

# 2021 Classified Service Pay Plan and Compensation Report



State of New Mexico  
State Personnel Board  
Ricky A. Serna, Acting Director, State Personnel Office

December 30, 2021

---

## TABLE OF CONTENTS

---

Executive Summary	5
-------------------	---

Compensation Philosophy and	6
-----------------------------	---

Consistent Application	6
------------------------	---

---

Personnel Act	6
---------------	---

Compensation Philosophy	6
-------------------------	---

Consistent Application	6
------------------------	---

Classified Employee Pay Compared to Market	7
--	---

Use of Alternative Pay Bands	8
------------------------------	---

Compa-Ratios	8
--------------	---

Pay Line Changes	9
------------------	---

Salary Surveys & Data Sources	10
-------------------------------	----

---

Annual Salary Survey Purpose	10
------------------------------	----

National Compensation Association of State Governments Salary Survey	10
--	----

Total Compensation	10
--------------------	----

---

Total Compensation Components	11
-------------------------------	----

Total Classified Compensation Calculation	11
---	----

Employer Costs for Employee Compensation	12
--	----

National Trends	13
-----------------	----

---

Economic Data	13
---------------	----

Regional Trends	15
-----------------	----

New Mexico Trends	16
-------------------	----

---

New Mexico Legislatively Authorized Salary Increases	16
--	----

New Mexico Classified Employee Average & Median Salary Comparison	17
---	----

Average Salary Data by Pay Band	18
---------------------------------	----

Average Salary Data by Agency	20
-------------------------------	----

---

Structure Adjustment History	20
<b>Salary Structure</b>	<b>20</b>
Classified Employee Compa-Ratio	21
Alternative Pay Bands (APB)	22
<b>Pay Administration</b>	<b>22</b>
Pay Mechanisms	22
<b>Classified Service Demographics</b>	<b>24</b>
County-by-County Population vs. Classified Demographics	25
<b>Leave Accruals and Payouts</b>	<b>26</b>
Annual Leave	26
Sick Leave	28
Overtime	29
<b>Appendix</b>	<b>30</b>
Appendix A – industry & Economic Data Sources	31
Appendix B – Legislative Fiscal Year Increases in Detail	33
Appendix C – 2021 Year Comparator Market Average Classified Salary	35
Appendix D – Classified Service Salary Structure	36
Appendix E – Average Salary Data by Agency	39
Appendix F – Alternative Pay Band Assignments	41

---

## **State Leadership**

Michelle Lujan Grisham, Governor

Howie Morales, Lieutenant Governor

## **State Personnel Board Members**

Laura A. Liswood, Chair

David F. Cunningham, Vice Chair

Cristin M. Heyns-Bousliman, Member

Carol A. Parker, Member

## **State Personnel Office**

Ricky A Serna, Acting Director

L. Teresa Padilla, Deputy Director

Johnna Padilla, Division Director

Max Cordova, Operations Manager

Cliff McNary, State Classification and Testing Manager

Melanie Morgan, Compensation and Classification Analyst

---

## Executive Summary

The classified service workforce consists of over 17,000 employees within 67 State of New Mexico (State) executive agencies, boards, and commissions. The State recognizes that its employees are its most valuable asset and that these employees are critical to providing services to all New Mexicans. Employment with State government represents a career in public service, and an opportunity to deliver excellence, accountability, and efficiency throughout New Mexico.

Both private and public employers seek to attract and retain qualified and dedicated employees to transform strategy into success. Accordingly, it is critical to have a sound compensation program that is externally competitive. The State continues to experience pressure as private and other public sector organizations compete for the same workers that the State is trying to attract and retain. Toward that end, the State Personnel Office has developed seven occupation-based pay lines to address market pricing issues -- IT, Engineering, Architecture, Attorneys, Social Services, Healthcare and Corrections -- all of which have been approved by the State Personnel Board and are currently in use by agencies.

On March 11, 2020, Governor Michelle Lujan Grisham issued Executive Order 2020-004, Order Declaring a State of Public Health Emergency and Invoking the Powers Provided by the All-Hazard Emergency Management Act and the Emergency Licensing Act, declaring a public health emergency due to the spread of COVID-19 in New Mexico. The COVID-19 pandemic continues to present an unprecedented challenge to New Mexico, and the repercussions will impact many facets of State government and present new challenges in multiple areas, including, but not limited to, hiring, retention, and market competitiveness.

SPO strives to address these challenges with thoughtful flexibility.

## Purpose of Plan and Report

The State Personnel Board (SPB) Rules require the SPB to annually review and adopt (1) a pay plan describing the SPB's compensation philosophy and how consistent application of that philosophy is achieved, and (2) a compensation report providing a summary of the status of the classified pay system and the results of the State's annual compensation survey, including total compensation. The SPB is also required to submit the compensation report to the Governor and the Legislative Finance Committee.<sup>1</sup> This document serves as both the official plan and report.

The compensation report conveys economic pay trends, findings, and data derived from the compensation and benefits surveys compiled by the National Compensation Association of State Governments, local public bodies such as county and city governments, and national subscription survey data and analyzed by the State Personnel Office (SPO). This data is analyzed to illustrate the salary ranges, rates, average salaries, and benefits for benchmark classifications identified in the regional, eight state labor market in which our State classified service competes as an employer of choice ("Comparator Market"). The report also summarizes key findings and comparative data showing the relationship of the State's wages and compensation programs to the Comparator Market. Additionally, it presents data on State employee demographics,

---

<sup>1</sup> 1.7.4.7(J) and 1.7.4.8(E) NMAC.

---

the use of available pay mechanisms, and industry-accepted workforce metrics for the enhancement of the classified service pay system.

## Compensation Philosophy and Consistent Application

---

### Personnel Act

---

The Personnel Act requires New Mexico to establish and maintain a system of personnel administration for classified employees based solely on employee qualifications and abilities that provides greater economy and efficiency in the management of State affairs.<sup>2</sup>

### Compensation Philosophy

---

The Compensation System (salary and benefits) for classified State government employees will be structured to recruit, retain, and motivate a quality workforce to support the mission of State Government and provide a high level of efficient, effective, and responsive services meeting the needs of New Mexicans.

### Consistent Application

---

To ensure consistent application of this philosophy, SPO:

- Relies on an established job evaluation methodology to consistently value classified positions based on job size and market value analysis.
- Utilizes appropriate placement analysis to consistently identify equitable pay rates for classified workers based on experience and qualifications.
- Applies SPB Rules consistently, to ensure fair and equitable compensation practices throughout the classified service.

#### **Job Evaluation Methodology**

SPO uses the Hay Guide Chart-Profile Method of Job Evaluation to measure the relative size and value of all classified service jobs. This process quantifies the size and value of job content by using a point system to evaluate four job factors: know-how (the skill needed for acceptable job performance), problem solving (the thinking required for the job), accountability (the job's impact on the end results of the organization), and additional compensable elements (working conditions). The total points assigned to a job through this evaluation process are then used to assign the job to the

---

<sup>2</sup> NMSA 1978 § 10-9-2.

---

appropriate pay band. SPO's continuous application of the Hay Method over decades has created consistency in the State's job evaluation process and maintains the internal equity of the State Compensation System.

### **Appropriate Placement**

SPB Rules require that an employee's rate of pay upon hire, in pay band adjustment, promotion, or transfer within the classified service reflect "appropriate placement" within the pay band.<sup>3</sup> In trying to appropriately place an employee, State agencies and managers must consider certain factors, including the employee's education, experience, training, certification, and licensure; internal pay equity between the employee and co-workers in the same classification; and budget availability. By diligently performing this appropriate placement analysis, agencies maintain consistency in pay within their organizations.

### **Pay Mechanisms Requiring State Personnel Director Review**

SPB Rules also require State Personnel Director approval when rates of pay or changes to pay exceed certain parameters. For example, Director approval is required before an agency can: offer a prospective employee an entrance salary in the principal contributor zone of the pay band (above 114% Compa-ratio), grant an employee an in pay band adjustment, promote an employee with a salary increase of less than 5% or more than 15%, demote an employee with a salary reduction of more than 15%, or transfer an employee with a salary increase of more than 10%.<sup>4</sup> This allows SPO to stay apprised of pay trends within individual State agencies. It also enables SPO to ensure a level of consistency across the State pay system, which otherwise might be skewed by the differing levels of funding available to different agencies.

---

## **Classified Employee Pay Compared to Market**

---

The State strives to pay a competitive public sector salary, while remaining fiscally responsible, in order to compete with both private and public employers in the Comparator Market as well as the local NM market. Currently, the State's annual classified employee average base salary is \$52,832. Unfortunately, the General Salary Structure, the State's outdated compensation model, is behind the Comparator Market in several benchmarks. At every opportunity, however, SPO adjusts its salary structures in concert with merit increases approved by the Legislature in an effort to keep State pay and salary structures as closely aligned with the market as possible. In addition, for the eight newer occupation based salary structures, the Compensation and Classification Team set the pay line midpoints at or above current market, making our pay policy more competitive in these job sectors.

In 2001, the State's general salary schedule pay band width was expanded to 78% to better enable employees to be promoted in pay, as their skills increased, while moving laterally within the pay band, rather than having to be promoted from one pay band to another. In FY14, SPO narrowed the pay band width to 74%, in an effort to bring the State classified service pay band width closer to the industry standard of 50%. The Administration at that time, working with the Legislature, budgeted vacancies at midpoint rather than at the minimum of the pay band, a practice which continues. In a continuing effort to keep the State's compensation practices in line with industry standards, the recently developed pay lines described above have narrower pay band widths of 67% (IT), 60% (Engineering, Architecture, Attorneys, Social Services, Healthcare), and 40% (Corrections, Healthcare-Physicians).

---

<sup>3</sup> 1.7.4.12(A), (C)-(D), and (G) NMAC.

<sup>4</sup> 1.7.4.12(A), (C)-(E), and (G) NMAC.

---

The salary structures are the foundation upon which State employees can be appropriately compensated. The next important step is for agency budgets to be funded in support of appropriate compensation.

---

## Use of Alternative Pay Bands

---

Currently, over 25% of the State's job classifications within the General Salary Structure are assigned to Alternative Pay Bands (APBs). The number of APBs is an indicator that the State's classified service General Salary Structure is behind the Comparator Market for many job classifications and continues to require updating.

APBs were originally designed to be used on an exception basis only, to address compensation issues related to recruitment and retention that could not normally be handled within the General Salary Structure. Jobs are evaluated and assigned to pay bands to appropriately capture and maintain internal equity to other similar-sized jobs within the classified service. When external market demand exceeds supply in the labor market, pressure is placed on the State's compensation structure. This market pressure impacts the State's ability to attract and retain well-qualified applicants with market competitive salaries, resulting in the SPB "temporarily" assigning job classifications to higher pay bands. These APBs are reviewed annually, and SPO's Compensation and Classification Division presents recommendations to the SPB to renew or discontinue the temporary APB assignments.

With the implementation of recent occupation-based classification and salary schedules, the State has been able to greatly reduce the number of APBs by creating salary structures that are more responsive to movement in their respective markets. Each occupational group created removes significant numbers of classifications that previously required APBs.

---

## Compa-Ratios

---

Compa-ratio is a measure of actual pay relative to the midpoint of the pay range at issue and is an industry standard measurement of compensation. It is expressed as a percentage of the midpoint of the pay band.<sup>5</sup>

When evaluating individual agencies:

- The average Compa-ratio throughout the State ranges from 83% to 118%.
- 9 executive agencies have an average Compa-ratio of less than 100%; and,
- 16 executive agencies have an average Compa-ratio of over 110%.

This indicates that to compete with the market, in many agencies, the midpoint, or close to the midpoint, has become the entry level for new hires. The lack of significant pay adjustments (market or otherwise) over a long period of time for tenured employees has resulted in significant compaction for those employees who typically have more experience or qualifications than new hires.

---

<sup>5</sup> 1.7.1.7(K) NMAC.

---



---

## Pay Line Changes

---

SPO recently developed a market-focused classification and compensation system that captures different families of work within occupational pay lines. The intent of this system is to develop and implement pay lines to allow more targeted, well-planned increases to be delivered, easing market tensions, and bringing New Mexico closer to the Comparator Market.

In addition, within the General Salary Structure, the lower pay bands of 25, 30, 35 and 40 have been temporarily modified in response to increased minimum wage legislation, with an upward adjustment to the minimum pay rate in each of those pay bands. This will potentially create compaction, particularly where supervisors and their reports occupy the same pay bands. Ultimately, the structure will need to be reengineered to comprehensively accommodate increases in minimum wage.

# Salary Surveys & Data Sources

## Annual Salary Survey Purpose

Annually, SPO's Compensation and Classification Team participates in salary surveys that assess the State's labor market competitiveness. These surveys compare the State's salary structure (pay bands) and current pay practices (actual pay) with several states in the Comparator Market, as well as with NM local public bodies. Some of these surveys also compare the State's employee benefits (insurance, leave, etc.) to those of the labor market. In addition, SPO's Compensation and Classification Team reviews and analyzes numerous, credible, salary and budget reports to collect nationwide and statewide salary data. (See Appendix A).

These salary and budget reports represent a:

- Large national sample of state employees;
- Variety of job occupations (clerical, administrative, trade, counseling, law enforcement, etc.); and,
- Range of levels in job complexity (measured in job content points).

## National Compensation Association of State Governments Salary Survey

SPO participates annually in a comprehensive salary survey of benchmark job classifications sponsored by the National Compensation Association of State Governments (NCASG). The NCASG's primary objectives are to improve the validity of job matches, to improve the accuracy of data in salary surveys among states, and to reduce the number of individual surveys exchanged among the states on an annual basis.

In 2021, 37 state governments participated in NCASG's annual survey, representing over 970,600 public sector employees. SPO identified job matches for 179 of 189 benchmark classifications in the survey.

## Total Compensation

The U.S. Bureau of Labor Statistics defines total compensation as "the complete reward/recognition package for employees, including all forms of money, benefits, perquisites, services and in-kind payments."

The State of New Mexico provides a competitive employee benefit package that includes: employer-paid medical insurance contributions; pension (retirement) contributions; and paid leave allowances for vacation days, sick days, personal days, and paid holidays. Additionally, State employees may take advantage of a Section 457, Deferred Compensation Plan and make contributions to a tax-deferred savings program that can be used to supplement their retirement plan.

Table 1	
Eight – State Comparator Market Total Compensation	
Wyoming	\$98,987
Utah	No data
Colorado	\$88,369
Oklahoma	\$57,757
New Mexico	\$90,255
Arizona	\$88,851
Texas	No data
Kansas	No data
Nevada	No data

Employer-provided employee benefits remain an important part of the total rewards package in attracting and retaining workers. Table 1 compares average total compensation across the Comparator Market. (Utah, Texas, Kansas, and Nevada did not provide total compensation data.)

## Total Compensation Components

Total compensation for State employees consists not only of the value and cost of the direct salary received, but also includes the value and cost (to both employees and the State) of employee benefits. Total compensation includes employee benefits of health, dental, life, disability, pharmacy, and vision insurance; retirement; deferred compensation; paid leave (annual, sick, personal days, and holiday); and compensatory time.

For the State's classified service, the percentage of total compensation provided in direct salary is approximately 15% greater than that provided in indirect benefits. Compared to the private sector, the State contributes 10% more to its employees in both medical and retirement benefits.

