



2022  
Classified Service  
Pay Plan and Compensation Report

December 30, 2022

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## **State Leadership**

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## Executive Summary

The classified service workforce consists of over 16,800 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 eight occupation-based pay lines to address market pricing issues – Corrections, IT, Engineering, Architecture, Social Services, Attorneys, Healthcare/Healthcare Physicians, and Peace Officers -- 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 that impacts many facets of State government and presents new challenges in multiple areas, including, but not limited to, hiring, retention, and market competitiveness.

The State Personnel Office 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 then 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

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

demographics, 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 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

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<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 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 115% 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%, reduce an employee's salary more than 15% (for other than disciplinary reasons), or offer a transferring employee 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.

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

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The State strives to compete with both private and public employers in the Comparator Market as well as the local New Mexico market by paying a competitive public sector salary, but must also remain fiscally responsible. For FY23, the State had the opportunity to re-engineer the General Salary Structure which was behind the Comparator Market in several benchmarks. Under the adjusted General Salary Schedule, the State's annual classified employee average base salary is now \$58,922, up from \$52,832 in FY22. Looking forward, SPO will continue to adjust 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 remaining within their pay band, rather than having to be promoted from one pay band to another. 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 today. The recently developed occupation-based pay lines described above have narrower pay band widths 67% (IT), 60% (Engineering, Architecture, Attorneys, Social Services, Healthcare, Peace Officer), and 40% (Corrections, Healthcare-Physicians). The General Salary Schedule was

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

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

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reworked for FY23 in conjunction with the FY23 legislative increases that established a fifteen dollar (\$15) minimum rate of pay and addressed compaction associated with that minimum wage increase. This resulted in new pay band widths of 30%-60% throughout the General Salary Schedule. The narrower pay bands are closer with industry standard of 30% to 50% pay band width.

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.

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## Use of Alternative Pay Bands

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Alternative Pay Bands (APBs) were originally designed to be used on an exception basis, to address compensation issues related to recruitment and retention that could not be readily handled within the General Salary Structure. Jobs are evaluated and assigned to pay bands to appropriately capture and maintain internal equity with 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, "alternative" 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 competitive and more responsive to movement in their respective markets.

Currently, over 15% of the State's job classifications within the General Salary Structure are assigned to APBs, this represents a 10% decrease from the 25% reported last year. The use of market-based occupational schedules and changes to the General Salary Structure will continue to reduce the number of APBs used. However, the number of APBs remaining is an indicator that there is a continuing need for additional occupation-based schedules to ensure these classifications are not behind the Comparator Market.

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## Compa-Ratios

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Compa-ratio is a measure of actual pay relative to the midpoint of the pay range and is an industry standard measurement of compensation. It is expressed as a percentage of the midpoint of the pay band.<sup>5</sup> For example, if the midpoint of the pay band is \$25/hr., then a wage of \$23/hr. is 92% compa-ratio and a wage of \$27/hr. is 108% compa-ratio.

When evaluating individual agencies in 2022:

- The average compa-ratio throughout the State ranges from 87% to 110%.

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



- 37 executive agencies have an average compa-ratio of less than 100%; and
- 1 executive agency has an average compa-ratio of over 110%.

This is a significant change from last year, when:

- The average compa-ratio throughout the State ranged from 83% to 118%.
- 9 executive agencies had an average compa-ratio of less than 100%; and
- 16 executive agencies had an average compa-ratio of over 110%.

The narrowed average compa-Ratio span, the increase in agencies with an average compa-ratio less than 100%, and the decrease in agencies with an average compa-ratio over 110% all indicate that the recent changes to the General Salary Schedule are allowing agencies to better compete in the market.

The adjustments to the General Salary Schedule have also provided an opportunity for agencies to evaluate how they pay and to evaluate and address compaction without being constrained by outdated pay ranges.

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## Pay Line Changes

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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 these job sectors.

In addition, in March 2022, Governor Michelle Lujan Grisham signed into law an unprecedented compensation package for State of New Mexico employees. The compensation package established a \$15-dollar minimum wage for State employees and simultaneously addressed compaction issues that would have otherwise stemmed from raising minimum pay rates only. This opportunity allowed the General Salary Structure to be re-engineered to align with the \$15-dollar minimum wage and also address long-standing issues with the General Salary Schedule, including ineffective utilization of pay ranges and limited ability to compete with market comparators.

# 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 New Mexico 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 2022, 33 state governments participated in NCASG's annual survey, representing hundreds of thousands of public sector employees.

## 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	
Arizona*	No Data
Colorado	\$104,454
Kansas	\$77,639
Nevada*	No Data
New Mexico	\$99,661
Oklahoma	\$90,397
Texas*	No data
Utah	\$88,799
Wyoming	\$103,787
*State did not respond to requests for this information	

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. 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. (Arizona, Texas, 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; 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, see table 2 below. Compared to the private sector, the State contributes 10% more to its employees in both medical and retirement benefits, see table 3 below.

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 2022 average base salary is \$58,922. This amount is 59.1% of total compensation. The remaining employer sponsored indirect components of total compensation (mandated benefits, insurance, and paid time off) is averaged at \$40,739 or 40.9% of total compensation, resulting in an average total compensation annual amount of \$99,661.

