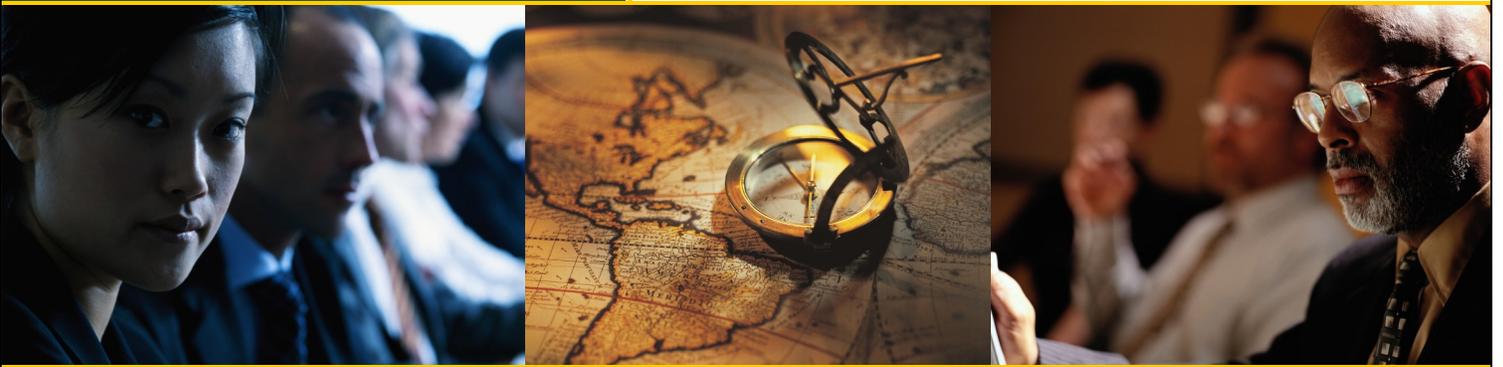


# Compensation Study for the New Mexico Department of Transportation

## FINAL REPORT



Evergreen Solutions, LLC

January 23, 2026

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## Compensation Study – Final Report

### INTRODUCTION

In March of 2025, Evergreen Solutions, LLC (Evergreen) was retained by North Central Regional Transit District to conduct a compensation study for the District and other transit agencies in New Mexico, including the City of Santa Fe, New Mexico Department of Transportation (NMDOT), Rio Metro Regional Transit, Roadrunner Transit, and South Central Regional Transit District (SCRTD). The findings presented in this report represent the results for NMDOT.

### STUDY METHODOLOGY

To engage a thorough and collaborative process, Evergreen carried out a series of structured activities designed to gather meaningful data, engage key stakeholders, and document findings in a clear manner. Project activities included:

- Conducting monthly meetings with the Steering Committee;
- Conducting an external market salary survey;
- Creating draft and final reports.

#### **Steering Committee Meetings**

The monthly steering committee meetings provided an opportunity to discuss the background of the organizations, finalize the work plan, and begin the data collection process. Data collection included the gathering of relevant background material including job descriptions, compensation structures, and a comprehensive employee database. The meetings also provided the opportunity to discuss status updates throughout the process.

#### **Salary Survey**

The external market for this study was defined as identified government transit organizations with similar positions as well as similar characteristics, demographics, and service offerings. Specific transit positions in the Organization were surveyed, though not all positions had matching positions at the peer organizations. The data were then analyzed comparing organization classifications to the jobs performing the same duties at peer organizations to gain a fuller understanding of their market position.



## MARKET SUMMARY

The purpose of the market summary is to benchmark the Organization's compensation practices against that of its market peers, in order to establish how competitive the Organization is with the market. To complete this market study, Evergreen compared pay ranges of select benchmark positions that the Organization possesses against the compensation of positions performing those same duties within peer organizations. By aggregating the differences in pay ranges across all the positions, a reasonable determination is made as to the Organization's competitive position within the market.

It is important to note that individual salaries are not analyzed in this methodology, since individual compensation can be affected by a number of variables such as experience and job performance. For this reason, Evergreen looked at average pay ranges across the entire classification to make the most accurate comparison. The results of this market study should be considered reflective of the current state of the market at the time of this study, however, market conditions can change rapidly. Consequently, it is necessary to perform market surveys of peer organizations at regular intervals in order for an organization to consistently monitor its position within the market.

Evergreen conducted a comprehensive market salary survey for the Organization, which included soliciting 17 target peer organizations for 20 benchmark positions. Target peers were selected based on a number of factors, including geographic proximity, resource level, job overlap, and size. Target organizations were also identified for their competition to the Organization for employee recruitment and retention efforts.

Because the data collected for the market summary was from various regions, it was necessary to adjust peer responses relative to the Organization based on cost-of-living. For NMDOT, the statewide New Mexico cost-of-living index (COLI) was applied and pay ranges were adjusted accordingly to provide a market average that reflects the relative spending power of employees in the Organization's area. Evergreen utilizes cost-of-living index information from the Council for Community and Economic Research. The cost-of-living index figures for the Organization and each of the respondent market peers are located in **Exhibit A**.



**EXHIBIT A**  
**RESPONDENTS WITH COST-OF-LIVING ADJUSTMENTS**

Organization	Cost of Living
NMDOT	100.5
ABQ Ride	101.8
Atomic City Transit	120.1
El Paso - Sun Metro Transit	90.9
Farmington, NM	96.9
Intercity Transit	115.4
Kitsap Transit	118.8
Lane Transit District	115.7
Las Cruces - Roadrunner Transit	95.2
Link Transit	117.6
Mountain Line - Northern AZ	107.4
Mountain Metropolitan Transit	105.8
NCRTD	99.6
Norman, OK	94.2
Pueblo, CO	100.4
Rio Metro Regional Transit	101.8
Santa Fe Trails	106.6
SCRTD	95.2

### **MARKET DATA**

The results of the market study are displayed in **Exhibit B**, which includes the benchmark job titles and the market average salaries for each position at the minimum, midpoint, and maximum points of the pay ranges. Also included within the exhibit are the percent differentials of the Organization's pay ranges at each respective point, relative to the market average pay. A positive percent differential is indicative of the organization's pay range exceeding that of the average of its market peers; alternatively, a negative percent differential indicates the Organization's compensation for a given position lagging behind the average of its peers. The exhibit also includes the average pay range for the market respondents for each position, as well as how many responses each benchmark received. **Appendix A** of this report includes detailed market results for all peers and positions, with cost-of-living adjustments excluded. **Appendix B** provides the individual peer responses for each position included in the market survey.



While all benchmarks are included in the survey, not every peer organization possesses an appropriate match. Consequently, the benchmarks receive varying levels of response. For the purpose of this study, all positions that received fewer than five matches from market peers were not considered in establishing the Organization's competitive position. The rationale behind these positions being excluded is that insufficient response can lead to unreliable averages that may skew the aggregated data, blurring the reality of the Organization's actual position in the market. Of the 20 positions surveyed, 18 had a sufficient response for inclusion.



