the relativity to market as shown in the market data analysis section of this report show the NMDPS has taken positive action to improve the competitiveness of its pay structure and actual pay.

- As shown in Section 2, on an aggregate average basis, the start rate of pay for ranked positions is #4.
- The intention of the recommended pay structure is to build on what has been achieved over the past 5 years and increase that level of competitiveness so that the State Police start rates are typically in the top 3 as compared to the relevant market.
- This is to ensure that pay is an enabler, not an inhibitor to the attraction and retention officers as NMDPS embraces the challenges and staffing requirements of the Governor's law enforcement and public safety initiatives.
- While progress has been made in improving the competitiveness of pay, the market data analysis highlighted one position that needs to be addressed, that being Recruit.
- Set out on the following page is the market data showing that NM State Police start rate is ranked #12.
- It is the opinion of Kenning Consulting that the starting salary for Recruit pay and the starting salary and step movement for Patrol pay is the key basis for an effective and competitive pay structure.
- Set out on page 8 is the comparison for Patrol Officer pay.

# New Recruit Starting Salary

RECRUIT/ CADET	Number of Incumbents	Sign On Bonus/ Accelerated Pay	Rank on Starting Pay	Hire Salary	Length of Time in Service before 1 <sup>st</sup> Pay Increase	Probationary Period
<b>Hobbs</b>	0		1	\$25.28	After probation	2080 hours as CPO
<b>Carlsbad</b>	3	\$5K sign on bonus (up from \$3k)	2	\$24.73	Varies	1 Year
<b>Los Alamos</b>			3	\$24.70		1 year
<b>San Juan County</b>		\$6K sign on for Lateral/Certified only	4	\$22.13		18 months
<b>Farmington</b>		\$3K sign on bonus	5	\$21.22		
<b>Rio Rancho</b>	8	\$3K sign on bonus w/ 36-month commitment	6	\$20.00	1.5 year	1 year
<b>Albuquerque</b>	63	\$5k bonus on completing Academy & Training	7	\$19.35	6 months	1 Year
<b>Santa Fe City</b>	14	\$1K sign on \$3 K lateral and 160 hours leave	8	\$19.11	1 Year	1 Year
<b>Santa Fe County</b>	12		9	\$19.00	At completion of academy	12 months
<b>Bernalillo County</b>	15		10	\$17.75	7 months	12 months
<b>Dona Ana County</b>	0		11	\$16.06	1 Year	1 year
<b>NMSP</b>	25		12	\$16.00	At completion of academy	2 years
<b>Las Cruces</b>	0		13	\$15.50	1 Year	1 Year
<b>Clovis</b>			14	\$15.35		

# Patrol Officer Market Comparison

PATROL OFFICER	Rank	Sign on Bonus	# of Incumbents	Starting Salary	Highest Actual Salary	Average Salary	Starting Pay Adj. for Retirement & FICA Contribution
Carlsbad	1	\$25K sign on bonus after 5 years	30	\$27.82	\$35.05	\$31.44	\$22.46
Hobbs	2	\$25,000 sign on bonus after 5 years	51	\$25.28	\$33.79	\$29.00	\$23.90
Los Alamos	3		25	\$24.70	\$27.22	\$26.82	\$18.41
<b>NMSP</b>	<b>4</b>		<b>469</b>	<b>\$24.43</b>	<b>\$30.69</b>	<b>\$27.68</b>	<b>\$24.43</b>
Farmington	5	\$15K in state lateral sign on bonus; \$5K out of state lateral sign on bonus	90	\$23.25	\$35.80		
Bernalillo County	6		250	\$22.40	\$28.95	\$28.23	\$22.40
San Juan County	7	\$3K sign on bonus	65	\$22.13	\$30.41	\$25.41	\$18.41
Albuquerque	8	\$5K sign on bonus	698	\$21.27	\$31.50	\$29.73	\$17.76
Rio Rancho	9		87	\$20.50	\$30.00	\$25.65	\$16.85
Santa Fe County	10		64	\$19.98	\$29.16	\$23.32	\$17.87
Santa Fe City	11		80	\$19.31	\$30.28	\$24.47	\$18.17
Dona Ana County	12		71	\$18.03	\$30.09	\$23.62	\$13.64
Las Cruces	13	\$3K sign on bonus w/ 36 month commitment	127	\$17.83	\$31.79	\$24.06	\$17.83
Clovis	14		46	\$16.53	\$29.47	\$22.68	
<b>Weighted Average Salary (non-DPS):</b>				<b>\$21.04</b>		<b>\$27.61</b>	
<b>NMSP Difference:</b>				<b>16.11%</b>		<b>0.26%</b>	