Health insurance makes up a significant portion of indirect benefits and is a recruiting and retention incentive for the State. Accordingly, the State should continue its efforts to review and manage its healthcare plan design to improve the overall health and well-being of employees and to recruit and retain employees.

The Public Employee Retirement Association (PERA) offers a defined benefit retirement program for State employees. Currently, the PERA retirement calculation considers both years of service and average highest earnings. The retirement program offered by New Mexico's PERA is considered one of the best retirement programs in the country.

## Total Classified Compensation Calculation

Table 2 provides a breakdown of New Mexico's average total compensation components for classified employees. The 2021 average base salary is \$52,832. This amount is 58.5% of total compensation. The remaining employer sponsored indirect components of total compensation (mandated benefits, insurance, and paid time off) is averaged at \$37,423 or 41.5% of total compensation, resulting in an average total compensation annual amount of \$90,255.

Table 2

<b>Average Base Salary:</b>		<b>\$52,832</b>	<b>58.5%</b>
<b>Employer Sponsored Benefits:</b>			
<b>FICA/Medicare</b>	(6.2% / 1.45% of gross salary)	\$4,042	4.5%
<b>PERA</b>	(18.24% of gross salary)	\$9,637	10.7%
<b>RHC</b>	(2% of gross salary)	\$1,057	1.2%
<b>Vacation</b>	(120 hours per year)	\$3,048	3.4%
<b>Sick</b>	(96 hours per year)	\$2,642	2.9%
<b>Holiday</b>	(88 hours per year)	\$2,235	2.5%
<b>Insurance</b>	(based on \$50K-\$59.999K salary tier)	\$14,357	15.9%
<b>Personal Days</b>	(2 personal days per year)	\$406	0.5%
<b>Total Benefits</b>		<b>\$37,423</b>	<b>41.5%</b>
<b>Total Compensation (Salary + Benefits):</b>		<b>\$90,255</b>	<b>100.0%</b>

## Employer Costs for Employee Compensation

A breakdown of total compensation components in New Mexico compared to national trends for civilian workers, private industry, and state and local government is shown in Table 3. These costs are derived from the National Compensation Survey conducted by the U.S. Bureau of Labor Statistics and is published in the monthly Employer Costs for Employee Compensation (ECEC) report. Once average total compensation is derived, the various components can be calculated as a percentage of total compensation. This calculation allows for comparisons to be made between the State of New Mexico and national trends.

Table 3 demonstrates how New Mexico State employees' salaries and benefits compare nationally to other state and local governments and the private sector. In general, the balance between direct compensation (wages and salaries) and indirect compensation (benefits, paid time-off, and retirement) for the State is noticeably different from the other three worker groups. State of New Mexico wages and salaries only account for 58.5% of total compensation, as compared to approximately 61.7% for state and local governments nationally.

Although the State's wages and salaries are less than those nationally, the State's indirect compensation (benefits) is higher than other state and local governments by 3.2%.

The survey indicates that the average amount of paid leave provided by the State is 1.8% greater than the national civilian worker average and that the percentage of insurance costs (medical, dental, vision, etc.) paid by the State is 7.5% greater than what civilian workers are provided. Nationally, in both public and private sectors, a trend is occurring to address escalating health insurance premiums by requiring employees to cover a greater percentage of their benefits through increased premium rates, higher co-pays, and higher yearly deductibles. These measures pass a greater cost on to the employee and reduce the cost to the employer. They also provide an incentive to employees to better manage their health and wellness issues because the employee bears more of the cost for services.

**Table 3**

Compensation Component	Civilian Workers	Private Industry	State & Local Government	State of New Mexico
Wages and Salaries	69.0%	70.6%	61.7%	58.5%
Benefits	31.0%	29.4%	38.3%	41.5%
Paid Leave	7.4%	7.4%	7.5%	9.2%
Supplemental Pay	3.0%	3.4%	1.0%	0.0%
Insurance	8.4%	7.6%	11.7%	15.9%
Retirement and Savings	5.1%	3.4%	12.6%	10.7%
Legally Required	7.2%	7.6%	5.5%	4.5%

The retirement and savings component in state and local government is more than two times the national average for civilian workers.

The State of New Mexico provides a defined benefit program for its classified service employees. Defined benefit programs have been phased out in most private sector organizations and are also beginning to be used less in the public sector. The deferred earnings of defined benefit programs provide critical financial security to employees during

retirement, though an issue with employer-paid retirement plans is that the employer's responsibility also continues long after employees have left the organization.

A solid retirement plan is a key factor in attracting employees to work for an organization, and it is an even larger factor in retaining employees. Due to the changes in workforce demographics, however, today's workers tend to move between different organizations more often and tend to be attracted to portable retirement plans that move with them when they leave an organization.

## National Trends

Trends in compensation administration are often influenced by economic indicators at the national, regional, and local levels. Gathering and analyzing data from these multivariate sources provides a framework against which the State's compensation program can be analyzed. This analysis then informs SPO's specific compensation recommendations.

For 2021, organizations across all industries are planning general salary increases of 2.5-3.5% as reported by national compensation survey sources. (See Table 4).

The Social Security Administration annually determines whether to grant beneficiaries a Cost of Living Adjustment (COLA) based on the increase in the cost of living as measured by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) during the third quarter of the current year compared to the CPI-W during the third quarter of the last year a COLA was awarded. Since 2012, Social Security adjustments have averaged about 1% per year, though in 2016 no increase was provided. For 2022, a 5.9% COLA is planned. The notable increase is tied to a pandemic-fueled spike in inflation.

Table 4

Industry Related Trends & Data Sources	
See Appendix A for Data Sources	
WorldatWork	3%
Korn Ferry	2.5%
Mercer	3%
Willis Towers Watson	2.75%
Aon	3.5%
NCASG	2.58%
Salary.com	2.9%

## Economic Data

The U.S. Department of Labor (DOL) Bureau of Labor Statistics (BLS) tracks primary economic indicators relevant to compensation and the price of goods and services.

### Employment Cost Index (ECI)

The Employment Cost Index (ECI) is an indicator measured quarterly that tracks changes in compensation costs including wages, salaries, and the cost of employee benefits for employers.

Table 5

ECI & CPI Economic Data			
Year	ECI (Civilian)	ECI (State & Local Govt.)	CPI-U
2012	2.0%	1.8%	2.0%
2013	1.9%	1.7%	1.2%
2014	2.2%	2.1%	1.7%
2015	2.0%	2.3%	0.0%
2016	2.0%	2.3%	1.1%
2017	2.5%	2.4%	2.2 %
2018	2.8%	2.5%	2.3%
2019	2.8%	3.1%	1.7%
2020	2.4%	2.3%	1.4%
2021	3.7%	2.3%	1.4%

## Consumer Price Index—All Urban Consumers (CPI—U)

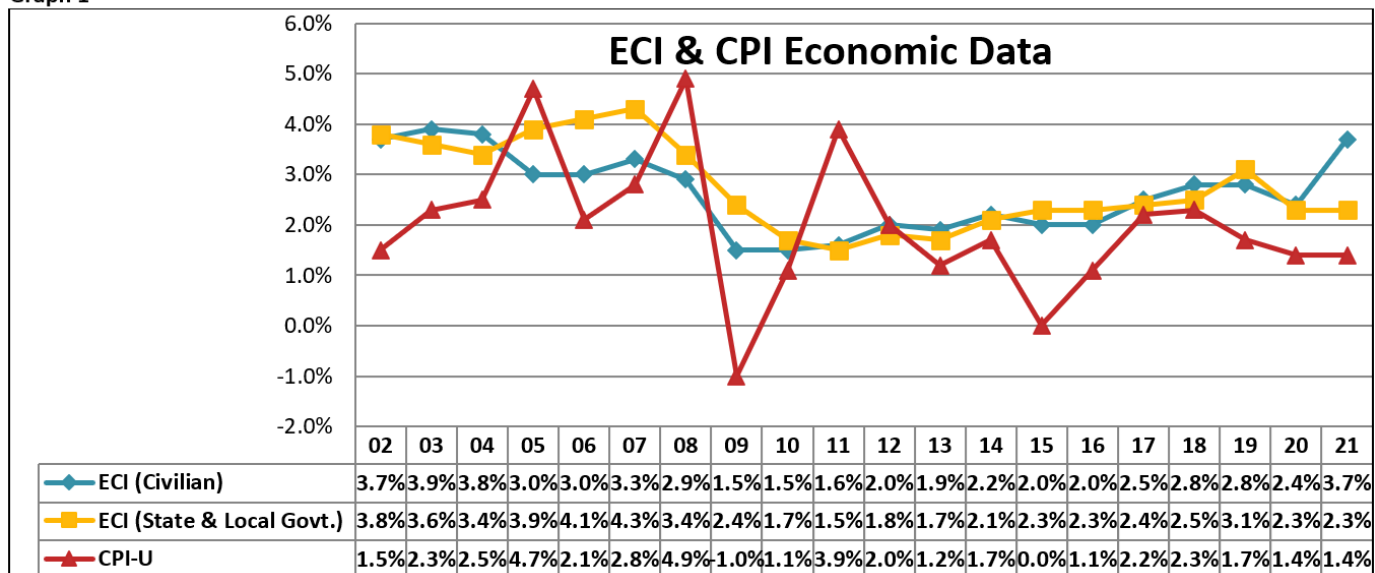
The Consumer Price Index—All Urban Consumers (CPI—U) is tracked monthly and is a measure of the changing purchasing power of the dollar. The number reflects the average change in the prices paid by urban consumers for a fixed market basket of goods and services. The index is principally used as an indicator of inflation.

For the period ending September 2021, the CPI-U, which covers 89% of the population of the United States, was reported as 1.4% (See Graph 1). Supporting data may be found at [www.bls.gov](http://www.bls.gov).

Table 5 and Graph 1 show ECI wage-related data compared to CPI-U's inflation-related data.

It is useful to compare these national wage data trends against New Mexico's salary increase history to identify patterns

Graph 1

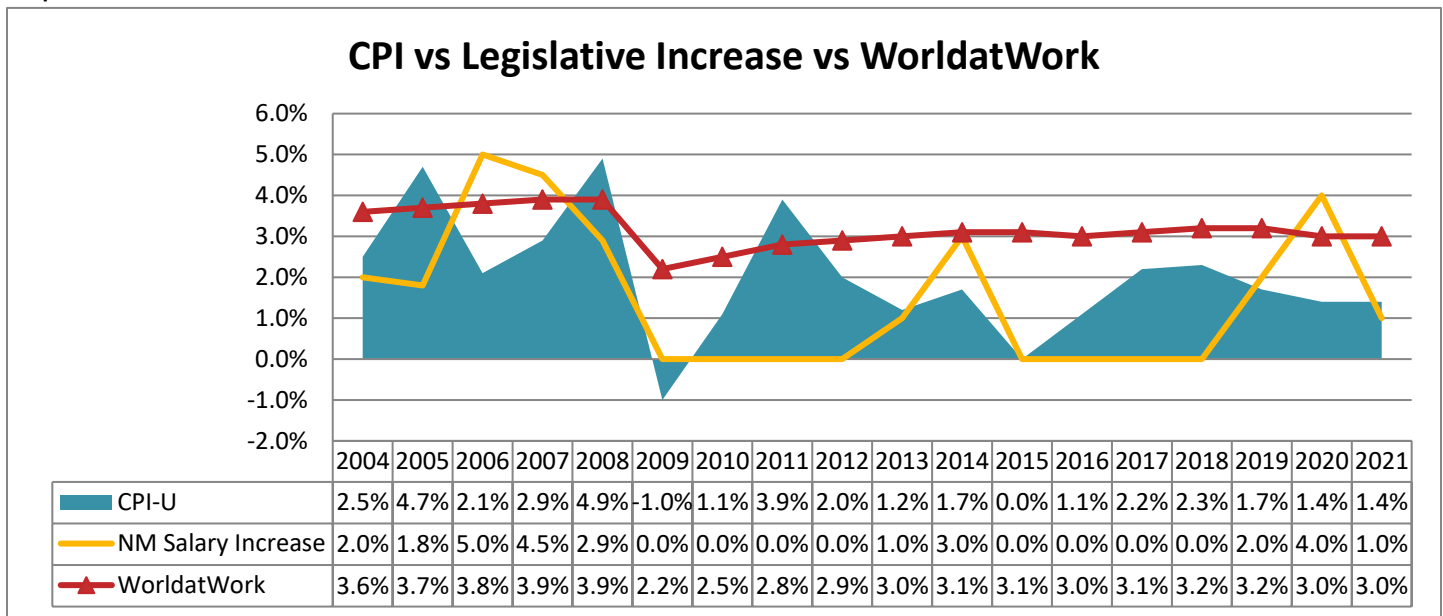


and develop recommendations when necessary. Graph 2 below compares the history of CPI-U rates (shaded area) and the national wage increases as reported by WorlDatWork against legislatively authorized salary increases in New Mexico.

The graph demonstrates that New Mexico has not kept pace when compared to these two wage and economic data points. According to WorlDatWork, in 2021, leading compensation industries have reported organizations providing an average 3% salary increase. The national rate of inflation has also outpaced salary growth in New Mexico for the same period. This means New Mexico employee wages have fallen behind trends resulting in employees spending more year-over-year for the same basket of goods and services as measured by the CPI-U. Annual State benefit cost increases have compounded this problem.

Data shows that as funding becomes available, the State will need to be prepared with multi-year strategies to address complex and varied salary structure and wage issues.

Graph 2



## Regional Trends

Table 6 illustrates the average classified employee salary for New Mexico and the Comparator Market for the past 10 years. The change from year-to-year should be viewed as snapshots in time and as a macro-indicator, not how each Comparator Market administered actual pay for individual employees. Each year the composition of filled jobs changes slightly depending on agency business needs, available budget, new hires, career progression, and separations.

Table 6

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Arizona	\$36,695	\$34,973	\$35,422	\$43,832	\$44,116	\$45,062	\$45,981	\$46,901	\$47,988	\$48,462	\$49,431
Colorado	\$51,072	\$50,955	\$52,270	\$53,772	\$54,300	\$54,509	\$54,858	\$55,187	\$62,956	\$66,033	\$67,354
Kansas*	\$35,235	\$37,855	\$36,356	\$37,336	\$36,056	\$37,133	\$37,233	\$37,345	\$39,902		\$41,498
Nevada*	\$55,704	\$55,704	\$46,446	\$47,216	\$64,792	\$66,082	\$69,084	\$40,862	\$42,088		\$43,771
New Mexico	\$41,995	\$41,912	\$41,912	\$43,576	\$44,554	\$44,803	\$45,342	\$45,906	\$48,298	\$50,502	\$52,832
Oklahoma	\$32,495	\$35,540	\$36,314	\$37,700	\$37,700	\$42,940	\$44,178	\$45,061	\$49,505	\$44,716	\$45,610
Texas*	\$39,265	\$40,223	\$40,310	\$40,398	\$40,398	\$43,255	\$44,064	\$44,901	\$46,475		
Utah	\$39,312	\$45,114	\$45,749	\$46,592	\$47,656	\$48,832	\$49,764	\$50,980	\$50,481	\$51,491	\$52,521
Wyoming	\$44,764	\$48,352	\$47,922	\$49,213	\$52,050	\$54,018	\$55,500	\$53,299	\$54,766	\$54,605	\$55,697

\*State did not respond to requests for this information

## New Mexico Trends

The US DOL BLS annually tracks the ECEC (Employer Costs for Employee Compensation), which includes measures of wages, salaries, and benefits across all nonfarm private and state and local government workers. This data provides another benchmark against which to compare New Mexico classified employee salaries. Nationally, as of June 2021, the ECEC reports the average salary for private industry is \$50,211 and the average salary for state and local government is \$65,686.