Table 2

<b>Average Base Salary:</b>		<b>\$58,922</b>	<b>59.1%</b>
<b>Employer Sponsored Benefits:</b>			
<b>FICA/Medicare</b>	(6.2% / 1.45% of gross salary)	\$4,508	4.5%
<b>PERA</b>	(18.74% of gross salary)	\$11,042	11.1%
<b>RHC</b>	(3% of gross salary)	\$1,768	1.8%
<b>Vacation</b>	(120 hours per year)	\$3,399	3.4%
<b>Sick</b>	(104 hours per year)	\$2,946	3.0%
<b>Holiday</b>	(88 hours per year)	\$2,266	2.3%
<b>Insurance</b>	(Based on \$50K-\$59.999K salary tier)	\$14,357	14.4%
<b>Personal Days</b>	(2 personal days per year)	\$453	0.5%

<b>Total Benefits</b>	<b>\$40,739</b>	<b>40.9%</b>
<b>Total Compensation (Salary + Benefits):</b>	<b>\$99,661</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 59.1% 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 1.9%.

The survey indicates that the average amount of paid leave provided by the State is 1.7% greater than the national civilian worker average and that the percentage of insurance costs (medical, dental, vision, etc.) paid by the State is 6.1% 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%	70.5%	61.7%	59.1%
Benefits	31.0%	29.5%	38.3%	40.9%
Paid Leave	7.4%	7.4%	7.4%	9.1%
Supplemental Pay	3.1%	3.5%	1.0%	0%
Insurance	8.3%	7.6%	11.6%	14.4%
Retirement and Savings	5.1%	3.4%	12.8%	11.1%
Legally Required	7.2%	7.5%	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 2022, organizations across all industries are planning general salary increases of 3.4-6.4% 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. In 2022, a 5.9% COLA increase, tied to a pandemic-fueled spike in inflation, was the highest in four decades. For 2023, an 8.7% increase is planned.

Table 4

Industry Related Trends & Data Sources	
See Appendix A for Data Sources	
WorldatWork	4.1%
Korn Ferry	3.5%
Mercer	3.5%
Willis Towers Watson	3.4%
Aon	6.4%
NCASG	4.5%
Salary.com	4.1%
Social Security Administration COLA	5.9%

## Economic Data

Table 5

ECI & CPI			
Economic Data			
Year	ECI (Civilian)	ECI (State & Local Govt.)	CPI-U
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%
2022	5.0%	4.6%	8.2%

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.

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

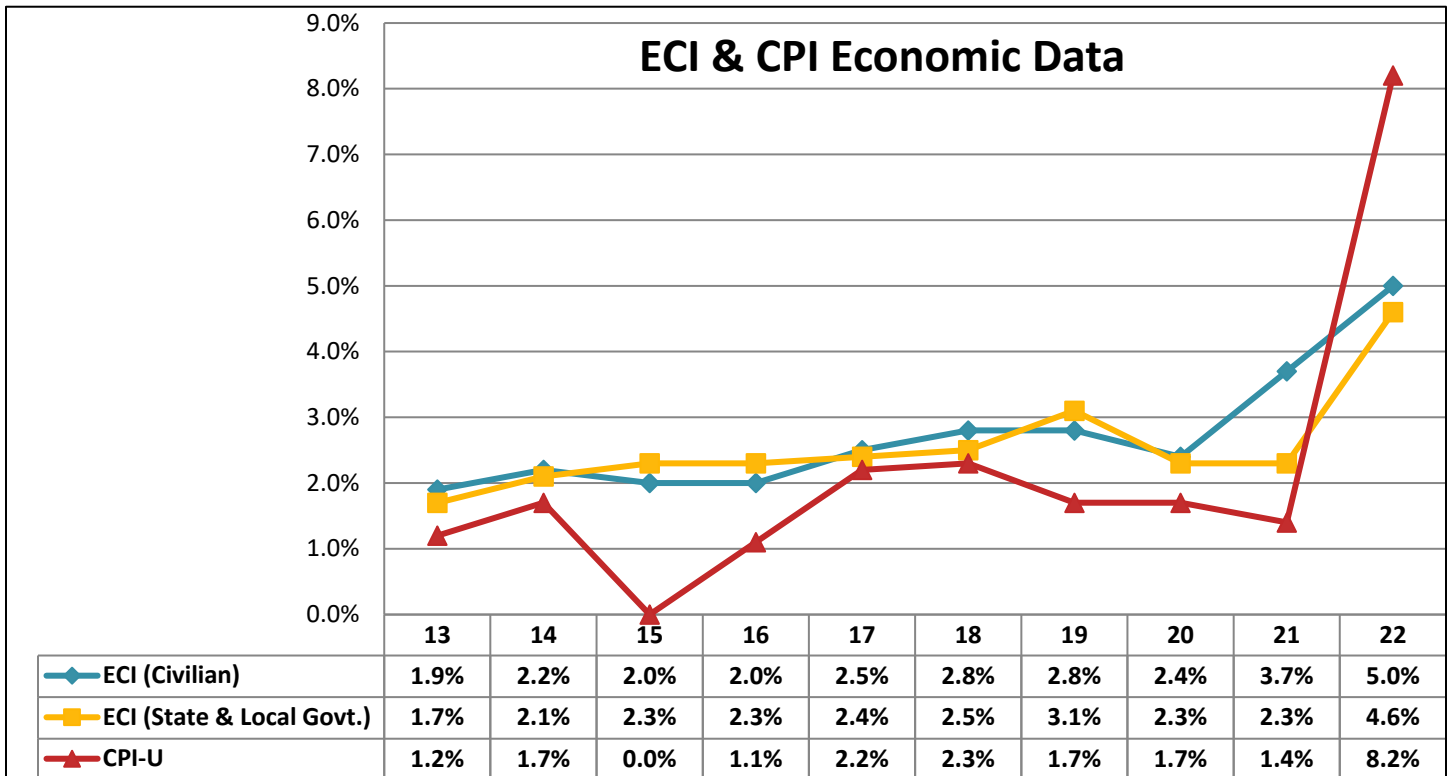
The Consumer Price Index—All Urban Consumers (CPI—U) is tracked monthly and is a measure of the changing purchasing power of the dollar. The number reflects the average change in the prices paid by