# Recommended Pay Plan for State Police

An effective pay plan has a pragmatic balance between internal equity and external competitiveness. In addition, it should encourage career development and progression, reward performance and be easily understood and readily maintained. Importantly in the Public Sector, it must be understood and accepted by those who have accountability for funding the plan. The design of the new plan has been guided by the need for the following:

- Competitiveness with the relevant market within New Mexico, particularly APD;
- Meaningful promotional increases between positions by not having overlaps between the top step for one position and the start step for the next level position;
- Accelerated “front end” pay movement, specifically for Patrol Officers, as an aid to retention;
- Competitive recruit rate to aid in attracting the quantity and quality of desired recruit and retaining recruits after they complete training;
- Rebalancing between investment in retention vs. cost of replacement; and
- Annual funding for the plan.

# Recommended Pay Plan for State Police

## PROPOSED FY21 NMSP PAY PLAN

STEP =====>	1	2	3	4	5	6	7	8
YEARS OF SERVICE	0	1	2	3	4	5	6	7
<b>RECRUIT</b>	\$22.00							
<b>PATROLMAN</b>	\$27.00	\$28.62	\$30.05	\$31.25	\$32.19			
<b>SERGEANT</b>	\$35.41	\$37.18	\$39.01	\$40.21				
<b>LIEUTENANT</b>	\$44.23	\$46.44						
<b>CAPTAIN</b>	\$51.08							
<b>MAJOR</b>	\$56.19							
<b>DEPUTY CHIEF</b>	\$61.80							
<b>CHIEF</b>	\$67.98							

# Recommended Pay Plan for State Police

## CURRENT FY20 NMSP PAY PLAN

STEP =====>	1	2	3	4	5	6	7	8
YEARS OF SERVICE	0	1	2	3	4	5	6	7
RECRUIT	\$16.00							
PATROLMAN	\$24.43	\$25.16	\$26.87	\$27.67	\$28.50	\$29.61		
SERGEANT	\$32.90	\$34.54	\$36.27	\$37.36				
LIEUTENANT	\$42.21	\$44.33						
CAPTAIN	\$48.31							
MAJOR	\$52.66							
DEPUTY CHIEF	\$57.40							
CHIEF	\$62.50							

# Recommended Pay Plan for State Police

Set out below is a table showing the percentage increase from the current FY20 plan to the proposed pay plan in starting rate and top step pay.

## PERCENTAGE INCREASE IN RATES

ROLE	STARTING RATE INCREASE:	TOP STEP INCREASE:
RECRUIT	37.5%	37.5%
PATROLMAN	10.5%	12.9%
SERGEANT	7.6%	7.6%
LIEUTENANT*	4.8%	4.8%
CAPTAIN	5.7%	5.7%
MAJOR	6.7%	6.7%
DEPUTY CHIEF	7.7%	7.7%

\* Lieutenant & above not eligible for overtime

# Recommended Pay Plan for State Police

Set out below is a table showing the promotional increase from the top step of one position to the start step of the next position in the proposed plan versus the current plan.

