

Engineer, Surveyor and Architect Classification and Compensation Study

May 12, 2016 - June 16, 2017

Sponsor/Partners: Department of Transportation, State Personnel Office and Kenning Consulting, Inc.

Project Co-Chairs: Anthony Lujan, Deputy Cabinet Secretary, DOT
John Romero, Water Resources Engineer, Office of the State Engineer

Project Steering Committee (Agencies Represented):
DOT, OSE, NMED, EMNRD, GSD and PRC.

Job Families Created:

Engineering (5 levels of management; four levels of professional)
Surveying (3 levels of management; four levels of professional)
Water Resources (2 levels of management; four levels of professional)
Architecture (1 level of management; two levels of professional)
Engineering Technical (3 levels of supervision; five levels of technical)

SPO Classification and Compensation Team:

Bernadette Perez, Acting State Compensation Director
Cliff R. McNary, M.A. State Classification and Testing Manager
Stephanie Berenger, M.P.A. Compensation and Classification Analyst
Michael McEuen, Compensation and Classification Analyst

Purpose of Study:

- 1) To develop a classification structure that is reflective of the way engineering, surveying and architecture work is organized and to allocate employees to classifications based on current job content.
- 2) To develop a compensation structure that is competitive with the State's defined market that will enable the State to attract and retain the quality and quantity of engineering, surveying and architect talent it needs to meet its business objectives.
- 3) To develop an implementation plan by which the results of the project can be transitioned and implemented in a fiscally sound and prudent manner.

Agencies and Positions Affected:

Dept. of Trans:	695 FTE	State Engineer:	237 FTE
Environment:	30 FTE	Energy, Minerals:	18 FTE
Public Regulation:	17 FTE	General Services:	3 FTE
Dept. Health:	2 FTE	Cultural Affairs:	2 FTE
Comm. on Disability:	2 FTE	Military Affairs:	2 FTE
State Land Office:	1 FTE	Game & Fish:	1 FTE
Homeland Security:	1 FTE	Corrections:	1 FTE
Spaceport:	1 FTE	Total:	1013