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 2022, the CPI-U, which covers 93% of the population of the United States, was reported as 8.2% (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.

Graph 1

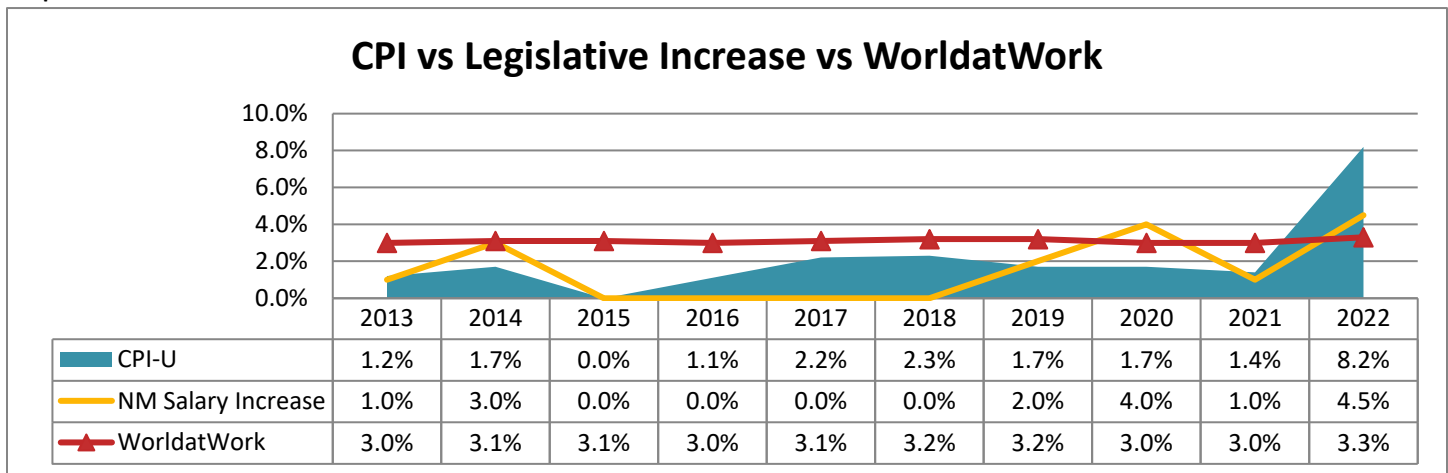


It is useful to compare these national wage data trends against New Mexico's salary increase history to identify patterns and develop recommendations when necessary. Graph 2 below compares the history of CPI-U rates (shaded area), and the national wage increases as reported by WorldatWork against legislatively 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 2022, leading compensation industries have reported organizations providing an average 4.1% 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

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Arizona	\$34,973	\$35,422	\$43,832	\$44,116	\$45,062	\$45,981	\$46,901	\$47,988	\$48,462	\$49,431	\$65,883
Colorado	\$50,955	\$52,270	\$53,772	\$54,300	\$54,509	\$54,858	\$55,187	\$62,956	\$66,033	\$67,354	\$61,882
Kansas*	\$37,855	\$36,356	\$37,336	\$36,056	\$37,133	\$37,233	\$37,345	\$39,902		\$41,498	\$48,353
Nevada*	\$55,704	\$46,446	\$47,216	\$64,792	\$66,082	\$69,084	\$40,862	\$42,088		\$43,771	
New Mexico	\$41,912	\$41,912	\$43,576	\$44,554	\$44,803	\$45,342	\$45,906	\$48,298	\$50,502	\$52,832	\$58,922
Oklahoma	\$35,540	\$36,314	\$37,700	\$37,700	\$42,940	\$44,178	\$45,061	\$49,505	\$44,716	\$45,610	\$49,790
Texas*	\$40,223	\$40,310	\$40,398	\$40,398	\$43,255	\$44,064	\$44,901	\$46,475			
Utah	\$45,114	\$45,749	\$46,592	\$47,656	\$48,832	\$49,764	\$50,980	\$50,481	\$51,491	\$52,521	\$53,186
Wyoming	\$48,352	\$47,922	\$49,213	\$52,050	\$54,018	\$55,500	\$53,299	\$54,766	\$54,605	\$55,697	\$60,105

\*State did not respond to requests for this information in the years left blank



## 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 September 2022, the ECEC reports the average salary for private industry is \$57,075 and the average salary for state and local government is \$71,198.