## PROMOTIONAL INCREASES IN RANK

PROMOTIONS	PROPOSED	CURRENT
PATROL OFFICER => SERGEANT	10%	11%
SERGEANT => LIEUTENANT	10%	13%
LIEUTENANT => CAPTAIN	10%	9%
CAPTAIN => MAJOR	10%	9%
MAJOR => DEPUTY CHIEF	10%	9%
DEPUTY CHIEF => CHIEF	10%	9%

# Recommended Pay Plan for State Police

## IMPACT OF PROPOSED FY21 PLAN ON COMPETITIVE RANK BASED ON PAY STRUCTURE (Start Step and Top Step)

ROLE	CURRENT STARTING PAY	RANK ON CURRENT STARTING PAY	PROPOSED STARTING PAY	RANK ON PROPOSED STARTING PAY
RECRUIT	\$16.00	12	<b>\$22.00</b>	5
PATROLMAN	\$24.43	4	<b>\$27.00</b>	2
SERGEANT	\$32.90	5	<b>\$35.41</b>	2
LIEUTENANT	\$42.21	3	<b>\$44.23</b>	3
CAPTAIN	\$48.31	4	<b>\$51.08</b>	3
MAJOR	\$52.66	-	<b>\$56.19</b>	-

# Recommended Pay Plan for State Police

## ALTERNATIVE FUNDING SCENARIOS

SCENARIO	VARIATION	BENEFITS/ISSUES	COST
A	Implement new structure, but provide a maximum of 1 additional step to address compaction.	Implements higher starting pay to attract new officers; partially addresses pay compaction.	\$7.14m
B	Implement new structure, but keep all officers on current step.	Implements higher starting pay to attract new officers; does not provide pay based on years of service in rank, therefore does not address pay compaction.	\$6.32m

- The cost shown is both salary and benefits.

# Recommended Pay Plan for State Police

The cost in the two scenarios shown on the previous page should be viewed as an **investment, not as cost** that will have an impact on the following:

- Pay being an enabler, not an inhibitor in achieving needed levels of staffing;
- Increasing the number of applicants for recruit school and improving the ROI on the investment in the training of recruits by reducing the rate of attrition;
- Reduce the rate of turnover of officers;
- Reduce the current vacancy rate;
- Alter the balance between overtime hours worked at time and a half due to shortage of staffing as compared to hours worked at normal time rates due to increased staffing;
- Continuing to align the level of competitiveness for DPS law enforcement officers with that of the market practices, some of whom are offering signing bonuses and have aggressive lateral programs;
- Alleviate internal pay compression and achieving internal pay equity;
- ***Enabling DPS to play its important role in achieving the Governor's law enforcement, public safety initiatives.***



# Dispatchers and Transportation Inspectors

The above two positions were not included in the 2013 survey but have been included in this survey. Commentary is as follows:

- Salary ranges for these positions are set by State Personnel Office as they are included in the State Classified employee pay plan.
- Market data for Dispatch was gathered by NMDPS HR staff.
- Market data for Transportation Inspectors was provided by State Personnel staff, based on the 2018 NCASG survey.
- Set out on the following two pages are the results of the data gathering and analysis. This shows that the State ranks low for both of these positions.

# Dispatcher Salaries

	DISPATCHER (NON-CERTIFIED)		DISPATCHER (CERTIFIED)		DISPATCHER SUPERVISOR	
	Rank on Starting Pay	Starting Salary	Rank on Starting Pay	Starting Salary	Rank on Starting Pay	Starting Salary
Carlsbad	1	\$21.50	1	\$24.18	1	\$29.97
Bernalillo	2	\$18.50	2	\$23.00	5	\$22.10
Los Alamos	3	\$18.35	3	\$20.23	3	\$23.41
Albuquerque	4	\$18.13	4	\$20.13		
Rio Rancho	5	\$16.00	6	\$17.50	6	\$22.00
Santa Fe County	5	\$16.00	5	\$18.00	8	\$21.35
Las Cruces	7	\$15.92	7	\$16.72		
<b>NMPS</b>	<b>8</b>	<b>\$14.53</b>	<b>10</b>	<b>\$16.00</b>	<b>7</b>	<b>\$21.42</b>
San Juan County	9	\$14.49	9	\$16.11	2	\$26.62
Clovis	10	\$13.23	11	\$13.57	9	\$16.53
Lea County			8	\$16.60	4	\$23.11