New Mexico's average classified employee salary as of July 2021 is \$52,832.

The New Mexico Department of Workforce Solutions (NM DWS) Quarterly Census of Employment and Wages for the first quarter of 2021 (published August 2021) reports private employment wages in New Mexico averaging \$45,292. (See Table 7)

Government wages across New Mexico (including Federal, State and Local) average \$49,972.

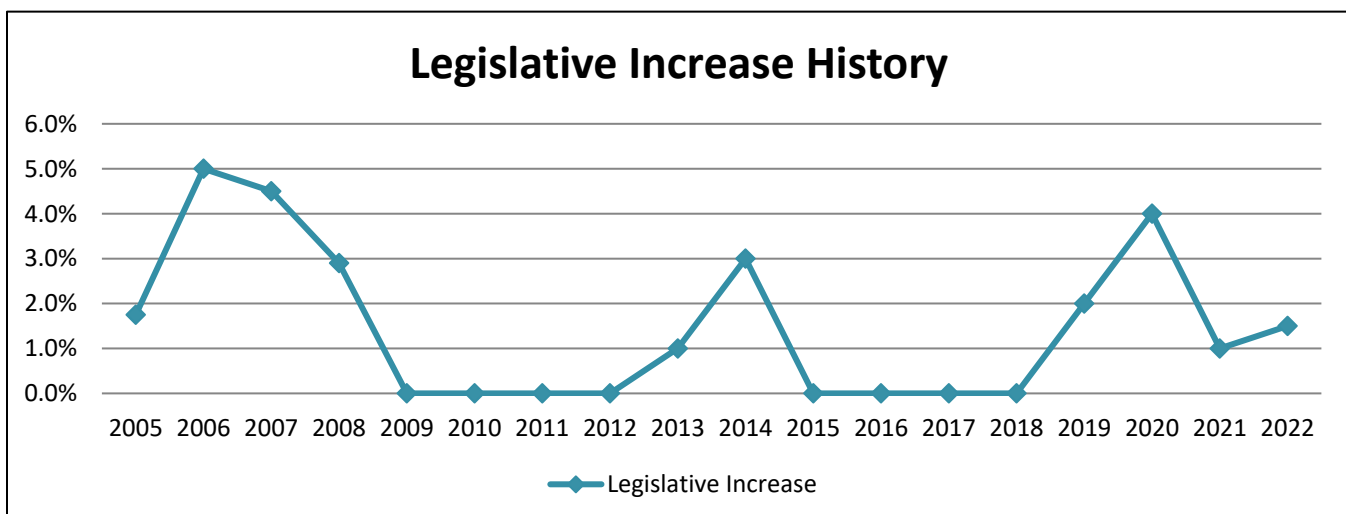
Table 7

Average Annual Wages (not including benefits)	
USDOL ECEC Total Government	\$65,686
USDOL ECEC Private Industry	\$50,211
NM DWS Total Government (Fed, State, Local)	\$49,972
NM Classified Employees	\$52,832
NM DWS Private Industry	\$45,292

## New Mexico Legislatively Authorized Salary Increases

Graph 3 shows the legislatively appropriated salary increases for Fiscal Year 2022 and each of the past 18 fiscal years. The salary increase amounts include general salary increases for all classified State employees, as well as any supplemental increases appropriated for narrower groups of classified State employees for the years that they were provided. Specific information for each year can be found in Appendix B.

Graph 3





## New Mexico Classified Employee Average & Median Salary Comparison

*32% of New Mexico's classified employees earn between \$20,000 and \$40,000 annually.*

FY21 data reflects that 32% of New Mexico's classified employees earned between \$20,000 and \$40,000 annually. Supplemental information may be found in Graph 4 and Table 7.

Graph 4

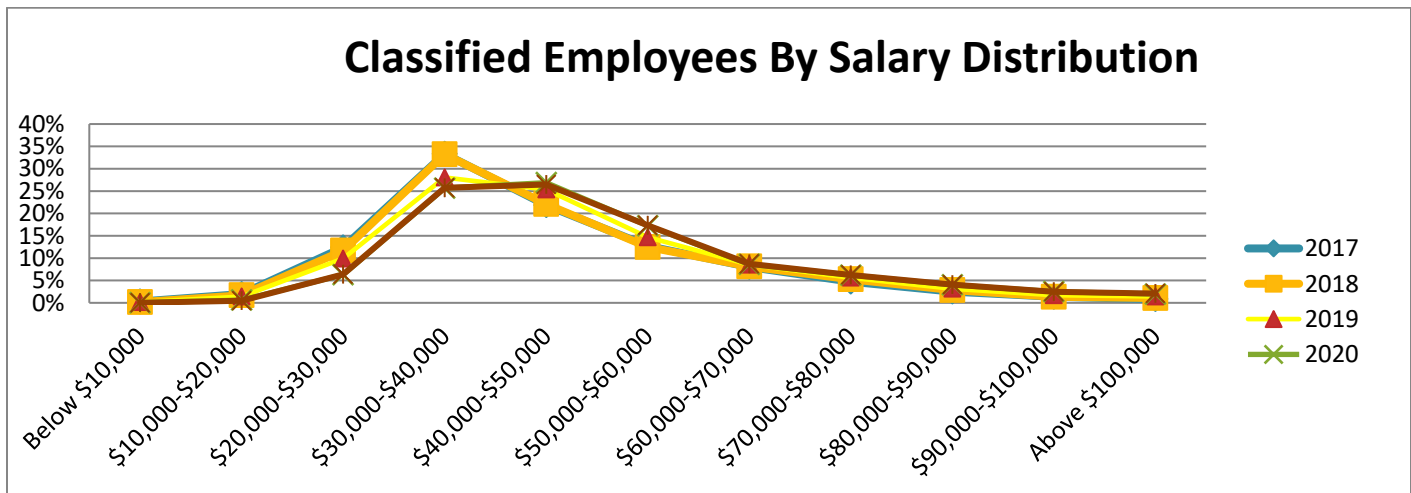


Table 7

	2008	2011	2013	2015	2017	2018	2020	2021
<b>Below \$10,000</b>	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.0%	0.0%
<b>\$10,000-\$20,000</b>	2.7%	2.1%	2.4%	1.7%	2.0%	1.7%	0.6%	0.5%
<b>\$20,000-\$30,000</b>	23.1%	23.7%	22.1%	15.6%	12.4%	11.7%	6.3%	6.4%
<b>\$30,000-\$40,000</b>	29.6%	28.9%	31.0%	31.7%	33.3%	33.2%	25.7%	25.7%
<b>\$40,000-\$50,000</b>	19.3%	19.4%	19.3%	21.1%	21.9%	22.1%	26.9%	26.5%
<b>\$50,000-\$60,000</b>	12.6%	12.1%	11.5%	12.8%	12.7%	12.5%	17.2%	17.3%
<b>\$60,000-\$70,000</b>	6.5%	7.0%	7.0%	8.9%	8.0%	8.1%	8.6%	8.7%
<b>\$70,000-\$80,000</b>	3.6%	3.6%	3.6%	3.9%	4.7%	5.3%	6.2%	6.2%
<b>\$80,000-\$90,000</b>	1.6%	1.8%	2.0%	2.4%	2.5%	2.9%	4.0%	4.1%
<b>\$90,000-\$100,000</b>	0.6%	0.7%	0.7%	1.3%	1.4%	1.4%	2.5%	2.5%
<b>Above \$100,000</b>	0.4%	0.5%	0.4%	0.7%	0.8%	1.1%	2.0%	2.1%

## Average Salary Data by Pay Band

Table 8 shows the number of State classified employees, the average salary, and the average Compa-ratio in each pay band. The data shows that the average Compa-ratio in the General Salary Schedule is significantly over 100% in most cases, suggesting that the midpoints of the pay bands in the General Salary Structure are behind the Comparator Market for many job classifications. Compa-ratios for employees in the new occupation-based pay lines are generally lower. This is a result of those pay lines being implemented with higher, market-based midpoints.

**Table 8**

Salary Schedule	Pay Band	Average Salary	Average Compa-Ratio	# Of Employees
General	25	\$23,406	101%	255
	30	*\$22,470	100%	246
	35	\$27,293	102%	202
	40	\$29,845	103%	773
	45	\$33,379	106%	683
	50	\$35,525	102%	1,415
	55	\$39,780	102%	1,501
	60	\$42,635	100%	1,863
	65	\$49,021	104%	2,125
	70	\$54,502	104%	1,646
	75	\$63,207	108%	1,106
	80	\$72,645	110%	640
	85	\$81,710	108%	610
	90	\$94,652	109%	264
	95	\$106,043	106%	71
	96	\$115,144	99%	24
	97	\$152,839	115%	9
	98	\$166,771	109%	16
	99	\$312,394	107%	25
Architect	AB	\$71,197	94%	5
	AC	\$101,930	100%	1
Corrections	CA	\$32,344	89%	10
	CB	\$40,656	91%	734
	CC	\$44,458	90%	166
	CD	\$50,010	93%	96
	CE	\$56,860	98%	23
	CG	\$72,806	108%	5
	CH	\$65,222	89%	6
	CJ	\$70,648	84%	29
	CK	\$80,343	85%	13
	CL	\$94,746	90%	5
Engineering	CM	\$104,547	86%	2
	EA	\$38,001	102%	60

	EB	\$43,444	105%	117
	EC	\$47,868	103%	143
	ED	\$53,307	101%	98
	EE	\$60,993	99%	126
	EF	\$71,128	96%	91
	EG	\$81,865	100%	95
	EH	\$97,458	106%	22
	EI	\$98,202	96%	31
	EJ	\$112,646	102%	17
	EK	\$123,861	103%	12
IT	IA	\$42,086	102%	16
	IB	\$49,219	103%	44
	IC	\$57,461	101%	57
	ID	\$59,974	94%	122
	IE	\$72,792	102%	176
	IF	\$83,798	104%	213
	IG	\$97,855	104%	56
	IH	\$104,011	94%	28
	II	\$113,968	93%	15
	IJ	\$123,527	92%	5
	IK	\$134,608	88%	5
Attorney	LE	\$63,013	93%	18
	LF	\$70,727	97%	12
	LG	\$77,044	98%	37
	LH	\$84,984	98%	86
	LI	\$94,972	102%	59
	LJ	\$102,858	104%	14
Social Services	SD	\$41,676	92%	163
	SE	\$49,080	95%	329
	SF	\$59,795	103%	118
	SG	\$65,663	97%	56
	SH	\$80,069	99%	26
	SI	\$82,094	92%	11

\* Data from the SHARE (Statewide Human Resources Accounting Reporting) System suggests that the average salary in pay band 30 is lower than the average salary in pay band 25 as a result of a greater number of part-time employees in the higher pay band.

## Average Salary Data by Agency

Appendix E presents data similar to the section above, grouped by State agency. The average Compa-ratio by agency for classified employees ranges from the Youth Conservation Corps at 83% Compa-ratio, to the Public Schools Insurance Authority at 118%. The average Compa-ratio for all employees is approximately 102%.

## Structure Adjustment History

Table 9 shows each salary schedule's implementation date, as well as its last adjustment date and the percent it was adjusted. Because salary structures are the foundation upon which State employees can be appropriately compensated, the schedules must continually be measured and adjusted to maintain a competitive compensation structure.

**Table 9**

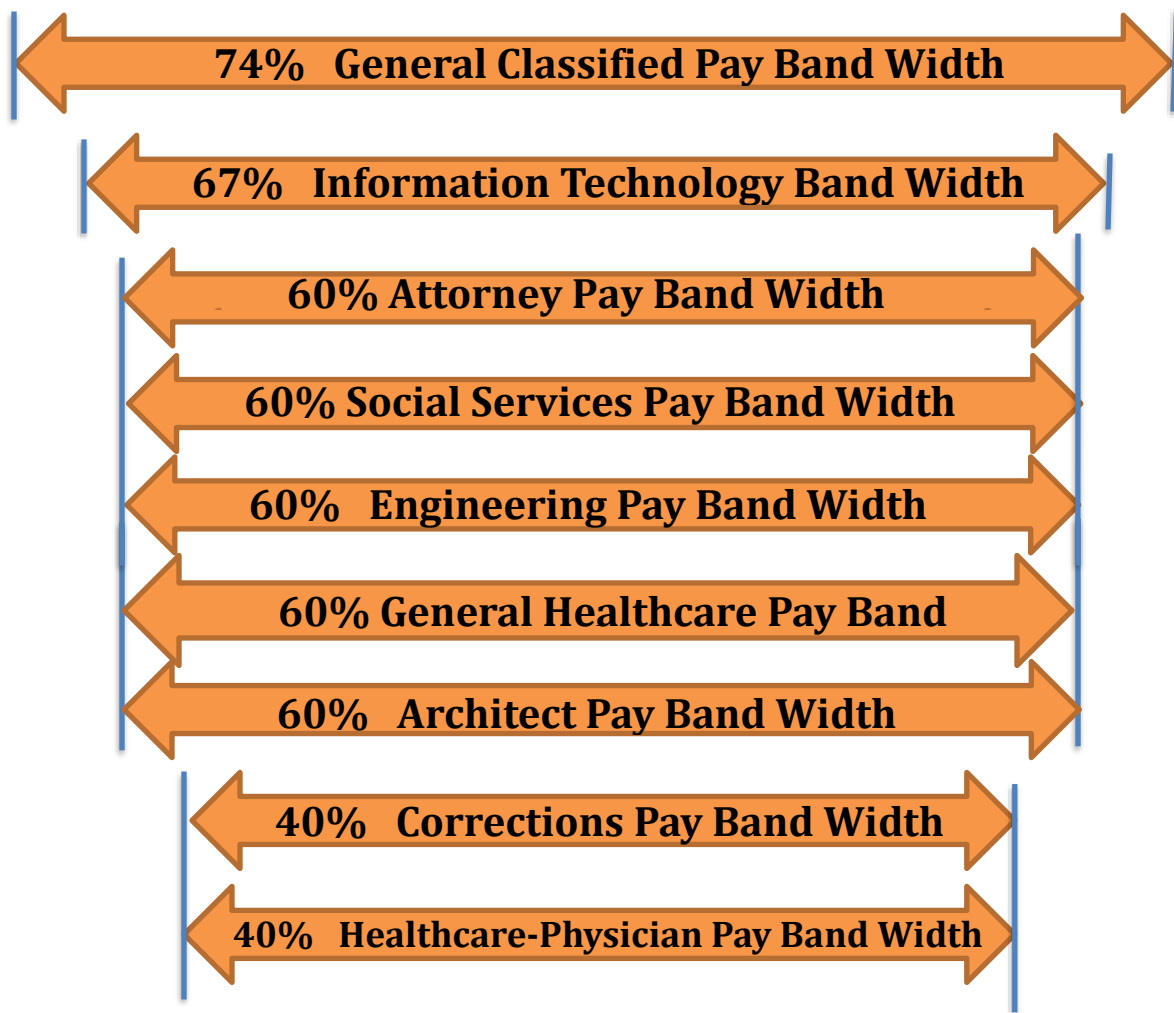
Salary Schedule	Implementation Date	Last Adjusted	Current FTE
General	July 2001	July 2021 – 1.5%	13,474
Corrections	July 2016	July 2019 – 4%	1,047
IT	August 2016	July 2019 – 4%	737
Engineering, Surveyor	July 2017	July 2019 – 4%	812
Architect	July 2017	July 2019 – 4%	6
Social Services	August 2018	July 2019 – 4%	703
Attorneys	August 2018	July 2019 – 4%	226

For FY21, NCASG reported a 2.57% average structure adjustment across all benchmark classifications.