New Mexico's average classified employee salary as of this report is \$58,922.

The New Mexico Department of Workforce Solutions (NM DWS) Quarterly Census of Employment and Wages for the first quarter of 2022 reports private employment wages in New Mexico averaging \$57,387. (See Table 7)

Table 7

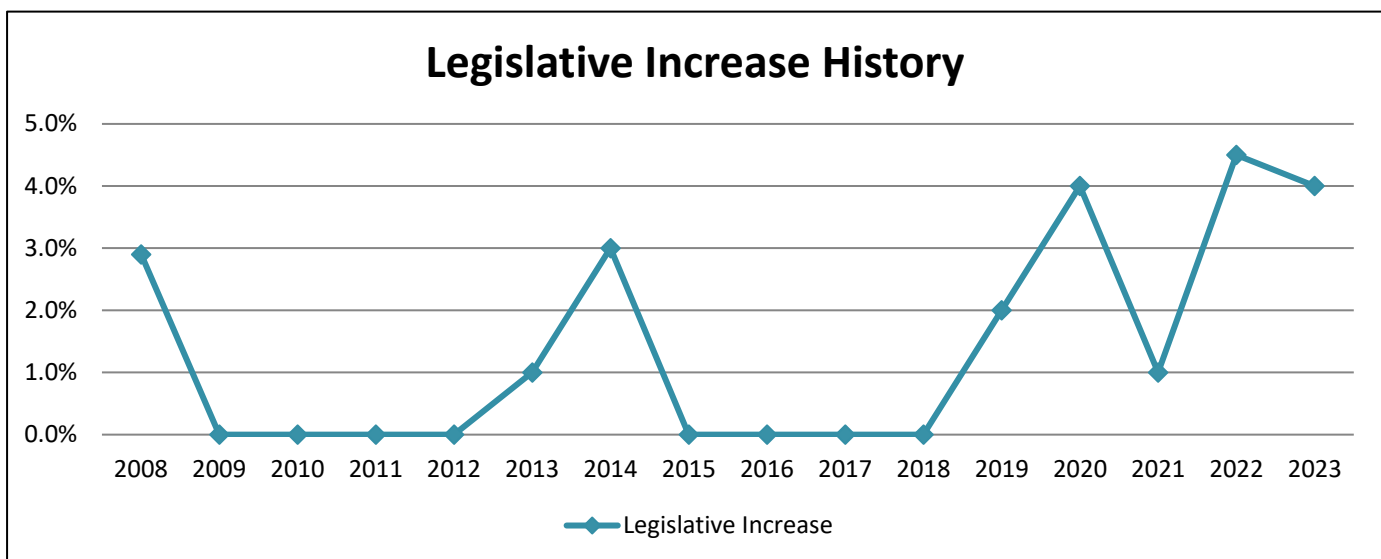
Average Annual Wages (not including benefits)	
USDOL ECEC Total Government	\$71,198
USDOL ECEC Private Industry	\$57,075
NM DWS Total Government (Fed, State, Local)	\$59,416
NM Classified Employees	\$58,922
NM DWS Private Industry	\$57,387

Government wages across New Mexico (including Federal, State and Local) average \$59,416.

## New Mexico Legislatively Authorized Salary Increases

Graph 3 shows the legislatively appropriated salary increases for Fiscal Year 2023 and each of the past 15 fiscal years. The salary increase amounts include general salary increases for all classified State employees. Specific information for each year, including supplemental increases appropriated for narrower groups of classified State employees, can be found in Appendix B.

Graph 3



## New Mexico Classified Employee Salary Distribution

*Nearly 40% of New Mexico's classified employees earn between \$30,000 and \$50,000 annually.*

2022 data reflects that nearly 40% of New Mexico's classified employees earn between \$30,000 and \$50,000 annually. This is a significant change in salary distribution from 2021, when 32% of New Mexico's classified employees earned between \$20,000 and \$40,000 annually. The shift can be attributed to the FY23 legislative increases and minimum wage adjustment. Supplemental information may be found in Graph 4 and Table 7.