**EXHIBIT B  
MARKET SURVEY RESULTS**

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Janitor & Cleaner, Except Maid and Housekeeping Cleaner	\$33,683.09	-3.2%	\$40,221.62	-1.1%	\$46,760.15	0.4%	38.7%	10.0
2	Customer Service Representatives	\$38,993.68	-15.8%	\$45,477.29	-2.5%	\$51,960.89	5.5%	33.1%	12.0
3	Executive Secretary and Administrative Assistants	\$55,783.83	-52.1%	\$66,916.76	-30.4%	\$78,049.70	-18.3%	39.9%	9.0
4	Plant and System Operator, All Other (Supervisor)	\$66,270.24	-38.1%	\$79,576.57	-27.6%	\$92,882.90	-21.0%	39.9%	7.0
5	Plant and System Operator, All Other (Technician)	\$44,981.93	-9.1%	\$54,494.50	-1.7%	\$64,007.08	2.9%	42.1%	10.0
6	Plant and System Operator, All Other (Worker)	\$37,401.41	1.9%	\$45,152.15	8.9%	\$52,902.89	13.3%	41.1%	8.0
7	Chief Financial Officer	\$104,381.53	-69.6%	\$127,210.36	-32.2%	\$150,039.20	-14.6%	43.4%	11.0
8	Financial Specialist, All Other	\$49,762.78	-35.7%	\$59,656.93	-16.3%	\$69,551.08	-5.5%	39.7%	10.0
9	Fleet Mechanic (Supervisor)	\$67,627.60	-23.5%	\$80,762.18	-13.4%	\$93,896.75	-7.2%	38.8%	11.0
10	Fleet Mechanic (Worker)	\$38,497.55	6.6%	\$45,071.12	23.6%	\$51,644.69	32.7%	33.6%	12.0
11	Bus and Truck Mechanics and Diesel Engine Specialists III	\$50,259.33	-34.3%	\$59,187.66	-24.1%	\$68,115.99	-17.4%	34.9%	14.0
12	Attorney	\$133,230.30	-23.0%	\$162,774.77	-20.2%	\$192,319.24	-18.3%	44.9%	6.0
13	Human Resources Management	\$105,751.08	-20.4%	\$130,277.84	-6.4%	\$154,804.60	1.5%	45.8%	10.0
14	Human Resources Generalist	\$52,173.17	-7.8%	\$63,157.90	10.2%	\$74,142.62	19.7%	42.1%	9.0
15	Paralegal and Legal Assistant	\$55,113.68	-47.3%	\$67,666.73	-30.9%	\$80,219.77	-21.6%	46.0%	7.0
16	Accountant and Auditor	\$67,817.01	-77.8%	\$83,690.50	-33.1%	\$99,563.99	-13.6%	47.0%	9.0
17	School Bus Transportation Specialist	\$37,398.66	22.1%	\$42,745.11	31.5%	\$48,091.56	37.4%	29.0%	8.0
18	Security Guard	\$44,155.48	-35.3%	\$54,055.05	-38.0%	\$63,954.62	-39.9%	44.5%	3.0
19	School Bus Transportation Supervisor	\$56,464.23	8.2%	\$68,058.30	14.9%	\$79,652.37	19.1%	40.9%	6.0
20	Electronics Specialist	\$50,527.97	17.9%	\$61,214.60	23.5%	\$71,901.24	27.0%	42.2%	4.0
	<b>Overall Average</b>		<b>-21.8%</b>		<b>-8.3%</b>		<b>-0.9%</b>	<b>40.4%</b>	<b>8.8</b>
	<b>Outliers Removed*</b>		<b>-23.3%</b>		<b>-8.4%</b>		<b>-0.3%</b>		

## SALARY SURVEY RESULTS

The market midpoint is exceptionally important to analyze, as it is often considered the closest estimation of market average compensation. As seen in **Exhibit B**, the Organization is currently 8.4 percent below the market average midpoint, when considering positions with sufficient responses. The Organization's benchmark positions ranged from 33.1 percent below to 31.5 percent above at the market midpoint.

The following points are regarding the Organization's position relative to the market average midpoint:

- Of these 18 positions, 13 were below market, averaging 18.4 percent below. These 13 classifications represent roughly 72 percent of the surveyed positions receiving sufficient response.
- Of the 13 positions below market, five were more than 25 percent below the average market midpoint. These positions are displayed in **Exhibit C**.

### EXHIBIT C CLASSIFICATIONS MORE THAN 25 PERCENT BELOW THE MIDPOINT

Classification	% Diff
Accountant and Auditor	-33.1%
Chief Financial Officer	-32.2%
Paralegal and Legal Assistant	-30.9%
Executive Secretary and Administrative Assistants	-30.4%
Plant and System Operator, All Other (Supervisor)	-27.6%

- Of these 18 positions, 5 were above market. These 5 positions represent roughly 28 percent of the surveyed positions receiving sufficient response.
- These positions are displayed in **Exhibit D**.

### EXHIBIT D CLASSIFICATIONS ABOVE THE MIDPOINT

Classification	% Diff
School Bus Transportation Specialist	31.5%
Fleet Mechanic (Worker)	23.6%
School Bus Transportation Supervisor	14.9%
Human Resources Generalist	10.2%
Plant and System Operator, All Other (Worker)	8.9%



## CONCLUSION

The standing of individual classifications pay range relative to the market should not be considered a definitive assessment of actual employee salaries being similarly above or below the market; however, such differentials can, in part, explain symptomatic issues with recruitment and retention of employees.

The main summary points of the market study are as follows:

- The Organization's pay ranges are approximately 23.3 percent below the market minimum, 8.4 percent below the market midpoint, and 0.3 percent below the market maximum.
- The Organization's pay range spread is approximately 70.3 percent, compared to 40.4 percent among its peers. This indicates that the Organization's salary structure is considerably wider than that of comparable agencies. Consequently, the Organization lags behind the market at the minimum of the pay range but catches up with its peers at the maximum of the range.

The findings from the market summary provide critical insight into the Organization's competitive position in relation to prevailing market compensation practices. This information enables the Organization to assess the alignment of its pay ranges with those of comparable peer organizations.



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**APPENDIX A:  
DETAILED MARKET RESULTS FOR ALL PEERS AND POSITIONS, WITH  
COST OF-LIVING ADJUSTMENTS EXCLUDED**