## Salary Structure

In order for an organization, especially a large one, to manage pay efficiently and effectively, it must simplify the administration of pay into a practical system. To accomplish this, organizations group individual classifications that have the same approximate job size or "worth" into pay bands. SPO uses the Korn Ferry Hay Group Guide Chart-Profile Method of Job Evaluation to determine the size of each classification.

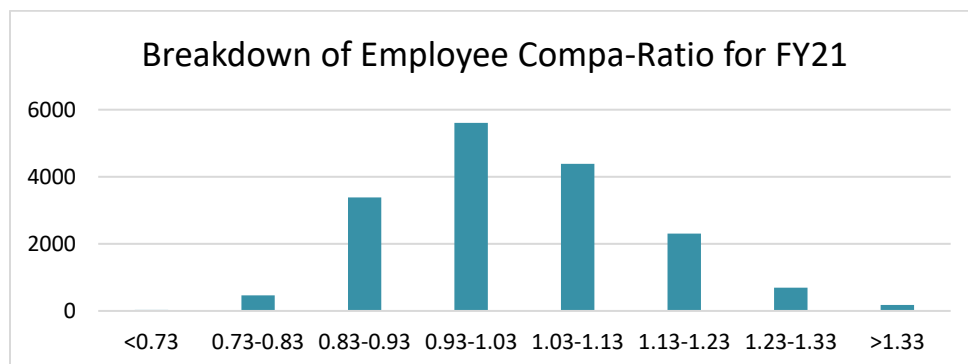
Each classification is then assigned to the appropriate pay band. A pay range sets the upper and lower bounds of possible compensation for individuals whose jobs fall within a specific pay band. Most of the pay bands in the General Salary Structure are currently 74% wide – meaning the maximum rate of pay is 74% greater than the minimum rate of pay. As shown below, the new occupation-based salary structures are narrower -- one has pay bands that are 67% wide, five have pay bands that are 60% wide, and two are 40% wide.. Pay bands act as a control device by identifying the lower and upper ranges of pay that the State is willing to pay for a particular job.



## Classified Employee Compa-Ratio

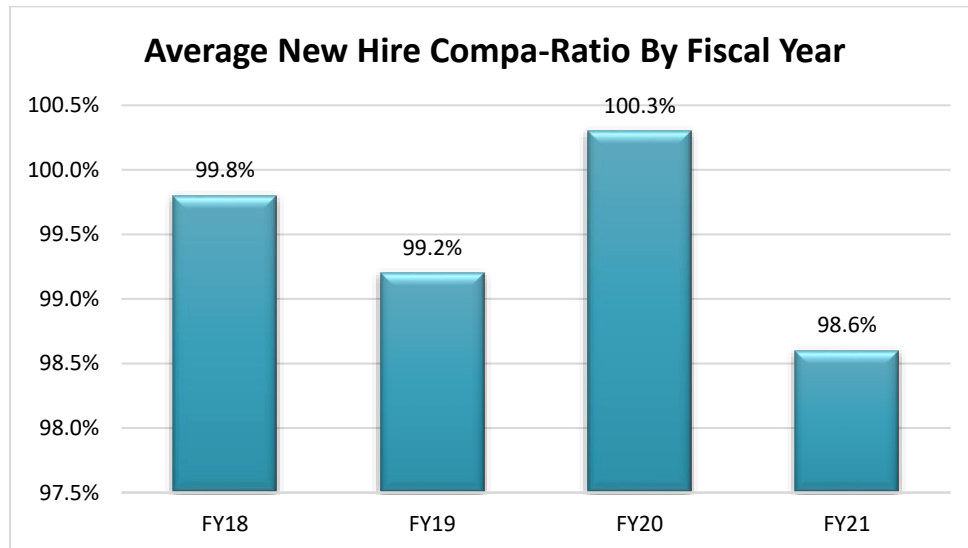
Below, in Graph 5, the distribution of State classified employee Compa-ratios is illustrated. The distribution normally resembles a bell-shaped curve, with the number of employees spread evenly throughout the distribution.

Graph 5



Over the last four fiscal years, average new hire Compa-ratio has stayed relatively consistent. (See Graph 6)

Graph 6



## Alternative Pay Bands (APB)

An APB assignment is used when the current market rate for a classification significantly exceeds the pay band assigned through the job evaluation process. APB assignments are typically utilized due to external market pressures, such as the low supply and high demand for labor (labor shortage). When a labor shortage exists, organizations compete with one another to attract and retain qualified employees. Since the internal value (size of job identified through job evaluation process) has not changed, and there are no new higher qualifications or more complex duties and responsibilities, it does not make sense to permanently assign the classification to a different pay band. The solution is to “temporarily” assign the classification to a higher pay band for a limited time until either the market pressures recede, or the actual employer-generated pay for employees catches up to the market rate, and the APB assignment is no longer needed. The implementation of occupation-based salary structures has allowed the State to reduce, though not eliminate, the need for APBs in critical occupations. A complete list of all job classifications assigned to APBs can be found in Appendix F.

# Pay Administration

## Pay Mechanisms

The SPB Rules provide pay mechanisms that enhance recruitment and retention efforts by providing agencies with several tools to attract and retain a qualified workforce. The various pay mechanisms are explained and listed below:

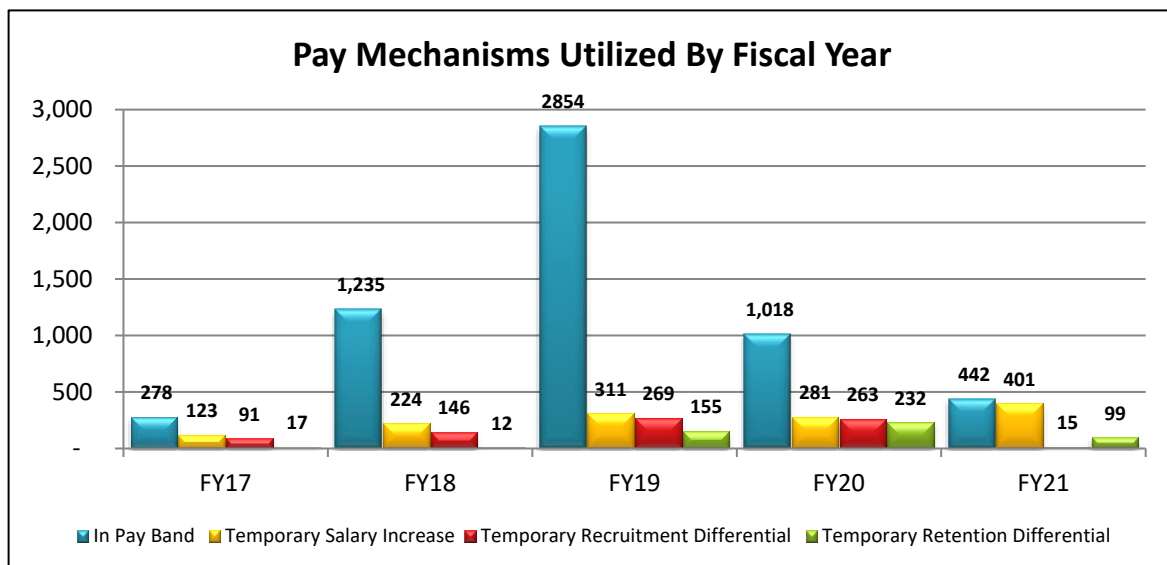
- **Temporary Recruitment Differentials (TRECs)**<sup>6</sup>, are increases in hiring pay authorized for positions documented as being critical to the business needs of an agency and for which the agency has demonstrated and documented recruitment difficulty. Agencies need to demonstrate continued justification for a TREC to SPO biennially.

<sup>6</sup> 1.7.4.13(A) NMAC.

- **Temporary Retention Differentials (TRETs)**<sup>7</sup>, are increases in pay authorized for positions documented as being critical to the business needs of an agency and from which an employee's departure would disrupt the agency's ability to fulfill its mission. TRETs may be approved for up to one year.
- **Temporary Salary Increases (TSIs)**<sup>8</sup>, are used when an employee temporarily accepts and consistently performs additional duties which are characteristic of a job requiring greater responsibility and accountability, making it a higher valued job. A TSI is a short-term salary measure that may be used until the conditions of the additional duties and responsibilities cease to exist and may not be extended beyond a one-year period.
- **In-Pay Band Salary Adjustments (IPBs)**<sup>9</sup>, provide agencies the latitude to make recommendations to the State Personnel Director for a permanent base compensation increase once per fiscal year for employees whose performance has demonstrated placement at a higher Compa-ratio. This pay mechanism allows flexibility for agencies to provide salary growth within the pay band. The Department of Finance and Administration (DFA) reviews the requests to ensure current and future agency budget availability.

Graph 7 below shows the State's level of use of each of these pay mechanisms from FY17 through FY21. The low numbers of temporary pay mechanisms (TREC, TRET, and TSI) reflect SPO's development of the new occupation-based classification and pay structures, as well as its ongoing efforts to ensure that State agencies are following SPB Rules. Temporary pay mechanisms are reviewed and authorized for various limited periods of time, on a case-by-case basis, in accordance with SPB rules and depending on agency budgetary constraints as monitored by DFA. The large number of IPBs in FY19 were granted to healthcare and community services related professionals at DOH and HSD. These IPBs brought employees closer to new-hire Compa-ratios and corrected internal alignment and appropriate placement issues.

Graph 7



<sup>7</sup> 1.7.4.13(B) NMAC.

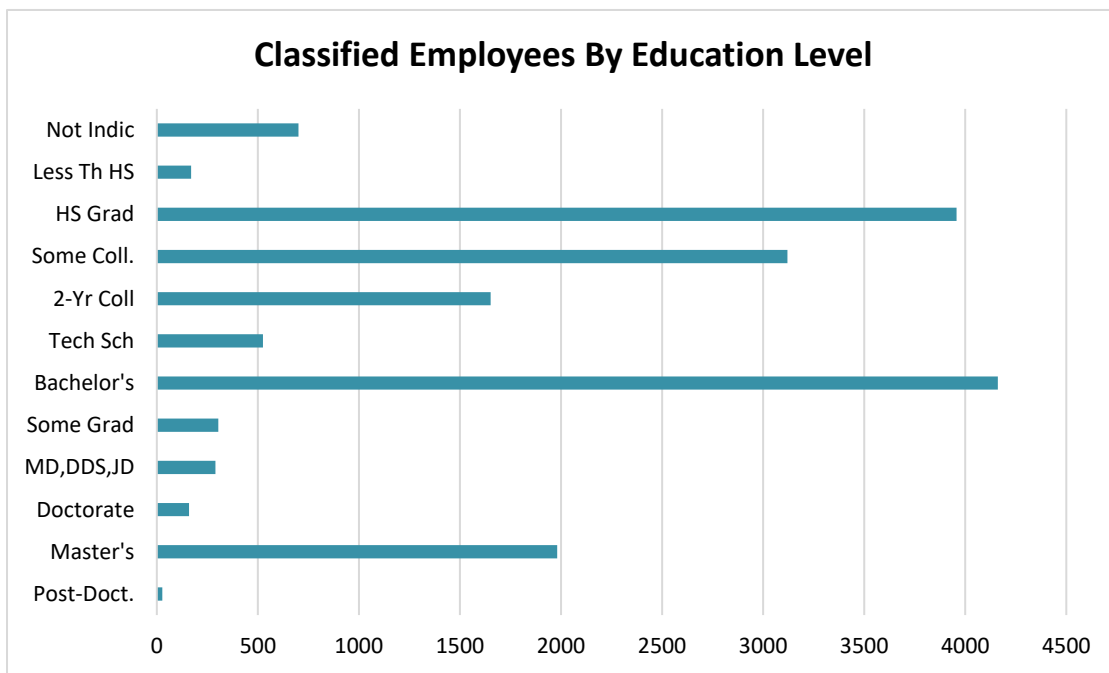
<sup>8</sup> 1.7.4.12(L) NMAC.

<sup>9</sup> 1.7.4.12(C) NMAC.

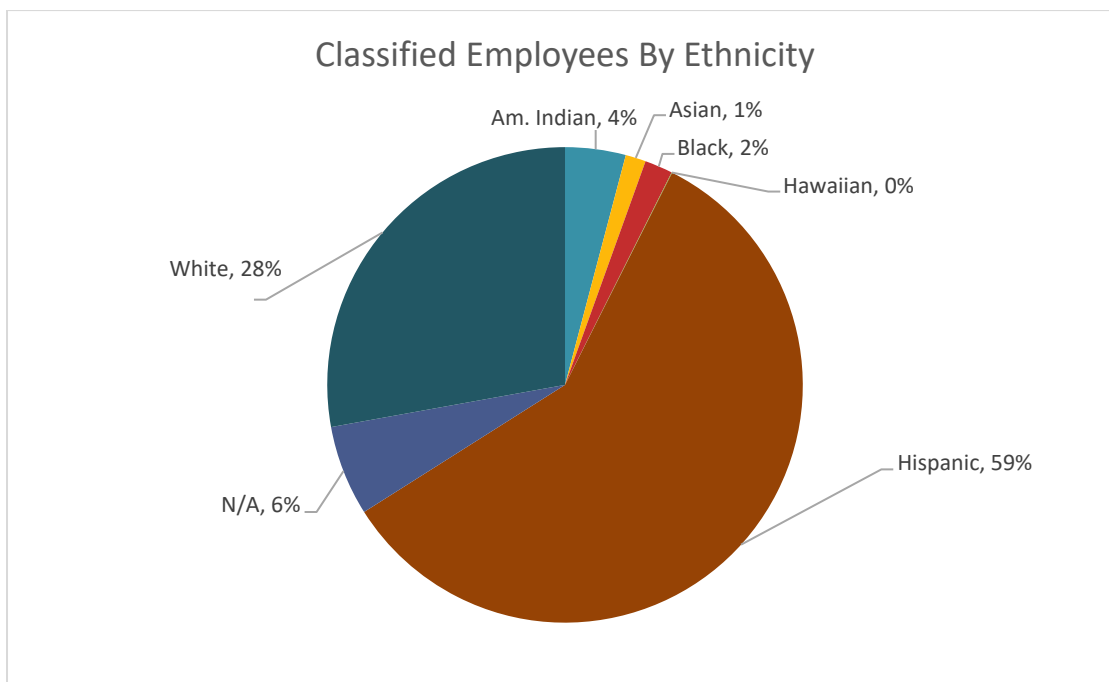
## Classified Service Demographics

Graphs 8-11 below detail the level of education, ethnicity, gender, and age demographics of State classified employees.