Graph 4

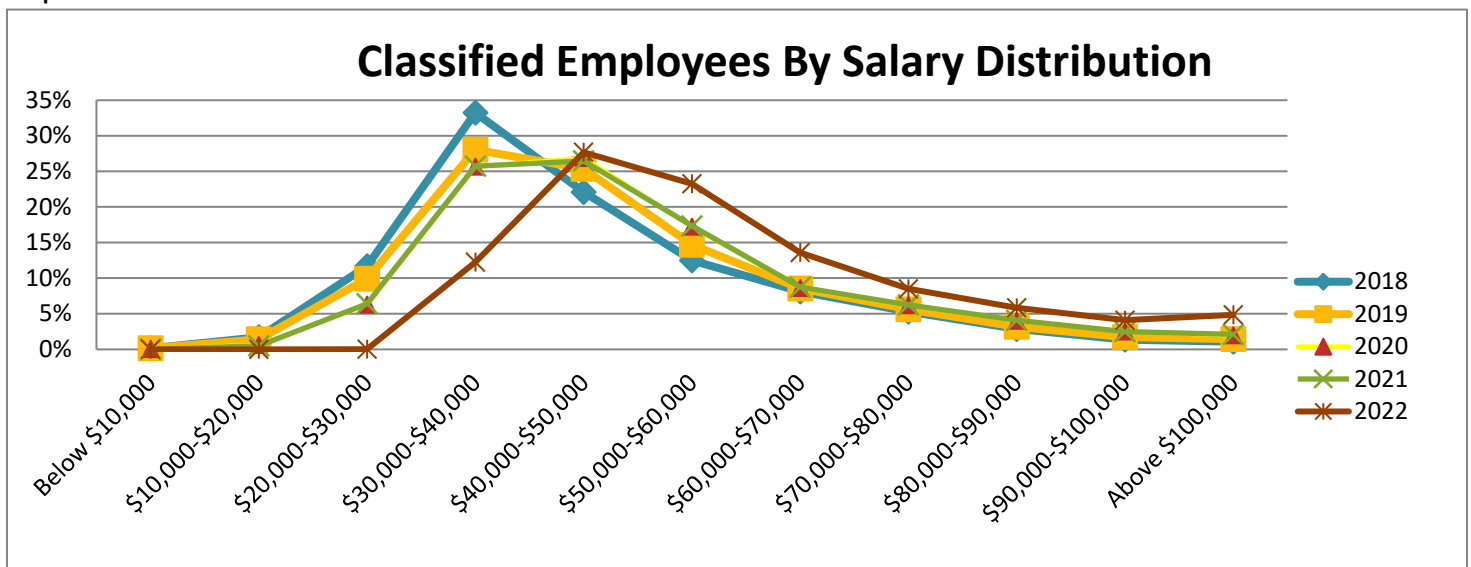


Table 7

	2012	2015	2017	2018	2019	2020	2021	2022
<b>Below \$10,000</b>	0.0%	0.0%	0.3%	0.1%	0.2%	0.0%	0.0%	0.0%
<b>\$10,000-\$20,000</b>	2.3%	1.7%	2.0%	1.7%	1.4%	0.6%	0.5%	0.0%
<b>\$20,000-\$30,000</b>	22.2%	15.6%	12.4%	11.7%	9.9%	6.3%	6.4%	0.0%
<b>\$30,000-\$40,000</b>	30.9%	31.7%	33.3%	33.2%	28.0%	25.7%	25.7%	12.2%
<b>\$40,000-\$50,000</b>	19.3%	21.1%	21.9%	22.1%	25.4%	26.9%	26.5%	27.7%
<b>\$50,000-\$60,000</b>	11.7%	12.8%	12.7%	12.5%	14.7%	17.2%	17.3%	23.2%
<b>\$60,000-\$70,000</b>	6.9%	8.9%	8.0%	8.1%	8.5%	8.6%	8.7%	13.6%
<b>\$70,000-\$80,000</b>	3.6%	3.9%	4.7%	5.3%	5.6%	6.2%	6.2%	8.5%
<b>\$80,000-\$90,000</b>	1.9%	2.4%	2.5%	2.9%	3.2%	4.0%	4.1%	5.8%
<b>\$90,000-\$100,000</b>	0.7%	1.3%	1.4%	1.4%	1.7%	2.5%	2.5%	4.1%
<b>Above \$100,000</b>	0.45%	0.7%	0.8%	1.1%	1.4%	2.0%	2.1%	4.8%

## 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.

Table 8

Salary Schedule	Pay Band	Average Salary	Average Compa-Ratio	# Of Employees
<b>Architect</b>	AB	\$78,572	97%	5
	AC	\$110,825	102%	1
<b>Attorney</b>	LE	\$69,009	95%	38
	LF	\$79,774	100%	15
	LG	\$86,852	103%	44
	LH	\$93,782	101%	98
	LI	\$103,106	104%	104
	LJ	\$114,908	108%	13
<b>Corrections</b>	CA	\$38,750	99%	26
	CB	\$44,917	96%	624
	CC	\$50,439	98%	151
	CD	\$57,066	100%	95
	CE	\$66,366	106%	18
	CG	\$78,099	108%	6
	CH	\$70,898	90%	4
	CJ	\$76,442	84%	26
	CK	\$86,188	85%	14
	CL	\$98,504	88%	6
	CM	\$113,708	88%	2
<b>Engineering</b>	EA	\$41,067	102%	47
	EB	\$47,199	106%	118
	EC	\$53,011	107%	138
	ED	\$58,685	104%	98
	EE	\$68,485	103%	143
	EF	\$80,103	100%	96
	EG	\$91,875	104%	104
	EH	\$107,695	110%	16
	EI	\$111,837	103%	34
<b>General</b>	EJ	\$126,258	107%	18
	EK	\$136,520	106%	12
	25	\$33,297	93%	259