**APPENDIX A**  
**DETAILED MARKET RESULTS FOR ALL PEERS AND POSITIONS,**  
**WITH COST OF LIVING ADJUSTMENTS EXCLUDED**

ID	Classification	Survey Minimum Average	Survey Midpoint Average	Survey Maximum Average	Survey Avg Range	# Resp.
1	Accountant	\$57,253.25	\$68,790.99	\$80,328.74	40.3%	12
2	Communications and Marketing Coordinator	\$67,801.36	\$82,182.49	\$96,563.62	42.4%	7
3	Communications and Marketing Manager	\$85,667.42	\$105,827.10	\$125,986.78	47.1%	8
4	Communications and Outreach Coordinator	\$68,208.93	\$80,974.27	\$93,739.62	37.4%	7
5	Custodian	\$34,867.38	\$41,441.80	\$48,016.21	37.7%	12
6	Customer Service Rep I	\$40,805.50	\$47,956.07	\$55,106.63	35.0%	13
7	Customer Service Rep II	\$43,287.38	\$49,430.39	\$55,573.41	28.4%	5
8	Executive Assistant	\$58,495.58	\$70,896.15	\$83,296.73	42.4%	10
9	Executive Director	\$131,072.72	\$170,943.71	\$206,283.09	57.4%	7
10	Facilities Maintenance Supervisor	\$69,685.32	\$84,183.49	\$98,681.66	41.6%	8
11	Facilities Maintenance Technician	\$46,842.36	\$57,047.24	\$67,252.13	43.6%	11
12	Facilities Maintenance Worker	\$38,764.28	\$47,137.17	\$55,510.07	43.2%	9
13	Finance Director	\$107,172.97	\$132,187.04	\$157,201.12	46.7%	12
14	Financial Specialist	\$51,864.79	\$62,821.39	\$73,778.00	42.3%	11
15	Fleet and Facilities Manager	\$90,606.43	\$108,738.31	\$126,870.19	40.0%	9
16	Fleet Maintenance Supervisor	\$70,903.70	\$85,139.98	\$99,376.27	40.2%	12
17	Fleet Service Worker/Porter	\$40,774.26	\$48,455.61	\$56,136.96	37.7%	13
18	Fleet Technician	\$52,117.10	\$61,470.16	\$70,823.22	35.9%	15
19	General Counsel	\$131,705.85	\$161,650.66	\$191,595.46	45.5%	7
20	Human Resources Director	\$111,187.21	\$137,956.09	\$164,724.96	48.2%	11
21	Human Resources Specialist	\$54,604.66	\$67,288.30	\$79,971.95	46.5%	10
22	Lead Fleet Technician	\$59,197.50	\$69,565.90	\$79,934.29	35.0%	12
23	Marketing and Graphic Design Specialist	\$52,135.54	\$63,378.93	\$74,622.32	43.1%	10
24	Operations Support Specialist	\$48,094.24	\$57,646.00	\$67,197.77	39.7%	10
25	Operations Support Supervisor	\$57,693.59	\$68,821.73	\$79,949.87	38.6%	2
26	Paralegal	\$54,155.06	\$67,316.77	\$80,478.48	48.6%	8
27	Parts and Inventory Control Coordinator	\$51,272.23	\$61,734.09	\$72,195.94	40.8%	9
28	Parts and Inventory Control Specialist	\$43,049.72	\$50,919.34	\$58,788.95	36.6%	11
29	Planning and Projects Manager	\$82,089.55	\$101,106.57	\$120,123.59	46.3%	10
30	Senior Accountant	\$64,780.22	\$81,594.03	\$98,407.84	51.9%	10
31	Training and Safety Officer	\$81,631.75	\$98,765.13	\$115,898.52	42.0%	6
32	Transit Analyst	\$57,571.95	\$68,728.45	\$79,884.95	38.8%	6
33	Transit Driver I	\$38,913.65	\$45,583.02	\$52,252.39	34.3%	10
34	Transit Driver II	\$45,677.22	\$53,089.74	\$60,502.25	32.5%	15
35	Transit Driver III/Lead	\$47,393.71	\$56,793.76	\$66,193.81	39.7%	4
36	Transit Operations Coordinator	\$61,467.98	\$73,534.98	\$85,601.97	39.3%	4
37	Transit Operations Director	\$113,022.44	\$135,824.61	\$158,626.77	40.3%	11
38	Transit Operations Manager	\$84,629.87	\$102,686.72	\$120,805.39	42.7%	12
39	Transit Security Officer I	\$39,953.87	\$48,654.76	\$57,355.65	43.6%	4
40	Transit Security Supervisor	\$48,223.46	\$58,824.44	\$69,425.43	44.0%	3
41	Transit Shift Supervisor	\$57,213.63	\$69,795.82	\$82,378.00	44.0%	8
42	Transit Superintendent	\$71,705.77	\$87,206.23	\$102,706.69	43.2%	11
43	Vehicle Electronics Tech	\$52,180.20	\$64,282.76	\$76,385.33	46.4%	5
44	Vehicle Wrap Technician	\$45,535.33	\$53,934.32	\$62,333.31	36.9%	1
<b>Overall Average</b>					<b>41.5%</b>	<b>8.9</b>
<b>Outliers Removed*</b>					<b>41.7%</b>	<b>9.8</b>



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**APPENDIX B**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION**  
**INCLUDED IN THE MARKET SURVEY**

### APPENDIX B INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY

5 Janitor & Cleaner, Except Maid and Housekeeping Cleaner							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 32,645	\$ 39,797	\$ 46,948	43.8%	-	\$ 32,645	\$ 39,797	\$ 46,948	Janitor & Cleaner, Except Maid and Housekeeping Cleaner
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 31,200	\$ 37,440	\$ 43,680	40.0%	1	\$ 30,816	\$ 36,979	\$ 43,142	Custodian
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit					0				
6	Farmington, NM	\$ 26,792	\$ 34,211	\$ 41,630	55.4%	1	\$ 28,297	\$ 36,132	\$ 43,967	CUSTODIAN
7	Santa Fe Trails	\$ 35,275	\$ 43,212	\$ 51,149	45.0%	1	\$ 33,271	\$ 40,758	\$ 48,244	CUSTODIAN
8	Atomic City Transit	\$ 37,744	\$ 49,603	\$ 61,461	62.8%	1	\$ 31,599	\$ 41,526	\$ 51,454	Custodian
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 44,866	\$ 51,074	\$ 57,283	27.7%	1	\$ 37,985	\$ 43,241	\$ 48,498	Custodian
11	Link Transit	\$ 45,327	\$ 50,968	\$ 56,608	24.9%	1	\$ 38,762	\$ 43,586	\$ 48,409	CUSTODIAN
12	Pueblo, CO	\$ 32,490	\$ 35,017	\$ 37,544	15.6%	1	\$ 32,551	\$ 35,083	\$ 37,615	Custodian
13	Norman, OK	\$ 34,512	\$ 43,069	\$ 51,625	49.6%	1	\$ 36,851	\$ 45,987	\$ 55,123	Custodian
14	Farmington, NM	\$ 26,792	\$ 34,211	\$ 41,630	55.4%	1	\$ 27,811	\$ 35,512	\$ 43,212	CUSTODIAN
15	Lane Transit District					0				
16	NCRTD	\$ 33,858	\$ 40,103	\$ 46,348	36.9%	1	\$ 34,179	\$ 40,484	\$ 46,788	Custodian
17	SCRTD					0				
	<b>Respondent Average</b>	34,886	41,891	48,896	41.3%	10	33,212	39,929	46,645	
	<b>Respondent (Percentile)</b>	34,185	41,586	48,748	42.5%		32,911	40,621	47,516	
	<b>Percent Diff from Avg</b>	-6.9%	-5.3%	-4.1%			-1.7%	-0.3%	0.6%	
	<b>Percent Diff from Percentile</b>	-4.7%	-4.5%	-3.8%			-0.8%	-2.1%	-1.2%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

6 Customer Service Representatives							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 33,686</b>	<b>\$ 44,350</b>	<b>\$ 55,013</b>	<b>63.3%</b>	<b>-</b>	<b>\$ 33,686</b>	<b>\$ 44,350</b>	<b>\$ 55,013</b>	<b>Customer Service Representatives</b>
1	Mountain Line - Northern AZ	\$ 40,248	\$ 49,257	\$ 58,266	44.8%	1	\$ 37,679	\$ 46,113	\$ 54,547	Customer Service Representative
2	Intercity Transit	\$ 54,392	\$ 61,994	\$ 69,597	28.0%	1	\$ 47,391	\$ 54,014	\$ 60,638	Customer Service Representative
3	ABQ Ride	\$ 34,726	\$ 41,672	\$ 48,617	40.0%	1	\$ 34,298	\$ 41,158	\$ 48,018	Transit Support Service Rep
4	Rio Metro Regional Transit	\$ 22,858	\$ 31,033	\$ 39,208	71.5%	1	\$ 22,576	\$ 30,651	\$ 38,725	Rail Runner Customer Service Rep
5	El Paso - Sun Metro Transit	\$ 33,907	\$ 41,366	\$ 48,826	44.0%	1	\$ 37,505	\$ 45,756	\$ 54,007	Transit Customer Service Representative
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 35,275	\$ 43,212	\$ 51,149	45.0%	1	\$ 33,271	\$ 40,758	\$ 48,244	CUSTOMER SERVICE REP
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 53,706	\$ 62,978	\$ 72,250	34.5%	1	\$ 45,469	\$ 53,319	\$ 61,169	Customer Service Specialist
11	Link Transit	\$ 53,243	\$ 59,868	\$ 66,492	24.9%	1	\$ 45,532	\$ 51,197	\$ 56,862	GUEST SERVICES REPRESENTATIVE
12	Pueblo, CO	\$ 43,597	\$ 47,122	\$ 50,648	16.2%	1	\$ 43,679	\$ 47,211	\$ 50,743	Transit Customer Service Representative
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District	\$ 49,878	\$ 58,042	\$ 66,206	32.7%	1	\$ 43,345	\$ 50,440	\$ 57,535	Customer Service Representative
16	NCRTD	\$ 42,557	\$ 44,117	\$ 45,677	7.3%	1	\$ 42,961	\$ 44,536	\$ 46,110	Customer Service Rep I
17	SCRTD					0				
	<b>Respondent Average</b>	42,217	49,151	56,085	35.4%	11	39,428	45,923	52,418	
	<b>Respondent (Percentile)</b>	42,557	47,122	51,149	34.5%		42,961	46,113	54,007	
	<b>Percent Diff from Avg</b>	-25.3%	-10.8%	-1.9%			-17.0%	-3.5%	4.7%	
	<b>Percent Diff from Percentile</b>	-26.3%	-6.3%	7.0%			-27.5%	-4.0%	1.8%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