Graph 8

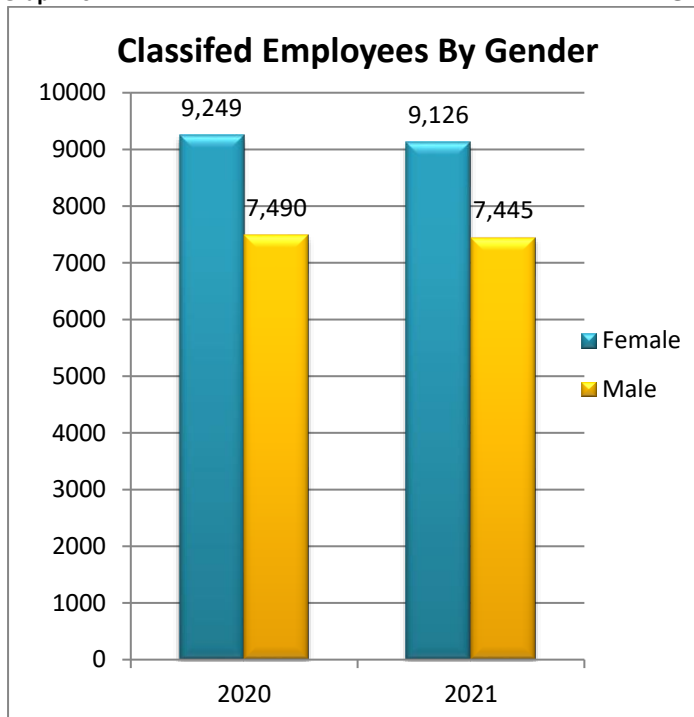


Graph 9

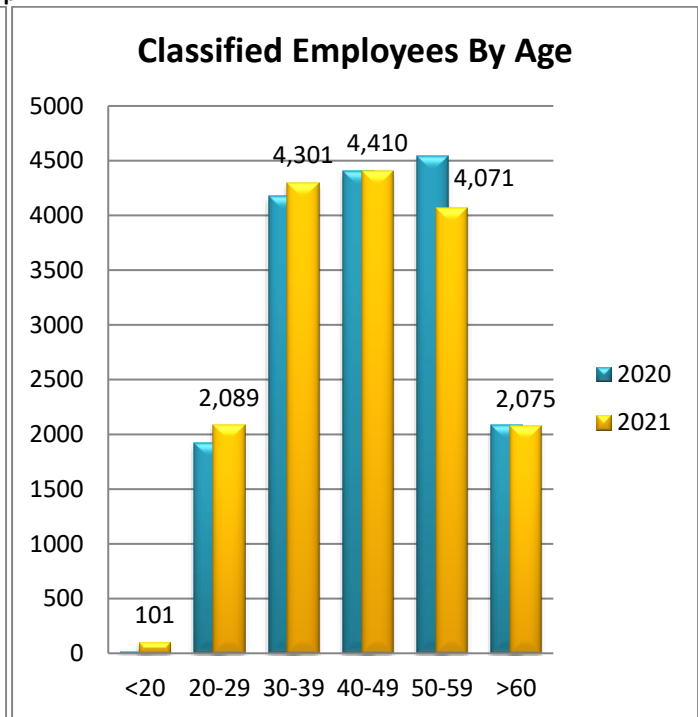




Graph 10



Graph 11



## County-by-County Population vs. Classified Demographics

Table 10 shows that in nearly all New Mexico counties, the State classified employee average salary is competitive and higher than the overall average salary in the county. There are a few instances, however, where that is not the case. In Eddy and Lea counties, for example, traditional oil and gas producing areas, average State classified employee salaries are significantly less than average county salaries. Starting salaries for oil and gas employees are typically in the \$60,000 range. State classified service salaries also have difficulty competing against the technology centers located in Sandoval, Los Alamos, and Valencia counties, as those counties are home to Intel, Los Alamos National Laboratory, and Facebook respectively.

Table 10

County Demographics			State Classified Demographics		State Classified Comparison	
County	Population	Median Salary	FTE	Median Salary	% FTE County	Salary Difference
Bernalillo	687,760	\$55,990	5,449	\$53,277	0.79%	-\$2,713
Catron	3,864	\$43,825	22	\$46,035	0.57%	\$2,210
Chaves	65,292	\$41,905	728	\$50,161	1.11%	\$8,256
Cibola	25,898	\$42,911	388	\$45,469	1.50%	\$2,558

Colfax	12,903	\$38,096	497	\$55,637	3.85%	\$17,541
Curry	51,558	\$49,402	256	\$52,200	0.50%	\$2,798
De Baca	1,917	\$33,400	20	\$42,112	1.04%	\$8,712
Doña Ana	230,328	\$43,052	1,560	\$50,104	0.68%	\$7,052
Eddy	58,692	\$65,457	223	\$50,627	0.38%	-\$14,830
Grant	29,212	\$40,219	425	\$46,757	1.45%	\$6,538
Guadalupe	4,935	\$29,375	66	\$44,202	1.34%	\$14,827
Harding	613	\$31,166	11	\$43,776	1.79%	\$12,610
Hidalgo	4,778	\$42,487	50	\$47,104	1.05%	\$4,617
Lea	72,197	\$65,338	246	\$50,727	0.34%	-\$14,611
Lincoln	21,252	\$51,174	112	\$48,469	0.53%	-\$2,705
Los Alamos	18,803	\$123,448	13	\$58,450	0.07%	-\$64,998
Luna	24,409	\$30,630	267	\$50,511	1.09%	\$19,881
McKinley	69,295	\$37,464	265	\$48,891	0.38%	\$11,427
Mora	4,675	\$31,572	27	\$36,762	0.58%	\$5,190
Otero	69,124	\$38,045	295	\$50,501	0.43%	\$12,456
Quay	8,570	\$30,644	133	\$47,800	1.55%	\$17,156
Rio Arriba	3,884	\$42,431	206	\$47,325	5.30%	\$4,894
Roosevelt	19,439	\$44,142	70	\$45,930	0.36%	\$1,788
San Juan	128,348	\$43,953	446	\$50,743	0.35%	\$6,790
San Miguel	30,469	\$33,125	1,012	\$46,533	3.32%	\$13,408
Sandoval	151,917	\$70,712	334	\$48,940	0.22%	-\$21,772
Santa Fe	150,834	\$60,115	7,786	\$59,494	5.16%	-\$621
Sierra	11,838	\$29,763	258	\$43,712	2.18%	\$13,949
Socorro	17,611	\$41,032	129	\$51,663	0.73%	\$10,631
Taos	32,735	\$41,459	212	\$51,858	0.65%	\$10,399
Torrance	16,662	\$37,265	92	\$43,673	0.55%	\$6,408
Union	4,531	\$37,841	139	\$44,134	3.07%	\$6,293
Valencia	80,243	\$54,312	813	\$43,557	1.01%	-\$10,755

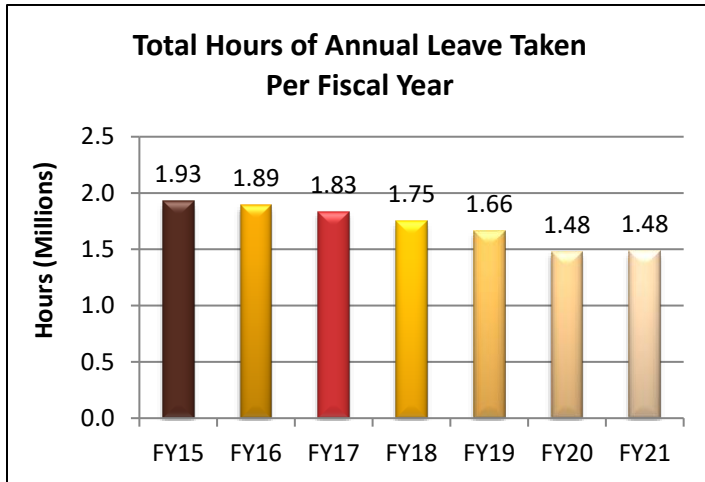
## Leave Accruals and Payouts

### Annual Leave

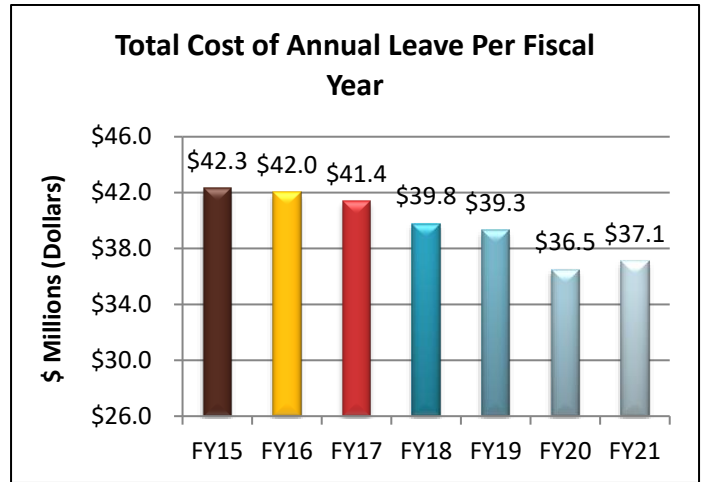
One of the State's many employee benefits is paid time off. Employees may use accrued leave and be paid for the hours they are absent from work due to vacation (annual leave) or being sick (sick leave). Sick leave may also be used to care for sick family members.

Classified employees accrue annual leave as outlined in the SPB Rules, based on their tenure. For example, employees with less than three years of service accrue 80 hours of annual leave per year, while those with over 15 years of service accrue nearly 160 hours per year. During FY21, State employees used approximately 1.48 million hours of earned annual leave.

Graphs 12 and 13 show actual annual leave usage, in hours and cost, from FY15 through FY21:



Graph 12

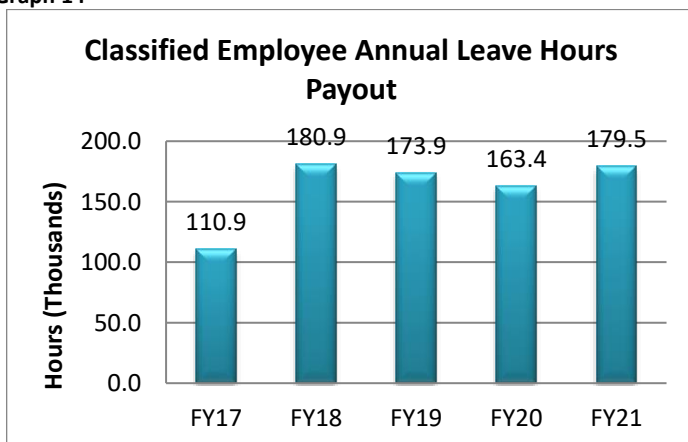


Graph 13

When employees separate from State service, they are eligible to cash out up to 240 hours of annual leave at their current hourly pay rate. Any additional hours over 240 are forfeited at the time of separation, as well as at the end of each calendar year for active employees.

Graphs 14 and 15 below show that employees who separated from the State classified service cashed out a total of \$4,600,000 of annual leave in FY21. The average employee who separated in FY21 cashed out approximately 6.8 days of annual leave.

Graph 14



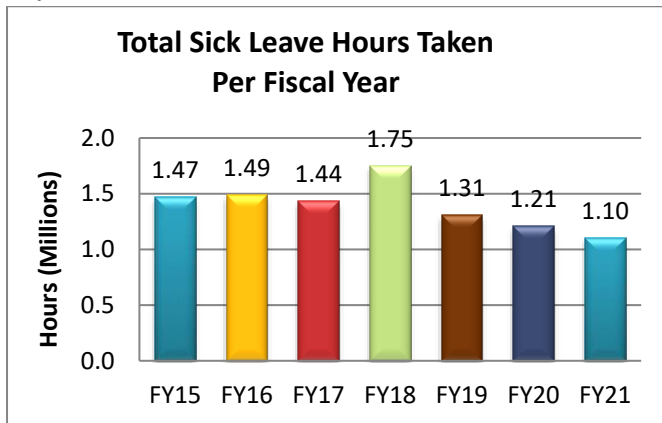
Graph 15



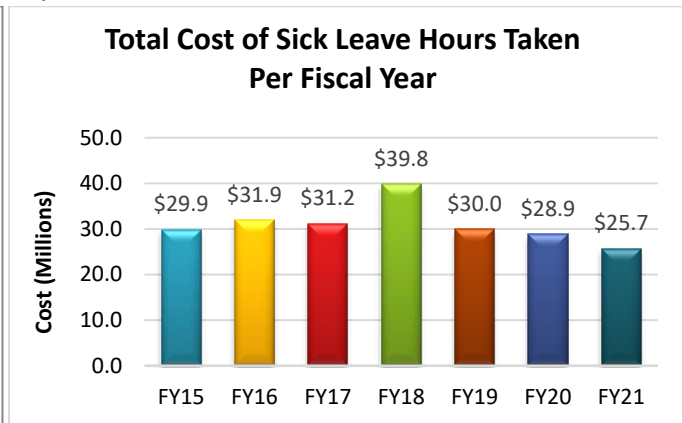
## Sick Leave

In FY20, the SPB approved an increase to the sick leave accrual rate, setting the new rate at 4 hours per pay period (up from 3.69 hours per pay period) for a total of 104 hours per year. The sick leave actual usage and cost for FY15 through FY21 are shown on Graphs 16 and 17. In FY21, employees used approximately 1.1 million hours of sick leave, as compared to the FY20 level of 1.21 million hours, resulting in a decreased cost of approximately \$3,200,000.

Graph 16

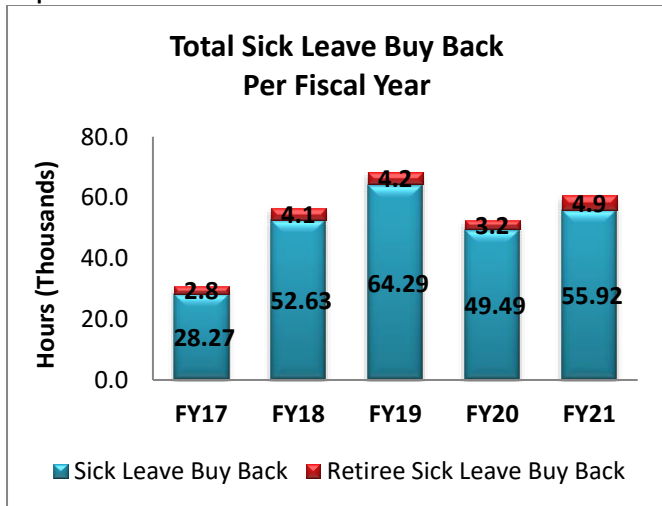


Graph 17

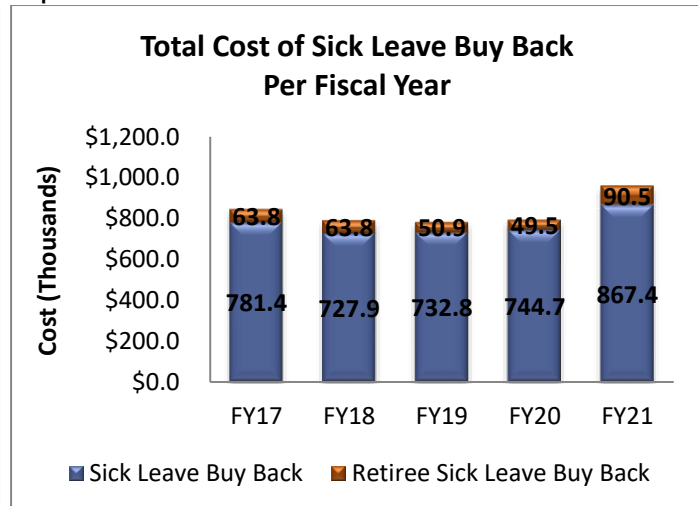


Employees are eligible to cash out accrued sick leave over 600 hours once per fiscal year, either in July or January, at one-half their hourly rate for up to 120 hours of sick leave. At the time of retirement, employees can cash out accrued sick leave over 600 hours at one-half their hourly rate for up to 400 hours of sick leave. Graphs 18 and 19 below show the total sick leave hours cashed out from FY17 to FY21. In FY21, agencies cashed out approximately 55,920 hours of sick leave for active employees and 4,900 hours of sick leave for employees who were retiring, for a total of 60,820 hours at a cost of \$957,900.

