



New Mexico State Personnel Board State Personnel Office

**SUSANA MARTINEZ
GOVERNOR**

State Personnel Board
Christine B. Romero, Chair

Justin Najaka
Director

Nivia L. Thames
Deputy Director

Megan Muirhead Jerry Manzagol

General Memorandum 2018-003

TO: Cabinet Secretaries, Agency Heads and HR Managers

FROM: Justin Najaka, State Personnel Director *Justin Najaka*

DATE: December 12, 2018

SUBJECT: Salary Structure Adjustments and Implementation of Attorney and (CPS) Social Service Salary Structures

On August 24, 2018, the State Personnel Board approved a (2%) two percent upward adjustment of the General and Corrections salary structures as well as adoption of the new Attorney and (CPS) Social Services Salary Structures. All will become effective December 15, 2018. State Personnel Office's Compensation & Classification, Talent Acquisition, Workforce Planning, HR Operations and QA Data Analytics are partnering with Department of Information Technology to enter classification and salary table data into the SHARE system to complete the project. All Centers of Excellence (COE) managers and non-consolidated agencies have been trained on the SHARE position and employee data entry process for their respective agencies.

For positions affected by the 2% structure adjustments, the SHARE system will automatically update pay band values and compa-ratios. Employees' pay will be unchanged.

For positions affected by the implementation of the new Attorney and (CPS) Social Services salary structures, the implementation team, mentioned above, will crosswalk each employee's salary and position data seamlessly in SHARE and that employee will receive a written notification specifying what has taken place and where to seek further information.

For positions that are currently posted or in "continuous" posting for recruitment, the implementation team will make the salary and position changes in the Recruitment Module without agencies having to cancel and repost positions.

2600 Cerrillos Road, Santa Fe, New Mexico, 87505 (505) 476-7759



In accordance with Subsection C of 1.7.4.11 NMAC, affected employees will retain their current hourly salary. However, should their salary fall below the minimum of the new pay band, in accordance with Paragraph (2) of Subsection C of 1.7.4.11 NMAC, their salary will be brought to the minimum of the new pay band.

The 2% salary schedules are as follows:

FY19 Classified General Salary Schedule (2% Adjusted)						
Pay Band	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
25	\$7.50	\$10.17	\$12.92	\$15,600	\$21,154	\$26,865
30	\$7.98	\$10.93	\$13.88	\$16,596	\$22,734	\$28,873
35	\$8.65	\$11.85	\$15.05	\$17,993	\$24,648	\$31,303
40	\$9.45	\$12.95	\$16.45	\$19,663	\$26,936	\$34,209
45	\$10.41	\$14.26	\$18.11	\$21,652	\$29,661	\$37,669
50	\$11.55	\$15.82	\$20.09	\$24,021	\$32,906	\$41,790
55	\$12.87	\$17.63	\$22.39	\$26,764	\$36,663	\$46,562
60	\$14.11	\$19.33	\$24.55	\$29,347	\$40,201	\$51,056
65	\$15.59	\$21.36	\$27.12	\$32,427	\$44,420	\$56,413
70	\$17.35	\$23.77	\$30.19	\$36,097	\$49,449	\$62,800
75	\$19.46	\$26.65	\$33.85	\$40,473	\$55,442	\$70,411
80	\$21.97	\$30.09	\$38.21	\$45,688	\$62,586	\$79,484
85	\$24.95	\$34.18	\$43.41	\$51,905	\$71,103	\$90,301
90	\$28.51	\$39.06	\$49.60	\$59,307	\$81,242	\$103,177
95	\$32.76	\$44.88	\$57.00	\$68,150	\$93,356	\$118,561
96	\$37.83	\$51.82	\$65.81	\$78,685	\$107,787	\$136,890
97	\$43.87	\$60.09	\$76.32	\$91,243	\$124,990	\$158,737
98	\$51.06	\$69.94	\$88.83	\$106,199	\$145,479	\$184,758
99	\$96.05	\$131.58	\$167.11	\$199,791	\$273,686	\$347,582

FY19 Classified Corrections Salary Schedule (2% Adjusted)						
Pay Band	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
CA	\$14.00	\$16.81	\$19.61	\$29,130	\$34,964	\$40,798
CB	\$16.77	\$20.09	\$23.42	\$34,879	\$41,796	\$48,712
CC	\$18.56	\$22.26	\$25.95	\$38,613	\$46,293	\$53,974
CD	\$20.43	\$24.51	\$28.59	\$42,496	\$50,982	\$59,468
CE	\$22.40	\$26.88	\$31.34	\$46,590	\$55,904	\$65,197
CF	\$24.29	\$29.14	\$33.99	\$50,515	\$60,614	\$70,692
CG	\$25.90	\$31.07	\$36.24	\$53,867	\$64,624	\$75,380
CH	\$28.28	\$33.93	\$39.58	\$58,832	\$70,564	\$82,318
CI	\$30.33	\$36.38	\$42.44	\$63,096	\$75,677	\$88,280
CJ	\$32.44	\$38.90	\$45.38	\$67,467	\$80,918	\$94,390
CK	\$35.80	\$42.95	\$50.09	\$74,468	\$89,341	\$104,192
CL	\$39.90	\$47.88	\$55.85	\$82,997	\$99,588	\$116,158
CM	\$44.61	\$53.53	\$62.45	\$92,799	\$111,342	\$129,906