# Transportation Inspector Salaries

## TRANSPORTATION INSPECTOR (PORT OF ENTRY)

STATES	Number of Incumbents	Rank on Starting Pay	Starting Salary	Rank on Highest Salary	Highest Actual Salary	Rank on Average Salary	Average Salary
CO	62	1	\$20.97	1	\$29.66	2	\$23.33
AZ	85	2	\$17.70	2	\$25.53	1	\$24.21
OK	55	3	\$16.08	3	\$22.92	3	\$22.92
WY	17	4	\$15.56	6	\$20.55	4	\$18.29
UT	7	5	\$15.08	4	\$20.77	6	\$17.00
KS	12	6	\$15.04	5	\$20.58	5	\$17.47
<b>NM</b>	<b>49</b>	<b>7</b>	<b>\$12.61</b>	<b>7</b>	<b>\$18.09</b>	<b>7</b>	<b>\$13.29</b>

# Recommendations for Dispatchers and Transportation Inspectors Pay

There are two components to pay for these two positions:

- Pay ranges, the setting of which is outside the jurisdiction of NMPDS, as it is the accountability of SPO.
- Actual rates of pay, over which NMDPS has more control.

Based on the above, we recommend the following:

- Provide in-range pay movements of up to 10% allowable, based on compa-ratio and tenure in position. Based on data provided by DPS, the annualized salary cost for a 10% in-range adjustment for Dispatchers is \$415,113 and for Transportation Inspectors is \$237,402.
- Kenning Consulting initiate discussion with SPO to determine what can be done to increase the pay ranges for these positions.

# Law Enforcement 2019 Salary Survey

RESULTS

September 2019

# RECRUIT Salary

RECRUIT/ CADET	Number of Incumbents	Sign On Bonus/ Accelerated Pay	Rank on Starting Pay	Hire Salary	Length of Time in Service before 1 <sup>st</sup> Pay Increase	Probationary Period
Hobbs	0		1	\$25.28	After probation	2080 hours as CPO
Carlsbad	3	\$5K sign on bonus (up from \$3k)	2	\$24.73	Varies	1 Year
Los Alamos			3	\$24.70		1 year
San Juan County		\$6K sign on for Lateral/Certified only	4	\$22.13		18 months
Farmington		\$3K sign on bonus	5	\$21.22		
Rio Rancho	8	\$3K sign on bonus w/ 36-month commitment	6	\$20.00	1.5 year	1 year
Albuquerque	63	\$5k bonus on completing Academy & Training	7	\$19.35	6 months	1 Year
Santa Fe City	14	\$1K sign on \$3 K lateral and 160 hours leave	8	\$19.11	1 Year	1 Year
Santa Fe County	12		9	\$19.00	At completion of academy	12 months
Bernalillo County	15		10	\$17.75	7 months	12 months
Dona Ana County	0		11	\$16.06	1 Year	1 year
<b>NMSP</b>	<b>25</b>		<b>12</b>	<b>\$16.00</b>	<b>At completion of academy</b>	<b>2 years</b>
Las Cruces	0		13	\$15.50	1 Year	1 Year
Clovis			14	\$15.35		

# PATROL OFFICER Salary

PATROL OFFICER	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Carlsbad	30	1	\$27.82	\$35.05	1	\$31.44
Hobbs	51	2	\$25.28	\$33.79	3	\$29.00
Los Alamos	25	3	\$24.70	\$27.22	6	\$26.82
<b>NMSP</b>	<b>469</b>	<b>4</b>	<b>\$24.43</b>	<b>\$30.69</b>	<b>5</b>	<b>\$27.68</b>
Farmington	90	5	\$23.25	\$35.80		
Bernalillo County	250	6	\$22.40	\$28.95	4	\$28.23
San Juan County	65	7	\$22.13	\$30.41	8	\$25.41
Albuquerque	698	8	\$21.27	\$31.50	2	\$29.73
Rio Rancho	87	9	\$20.50	\$30.00	7	\$25.65
Santa Fe County	64	10	\$19.98	\$29.16	12	\$23.32
Santa Fe City	80	11	\$19.31	\$30.28	9	\$24.47
Dona Ana County	71	12	\$18.03	\$30.09	11	\$23.62
Las Cruces	127	13	\$17.83	\$31.79	10	\$24.06
Clovis	46	14	\$16.53	\$29.47	13	\$22.68