Graph 18



Graph 19



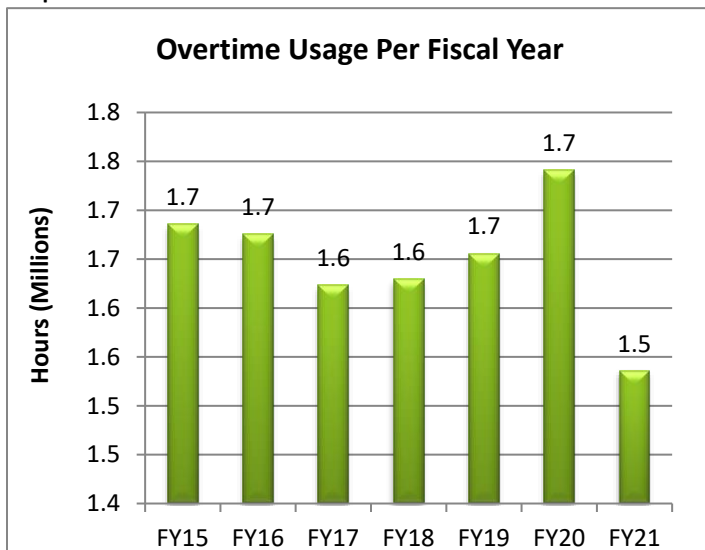
## Overtime

Agencies are expected to assign work in a responsible manner to avoid the need for overtime. Managers and supervisors typically use existing staff resources to meet work demands; however, understaffing, special projects, or emergency situations may require employees to work additional hours. Whether to allow overtime is left largely to the discretion of the agencies. The Fair Labor Standards Act (FLSA) requires that non-exempt employees be compensated for any additional hours worked over 40 in a workweek, at 1.5 times their salary. Agencies may also allow employees to accrue compensatory time in lieu of cash payment. FLSA exempt employees (those not covered by the overtime provisions of FLSA) may be compensated for overtime according to agency policy.

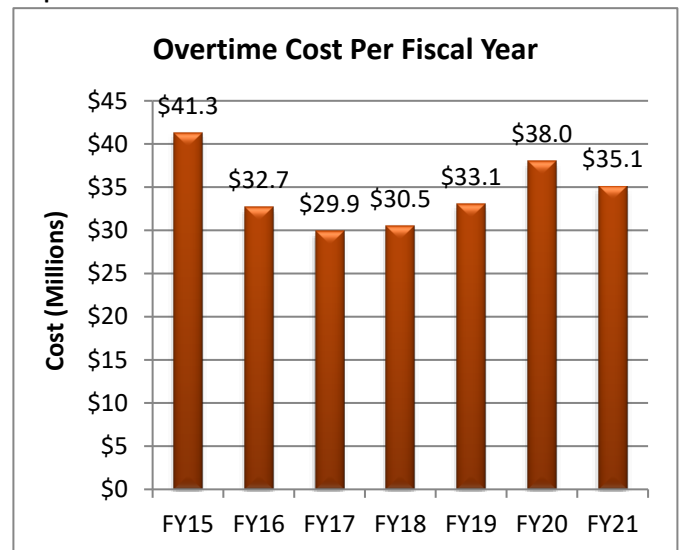
There is a correlation between vacancy rates and overtime hours worked. If an agency has a vacant position, employees may be required to do the work that would normally be done for that position by working additional hours.

Graphs 20 and 21 below depict the usage and cost of State classified service employee overtime from FY15 through FY21.. During FY21, together FLSA non-exempt and FLSA exempt employees were paid over \$35 million dollars in the form of either a cash payment or compensatory time off.

Graph 20



Graph 21



## Appendix

**Appendix A** – Industry & Economic Data Sources

**Appendix B** – Legislative Fiscal Year Increase in Detail

**Appendix C** – 2021 Year Comparator Market Average Classified Salary

**Appendix D** – Classified Service Salary Structure

**Appendix E** – Average Salary Data by Agency

**Appendix F** – Alternative Pay Band Assignments

---

## Appendix A – industry & Economic Data Sources

<b>WorldatWork Total Salary Increase Budget Survey:</b>  (United States participating members)	<p>WorldatWork is a nonprofit human resources association focused on compensation, benefits, work-life effectiveness, and total rewards. WorldatWork has more than 70,000 members and subscribers worldwide. Their Salary Budget Survey is the #1 source in the industry, as well as the longest and largest survey of its kind. WorldatWork projects an average salary increase of three and three tenths' percent (3.0 %) across all US industries for 2021.</p> <p>Supporting data may be found at <a href="http://www.worldatwork.org">www.worldatwork.org</a>.</p>
<b>Korn Ferry HayGroup:</b>  (United States participating member)	<p>Korn Ferry is a global management and consulting firm providing a range of HR services to companies in 110 countries. They are a leading provider of compensation data, strategy and services across all major industries and employment sectors. For 2021, Korn Ferry projects a three percent (2.5%) average base salary increase across all industries.</p> <p>Supporting data may be found at <a href="http://www.kornferry.com">www.kornferry.com</a></p>
<b>Mercer:</b>  (United States participating member)	<p>Mercer is a global human resources consulting firm providing services from strategy to implementation. Mercer is a leading provider of compensation and benefits information created from one of the largest warehouses of employer-reported data, with benchmark data representing 17 million employees from over 6,000 organizations. Mercer projects an average salary increase of three percent (3.0 %) across all industries for 2021.</p> <p>Supporting data may be found at <a href="http://www.imercer.com">www.imercer.com</a>.</p>
<b>Willis Towers Watson:</b>  (United States participating member)	<p>Willis Towers Watson is a global advisory, broking, and solutions company with over 46,100 employees in more than 140 countries. The Willis Towers Watson General Industry Salary Budget Survey found salary increases are expected to hold steady in 2021, with projections for exempt, non-management employees at two and three quarters percent (2.75%), <del>management employees at three and one tenths percent (3.1%), non-exempt hourly employees at three percent (3.0%) and non-exempt salaried employees at two and nine tenths' percent (2.9%).</del></p> <p>Supporting data may be found at <a href="http://www.willistowerswatson.com">www.willistowerswatson.com</a>.</p>
<b>Aon:</b>  (United States participating member)	<p>The Aon U.S. Salary Increase Survey of 1,062 U.S. companies indicates that organizations plan on providing a three and half percent (3.5 %) salary increase across all industries for 2021.</p> <p>Supporting data may be found at <a href="http://www.aon.com">www.aon.com</a>.</p>
<b>Salary.com:</b>	<p>Salary.com is the leading software-as-a-service provider of cloud-based compensation market data and analytics. Founded in 1999, the Company serves approximately 4,000 business-to-business customers worldwide with its market-leading CompAnalyst platform. Salary.com projects that the median annual salary increase will remain at three percent (2.9%) across all industries for 2021.</p> <p>Supporting data may be found at <a href="http://www.salary.com">www.salary.com</a>.</p>
<b>United States Bureau of Labor Statistics:</b>	<p>The Bureau of Labor Statistics of the U.S. Department of Labor is the principal Federal agency responsible for measuring labor market activity, working conditions and price changes in the US economy. Its mission is to collect, analyze, and disseminate essential economic information to support</p>

	<p>public and private decision-making. As an independent statistical agency, BLS serves its diverse user communities by providing products and services that are objective, timely, accurate, and relevant.</p> <p>Supporting data may be found at <a href="http://www.bls.gov">www.bls.gov</a>.</p>
<b>National Compensation Association of State Governments:</b>	<p>National Compensation Association of State Governments (NCASG) annually conducts the National Compensation Survey, Benefits Survey, and the Executive Survey and prepares reports for member states. NCASG calculated an average salary increase of 2.58% across all benchmarks for 2021.</p>
<b>New Mexico Department of Workforce Solutions:</b>	<p>The New Mexico Department of Workforce Solutions (DWS) is responsible for economic research and analysis, business development and outreach, employment outreach and transition programs, workforce services programs, and labor compliance programs. The Economic Research and Analysis Bureau of DWS publishes a wide variety of reports and data on labor market information. The Bureau measures labor market activity, working conditions and price changes in the statewide economy.</p> <p>Supporting data may be found at <a href="http://www.dws.state.nm.us">www.dws.state.nm.us</a>.</p>



## Appendix B – Legislative Fiscal Year Increases in Detail

Date	Legislative Increase	Other	General Fund Appropriation
7/1/2021	1.50%	<ul style="list-style-type: none"> <li>• Nine million four thousand six hundred dollars (\$9,004,600) to provide incumbents in agencies governed by the State Personnel Act, the New Mexico state police career pay system, attorney general employees, workers' compensation judges and executive exempt employees with an average salary increase of one and one-half percent;</li> <li>• Three million dollars (\$3,000,000) to provide salary increases in addition to the one and one-half percent for frontline health and social service employees employed by state agencies;</li> </ul>	\$9,004,600 \$3,000,000
7/1/2020	1.00%	The Legislature appropriated one million seven hundred thousand dollars is appropriated to the department of finance and administration to distribute to executive, legislative and judicial agencies to provide a one percent salary increase to cover cost increases of employee benefits for employees earning an annual salary of less than fifty thousand dollars (\$50,000);	\$1,700,000
7/1/2019	4.00%	The Legislature appropriated twenty-one million six hundred eleven thousand two hundred dollars to provide incumbents in agencies governed by the State Personnel Act, the New Mexico state police career pay system, attorney general employees, workers' compensation judges and executive exempt employees with an average salary increase of four percent.	\$21,611,200
7/1/2018	2.00%	The Legislature appropriated from the general fund to the department of finance and administration for expenditure in fiscal year 2020 to provide salary increases to employees in budgeted positions who have completed their probationary period subject to satisfactory job performance.	\$21,611,200
	1.00%	The Legislature appropriated an additional 1% from the general fund to the department of finance and administration for expenditure in fiscal year 2020 to provide salary increases to employees in budgeted positions who are earning less than twenty-five thousand dollars per year on a full-time equivalent basis.	\$102,800
7/1/2017	0.00%	□	-
7/1/2016	0.00%	The Legislature appropriated \$4.5 million to the Corrections department specifically for the purpose to "...implement and occupationally based salary structure that brings staff salaries to the minimum of the pay bands and to provide targeted salary increases to custody staff for the purpose of reducing compaction and improving employee recruitment and retention ...".	\$4,500,000
7/1/2015	0.00%		-
7/5/2014	3.00%	<ul style="list-style-type: none"> <li>• \$13,973,968 GF to provide a 3% salary increase effective the first full pay period after 7/1/2013 to for both union &amp; non-union classified employees who have completed their probationary period and subject to a satisfactory job evaluation. Employees who reach the end of probationary status between 7/5/14 and 6/30/15 will receive this increase effective the first pay period following anniversary date.</li> <li>• An additional \$2,000,000 GF was given for salary adjustments in specific classified job classification to be identified by SPO &amp; DFA as trouble with recruitment &amp; retention</li> </ul>	\$15,973,968
7/6/2013	1.00%	• Additional 3% was given to commissioned officers in the Motor Transportation Division for a total of 4%.	\$8,197,068
7/1/2011	0.00%		-
7/1/2010	0.00%		-
7/1/2009	0.00%		-
7/1/2008	2.90%		-
7/1/2007	4.50%	<ul style="list-style-type: none"> <li>• Bring 86 employees to \$7.50/hr.</li> <li>• 5% to MTD/SID Officers at DPS "in lieu" of FY08 pay package.</li> <li>• Additional 5% to Adult Correctional Officers and Public Defender Attorneys.</li> <li>• Additional 4% to Probation/Parole Officers, Librarian, Librarian Asst., Librarian Tech., Livestock/Meat Inspector, Dispatcher, Security Guard, Forensic Scientist O &amp; A roles, Highway Maintainers, Civil Engineering Tech. Also, HSD FAA's, &amp; CSLA. DOH Chemist; Microbiologist; Life, Physical &amp; Social Science Tech., and Medical Scientist-Except Epidemiologist.</li> </ul>	\$29,661,100
7/1/2006	5.00%	• MTD/SID Officers at the Department of Public Safety. \$129,600 for MTD Officers and \$182,600 for SID Officers. This resulted in an average 18.0% increase for MTD and an average 20.2% increase for SID.	\$23,097,100

Date	Legislative Increase	Other	General Fund Appropriation
7/1/2005	1.80%	<ul style="list-style-type: none"> <li>• Public Defender Attorneys – 1.75% + an additional 3.25% = 5.0%</li> <li>• Commissioned Officers at DPS = 5.0%. This includes MTD &amp; SID Commissioned Officers.</li> <li>• Adult Probation &amp; Parole Officers at the Department of Corrections 3.25% then the 1.75% General Salary Increase on top of the 3.25%</li> <li>• MVD Clerks at the Taxation &amp; Revenue Department. \$585,000 given directly to agency in expansion request to bring clerks to 85% Compa-ratio</li> <li>• Game and Fish Department: \$1,250,000 given to provide internal salary increases to Conservation Officers and other agency staff. Worked with department to develop internal pay plan.</li> </ul>	\$11,408,100
7/1/2004	2.00%		\$9,100,600
7/1/2003	3.10%		\$5,810,000

\*Full cost includes state paid benefits.