	30*	\$30,799	93%	193
	35	\$37,126	96%	129
	40	\$37,992	94%	432
	45	\$38,781	92%	555
	50	\$41,019	93%	1211
	55	\$45,720	100%	1474
	60	\$49,537	100%	1787
	65	\$55,968	98%	1973
	70	\$61,995	95%	1505
	75	\$70,594	96%	1098
	80	\$79,828	98%	532
	85	\$91,057	101%	459
	90	\$104,678	106%	228
	95	\$116,145	102%	56
	96	\$131,543	102%	15
Healthcare	HA	\$33,610	108%	78
	HB	\$35,115	99%	254
	HC	\$40,512	99%	186
	HD	\$45,885	97%	51
	HE	\$58,102	103%	32
	HF	\$57,091	88%	49
	HG	\$71,027	99%	130
	HH	\$83,104	104%	196
	HI	\$93,887	106%	128
	HJ	\$100,616	101%	32
	HK	\$113,493	98%	30
	HL	\$127,198	96%	44
	HM	\$120,281	90%	23
	HN	\$158,371	105%	5
	HO	\$132,957	83%	4
	XA	\$163,711	109%	3
	XB	\$199,953	108%	10
	XC	\$291,350	148%	2
	XF	\$323,784	121%	5
	XG	\$345,281	119%	3
	XH	\$282,866	90%	5
	XI	\$366,009	106%	10
	XJ	\$251,231	102%	3
IT	IA	\$45,700	104%	18

	IB	\$53,763	104%	47
	IC	\$62,047	103%	56
	ID	\$66,710	97%	129
	IE	\$79,034	103%	170
	IF	\$92,438	107%	225
	IG	\$107,826	106%	60
	IH	\$117,122	98%	27
	II	\$132,611	102%	15
	IJ	\$140,752	97%	4
	IK	\$155,531	94%	6
<b>Peace Officer</b>	PE	\$40,643	80%	6
	PF	\$54,086	95%	48
	PG	\$69,258	108%	16
	PH	\$69,301	96%	36
	PI	\$76,979	94%	32
	PJ	\$90,828	98%	6
	PK	\$95,482	91%	5
	PL	\$102,016	85%	3
	PM	\$117,358	91%	1
<b>Social Services</b>	SD	\$45,991	95%	132
	SE	\$56,196	102%	275
	SF	\$63,674	102%	105
	SG	\$75,888	105%	55
	SH	\$87,010	100%	29
	SI	\$95,787	100%	9

\* 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 Livestock Board at 87% to the Board of Nursing at 110%. The average compa-ratio for all employees is approximately 98%.

## 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 2022 – Variable	11,906
Corrections	July 2016	July 2022 – 4%	972
IT	August 2016	July 2022 – 4%	757
Engineering, Surveyor	July 2017	July 2022 – 4%	824
Architect	July 2017	July 2022 – 4%	6
Social Services	August 2018	July 2022 – 4%	605
Attorneys	August 2018	July 2022 – 4%	312
Healthcare	December 2021	July 2022 – 4%	1,283
Peace Officers	April 2022	-	153

For FY22, NCASG reported a 4.5% average structure adjustment across all benchmark classifications.

## Salary Structure

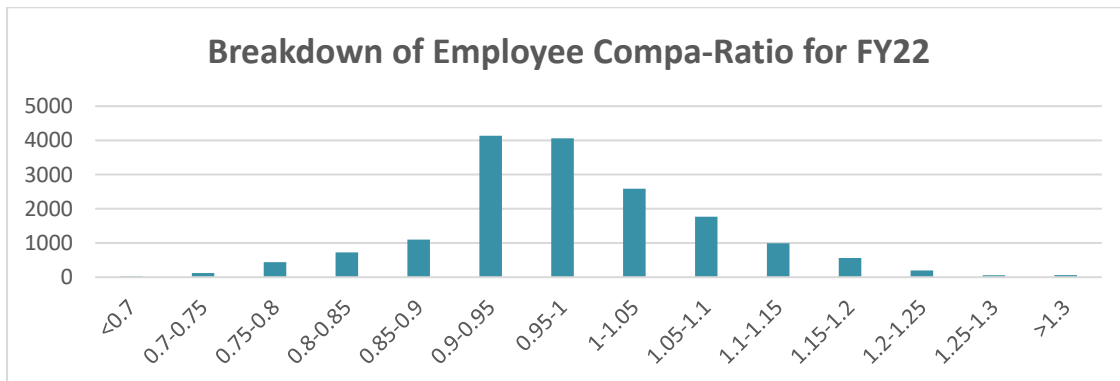
In order for an organization, especially a large one, to manage pay efficiently and effectively, it must simplify the administration of pay into a practical system. To accomplish this, organizations group individual classifications that have the same approximate job size or “worth” into pay bands. SPO 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. All the pay bands in the State's salary structure are currently 67% wide or less – meaning the maximum rate of pay is 67% greater than the minimum rate of pay, at most. One salary structure has pay bands that are 67% wide, two are 40% wide, and all other structures are 60% at their widest pay band. 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

