

Engineer, Surveyor & Architect (ESA) Compensation and Classification Study Implementation

State of New Mexico, State Personnel Office
July 28, 2017



Agenda

□ Objectives of the ESA Informational Session

- **Overview of ESA Project**
- **ESA Study**
 - ✓ Goals: Statewide and Career Path Perspective
 - ✓ Methodology: DOT and SPO partnership
 - ✓ Job Classifications – New Job Families
 - ✓ Compensation – New Engineering & Surveyor’s & Architect’s Specific Salary Schedules
 - ✓ What does this mean for the State of New Mexico?
- **Path to Implementation**
 - ✓ Timeline: June and July 2017
 - ✓ Deadlines: New Classifications Effective 7/15/2017
 - ✓ Agencies will enter actions no later than July 28, 2017 into SHARE, SPO will QA entries
 - ✓ SHARE entry instructions will be posted on SPO website
- **Post-Implementation Governance Process**
- **Additional HR meeting opportunities**



Engineer, Surveyor & Architect (ESA) Study Goals

- Develop ESA Classification Structure tied to Job content
- Develop competitive compensation structure:
 - ✓ That reflects State's defined market
 - ✓ That enables State to attract and retain talent
- Provide career paths that include supervision/management tracks



Engineer, Surveyor & Architect (ESA) Study Process

Co-Chaired by DOT and OSE, working with Engineers, Surveyors, Water Resource Professionals, Engineering Technicians and Architects Steering Committee and facilitated by an outside consultant

- ✓ ESA Steering Committee Members: DOT, OSE, EMNRD, NMED, PRC, GSD.
- ✓ Agency Funded Study

- ✓ Developed ESA Classification Framework and role summaries for each job family and level
- ✓ Completed agency mapping/crosswalk by meeting with EVERY affected agency
- ✓ Agency participation crucial in completing crosswalks and communicating project goals
- ✓ Gathered market data and developed salary structure based on proprietary and public sector surveys
- ✓ Developed classification descriptions in March & April 2017 working with Agency Subject Matter Experts (SMEs)
- ✓ Completed ESA Classification and Compensation Plan in May 2017
- ✓ State Personnel Board Approval on June 16, 2017
- ✓ SPO Director final approval on Agency crosswalks July 2017



Job Classification Framework

	Engineering Management	Engineering	Engineering Technical	Surveying	Water Resources	Architecture
K	Senior Engineer Executive					
J	Engineer Executive					Staff Architect
I		Engineer Manager III		Professional Surveyor Manager III	Water Resources Manager II	
H		Engineer Manager II		Professional Surveyor Manager II		
G		Engineer Manager I, Engineer Professional II		Professional Surveyor Manager I	Water Resources Manager I, Water Resources Professional IV	Architect II
F		Engineer Professional I	Engineering Technician Supervisor III	Professional Surveyor II	Water Resources Professional III	Architect I
E		Engineer Intern	Engineering Technician Supervisor II, Engineering Technician V	Professional Surveyor I	Water Resources Professional II	
D		Engineer Graduate	Engineering Technician Supervisor I, Engineering Technician IV	Surveyor Intern II	Water Resources Professional I	
C			Engineering Technician III	Surveyor Intern I		
B			Engineering Technician II			
A			Engineering Technician I			



Job Classifications Families

- ESA Class Study resource documents posted to the SPO website under Classification and Compensation
 - ✓ Compensation Resources (www.spo.state.nm.us)
 - ❑ Look for all project-related documents on SPO website and/or consult with Agency Services
- Detailed job description for each family and level
- Bands A – K translated into Job Title and level I, II, etc.



Job Classifications: Agency Position Allocations and Cross-Walking

- Performed multiple times working with agency HR and SMEs, Consultant, SPO Compensation and Classification
- Map to position, not to person
 - ✓ Position by Position allocation, Not Job Class to Job Class
- Principles
 - ✓ Statewide perspective; equity and integrity across State system
 - ✓ Build in opportunities for career progression
 - ✓ Build in opportunities for promotion
- SPO reviews for comparability across all agencies
- SPO Director Approval Final Step



FY 2018 Classified Salary Schedule
*Compensation Structure – Engineer, Surveyor, Water Resource
 & Engineering Technician*
(Effective July 15, 2017)

PAY BAND	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
EA	\$13.13	\$17.07	\$21.01	\$27,307	\$35,500	\$43,693
EB	\$14.57	\$18.94	\$23.31	\$30,307	\$39,400	\$48,493
EC	\$16.38	\$21.30	\$26.21	\$34,076	\$44,300	\$54,524
ED	\$18.68	\$24.28	\$29.88	\$38,845	\$50,500	\$62,155
EE	\$21.82	\$28.37	\$34.91	\$45,383	\$59,000	\$72,617
EF	\$26.26	\$34.13	\$42.01	\$54,614	\$71,000	\$87,386
EG	\$29.22	\$37.98	\$46.75	\$60,768	\$79,000	\$97,232
EH	\$32.43	\$42.16	\$51.89	\$67,460	\$87,700	\$107,940
EI	\$36.00	\$46.80	\$57.60	\$74,883	\$97,350	\$119,817
EJ	\$39.24	\$51.01	\$62.78	\$81,613	\$106,100	\$130,587
EK	\$42.77	\$55.60	\$68.43	\$88,959	\$115,650	\$142,341



FY 2018 Classified Salary Schedule
Compensation Structure – Architect
(Effective July 15, 2017)

PAY	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
AA	\$23.74	\$30.87	\$37.99	\$49,383	\$64,200	\$79,017
AB	\$27.00	\$35.10	\$43.20	\$56,152	\$73,000	\$89,848
AC	\$36.24	\$47.12	\$57.99	\$75,383	\$98,000	\$120,617



Compensation: Ground Rules

- ✓ *No one will lose money as a result of the class study or moving to the new structure*
- ✓ Any remaining supervisory pay differentials rolled into base pay
- ✓ Bring to minimum will impact roughly 70
- ✓ Alternative Pay Bands eliminated and positions reflect current market based pay based on job content and org structure
- ✓ Managers and Supervisors are now accurately classified into distinct job families with job descriptors that specifically describe the work being performed



Path to Implementation: Timeline

- ▶ Final agency mapping released June 15, 2017
- ▶ State Personnel Board approval: June 16, 2017
- ▶ Recruitment Stops July 01, 2017
- ▶ Effective date, Recruitment in NEOGOV resumes July 15, 2017
- ▶ Salary Schedules and Job Classifications go live: July 15, 2017
- ▶ Action entries in SHARE completed by: July 28, 2017
- ▶ Additional question?

✓ Email Stephanie Berenger at Stephanie.Berenger2@state.nm.us with SPO Compensation & Classification Team.