## Appendix C – 2021 Year Comparator Market Average Classified Salary

Year	8 State Average	New Mexico	Percent NM to Market
2001	\$35,116	\$31,858	-10.2%
2002	\$34,809	\$32,558	-6.9%
2003	\$36,249	\$33,426	-8.4%
2004	\$37,418	\$34,018	-10.0%
2005	\$37,157	\$35,834	-3.7%
2006	\$39,274	\$37,918	-3.6%
2007	\$39,787	\$38,820	-2.5%
2008	\$41,712	\$42,099	0.9%
2009	\$43,398	\$42,058	-3.2%
2010	\$43,671	\$41,986	-4.0%
2011	\$41,818	\$41,995	0.4%
2012	\$43,590	\$41,912	-4.0%
2013	\$42,599	\$41,912	-1.6%
2014	\$44,507	\$43,576	-2.1%
2015	\$47,134	\$44,554	-5.8%
2016	\$48,979	\$44,803	-9.3%
2017	\$49,588	\$45,324	-9.4%
2018	\$46,867	\$45,906	-2.1%
2019	\$49,270	\$48,298	-2.0%
2020	\$52,863	\$50,502	-4.6%
2021	\$50,840	\$52,832	4%

## Appendix D – Classified Service Salary Structure

ARCHITECT CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
AA	\$51,359	\$66,767	\$82,174	60%
AB	\$58,406	\$75,928	\$93,450	60%
AC	\$78,399	\$101,919	\$125,438	60%

ATTORNEY CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
LE	\$51,860	\$67,418	\$82,976	60%
LF	\$56,041	\$72,853	\$89,666	60%
LG	\$60,738	\$78,959	\$97,181	60%
LH	\$66,338	\$86,240	\$106,141	60%
LI	\$71,084	\$92,409	\$113,734	60%
LJ	\$75,862	\$98,620	\$121,379	60%
LK	\$83,158	\$108,105	\$133,053	60%

CLASSIFIED SERVICE GENERAL SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
25	\$16,176	\$23,391	\$30,605	89%
30	\$17,258	\$24,770	\$32,281	87%
35	\$18,711	\$26,448	\$34,185	83%
40	\$20,447	\$28,457	\$36,467	78%
45	\$22,516	\$30,847	\$39,178	74%
50	\$24,980	\$34,222	\$43,465	74%
55	\$27,832	\$38,130	\$48,428	74%
60	\$30,518	\$41,809	\$53,101	74%
65	\$33,720	\$46,197	\$58,673	74%
70	\$37,538	\$51,427	\$65,316	74%
75	\$42,088	\$57,660	\$73,233	74%
80	\$47,510	\$65,089	\$82,667	74%
85	\$53,976	\$73,947	\$93,918	74%
90	\$61,673	\$84,492	\$107,311	74%
95	\$70,869	\$97,090	\$123,312	74%
96	\$81,823	\$112,098	\$142,372	74%
97	\$94,883	\$129,990	\$165,096	74%
98	\$110,436	\$151,298	\$192,159	74%
99	\$207,761	\$284,633	\$361,504	74%

CORRECTIONS CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
CA	\$30,303	\$36,363	\$42,424	40%
CB	\$36,223	\$43,468	\$50,712	40%
CC	\$40,121	\$48,145	\$56,169	40%
CD	\$44,184	\$53,021	\$61,858	40%
CE	\$48,450	\$58,140	\$67,830	40%
CF	\$52,533	\$63,039	\$73,546	40%
CG	\$56,008	\$67,209	\$78,411	40%
CH	\$61,156	\$73,387	\$85,618	40%
CI	\$65,587	\$78,704	\$91,822	40%
CJ	\$70,129	\$84,155	\$98,181	40%
CK	\$77,429	\$92,915	\$108,401	40%
CL	\$86,310	\$103,572	\$120,834	40%
CM	\$96,497	\$115,796	\$135,096	40%

ENGINEER, SURVEYOR AND WATER RESOURCE CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
EA	\$28,405	\$36,926	\$45,448	60%
EB	\$31,516	\$40,971	\$50,426	60%
EC	\$35,435	\$46,066	\$56,696	60%
ED	\$40,402	\$52,522	\$64,643	60%
EE	\$47,199	\$61,359	\$75,518	60%
EF	\$56,792	\$73,830	\$90,867	60%
EG	\$63,198	\$82,158	\$101,117	60%
EH	\$70,155	\$91,201	\$112,248	60%
EI	\$77,875	\$101,238	\$124,600	60%
EJ	\$84,881	\$110,345	\$135,810	60%
EK	\$92,518	\$120,274	\$148,029	60%

HEALTHCARE CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
HA	\$22,384	\$29,099	\$35,814	60%
HB	\$25,552	\$33,218	\$40,883	60%
HC	\$29,152	\$37,898	\$46,643	60%
HD	\$33,744	\$43,867	\$53,990	60%
HE	\$40,208	\$52,270	\$64,333	60%
HF	\$46,368	\$60,278	\$74,189	60%
HG	\$51,680	\$67,184	\$82,688	60%
HH	\$56,992	\$74,090	\$91,187	60%

HI	\$63,680	\$82,784	\$101,888	60%
HJ	\$70,768	\$91,998	\$113,229	60%
HK	\$80,592	\$104,770	\$128,947	60%
HL	\$88,464	\$115,003	\$141,542	60%
HM	\$94,704	\$123,115	\$151,526	60%
HN	\$101,808	\$132,350	\$162,893	60%
HO	\$110,576	\$143,749	\$176,922	60%

#### HEALTHCARE PHYSICIANS CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
XA	\$116,667	\$140,000	\$163,333	40%
XB	\$134,855	\$161,826	\$188,797	40%
XC	\$153,043	\$183,652	\$214,261	40%
XD	\$171,232	\$205,478	\$239,724	40%
XE	\$189,420	\$227,304	\$265,188	40%
XF	\$207,608	\$249,130	\$290,652	40%
XG	\$225,797	\$270,956	\$316,115	40%
XH	\$243,985	\$292,782	\$341,579	40%
XI	\$262,173	\$314,608	\$367,043	40%
XJ	\$280,362	\$336,434	\$392,506	40%

#### SOCIAL SERVICES CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
SD	\$34,827	\$45,275	\$55,723	60%
SE	\$39,537	\$51,398	\$63,259	60%
SF	\$44,445	\$57,779	\$71,112	60%
SG	\$51,867	\$67,427	\$82,987	60%
SH	\$61,935	\$80,515	\$99,096	60%
SI	\$68,523	\$89,080	\$109,637	60%

## Appendix E – Average Salary Data by Agency

Agency	Average Annual Rate	Average Compa Ratio	Count of Emp
Administrative Hearings Office	\$76,948	105%	14
Adult Parole Board	\$45,417	97%	3
Aging & Long-Term Services Dept	\$53,850	100%	170
Architect Examiners Board	\$41,600	107%	1
Board of Nursing	\$53,147	105%	23
Border Development Authority	\$51,873	105%	2
Children, Youth & Families Dept	\$52,103	102%	1744
Com for Deaf/Hard of Hearing	\$49,328	102%	11
Commission for the Blind	\$46,310	101%	55
Commission of Public Records	\$51,342	99%	28
Crime Victims Reparation Comm	\$54,183	104%	21
Department of Cultural Affairs	\$45,690	104%	388
Department of Early Childhood	\$51,631	106%	231
Department of Environment	\$60,247	104%	528
Department of Ethics	\$73,961	103%	2
Department of Finance & Administration	\$64,363	110%	116
Department of Game & Fish	\$55,281	111%	277
Department of Health	\$50,323	106%	3037
Department of Indian Affairs	\$56,375	116%	8
Department of Public Safety	\$49,490	106%	368
Department of Transportation	\$48,533	104%	2198
Department of Veteran Services	\$47,389	105%	53
Dept of Workforce Solutions	\$42,018	93%	536
Dept of Information Technology	\$70,954	101%	126
Dept of Vocational Rehab.	\$51,756	107%	245
Dev Disabilities Plan Council	\$52,046	104%	13
Economic Development Department	\$60,785	105%	38
Educational Retirement Board	\$55,178	108%	52
Energy, Minerals & Natural Resources Department	\$47,312	100%	429
EXPO New Mexico	\$54,382	109%	13
Gaming Control Board	\$57,418	113%	36
General Services Department	\$51,382	112%	236
Governor's Comm. on Disability	\$53,171	101%	9
Higher Education Department	\$69,378	113%	33
Homeland Security & Emergency Management	\$57,544	112%	46

<b>Human Services Department</b>	\$48,259	96%	1527
<b>Livestock Board</b>	\$45,244	91%	69
<b>Medical Examiners Board</b>	\$54,666	112%	11
<b>Military Affairs</b>	\$47,165	109%	128
<b>Miners Colfax Medical Center</b>	\$68,151	100%	223
<b>New Mexico Corrections Dept</b>	\$46,084	94%	1787
<b>NM Education Trust Board</b>	\$66,517	114%	1
<b>Ofc of the State Engineer</b>	\$65,733	95%	245
<b>Office of African Amer Affairs</b>	\$42,660	100%	3
<b>Office of Natural Resources Trustee</b>	\$65,469	110%	2
<b>Prof Engineers &amp; Land Surveyors Board</b>	\$45,909	109%	4
<b>Public Education Department</b>	\$65,752	105%	214
<b>Public Employee Retirement Association</b>	\$58,018	111%	68
<b>Public Regulation Commission</b>	\$59,700	103%	116
<b>Public School Insurance Auth</b>	\$63,916	118%	7
<b>Regulation &amp; Licensing Dept</b>	\$54,598	107%	243
<b>Retiree Health Care Authority</b>	\$53,359	109%	20
<b>Secretary of State</b>	\$54,800	108%	35
<b>SpacePort Authority</b>	\$72,889	110%	15
<b>State Auditor</b>	\$63,283	99%	26
<b>State Investment Council</b>	\$78,120	107%	12
<b>State Land Office</b>	\$60,382	109%	140
<b>State Personnel Board</b>	\$67,781	114%	28
<b>State Racing Commission</b>	\$60,006	108%	9
<b>State Treasurer</b>	\$72,708	114%	20
<b>Superintendent of Insurance</b>	\$63,998	110%	79
<b>Taxation &amp; Revenue Department</b>	\$48,674	102%	786
<b>Tourism Department</b>	\$50,413	104%	39
<b>Veterinary Examiners Board</b>	\$30,125	106%	2
<b>Workers Compensation Admin</b>	\$49,755	102%	97
<b>Youth Conservation Corps</b>	\$71,578	83%	1



## Appendix F – Alternative Pay Band Assignments

Job Code	Classification Title	Pay Band	Reverts to Pay Band
D2011A	ACTUARY-A	75	70
D2011B	ACTUARY-B	65	60
D2011O	ACTUARY-O	70	65
X40100	ADMIN/OPS I – DENTAL	95	80
X40200	ADMIN/OPS I - ENVIRONMENTAL SCIENCE	85	80
X40250	ADMIN/OPS I - FORENSIC SCIENCE	90	80
X40300	ADMIN/OPS I - HOSPITAL ADMINISTRATION	95	80
X40700	ADMIN/OPS I - MTD/SID	90	80
X40400	ADMIN/OPS I - NURSING	90	80
X40450	ADMIN/OPS I - NUTRITION/DIETITIAN	85	80
X40500	ADMIN/OPS I - OT/PT/SLP	95	80
X40550	ADMIN/OPS I - PHARMACY	96	80
X40650	ADMIN/OPS I - PHYSICIAN	98	80
X40600	ADMIN/OPS I - PSYCHIATRY	98	80
X50100	ADMIN/OPS II - DENTAL	95	85
X50200	ADMIN/OPS II - ENVIRONMENTAL SCIENCE	90	85
X50250	ADMIN/OPS II - FORENSIC SCIENCE	95	85
X50300	ADMIN/OPS II - HOSPITAL ADMINISTRATION	96	85
X50700	ADMIN/OPS II - MTD/SID	95	85
X50400	ADMIN/OPS II - NURSING	95	85
X50500	ADMIN/OPS II - OT/PT/SLP	95	85
X50550	ADMIN/OPS II - PHARMACY	97	85
X50650	ADMIN/OPS II - PHYSICIAN	98	85
X50600	ADMIN/OPS II - PSYCHIATRY	98	85
X52012	ADMIN/OPS II - STATE AUDIT	90	85
U3011A	AIRCRAFT MECHANICS & SERVICE TECH-A	75	55
U3011B	AIRCRAFT MECHANICS & SERVICE TECH-B	65	45
U3011O	AIRCRAFT MECHANICS & SERVICE TECH-O	70	50
W20111	AIRCRAFT PILOT	80	70
K10802	CERTIFIED NURSE MIDWIFE	90	70
K10801	CERTIFIED NURSE PRACTITIONER	90	70
C20100	CERTIFIED PUBLIC ACCOUNTANT	85	80
C3900	CHIEF FINANCIAL ACCOUNTANT	85	80
G10501	CHILD SUPPORT LEGAL ASSISTANT 1	60	55
G10502	CHILD SUPPORT LEGAL ASSISTANT 2	65	60

Job Code	Classification Title	Pay Band	Reverts to Pay Band
E3022A	CIVIL ENGINEERING TECHNICIAN-NL-A	60	55
E3022O	CIVIL ENGINEERING TECHNICIAN-NL-O	55	50
K10803	CLINICAL NURSE SPECIALIST	90	70
K10661	CLINICAL PSYCHOLOGIST I	85	75
K10662	CLINICAL PSYCHOLOGIST II	90	80
T4011S	CONSTRUCTION & BLDG INSPECTOR AREA CHIEF	70	65
T40112	CONSTRUCTION & BLDG INSPECTOR MULTI CERT	65	60
T40111	CONSTRUCTION & BLDG INSPECTOR SINGL CERT	60	55
T4011B	CONSTRUCTION & BUILDING INSPECTOR-1	55	50
T4011O	CONSTRUCTION & BUILDING INSPECTOR-2	60	55
T4011A	CONSTRUCTION & BUILDING INSPECTOR-3	65	60
I90311	COORDINATOR - CLASSROOM TECH	70	65
L9091A	DENTAL ASSISTANT-A	50	35
L9091B	DENTAL ASSISTANT-B	40	25
L9091O	DENTAL ASSISTANT-O	45	30
K2021A	DENTAL HYGIENIST-A	70	55
K2021B	DENTAL HYGIENIST-B	60	45
K2021O	DENTAL HYGIENIST-O	65	50
K1021S	DENTIST, GENERAL SUPV	95	85
K1021A	DENTIST, GENERAL-A	90	80
K1021B	DENTIST, GENERAL-B	80	70
K1021O	DENTIST, GENERAL-O	85	75
X40251	DEPUTY FORENSIC TOXICOLOGY BUR CHIEF	90	80
X60400	DIRECTOR OF NURSING	95	90
X45033	DPS EMERGENCY COMMUNICATIONS MANAGER	90	80
Q20102	ECONOMIC DEVELOPMENT PROGRAM COORD	80	70
Q20101	ECONOMIC DEVELOPMENT REPRESENTATIVE	75	65
F3011S	ECONOMIST SUPV	85	75
F3011A	ECONOMIST-A	80	70
F3011B	ECONOMIST-B	70	60
F3011O	ECONOMIST-O	75	65
B9039S	EDUCATION ADMINISTRATOR SUPV	85	80
B9039A	EDUCATION ADMINISTRATOR-A	80	75
T2111A	ELECTRICIAN-A	55	50
T2111B	ELECTRICIAN-B	45	40