10 Plant and System Operator, All Other (Supervisor)						Adjusted for Cost of Living			Matching Title (if different)	
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint		Maximum
	NMDOT	\$ 47,989	\$ 62,386	\$ 76,782	60.0%	-	\$ 47,989	\$ 62,386	\$ 76,782	Plant and System Operator, All Other (Supervisor)
1	Mountain Line - Northern AZ					0				
2	Intercity Transit	\$ 90,834	\$ 106,714	\$ 122,595	35.0%	1	\$ 79,141	\$ 92,978	\$ 106,815	Facilities Supervisor
3	ABQ Ride	\$ 53,294	\$ 63,953	\$ 74,612	40.0%	1	\$ 52,637	\$ 63,165	\$ 73,692	Bldg Maint Supv
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 54,500	\$ 69,070	\$ 83,640	53.5%	1	\$ 60,283	\$ 76,399	\$ 92,515	Transit Facilities Maintenance Superintendent
6	Farmington, NM					0				
7	Santa Fe Trails					0				
8	Atomic City Transit	\$ 72,953	\$ 95,873	\$ 118,793	62.8%	1	\$ 61,075	\$ 80,263	\$ 99,451	Facilities Maintenance Superintendent
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 99,527	\$ 116,697	\$ 133,867	34.5%	1	\$ 84,262	\$ 98,799	\$ 113,335	Facilities Maintenance Supervisor
11	Link Transit	\$ 85,579	\$ 96,228	\$ 106,877	24.9%	1	\$ 73,184	\$ 82,291	\$ 91,398	FACILITIES MAINTENANCE SUPERVISOR
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 52,807	\$ 62,547	\$ 72,288	36.9%	1	\$ 53,308	\$ 63,141	\$ 72,974	Facilities Maintenance Supervisor
17	SCRTD					0				
	<b>Respondent Average</b>	72,785	87,297	101,810	41.1%	7	66,270	79,577	92,883	
	<b>Respondent (Percentile)</b>	72,953	95,873	106,877	36.9%		61,075	80,263	92,515	
	<b>Percent Diff from Avg</b>	-51.7%	-39.9%	-32.6%			-38.1%	-27.6%	-21.0%	
	<b>Percent Diff from Percentile</b>	-52.0%	-53.7%	-39.2%			-27.3%	-28.7%	-20.5%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

11 Plant and System Operator, All Other (Technician)							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 41,218	\$ 53,584	\$ 65,949	60.0%	-	\$ 41,218	\$ 53,584	\$ 65,949	Plant and System Operator, All Other (Technician)
1	Mountain Line - Northern AZ	\$ 41,886	\$ 51,345	\$ 60,805	45.2%	1	\$ 39,213	\$ 48,068	\$ 56,924	Facilities Technician II
2	Intercity Transit	\$ 69,472	\$ 81,619	\$ 93,766	35.0%	1	\$ 60,529	\$ 71,113	\$ 81,697	Facilities Technician
3	ABQ Ride					0				
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 43,139	\$ 53,060	\$ 62,982	46.0%	1	\$ 47,716	\$ 58,691	\$ 69,665	Maintenance Mechanic
6	Farmington, NM	\$ 33,929	\$ 43,379	\$ 52,828	55.7%	1	\$ 35,834	\$ 45,814	\$ 55,794	FACILITIES TECHNICIAN
7	Santa Fe Trails	\$ 40,835	\$ 50,023	\$ 59,211	45.0%	1	\$ 38,516	\$ 47,182	\$ 55,848	MAINTENANCE SPECIALIST
8	Atomic City Transit	\$ 43,694	\$ 57,422	\$ 71,149	62.8%	1	\$ 36,580	\$ 48,072	\$ 59,565	Facilities Maintenance Specialist
9	Mountain Metropolitan Transit	\$ 49,970	\$ 59,988	\$ 70,006	40.1%	1	\$ 47,488	\$ 57,009	\$ 66,529	Skilled Maintenance Technician I
10	Kitsap Transit	\$ 61,693	\$ 70,377	\$ 79,061	28.2%	1	\$ 52,231	\$ 59,583	\$ 66,935	Facilities Maintenance Technician
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM	\$ 33,929	\$ 43,379	\$ 52,828	55.7%	1	\$ 35,219	\$ 45,028	\$ 54,836	FACILITIES TECHNICIAN
15	Lane Transit District					0				
16	NCRTD	\$ 45,535	\$ 53,934	\$ 62,333	36.9%	1	\$ 45,968	\$ 54,446	\$ 62,925	Facilities Maintenance Technician
17	SCRTD					0				
	<b>Respondent Average</b>	46,408	56,453	66,497	45.1%	10	43,929	53,501	63,072	
	<b>Respondent (Percentile)</b>	43,416	53,497	62,658	45.1%		42,590	51,259	61,245	
	<b>Percent Diff from Avg</b>	-12.6%	-5.4%	-0.8%			-6.6%	0.2%	4.4%	
	<b>Percent Diff from Percentile</b>	-5.3%	0.2%	5.0%			-3.3%	4.3%	7.1%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

12 Plant and System Operator, All Other (Worker)						Adjusted for Cost of Living				
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 38,140	\$ 49,582	\$ 61,024	60.0%	-	\$ 38,140	\$ 49,582	\$ 61,024	Plant and System Operator, All Other (Worker)
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 40,777	\$ 48,933	\$ 57,088	40.0%	1	\$ 40,275	\$ 48,330	\$ 56,384	General Maint Worker
4	Rio Metro Regional Transit	\$ 23,920	\$ 32,604	\$ 41,288	72.6%	1	\$ 23,625	\$ 32,202	\$ 40,779	Maintenance Worker
5	El Paso - Sun Metro Transit	\$ 37,593	\$ 45,863	\$ 54,134	44.0%	1	\$ 41,582	\$ 50,730	\$ 59,878	Facilities Maintenance Worker
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 35,275	\$ 43,212	\$ 51,149	45.0%	1	\$ 33,271	\$ 40,758	\$ 48,244	LABORER
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 48,485	\$ 59,166	\$ 69,846	44.1%	1	\$ 41,049	\$ 50,091	\$ 59,134	Facilities Maintenance Worker
11	Link Transit	\$ 53,243	\$ 59,868	\$ 66,492	24.9%	1	\$ 45,532	\$ 51,197	\$ 56,862	SKILLED FACILITIES MAINTENANCE WORKER
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 33,858	\$ 40,103	\$ 46,348	36.9%	1	\$ 34,179	\$ 40,484	\$ 46,788	Facilities Maintenance Worker
17	SCRTD					0				
	<b>Respondent Average</b>	39,022	47,107	55,192	43.9%	7	37,073	44,827	52,581	
	<b>Respondent (Percentile)</b>	37,593	45,863	54,134	44.0%		40,275	48,330	56,384	
	<b>Percent Diff from Avg</b>	-2.3%	5.0%	9.6%			2.8%	9.6%	13.8%	
	<b>Percent Diff from Percentile</b>	1.4%	7.5%	11.3%			-5.6%	2.5%	7.6%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