2600 Cerrillos Road, Santa Fe, New Mexico, 87505 (505) 476-7759



The new Attorney and (CPS) Social Services salary schedules are as follows:

FY19 Classified Attorney Salary Schedule (New)						
Pay Band	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
LE	\$24.00	31.17	\$38.33	\$49,916	\$64,825	\$79,735
LF	\$25.93	33.68	\$41.42	\$53,939	\$70,051	\$86,163
LG	\$28.11	36.50	\$44.90	\$58,460	\$75,922	\$93,384
LH	\$30.70	39.87	\$49.04	\$63,851	\$82,923	\$101,996
LI	\$32.89	42.72	\$52.54	\$68,418	\$88,855	\$109,292
LJ	\$35.10	45.59	\$56.08	\$73,017	\$94,827	\$116,637
LK	\$38.48	49.97	\$61.47	\$80,039	\$103,947	\$127,855

FY19 Classified Social Services Salary Schedule (New)						
Pay Band	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SD	\$16.12	\$20.93	\$25.74	\$33,521	\$43,534	\$53,547
SE	\$18.30	\$23.76	\$29.22	\$38,054	\$49,421	\$60,788
SF	\$20.57	\$26.71	\$32.85	\$42,779	\$55,557	\$68,335
SG	\$24.00	\$31.17	\$38.34	\$49,922	\$64,834	\$79,745
SH	\$28.66	\$37.22	\$45.78	\$59,612	\$77,418	\$95,224
SI	\$31.71	\$41.18	\$50.65	\$65,954	\$85,654	\$105,355

The following tables illustrate how each classification crosswalks into its new job and pay code:

Attorney Job Codes and Pay Bands

Current Job Code	New Job Code	Current Pay Band	New Pay Band	Current Job Title	New Job Title
H2092A	LLLC23	65	LE	Law Clerk	Law Clerk
H1011B	LLLA26	70	LF	Lawyer-B	Attorney I
H1011O	LLLA30	75	LG	Lawyer-O	Attorney II
H1011A	LLLA35	80	LH	Lawyer-A	Attorney III
H30114	LLLA40	85	LI	Attorney IV	Attorney IV
H1011S	LLLS40	85	LI	Lawyer-Supervisor	Attorney Supervisor
X61111	LLLX46	90	LJ	General Counsel I	General Counsel I
X61112	LLLX52	95	LK	General Counsel II	General Counsel II

CPS Social Services Job Codes and Pay Bands

Current Job Code	New Job Code	Current Pay Band	New Pay Band	Current Job Title	New Job Title
G10246	SPCP20	60	SD	CPS Perm Plg Case Wkr	No change
G10251	SPCW20	60	SD	CPS Placement Case Wkr	No change
G10240	SCIW20	60	SD	SCI Worker	No change
G10255	SADC23	65	SE	CPS Adoption Cons	No change
G10243	SICW23	65	SE	CPS Investigation Case Wkr	No change
G10256	SFCM23	65	SE	CPS Mediator	No change
G10247	SPCP23	65	SE	CPS Perm Plg Sr Wkr	No change
G10252	SPCW23	65	SE	CPS Placement Sr Wkr	No change
G10258	STIV23	65	SE	CPS Title IV-E Spec	No change
G10257	SYTC23	65	SE	CPS Youth Transition Coord	No change
G10249	SIHP23	65	SE	IHS Practitioner	No change
G10241	SCIW23	65	SE	SCI Sr Wkr	No change
G10244	SICW26	70	SF	CPS Investigation Sr Case Wkr	No change
G10248	SPPS26	70	SF	CPS Perm Plg Supv	No change
G10253	SPCW26	70	SF	CPS Placement Spec	No change
G10254	SPCS26	70	SF	CPS Placement Supv	No change
G10250	SIHS26	70	SF	IHS Practitioner Supv	No change
G10242	SCIS26	70	SF	SCI Supv	No change
G10245	SICS30	75	SG	CPS Investigation Supv	No change
X50690	SCMX40	80	SH	CPS County Office Manager	No change
X60690	SRMX46	85	SI	CPS Regional Manager	No change

Questions regarding the FY19 Salary Schedule implementation can be directed to your Human Resources Bureau or the State Personnel Office.