Job Code	Classification Title	Pay Band	Reverts to Pay Band
M40101	EMERGENCY MANAGEMENT SPECIALIST	65	60
E3000S	ENGINEER SPECIALIST, ALL OTHER-NL SUPV	85	80
E3000A	ENGINEER SPECIALIST, ALL OTHER-NL-A	80	75
F2041S	ENVIRONMENTAL SCIENTIST & SPEC SUPV	80	70
F2041A	ENVIRONMENTAL SCIENTIST & SPEC-A	75	65
F2041B	ENVIRONMENTAL SCIENTIST & SPEC-B	65	55
F2041O	ENVIRONMENTAL SCIENTIST & SPEC-O	70	60
X80300	EXECUTIVE - HOSPITAL ADMINISTRATION	98	96
X80550	EXECUTIVE - PHARMACY	97	96
X80650	EXECUTIVE - PHYSICIAN	98	96
X80600	EXECUTIVE - PSYCHIATRY	98	96
K1062S	FAMILY & GENERAL PRACTITIONER SUPV	98	90
K1062A	FAMILY & GENERAL PRACTITIONER-A	97	85
K1062B	FAMILY & GENERAL PRACTITIONER-B	95	75
K1062O	FAMILY & GENERAL PRACTITIONER-O	96	80
G10601	FAMILY ASSISTANCE ANALYST 1	60	55
G10602	FAMILY ASSISTANCE ANALYST 2	65	60
C2061S	FINANCIAL EXAMINER SUPERVISOR	75	70
C2061A	FINANCIAL EXAMINER-A	70	65
C2061B	FINANCIAL EXAMINER-B	60	55
C2061O	FINANCIAL EXAMINER-O	65	60
F4092O	FORENSIC SCIENTIST 1	75	55
F4092A	FORENSIC SCIENTIST 2	80	60
F4092S	FORENSIC SCIENTIST SUPERVISOR	85	65
X50251	FORENSIC TOXICOLOGY BUREAU CHIEF	95	85
C20211	GEN CERT REAL ESTATE APPRAISER & ADVISOR	80	70
X60100	GENERAL I - DENTAL	95	90
X60200	GENERAL I - ENVIRONMENTAL SCIENCE	95	90
X60250	GENERAL I - FORENSIC SCIENCE	96	90
X60300	GENERAL I - HOSPITAL ADMINISTRATION	97	90
X60700	GENERAL I - MTD/SID	95	90
X60500	GENERAL I - OT/PT/SLP	95	90
X60550	GENERAL I - PHARMACY	97	90
X60650	GENERAL I - PHYSICIAN	98	90
X60600	GENERAL I - PSYCHIATRY	98	90
X70300	GENERAL II - HOSPITAL ADMINISTRATION	98	95
X70550	GENERAL II - PHARMACY	97	95

Job Code	Classification Title	Pay Band	Reverts to Pay Band
X70650	GENERAL II - PHYSICIAN	98	95
X70600	GENERAL II - PSYCHIATRY	98	95
F2042S	GEOSCIENTST, XCPT HYDROLGST&GEOGRPHR SUPV	80	75
F2042A	GEOSCIENTST, XCPT HYDROLGST&GEOGRPHR-A	75	70
F2042B	GEOSCIENTST, XCPT HYDROLGST&GEOGRPHR-B	65	60
F2042O	GEOSCIENTST, XCPT HYDROLGST&GEOGRPHR-O	70	65
E2111S	HEALTHCARE SURVEYOR SUPV	75	70
E2111A	HEALTHCARE SURVEYOR-A	70	65
E2111B	HEALTHCARE SURVEYOR-B	60	55
E2111O	HEALTHCARE SURVEYOR-O	65	60
U9021S	HEATING, AIR CONDITIONING, & REFRIG SUPV	60	55
U9021A	HEATING, AIR CONDITIONING, & REFRIG-A	55	50
U9021B	HEATING, AIR CONDITIONING, & REFRIG-B	45	40
U9021O	HEATING, AIR CONDITIONING, & REFRIG-O	50	45
T4051S	HIGHWAY MAINTENANCE WORKER SUPV	60	55
T4051A	HIGHWAY MAINTENANCE WORKER-A	55	50
T4051B	HIGHWAY MAINTENANCE WORKER-B	45	40
T4051O	HIGHWAY MAINTENANCE WORKER-O	50	45
M40102	HOMELAND SECURITY SPECIALIST	70	65
G10701	HSD QUALITY ASSURANCE SPECIALIST	70	65
G1070S	HSD QUALITY ASSURANCE SPECIALIST SUPV	75	70
F2043S	HYDROLOGIST SUPV	80	75
F2043A	HYDROLOGIST-A	75	70
F2043B	HYDROLOGIST-B	65	60
F2043O	HYDROLOGIST-O	70	65
X30795	IT COMMUNICATIONS MANAGER - DHSEM	85	75
G10941	JUVENILE PROBATION PAROLE OFFICER 1	65	60
G10942	JUVENILE PROBATION PAROLE OFFICER 2	70	65
G1094S	JUVENILE PROBATION PAROLE OFFICER SUPV	75	70
C10791	LABOR RELATIONS ADMINISTRATOR	75	70
I4031A	LIBRARIAN TECHNICIAN-A	50	45
I4031B	LIBRARIAN TECHNICIAN-B	40	35
I4031O	LIBRARIAN TECHNICIAN-O	45	40
I4021A	LIBRARIAN-A	70	65
I4021B	LIBRARIAN-B	60	55

Job Code	Classification Title	Pay Band	Reverts to Pay Band
I4021O	LIBRARIAN-O	65	60
I4021S	LIBRARIAN-SUPV	75	70
R4121A	LIBRARY ASSISTANT, CLERICAL-A	35	30
R4121O	LIBRARY ASSISTANT, CLERICAL-O	30	25
K2061S	LICENSED PRACTICL & LICENSED VOC NRS SUPV	65	55
K2061A	LICENSED PRACTICL & LICENSED VOC NRS-A	60	50
K2061B	LICENSED PRACTICL & LICENSED VOC NRS-B	50	40
K2061O	LICENSED PRACTICL & LICENSED VOC NRS-O	55	45
X10100	LINE I - DENTAL	95	65
X10125	LINE I - ECONOMICS	70	65
X10150	LINE I - ENGINEERING	70	65
X10200	LINE I - ENVIRONMENTAL SCIENCE	70	65
X10250	LINE I - FORENSIC SCIENCE	80	65
X10300	LINE I - HOSPITAL ADMINISTRATION	80	65
X10700	LINE I - MTD/SID	75	65
X10400	LINE I - NURSING	80	65
X10450	LINE I - NUTRITION/DIETITIAN	70	65
X10500	LINE I - OT/PT/SLP	80	65
X10550	LINE I - PHARMACY	85	65
X10650	LINE I - PHYSICIAN	98	65
X10600	LINE I - PSYCHIATRY	98	65
X20100	LINE II - DENTAL	95	70
X20125	LINE II - ECONOMICS	75	70
X20150	LINE II - ENGINEERING	75	70
X20200	LINE II - ENVIRONMENTAL SCIENCE	75	70
X20250	LINE II - FORENSIC SCIENCE	80	70
X20300	LINE II - HOSPITAL ADMINISTRATION	85	70
X20700	LINE II - MTD/SID	80	70
X20400	LINE II - NURSING	85	70
X20450	LINE II - NUTRITION/DIETITIAN	75	70
X20500	LINE II - OT/PT/SLP	85	70
X20550	LINE II - PHARMACY	90	70
X20650	LINE II - PHYSICIAN	98	70
X20600	LINE II - PSYCHIATRY	98	70
S20101	LIVESTOCK INSPECTOR 1	60	55
S20102	LIVESTOCK INSPECTOR 2	65	60
S2010S	LIVESTOCK INSPECTOR SUPV	70	65

Job Code	Classification Title	Pay Band	Reverts to Pay Band
K20811	MEDICAL CLAIMS CODER	60	45
E2152S	MINING & GEOLOGICAL SPECIALIST-NL SUPV	80	75
E2152A	MINING & GEOLOGICAL SPECIALIST-NL-A	75	70
E2152B	MINING & GEOLOGICAL SPECIALIST-NL-B	65	60
E2152O	MINING & GEOLOGICAL SPECIALIST-NL-O	70	65
J3052	MUS PRESS ART MGR	70	60
J3053	MUS PRESS EDITOR MGR	70	60
J3054	MUS PRESS MKTG MGR	70	60
X30514	MUSEUM PUBLICATION DIR	80	75
R4032S	MVD STAFF ADMINISTRATOR	70	65
L1012S	NURSING AIDE, ORDERLIES, & ATTENDANT SUPV	45	55
L1012A	NURSING AIDE, ORDERLIES, & ATTENDANT-A	40	50
L1012B	NURSING AIDE, ORDERLIES, & ATTENDANT-B	30	40
L1012O	NURSING AIDE, ORDERLIES, & ATTENDANT-O	35	45
K1122S	OCCUPATIONAL THERAPIST SUPV	85	70
K1122A	OCCUPATIONAL THERAPIST-A	80	65
K1122B	OCCUPATIONAL THERAPIST-B	70	55
K1122O	OCCUPATIONAL THERAPIST-O	75	60
D2031A	OPERATION RESEARCH ANALYST-A	70	65
D2031B	OPERATION RESEARCH ANALYST-B	60	55
D2031O	OPERATION RESEARCH ANALYST-O	65	60
E2171S	PETROLEUM SPECIALIST SUPV	85	80
E2171A	PETROLEUM SPECIALIST-A	80	75
E2171B	PETROLEUM SPECIALIST-B	70	65
E2171O	PETROLEUM SPECIALIST-O	75	70
K1051S	PHARMACIST SUPV	95	75
K1051A	PHARMACIST-A	90	70
K1051B	PHARMACIST-B	80	60
K1051O	PHARMACIST-O	85	65
K1123S	PHYSICAL THERAPIST SUPV	85	70
K1123A	PHYSICAL THERAPIST-A	80	65
K1123B	PHYSICAL THERAPIST-B	70	55
K1123O	PHYSICAL THERAPIST-O	75	60
K10621	PHYSICIAN	99	80
K10701	PHYSICIAN ASSISTANT	85	70
K1070S	PHYSICIAN ASSISTANT SUPV	90	75
X61062	PHYSICIAN MANAGER	99	90

Job Code	Classification Title	Pay Band	Reverts to Pay Band
T2152S	PLUMBER, PIPEFITTER, & STEAM FITTER SUPV	60	55
T2152A	PLUMBER, PIPEFITTER, & STEAM FITTER-A	55	50
T2152B	PLUMBER, PIPEFITTER, & STEAM FITTER-B	45	40
T2152O	PLUMBER, PIPEFITTER, & STEAM FITTER-O	50	45
M3051S	POLICE & SHERIFF PATROL OFFICER SUPV	85	80
M3051A	POLICE & SHERIFF PATROL OFFICER-A	75	65
M3051B	POLICE & SHERIFF PATROL OFFICER-B	65	55
M3051O	POLICE & SHERIFF PATROL OFFICER-O	70	60
C9003	PRINCIPAL EXECUTIVE BUDGET AND POLICY ANALYST	85	80
G10901	PROBATION PAROLE OFFICER 1	65	60
G10902	PROBATION PAROLE OFFICER 2	70	65
G1090S	PROBATION PAROLE OFFICER SUPV	75	70
C11111	PROCESS IMPROVEMENT ANALYST	85	70
C10323	PROPERTY & CASUALTY ADJUSTER I	70	60
C10324	PROPERTY & CASUALTY ADJUSTER II	75	65
K1066S	PSYCHIATRIST SUPV	98	90
K1066A	PSYCHIATRIST-A	97	85
K1066B	PSYCHIATRIST-B	95	75
K1066O	PSYCHIATRIST-O	96	80
H10112	PUBLIC DEFENDER 2	75	70
H10113	PUBLIC DEFENDER 3	80	75
H10114	PUBLIC DEFENDER 4	85	80
F30111	PUBLIC UTILITIES ECONOMIST	80	70
E30611	PUBLIC UTILITIES ENGINEER	85	75
K2034S	RADIOLOGIC TECHNOLOGIST &TECHNICIAN SUPV	65	60
K2034A	RADIOLOGIC TECHNOLOGIST &TECHNICIAN-A	60	55
K2034B	RADIOLOGIC TECHNOLOGIST &TECHNICIAN-B	50	45
K2034O	RADIOLOGIC TECHNOLOGIST &TECHNICIAN-O	55	50
K1111S	REGISTERED NURSE SUPV	85	70
K1111A	REGISTERED NURSE-A	80	65
K1111B	REGISTERED NURSE-B	70	55
K1111O	REGISTERED NURSE-O	75	60
K1126A	RESPIRATORY THERAPIST-A	60	50
K1126B	RESPIRATORY THERAPIST-B	50	40
K1126O	RESPIRATORY THERAPIST-O	55	45
C20501	RETIREMENT SPECIALIST, LEVEL 1	55	50

Job Code	Classification Title	Pay Band	Reverts to Pay Band
C20502	RETIREMENT SPECIALIST, LEVEL 2	60	55
C20505	RETIREMENT SPECIALIST, SUPERVISOR	65	60
Q3031S	SECURITIES, COMMODITIES, & FIN SRVS SUPV	96	75
Q3031A	SECURITIES, COMMODITIES, & FIN SRVS-A	95	70
Q3031B	SECURITIES, COMMODITIES, & FIN SRVS-B	85	60
Q3031O	SECURITIES, COMMODITIES, & FIN SRVS-O	90	65
M9032S	SECURITY GUARD SUPV	50	40
M9032A	SECURITY GUARD-A	45	35
M9032B	SECURITY GUARD-B	35	25
M9032O	SECURITY GUARD-O	40	30
I3025	SIGNED LANGUAGE INTERPRETER	75	70
E40495	SPACEPORT AEROSPACE ENGINEER	90	75
Q40401	SPACEPORT AMERICA SALES AGENT	80	65
W20495	SPACEPORT FLIGHT CONTROL SPECIALIST	80	65
X40495	SPACEPORT OPERATIONS MANAGER	85	80
K1127A	SPEECH-LANGUAGE PATHOLOGIST-A	75	65
K1127B	SPEECH-LANGUAGE PATHOLOGIST-B	65	55
K1127O	SPEECH-LANGUAGE PATHOLOGIST-O	70	60
X30100	STAFF - DENTAL	95	75
X30125	STAFF - ECONOMICS	80	75
X30200	STAFF - ENVIRONMENTAL SCIENCE	80	75
X30250	STAFF - FORENSIC SCIENCE	85	75
X30300	STAFF - HOSPITAL ADMINISTRATION	90	75
X30700	STAFF - MTD/SID	85	75
X30400	STAFF - NURSING	85	75
X30450	STAFF - NUTRITION/DIETITIAN	80	75
X30500	STAFF - OT/PT/SLP	90	75
X30550	STAFF - PHARMACY	95	75
X30650	STAFF - PHYSICIAN	98	75
X30600	STAFF - PSYCHIATRY	98	75
C20123	STATE AUDIT AUDITOR COORDINATOR	85	75
C20121	STATE AUDITOR I	65	60
C20122	STATE AUDITOR II	70	65
X70250	STATE SCIENTIFIC LABORATORY DIRECTOR	96	90
M33011	STIU INVESTIGATOR	70	65
C20131	TAX AUDITOR I	60	55
C20132	TAX AUDITOR II	65	60



Job Code	Classification Title	Pay Band	Reverts to Pay Band
<b>C20133</b>	TAX AUDITOR III	70	65
<b>C20134</b>	TAX AUDITOR IV	75	70
<b>C20135</b>	TAX AUDITOR SUPV	80	75
<b>K1131A</b>	VETERINARIAN-A	85	80
<b>K1131B</b>	VETERINARIAN-B	75	70
<b>K1131O</b>	VETERINARIAN-O	80	75
<b>B2033</b>	WILDFIRE PREVENTION & CONSERVATION COORD	70	65
<b>C10321</b>	WORKERS' COMPENSATION ADJUSTER I	70	60
<b>C10322</b>	WORKERS' COMPENSATION ADJUSTER II	75	65