13 Chief Financial Officer							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 61,531	\$ 96,240	\$ 130,948	112.8%	-	\$ 61,531	\$ 96,240	\$ 130,948	Chief Financial Officer
1	Mountain Line - Northern AZ	\$ 109,109	\$ 147,685	\$ 186,260	70.7%	1	\$ 102,145	\$ 138,259	\$ 174,373	Chief Financial Officer/Management Services Director
2	Intercity Transit	\$ 123,510	\$ 145,142	\$ 166,774	35.0%	1	\$ 107,612	\$ 126,459	\$ 145,307	Chief Financial Officer
3	ABQ Ride					0				
4	Rio Metro Regional Transit	\$ 80,000	\$ 80,000	\$ 80,000	0.0%	1	\$ 79,014	\$ 79,014	\$ 79,014	RMRTD Director of Finance and Administration
5	El Paso - Sun Metro Transit	\$ 96,680	\$ 132,505	\$ 168,330	74.1%	1	\$ 106,939	\$ 146,565	\$ 186,192	Assistant Director of Transit Administration and Finance
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 98,275	\$ 120,386	\$ 142,498	45.0%	1	\$ 92,693	\$ 113,549	\$ 134,405	TRANSIT DIRECTOR OF ADMIN
8	Atomic City Transit	\$ 124,776	\$ 163,978	\$ 203,179	62.8%	1	\$ 104,460	\$ 137,279	\$ 170,098	Chief Financial Officer
9	Mountain Metropolitan Transit	\$ 104,568	\$ 125,532	\$ 146,496	40.1%	1	\$ 99,375	\$ 119,298	\$ 139,220	Administrative Manager
10	Kitsap Transit	\$ 147,762	\$ 173,228	\$ 198,694	34.5%	1	\$ 125,100	\$ 146,660	\$ 168,220	Finance Director
11	Link Transit	\$ 116,463	\$ 130,955	\$ 145,446	24.9%	1	\$ 99,595	\$ 111,988	\$ 124,381	FINANCE MANAGER
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 100,349	\$ 118,858	\$ 137,367	36.9%	1	\$ 101,301	\$ 119,986	\$ 138,671	Finance Director
17	SCRTD					0				
	<b>Respondent Average</b>	110,149	133,827	157,505	42.4%	10	101,823	123,906	145,988	
	<b>Respondent (Percentile)</b>	106,838	131,730	156,635	38.5%		101,723	123,223	142,264	
	<b>Percent Diff from Avg</b>	-79.0%	-39.1%	-20.3%			-65.5%	-28.7%	-11.5%	
	<b>Percent Diff from Percentile</b>	-73.6%	-36.9%	-19.6%			-65.3%	-28.0%	-8.6%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

14 Financial Specialist, All Other							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 36,675</b>	<b>\$ 51,312</b>	<b>\$ 65,949</b>	<b>79.8%</b>	<b>-</b>	<b>\$ 36,675</b>	<b>\$ 51,312</b>	<b>\$ 65,949</b>	<b>Financial Specialist, All Other</b>
1	Mountain Line - Northern AZ	\$ 43,606	\$ 53,538	\$ 63,471	45.6%	1	\$ 40,823	\$ 50,121	\$ 59,420	Customer Service and Accounting Specialist
2	Intercity Transit	\$ 69,472	\$ 81,619	\$ 93,766	35.0%	1	\$ 60,529	\$ 71,113	\$ 81,697	Accounting Specialist
3	ABQ Ride	\$ 56,225	\$ 67,470	\$ 78,715	40.0%	1	\$ 55,532	\$ 66,639	\$ 77,745	Fiscal Analyst
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 41,680	\$ 51,266	\$ 60,853	46.0%	1	\$ 46,103	\$ 56,706	\$ 67,310	Accounting/Payroll Specialist
6	Farmington, NM					0				
7	Santa Fe Trails					0				
8	Atomic City Transit	\$ 53,110	\$ 69,796	\$ 86,481	62.8%	1	\$ 44,463	\$ 58,431	\$ 72,400	Accounts Payable Coordinator
9	Mountain Metropolitan Transit	\$ 49,376	\$ 59,275	\$ 69,174	40.1%	1	\$ 46,924	\$ 56,331	\$ 65,739	Finance Technician I
10	Kitsap Transit	\$ 65,392	\$ 76,681	\$ 87,969	34.5%	1	\$ 55,363	\$ 64,920	\$ 74,477	Accounting Specialist
11	Link Transit	\$ 67,715	\$ 76,141	\$ 84,567	24.9%	1	\$ 57,908	\$ 65,113	\$ 72,319	ACCOUNTING SPECIALIST
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 46,674	\$ 55,283	\$ 63,892	36.9%	1	\$ 47,117	\$ 55,807	\$ 64,498	Financial Specialist
17	SCRTD					0				
	<b>Respondent Average</b>	54,806	65,674	76,543	40.6%	9	50,529	60,576	70,623	
	<b>Respondent (Percentile)</b>	53,110	67,470	78,715	40.0%		47,117	58,431	72,319	
	<b>Percent Diff from Avg</b>	-49.4%	-28.0%	-16.1%			-37.8%	-18.1%	-7.1%	
	<b>Percent Diff from Percentile</b>	-44.8%	-31.5%	-19.4%			-28.5%	-13.9%	-9.7%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

16 Fleet Mechanic (Supervisor)							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 54,760</b>	<b>\$ 71,188</b>	<b>\$ 87,616</b>	<b>60.0%</b>	<b>-</b>	<b>\$ 54,760</b>	<b>\$ 71,188</b>	<b>\$ 87,616</b>	<b>Fleet Mechanic (Supervisor)</b>
1	Mountain Line - Northern AZ	\$ 60,851	\$ 75,525	\$ 90,200	48.2%	1	\$ 56,967	\$ 70,705	\$ 84,443	Fleet Supervisor
2	Intercity Transit	\$ 107,619	\$ 126,464	\$ 145,309	35.0%	1	\$ 93,766	\$ 110,185	\$ 126,604	Fleet Maintenance Supervisor
3	ABQ Ride	\$ 59,318	\$ 71,181	\$ 83,045	40.0%	1	\$ 58,587	\$ 70,304	\$ 82,021	Transit Supervisor/maintenance
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 56,805	\$ 72,086	\$ 87,366	53.8%	1	\$ 62,833	\$ 79,735	\$ 96,637	Fleet Maintenance Supervisor
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 69,842	\$ 85,556	\$ 101,271	45.0%	1	\$ 65,875	\$ 80,697	\$ 95,519	MECHANIC SUPERVISOR II
8	Atomic City Transit	\$ 72,953	\$ 95,873	\$ 118,793	62.8%	1	\$ 61,075	\$ 80,263	\$ 99,451	Fleet Supervisor
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 99,527	\$ 116,697	\$ 133,867	34.5%	1	\$ 84,262	\$ 98,799	\$ 113,335	Vehicle Maintenance Supervisor
11	Link Transit	\$ 85,579	\$ 96,228	\$ 106,877	24.9%	1	\$ 73,184	\$ 82,291	\$ 91,398	MAINTENANCE SUPERVISOR
12	Pueblo, CO	\$ 63,918	\$ 67,694	\$ 71,469	11.8%	1	\$ 64,039	\$ 67,821	\$ 71,604	Transit Shop Foreman
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 65,949	\$ 78,113	\$ 90,277	36.9%	1	\$ 66,575	\$ 78,854	\$ 91,134	Fleet Maintenance Supervisor
17	SCRTD					0				
	<b>Respondent Average</b>	74,236	88,542	102,847	39.3%	10	68,716	81,966	95,215	
	<b>Respondent (Percentile)</b>	67,895	81,835	95,774	38.4%		64,957	79,999	93,458	
	<b>Percent Diff from Avg</b>	-35.6%	-24.4%	-17.4%			-25.5%	-15.1%	-8.7%	
	<b>Percent Diff from Percentile</b>	-24.0%	-15.0%	-9.3%			-18.6%	-12.4%	-6.7%	

