



# New Mexico State Personnel Board

## State Personnel Office

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### MEMORANDUM

TO: Cabinet Secretaries, Agency Heads, Human Resources Managers

FROM: Justin Najaka, Director, State Personnel Office *JN*  
Tom Church, Cabinet Secretary, Department of Transportation *TC*

DATE: June 30, 2017

SUBJECT: Engineering, Surveyor & Architectural (ESA) Study

We are pleased to announce that on June 16, 2017, the State Personnel Board approved the adoption of the two (2) new **Engineer & Surveyor and Architect**-specific salary structures with 33 new job classifications. These new job families and classifications will result in significantly more career growth opportunity for affected incumbents and the new salary structures will provide market-competitive salaries and greater opportunities for recruiting and retaining talent.

**The effective date for the ESA salary structures and classifications is July 15, 2017.**

In preparation for our systems and business processes for migrating to the new salary structures and job classifications, the State Personnel Office (SPO) is instituting a temporary hold on recruitment, reclassifications, creations and reorganizations from July 1, 2017 through July 14, 2017. This will allow the ESA crosswalks to be implemented with current data, allow the salaries of affected employees to be identified and addressed, and will allow the upload of new classification and salary information into the SHARE and NEOGOV systems.

This is an exciting development for the State, and the implementation of this statewide (ESA) classification and compensation study will be supported by additional announcements and resources for managers and employees.

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Current Classifications Affected in the ESA Study			
EXEC - ENGINEERING	X80150	ENG TECH,AO-NL-A	E3029A
GEN I - ENGINEERING	X60150	ENG TECH,AO-NL-B	E3029B
A/O I - ENGINEERING	X40150	ENG TECH,AO-NL-O	E3029O
A/O II - ENGINEERING	X50150		
A/O II (PM only)	X50000	INSPCT,TEST,SORTR-A	V9061A
STAFF - ENGINEERING	X30150	INSPCT,TEST,SORTR-O	V9061O
Staff Manager (PM only)	X30000	INSPCT,TEST,SORTR-B	V9061B
ENGINEER,AO-PE-A	E2199A	SURVEYOR SUPERVISOR	E1022S
ENGINEER,AO-PE-B	E2199B	SURVEYOR-A	E1022A
ENGINEER,AO-PE-O	E2199O	SURVEYOR-O	E1022O
		SURVEYOR-B	E1022B
CIVIL ENG. TECH. SUPV. (NL)	E3022S		
CIVIL ENG TECH-NL-A	E3022A	SURVEYING & MAPPING TECH SUPV	E3031S
CIVIL ENG TECH-NL-O	E3022O	SURVEY & MAP TECH-A	E3031A
CIVIL ENG TECH-NL-B	E3022B	SURVEY & MAP TECH-O	E3031O
ELEC ENGINEER-A	E2071A	ENGINEER SPEC AO SUPV (NL)	E3000S
		ENG SPEC, AO-NL-A	E3000A
MECH ENGINEER-A	E2141A	ENG SPEC, AO-NL-B	E3000B
		ENG SPEC, AO-NL-O	E3000O
CIVIL ENGINEER SUPERVISOR	E2051S		
CIVIL ENGINEER-A	E2051A	ENVIRON SPEC-NL-B	E2082B
CIVIL ENGINEER-O	E2051O	ENVIRON SPEC-NL-O	E2082O
CIVIL ENGINEER-B	E2051B		
		ARCH & CIVIL DRFTR-A	E3011A
ELEC ENG TECH-NL-A	E3023A		
ELEC ENG TECH-NL-O	E3023O	ARCHITECT,XCPT NAV-A	E1011A
ELECTRONICS SPEC-O	E2072O	ENGINEERNG COORDINATOR-PE SUPV	B9041S
		ENG COORD SPEC-NL-A	B9042A
		ENG COORD SPEC-NL-O	B9042O
		ENG COORD SPEC-NL-B	B9042B

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