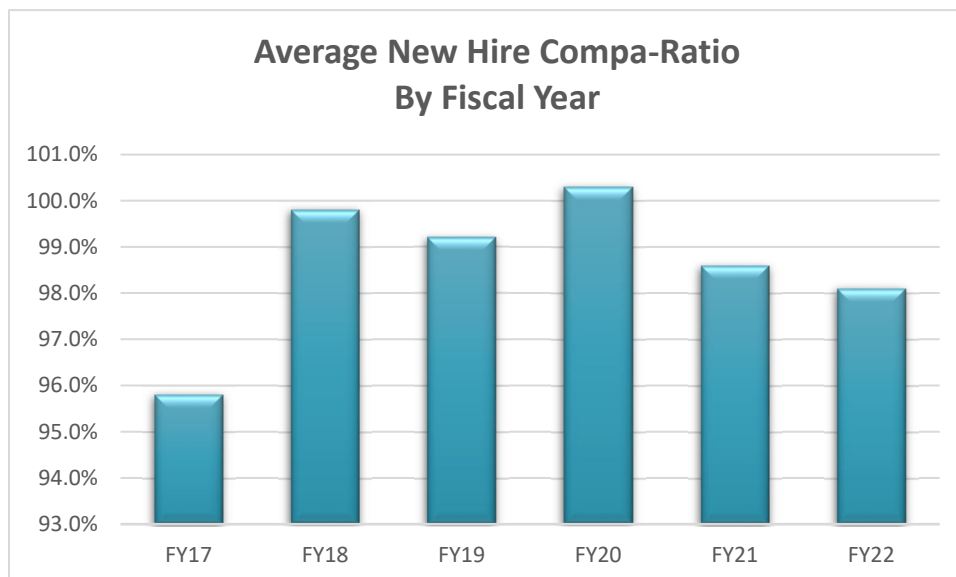
Graph 5 below illustrates the distribution of State classified employee compa-ratios. The distribution resembles a bell-shaped curve, with the number of employees spread evenly throughout the distribution.

Graph 5



Over the last five 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. This discrepancy occurs as the result of 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 (the size of the 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 assign the classification to a higher, “alternative” 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 requiring SPO approval 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.
- **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 FY18 through FY22. 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. The increased in pay band adjustments in FY22 reflects agencies' use of that pay mechanism to appropriately pay following the public health emergency and the budget and retention pressures faced during this past year.

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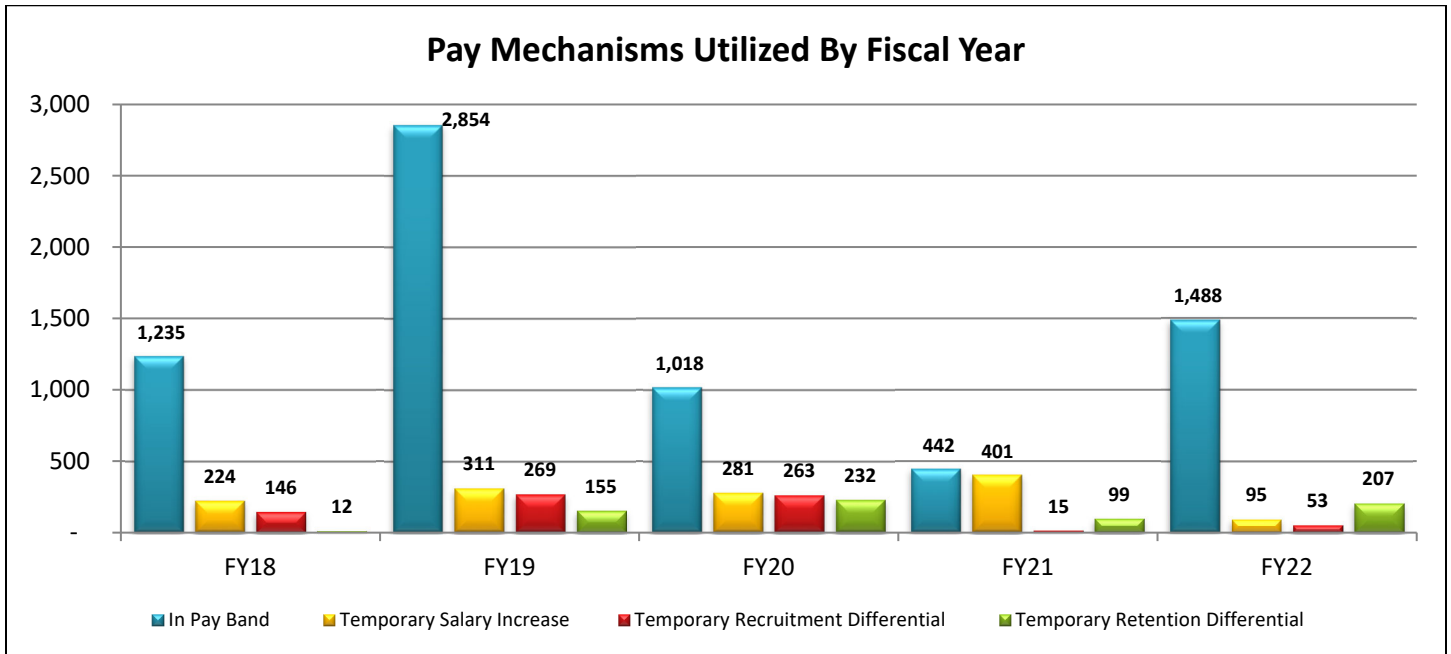
<sup>6</sup> 1.7.4.13(A) NMAC.