**APPENDIX B (CONTINUED)  
INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

17 Fleet Mechanic (Worker)							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 41,218</b>	<b>\$ 59,000</b>	<b>\$ 76,782</b>	<b>86.3%</b>	<b>-</b>	<b>\$ 41,218</b>	<b>\$ 59,000</b>	<b>\$ 76,782</b>	<b>Fleet Mechanic (Worker)</b>
1	Mountain Line - Northern AZ	\$ 43,606	\$ 53,538	\$ 63,471	45.6%	1	\$ 40,823	\$ 50,121	\$ 59,420	Mechanic Assistant
2	Intercity Transit	\$ 56,306	\$ 62,348	\$ 68,390	21.5%	1	\$ 49,058	\$ 54,322	\$ 59,587	Service Worker
3	ABQ Ride	\$ 38,651	\$ 46,382	\$ 54,112	40.0%	1	\$ 38,175	\$ 45,810	\$ 53,445	Transit Vehicle Servicer
4	Rio Metro Regional Transit	\$ 23,920	\$ 32,604	\$ 41,288	72.6%	1	\$ 23,625	\$ 32,202	\$ 40,779	Transit Service Worker
5	El Paso - Sun Metro Transit	\$ 35,093	\$ 42,814	\$ 50,534	44.0%	1	\$ 38,817	\$ 47,357	\$ 55,897	Fleet Service Worker
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 37,039	\$ 45,372	\$ 53,706	45.0%	1	\$ 34,935	\$ 42,795	\$ 50,656	EQUIPMENT SERVICE WORKER
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 40,872	\$ 42,952	\$ 45,032	10.2%	1	\$ 34,603	\$ 36,364	\$ 38,125	Vehicle Maintenance Worker 1
11	Link Transit	\$ 48,748	\$ 54,814	\$ 60,879	24.9%	1	\$ 41,688	\$ 46,875	\$ 52,062	VEHICLE MAINTENANCE SERVICE WORKER
12	Pueblo, CO	\$ 44,512	\$ 48,214	\$ 51,917	16.6%	1	\$ 44,596	\$ 48,305	\$ 52,015	Transit Utility Worker
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District	\$ 51,376	\$ 60,278	\$ 69,181	34.7%	1	\$ 44,647	\$ 52,383	\$ 60,119	General Service Worker
16	NCRTD	\$ 33,858	\$ 40,103	\$ 46,348	36.9%	1	\$ 34,179	\$ 40,484	\$ 46,788	Fleet Service Worker/Porter
17	SCRTD					0				
	<b>Respondent Average</b>	41,271	48,129	54,987	35.6%	11	38,650	45,184	51,718	
	<b>Respondent (Percentile)</b>	40,872	46,382	53,706	36.9%		38,817	46,875	52,062	
	<b>Percent Diff from Avg</b>	-0.1%	18.4%	28.4%			6.2%	23.4%	32.6%	
	<b>Percent Diff from Percentile</b>	0.8%	21.4%	30.1%			5.8%	20.6%	32.2%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

18 Bus and Truck Mechanics and Diesel Engine Specialists III							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 37,422	\$ 47,713	\$ 58,003	55.0%	-	\$ 37,422	\$ 47,713	\$ 58,003	Bus and Truck Mechanics and Diesel Engine Specialists III
1	Mountain Line - Northern AZ	\$ 51,390	\$ 63,462	\$ 75,535	47.0%	1	\$ 48,110	\$ 59,412	\$ 70,715	Mechanic II
2	Intercity Transit	\$ 80,662	\$ 89,502	\$ 98,342	21.9%	1	\$ 70,279	\$ 77,981	\$ 85,684	Technician
3	ABQ Ride	\$ 45,386	\$ 54,463	\$ 63,540	40.0%	1	\$ 44,827	\$ 53,792	\$ 62,757	Mechanic II
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 44,648	\$ 55,364	\$ 66,080	48.0%	1	\$ 49,386	\$ 61,239	\$ 73,091	Fleet Maintenance Technician
6	Farmington, NM	\$ 38,024	\$ 48,591	\$ 59,158	55.6%	1	\$ 40,159	\$ 51,319	\$ 62,480	MECHANIC
7	Santa Fe Trails	\$ 40,835	\$ 50,023	\$ 59,211	45.0%	1	\$ 38,516	\$ 47,182	\$ 55,848	AUTO MECHANIC
8	Atomic City Transit	\$ 43,694	\$ 57,422	\$ 71,149	62.8%	1	\$ 36,580	\$ 48,072	\$ 59,565	Fleet Mechanic 1
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit	\$ 79,102	\$ 83,148	\$ 87,194	10.2%	1	\$ 66,970	\$ 70,396	\$ 73,821	Journey-Level Mechanic
11	Link Transit	\$ 61,651	\$ 69,322	\$ 76,993	24.9%	1	\$ 52,722	\$ 59,282	\$ 65,842	Maintenance Tech I
12	Pueblo, CO	\$ 55,120	\$ 58,833	\$ 62,546	13.5%	1	\$ 55,224	\$ 58,944	\$ 62,664	Mechanic B
13	Norman, OK	\$ 50,009	\$ 62,406	\$ 74,804	49.6%	1	\$ 53,397	\$ 66,635	\$ 79,873	Mechanic I
14	Farmington, NM	\$ 38,024	\$ 48,591	\$ 59,158	55.6%	1	\$ 39,470	\$ 50,438	\$ 61,407	MECHANIC
15	Lane Transit District	\$ 64,189	\$ 75,067	\$ 85,946	33.9%	1	\$ 55,781	\$ 65,235	\$ 74,688	Journeyman Mechanic
16	NCRTD	\$ 49,037	\$ 58,081	\$ 67,126	36.9%	1	\$ 49,502	\$ 58,633	\$ 67,763	Fleet Technician
17	SCRTD					0				
	<b>Respondent Average</b>	52,984	62,448	71,913	38.9%	14	50,066	59,183	68,300	
	<b>Respondent (Percentile)</b>	49,523	58,457	69,138	42.5%		49,444	59,113	66,803	
	<b>Percent Diff from Avg</b>	-41.6%	-30.9%	-24.0%			-33.8%	-24.0%	-17.8%	
	<b>Percent Diff from Percentile</b>	-32.3%	-22.5%	-19.2%			-32.1%	-23.9%	-15.2%	

**APPENDIX B (CONTINUED)  
INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

19 Attorney						Adjusted for Cost of Living				
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 108,338</b>	<b>\$ 135,422</b>	<b>\$ 162,506</b>	<b>50.0%</b>	<b>-</b>	<b>\$ 108,338</b>	<b>\$ 135,422</b>	<b>\$ 162,506</b>	<b>Attorney</b>
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride					0				
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 116,240	\$ 138,150	\$ 160,060	37.7%	1	\$ 128,574	\$ 152,809	\$ 177,044	Assistant City Attorney III
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 152,456	\$ 186,759	\$ 221,061	45.0%	1	\$ 143,797	\$ 176,152	\$ 208,506	CITY ATTORNEY
8	Atomic City Transit	\$ 124,776	\$ 163,978	\$ 203,179	62.8%	1	\$ 104,460	\$ 137,279	\$ 170,098	Deputy County Attorney
9	Mountain Metropolitan Transit	\$ 143,436	\$ 172,192	\$ 200,948	40.1%	1	\$ 136,312	\$ 163,640	\$ 190,968	Assistant City Attorney
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 128,455	\$ 152,148	\$ 175,842	36.9%	1	\$ 129,674	\$ 153,593	\$ 177,511	General Counsel
17	SCRTD					0				
	<b>Respondent Average</b>	133,073	162,645	192,218	44.5%	5	128,564	156,695	184,825	
	<b>Respondent (Percentile)</b>	128,455	163,978	200,948	40.1%		129,674	153,593	177,511	
	<b>Percent Diff from Avg</b>	-22.8%	-20.1%	-18.3%			-18.7%	-15.7%	-13.7%	
	<b>Percent Diff from Percentile</b>	-18.6%	-21.1%	-23.7%			-19.7%	-13.4%	-9.2%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