# PATROL OFFICER Salary at One Year Service

PATROL OFFICER	Rank on Starting Pay	Starting Salary	Rank of Salary at 1 Year of Service	Salary at 1 Year Service
Carlsbad	1	\$27.82	1	\$27.82
Hobbs	2	\$25.28	3	\$26.02
Los Alamos	3	\$24.70		
<b>NMSP</b>	<b>4</b>	<b>\$24.43</b>	<b>4</b>	<b>\$25.16</b>
Farmington	5	\$23.25		
Bernalillo County	6	\$22.40	2	\$27.03
San Juan County	7	\$22.13	5	\$22.13
Albuquerque	8	\$21.27	7	\$21.27
Rio Rancho	9	\$20.50	8	\$20.50
Santa Fe County	10	\$19.98	9	\$19.98
Santa Fe City	11	\$19.31	10	\$19.11
Dona Ana County	12	\$18.03	6	\$21.84
Las Cruces	13	\$17.83	11	\$17.83
Clovis	14	\$16.53	12	\$16.53



# DETECTIVE Salary

DETECTIVE/ AGENT	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Carlsbad	6	1	\$33.17	\$37.30	1	\$35.24
San Juan County	11	2	\$30.06	\$32.88	3	\$31.04
Albuquerque	0	3	\$29.00		4	\$29.00
Hobbs	6	4	\$26.53	\$35.90	2	\$33.18
<b>NMSP</b>		<b>5</b>	<b>\$25.65</b>			
Dona Ana County	13	6	\$25.03	\$31.52	7	\$26.92
Santa Fe City	24	7	\$23.95	\$32.79	6	\$27.73
Las Cruces	25	8	\$23.57	\$31.06	5	\$27.83
Bernalillo County						
Clovis						
Farmington						
Los Alamos						
Rio Rancho						
Santa Fe County						

# SERGEANT Salary

SERGEANT	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Carlsbad	10	1	\$35.70	\$34.90	2	\$37.13
Albuquerque	106	2	\$35.00	\$34.66	5	\$35.00
Las Cruces	26	3	\$33.44	\$37.03	3	\$36.01
San Juan County	9	4	\$33.20	\$35.25	8	\$33.95
<b>NMSP</b>	<b>107</b>	<b>5</b>	<b>\$32.90</b>	<b>\$39.08</b>	<b>4</b>	<b>\$35.06</b>
Bernalillo County	33	6	\$32.36	\$38.56	9	\$33.79
Dona Ana County	19	7	\$32.13		6	\$34.81
Rio Rancho	16	8	\$32.00	\$35.00	11	\$32.56
Los Alamos	5	9	\$31.52	\$46.45	1	\$38.99
Santa Fe City	21	10	\$29.65	\$31.69	12	\$31.06
Farmington	11	11	\$29.41			
Santa Fe County	6	12	\$29.39		10	\$32.64
Hobbs	7	13	\$27.00	\$37.28	7	\$33.96
Clovis	9	14	\$22.78	\$37.74	13	\$28.91

# LIEUTENANT Salary

LIEUTENANT	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Las Cruces	8	1	\$46.05	\$48.27	2	\$47.13
Dona Ana County	9	2	\$45.25	\$49.10	1	\$47.22
<b>NMSP</b>	<b>48</b>	<b>3</b>	<b>\$42.21</b>	<b>\$44.33</b>	<b>3</b>	<b>\$43.21</b>
Santa Fe City	8	4	\$41.00	\$41.00	4	\$41.00
Albuquerque	44	5	\$40.00		7	\$40.00
Carlsbad	5	6	\$38.99	\$41.33	5	\$40.71
Rio Rancho	8	7	\$38.94	\$38.94	10	\$38.94
Bernalillo County	14	8	\$38.68	\$41.43	6	\$40.39
San Juan County	6	9	\$38.55	\$40.12	8	\$39.40
Hobbs	5	10	\$36.51	\$42.21	9	\$39.29
Farmington	5	11	\$35.97			
Santa Fe County	4	12	\$33.42	\$35.92	11	\$34.74
Clovis	5	13	\$25.78	\$38.44	12	\$31.80
Los Alamos						