20 Human Resources Management							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 87,869	\$ 122,493	\$ 157,117	78.8%	-	\$ 87,869	\$ 122,493	\$ 157,117	Human Resources Management
1	Mountain Line - Northern AZ	\$ 99,545	\$ 134,534	\$ 169,524	70.3%	1	\$ 93,192	\$ 125,948	\$ 158,704	Workforce Director
2	Intercity Transit	\$ 134,784	\$ 158,090	\$ 181,397	34.6%	1	\$ 117,434	\$ 137,741	\$ 158,047	Human Resources Director
3	ABQ Ride					0				
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 96,680	\$ 132,505	\$ 168,330	74.1%	1	\$ 106,939	\$ 146,565	\$ 186,192	Assistant Director of Transit Administration and Finance
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 98,275	\$ 120,386	\$ 142,498	45.0%	1	\$ 92,693	\$ 113,549	\$ 134,405	TRANSIT DIRECTOR OF ADMIN
8	Atomic City Transit	\$ 124,776	\$ 163,978	\$ 203,179	62.8%	1	\$ 104,460	\$ 137,279	\$ 170,098	Human Resources Manager
9	Mountain Metropolitan Transit	\$ 104,568	\$ 125,532	\$ 146,496	40.1%	1	\$ 99,375	\$ 119,298	\$ 139,220	Administrative Manager
10	Kitsap Transit	\$ 140,673	\$ 164,881	\$ 189,088	34.4%	1	\$ 119,098	\$ 139,593	\$ 160,087	Human Resources Director
11	Link Transit	\$ 128,110	\$ 144,051	\$ 159,992	24.9%	1	\$ 109,556	\$ 123,188	\$ 136,820	ADMINISTRATIVE SERVICES MGR/EEO OFFICER
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 100,349	\$ 118,858	\$ 137,367	36.9%	1	\$ 101,301	\$ 119,986	\$ 138,671	Human Resources Director
17	SCRTD					0				
	<b>Respondent Average</b>	114,196	140,313	166,430	47.0%	9	104,894	129,238	153,583	
	<b>Respondent (Percentile)</b>	104,568	134,534	168,330	40.1%		104,460	125,948	158,047	
	<b>Percent Diff from Avg</b>	-30.0%	-14.5%	-5.9%			-19.4%	-5.5%	2.2%	
	<b>Percent Diff from Percentile</b>	-19.0%	-9.8%	-7.1%			-18.9%	-2.8%	-0.6%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

21 Human Resources Generalist							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 48,396</b>	<b>\$ 70,368</b>	<b>\$ 92,340</b>	<b>90.8%</b>	<b>-</b>	<b>\$ 48,396</b>	<b>\$ 70,368</b>	<b>\$ 92,340</b>	<b>Human Resources Generalist</b>
1	Mountain Line - Northern AZ	\$ 53,585	\$ 66,261	\$ 78,938	47.3%	1	\$ 50,165	\$ 62,032	\$ 73,900	Human Resource Specialist
2	Intercity Transit	\$ 69,472	\$ 81,619	\$ 93,766	35.0%	1	\$ 60,529	\$ 71,113	\$ 81,697	Human Resources Specialist
3	ABQ Ride	\$ 56,225	\$ 67,470	\$ 78,715	40.0%	1	\$ 55,532	\$ 66,639	\$ 77,745	Personnel Officer
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 44,648	\$ 55,364	\$ 66,080	48.0%	1	\$ 49,386	\$ 61,239	\$ 73,091	Human Resources Specialist
6	Farmington, NM					0				
7	Santa Fe Trails					0				
8	Atomic City Transit	\$ 53,110	\$ 69,796	\$ 86,481	62.8%	1	\$ 44,463	\$ 58,431	\$ 72,400	HR Analyst 1
9	Mountain Metropolitan Transit	\$ 49,376	\$ 59,275	\$ 69,174	40.1%	1	\$ 46,924	\$ 56,331	\$ 65,739	HR Technician II
10	Kitsap Transit	\$ 75,820	\$ 88,919	\$ 102,018	34.6%	1	\$ 64,192	\$ 75,282	\$ 86,372	Human Resources Associate
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 51,519	\$ 61,022	\$ 70,524	36.9%	1	\$ 52,008	\$ 61,601	\$ 71,194	Human Resources Specialist
17	SCRTD					0				
	<b>Respondent Average</b>	56,719	68,716	80,712	43.1%	8	52,900	64,084	75,267	
	<b>Respondent (Percentile)</b>	53,347	66,866	78,827	40.0%		51,086	61,817	73,496	
	<b>Percent Diff from Avg</b>	-17.2%	2.3%	12.6%			-9.3%	8.9%	18.5%	
	<b>Percent Diff from Percentile</b>	-10.2%	5.0%	14.6%			-5.6%	12.2%	20.4%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

26 Paralegal and Legal Assistant							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 37,422</b>	<b>\$ 51,686</b>	<b>\$ 65,949</b>	<b>76.2%</b>	<b>-</b>	<b>\$ 37,422</b>	<b>\$ 51,686</b>	<b>\$ 65,949</b>	<b>Paralegal and Legal Assistant</b>
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 47,882	\$ 57,459	\$ 67,035	40.0%	1	\$ 47,292	\$ 56,751	\$ 66,209	Paralegal
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 45,150	\$ 56,530	\$ 67,910	50.4%	1	\$ 49,941	\$ 62,528	\$ 75,116	Paralegal
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 54,723	\$ 67,036	\$ 79,348	45.0%	1	\$ 51,615	\$ 63,228	\$ 74,842	PARALEGAL
8	Atomic City Transit	\$ 72,953	\$ 95,873	\$ 118,793	62.8%	1	\$ 61,075	\$ 80,263	\$ 99,451	Paralegal
9	Mountain Metropolitan Transit	\$ 59,370	\$ 71,273	\$ 83,175	40.1%	1	\$ 56,421	\$ 67,733	\$ 79,044	Paralegal
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 59,746	\$ 70,766	\$ 81,787	36.9%	1	\$ 60,313	\$ 71,438	\$ 82,563	Paralegal
17	SCRTD					0				
	<b>Respondent Average</b>	56,637	69,823	83,008	45.9%	6	54,443	66,990	79,537	
	<b>Respondent (Percentile)</b>	57,046	68,901	80,567	42.5%		54,018	65,481	77,080	
	<b>Percent Diff from Avg</b>	-51.3%	-35.1%	-25.9%			-45.5%	-29.6%	-20.6%	
	<b>Percent Diff from Percentile</b>	-52.4%	-33.3%	-22.2%			-44.3%	-26.7%	-16.9%	

**APPENDIX B (CONTINUED)  
INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

30 Accountant and Auditor							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	<b>NMDOT</b>	<b>\$ 38,140</b>	<b>\$ 62,878</b>	<b>\$ 87,616</b>	<b>129.7%</b>	<b>-</b>	<b>\$ 38,140</b>	<b>\$ 62,878</b>	<b>\$ 87,616</b>	<b>Accountant and Auditor</b>
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 59,318	\$ 71,181	\$ 83,045	40.0%	1	\$ 58,587	\$ 70,304	\$ 82,021	Senior Accountant
4	Rio Metro Regional Transit	\$ 47,379	\$ 60,246	\$ 73,112	54.3%	1	\$ 46,795	\$ 59,503	\$ 72,211	Senior Accountant
5	El Paso - Sun Metro Transit	\$ 54,500	\$ 69,070	\$ 83,640	53.5%	1	\$ 60,283	\$ 76,399	\$ 92,515	Senior Accountant
6	Farmington, NM	\$ 60,370	\$ 77,110	\$ 93,849	55.5%	1	\$ 63,760	\$ 81,439	\$ 99,119	STAFF ACCOUNTANT III
7	Santa Fe Trails					0				
8	Atomic City Transit	\$ 72,953	\$ 95,873	\$ 118,793	62.8%	1	\$ 61,075	\$ 80,263	\$ 99,451	Sr. Accountant
9	Mountain Metropolitan Transit	\$ 85,526	\$ 102,672	\$ 119,818	40.1%	1	\$ 81,278	\$ 97,573	\$ 113,867	Accountant, Senior
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK	\$ 86,375	\$ 105,338	\$ 124,301	43.9%	1	\$ 92,228	\$ 112,476	\$ 132,724	Municipal Accountant III
14	Farmington, NM	\$ 60,370	\$ 77,110	\$ 93,849	55.5%	1	\$ 62,666	\$ 80,041	\$ 97,417	STAFF ACCOUNTANT III
15	Lane Transit District					0				
16	NCRTD	\$ 82,361	\$ 97,552	\$ 112,744	36.9%	1	\$ 83,143	\$ 98,478	\$ 113,814	Senior Accountant
17	SCRTD					0				
	<b>Respondent Average</b>	67,684	84,017	100,350	49.2%	9	67,757	84,053	100,349	
	<b>Respondent (Percentile)</b>	60,370	77,110	93,849	53.5%		62,666	80,263	99,119	
	<b>Percent Diff from Avg</b>	-77.5%	-33.6%	-14.5%			-77.7%	-33.7%	-14.5%	
	<b>Percent Diff from Percentile</b>	-58.3%	-22.6%	-7.1%			-64.3%	-27.6%	-13.1%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

33 School Bus Transportation Specialist							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 47,989	\$ 62,386	\$ 76,782	60.0%	-	\$ 47,989	\$ 62,386	\$ 76,782	School Bus Transportation Specialist
1	Mountain Line - Northern AZ	\$ 50,461	\$ 50,461	\$ 50,461	0.0%	1	\$ 47,240	\$ 47,240	\$ 47,240	Transit Operator
2	Intercity Transit					0				
3	ABQ Ride	\$ 36,636	\$ 43,964	\$ 51,291	40.0%	1	\$ 36,185	\$ 43,422	\$ 50,659	Sun Van Chauffeur
4	Rio Metro Regional Transit	\$ 31,200	\$ 31,200	\$ 31,200	0.0%	1	\$ 30,816	\$ 30,816	\$ 30,816	Transit Operator Trainee
5	El Paso - Sun Metro Transit	\$ 32,760	\$ 39,967	\$ 47,174	44.0%	1	\$ 36,236	\$ 44,208	\$ 52,180	Transit Operator Trainee
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 35,275	\$ 43,212	\$ 51,149	45.0%	1	\$ 33,271	\$ 40,758	\$ 48,244	TRANSIT DRIVER I
8	Atomic City Transit	\$ 43,694	\$ 57,422	\$ 71,149	62.8%	1	\$ 36,580	\$ 48,072	\$ 59,565	Transit Operator Trainee
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 41,642	\$ 43,202	\$ 44,762	7.5%	1	\$ 42,037	\$ 43,612	\$ 45,187	Transit Driver I
17	SCRTD					0				
	<b>Respondent Average</b>	38,810	44,204	49,598	28.5%	7	37,481	42,590	47,698	
	<b>Respondent (Percentile)</b>	36,636	43,212	50,461	40.0%		36,236	43,612	48,244	
	<b>Percent Diff from Avg</b>	19.1%	29.1%	35.4%			21.9%	31.7%	37.9%	
	<b>Percent Diff from Percentile</b>	23.7%	30.7%	34.3%			24.5%	30.1%	37.2%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

39 Security Guard							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 32,645	\$ 39,174	\$ 45,703	40.0%	-	\$ 32,645	\$ 39,174	\$ 45,703	Security Guard
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 34,726	\$ 41,672	\$ 48,617	40.0%	1	\$ 34,298	\$ 41,158	\$ 48,018	Transit Safety Officer
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 50,160	\$ 63,690	\$ 77,220	53.9%	1	\$ 55,483	\$ 70,448	\$ 85,414	Transit Safety and Security Officer
6	Farmington, NM					0				
7	Santa Fe Trails					0				
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 42,284	\$ 50,083	\$ 57,883	36.9%	1	\$ 42,685	\$ 50,559	\$ 58,432	Transit Security Officer I
17	SCRTD					0				
	<b>Respondent Average</b>	42,390	51,815	61,240	43.6%	3	44,155	54,055	63,955	
	<b>Respondent (Percentile)</b>	42,284	50,083	57,883	40.0%		42,685	50,559	58,432	
	<b>Percent Diff from Avg</b>	-29.9%	-32.3%	-34.0%			-35.3%	-38.0%	-39.9%	
	<b>Percent Diff from Percentile</b>	-29.5%	-27.8%	-26.6%			-30.8%	-29.1%	-27.9%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

41 School Bus Transportation Supervisor							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 61,531	\$ 79,990	\$ 98,449	60.0%	-	\$ 61,531	\$ 79,990	\$ 98,449	School Bus Transportation Supervisor
1	Mountain Line - Northern AZ	\$ 62,878	\$ 77,334	\$ 91,790	46.0%	1	\$ 58,865	\$ 72,399	\$ 85,932	Operations Supervisor
2	Intercity Transit	\$ 69,472	\$ 81,619	\$ 93,766	35.0%	1	\$ 60,529	\$ 71,113	\$ 81,697	Operations Scheduling Coordinator
3	ABQ Ride	\$ 59,318	\$ 71,181	\$ 83,045	40.0%	1	\$ 58,587	\$ 70,304	\$ 82,021	Transit Supervisor
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 46,211	\$ 57,302	\$ 68,393	48.0%	1	\$ 51,115	\$ 63,382	\$ 75,650	Transit Supervisor
6	Farmington, NM					0				
7	Santa Fe Trails					0				
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 56,867	\$ 67,357	\$ 77,846	36.9%	1	\$ 57,407	\$ 67,996	\$ 78,585	Transit Shift Supervisor
17	SCRTD					0				
	<b>Respondent Average</b>	58,949	70,959	82,968	41.2%	5	57,301	69,039	80,777	
	<b>Respondent (Percentile)</b>	59,318	71,181	83,045	40.0%		58,587	70,304	81,697	
	<b>Percent Diff from Avg</b>	4.2%	11.3%	15.7%			6.9%	13.7%	18.0%	
	<b>Percent Diff from Percentile</b>	3.6%	11.0%	15.6%			4.8%	12.1%	17.0%	

**APPENDIX B (CONTINUED)**  
**INDIVIDUAL PEER RESPONSES FOR EACH POSITION INCLUDED IN THE MARKET SURVEY**

43 Electronics Specialist							Adjusted for Cost of Living			
#	Respondent	Minimum	Midpoint	Maximum	Range Spread	Salary Range Respondents	Minimum	Midpoint	Maximum	Matching Title (if different)
	NMDOT	\$ 61,531	\$ 79,990	\$ 98,449	60.0%	-	\$ 61,531	\$ 79,990	\$ 98,449	Electronics Specialist
1	Mountain Line - Northern AZ					0				
2	Intercity Transit					0				
3	ABQ Ride	\$ 56,225	\$ 67,470	\$ 78,715	40.0%	1	\$ 55,532	\$ 66,639	\$ 77,745	Electronics Tech
4	Rio Metro Regional Transit					0				
5	El Paso - Sun Metro Transit	\$ 49,503	\$ 61,383	\$ 73,264	48.0%	1	\$ 54,755	\$ 67,897	\$ 81,038	Electronics Technician
6	Farmington, NM					0				
7	Santa Fe Trails	\$ 40,835	\$ 50,023	\$ 59,211	45.0%	1	\$ 38,516	\$ 47,182	\$ 55,848	ELECTRONIC REPAIR SHOP TECH
8	Atomic City Transit					0				
9	Mountain Metropolitan Transit					0				
10	Kitsap Transit					0				
11	Link Transit					0				
12	Pueblo, CO					0				
13	Norman, OK					0				
14	Farmington, NM					0				
15	Lane Transit District					0				
16	NCRTD	\$ 52,807	\$ 62,547	\$ 72,288	36.9%	1	\$ 53,308	\$ 63,141	\$ 72,974	Vehicle Electronics Tech
17	SCRTD					0				
	<b>Respondent Average</b>	49,842	60,356	70,869	42.5%	4	50,528	61,215	71,901	
	<b>Respondent (Percentile)</b>	51,155	61,965	72,776	42.5%		54,032	64,890	75,360	
	<b>Percent Diff from Avg</b>	19.0%	24.5%	28.0%			17.9%	23.5%	27.0%	
	<b>Percent Diff from Percentile</b>	16.9%	22.5%	26.1%			12.2%	18.9%	23.5%	