# CAPTAIN Salary

CAPTAIN	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Albuquerque	14	1	\$53.85		1	\$53.85
Dona Ana County	3	2	\$52.04	\$53.71	2	\$53.15
Bernalillo County	5	3	\$48.48	\$48.48	4	\$48.48
<b>NMSP</b>	<b>23</b>	<b>4</b>	<b>\$48.31</b>	<b>\$54.34</b>	<b>3</b>	<b>\$48.58</b>
Hobbs	3	5	\$43.19	\$49.51	5	\$46.16
Rio Rancho	3	6	\$42.83	\$42.83	10	\$42.83
San Juan County	2	7	\$42.58	\$45.65	8	\$44.12
Carlsbad	3	8	\$41.33	\$43.81	9	\$43.54
Farmington	3	9	\$40.04			
Los Alamos	2	10	\$39.84	\$46.85	6	\$45.93
Santa Fe City	2	11	\$34.52	\$45.09	7	\$45.09
Santa Fe County	1	12	\$29.16	\$39.20	11	\$39.20
Clovis	2	13	\$27.76	\$41.35	12	\$34.29
Las Cruces	0					

# DEPUTY CHIEF Salary

DEPUTY CHIEF	Number of Incumbents	Rank on Starting Pay	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Albuquerque	4	1	\$62.50		1	\$62.50
<b>NMSP</b>	<b>3</b>	<b>2</b>	<b>\$57.40</b>	<b>\$57.40</b>	<b>3</b>	<b>\$57.40</b>
Bernalillo County	3	3	\$53.53	\$53.53	4	\$53.53
Las Cruces	2	4	\$52.04	\$52.04	5	\$52.04
Hobbs	1	5	\$51.19	\$58.20	2	\$58.20
Rio Rancho	1	6	\$47.12	\$47.12	10	\$47.12
San Juan County	1	7	\$47.04	\$51.44	7	\$51.44
Carlsbad	1	8	\$46.43	\$48.75	9	\$48.75
Los Alamos	1	9	\$46.12	\$52.05	6	\$51.81
Farmington		10	\$39.18			
Dona Ana County	1	11	\$38.88		11	\$38.88
Santa Fe City	2	12	\$37.97	\$49.51	8	\$49.51
Clovis	0	13	\$29.89			
Santa Fe County						

# LATERAL OFFICER Salary

5-YEAR LATERAL TRANSFER HIRE	RANK ON STARTING PAY	AVERAGE SALARY
Carlsbad	1	\$31.82
<b>NMSP</b>	<b>2</b>	<b>\$28.50</b>
Albuquerque	3	\$28.00
Los Alamos	4	\$27.55
Bernalillo County	5	\$27.03
San Juan County	6	\$23.96
Dona Ana County	7	\$23.92
Las Cruces	8	\$23.57
Santa Fe City	9	\$22.78
Santa Fe County	10	\$22.18
Clovis		
Farmington		
Hobbs		
Rio Rancho		

# Retirement & FICA % Contribution for Officers Varies, Significantly Impacting Take-home Pay

Agency	Retirement: PERA		Social Security & Medicare		Total
	ER Contributions	EE Contributions	ER Contributions	EE Contributions	EE Contributions
Carlsbad	18.9%	17.8%	7.65%	7.65%	25.45%
San Juan	13.8%	22.9%	1.45%	1.45%	24.35%
Albuquerque	18.9%	17.8%	1.45%	1.45%	19.25%
Dona Ana County	19.2%	17.8%	1.45%	1.45%	19.25%
Los Alamos	18.9%	17.8%			17.80%
Hobbs	27.5%	9.2%	7.65%	7.65%	16.83%
Las Cruces	21.7%	15.0%		1.45%	16.50%
<b>NMPS</b>	<b>25.5%</b>	<b>9.1%</b>	<b>1.45%</b>	<b>1.45%</b>	<b>10.55%</b>
Santa Fe City	27.8%	9.1%	1.45%	1.45%	10.54%
Rancho Rio	32.5%	4.5%	1.45%	1.45%	5.90%
Santa Fe County	32.0%	4.0%	1.45%	1.45%	5.90%
Bernalillo	37.7%	4.0%	1.45%	1.45%	5.45%

# Appendix

## **Kenning Consulting**

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