<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.



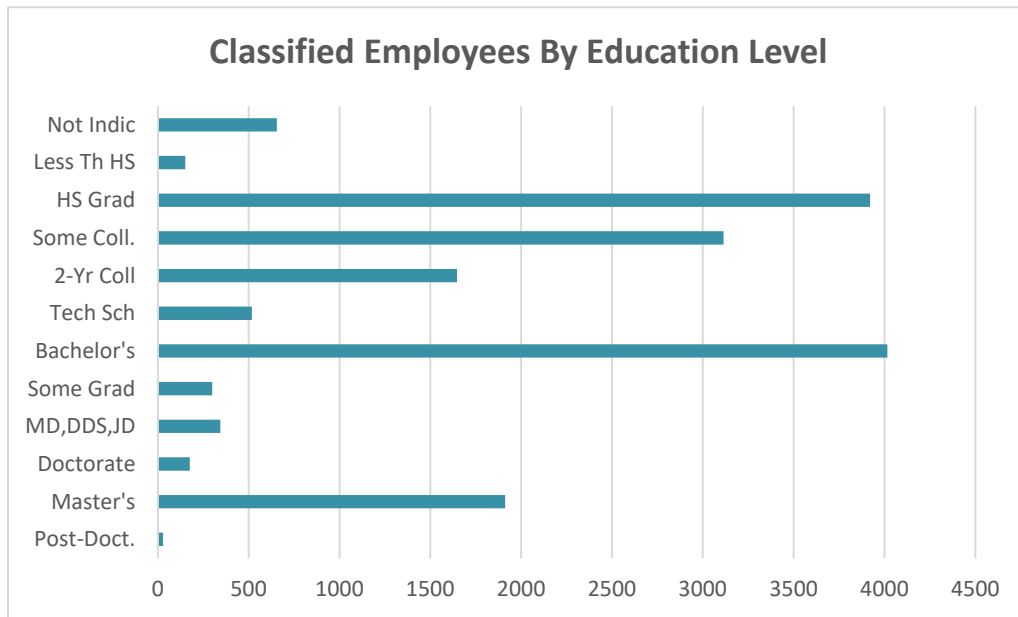


Graph 7

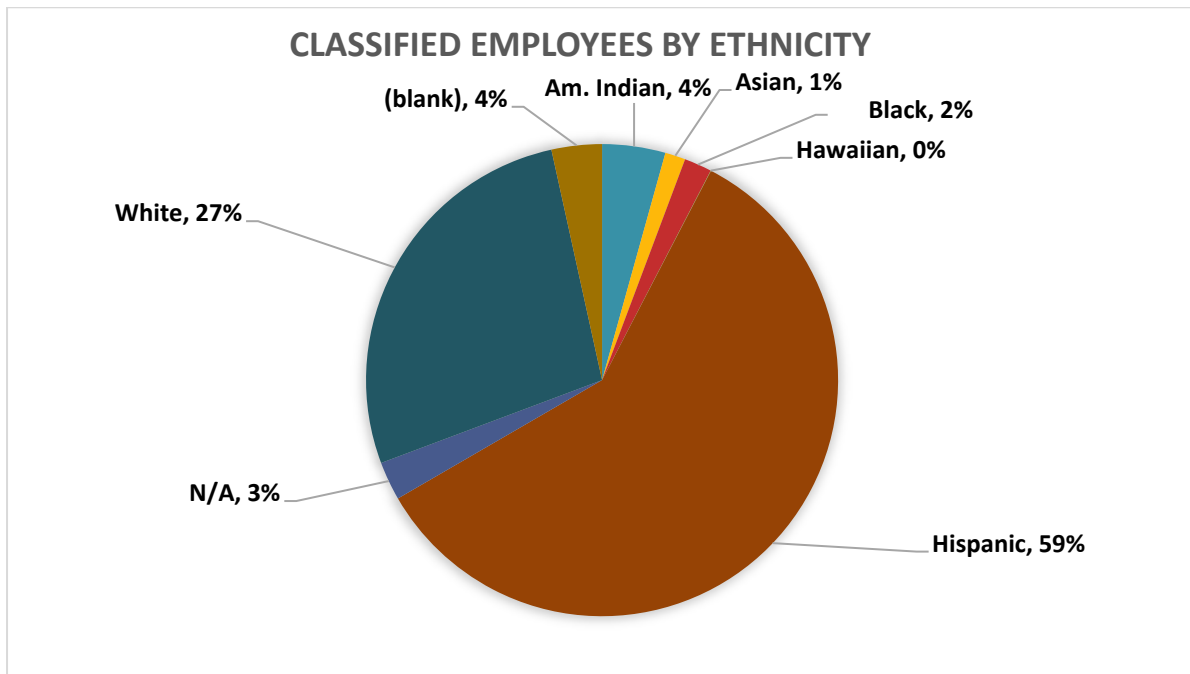
## Classified Service Demographics

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

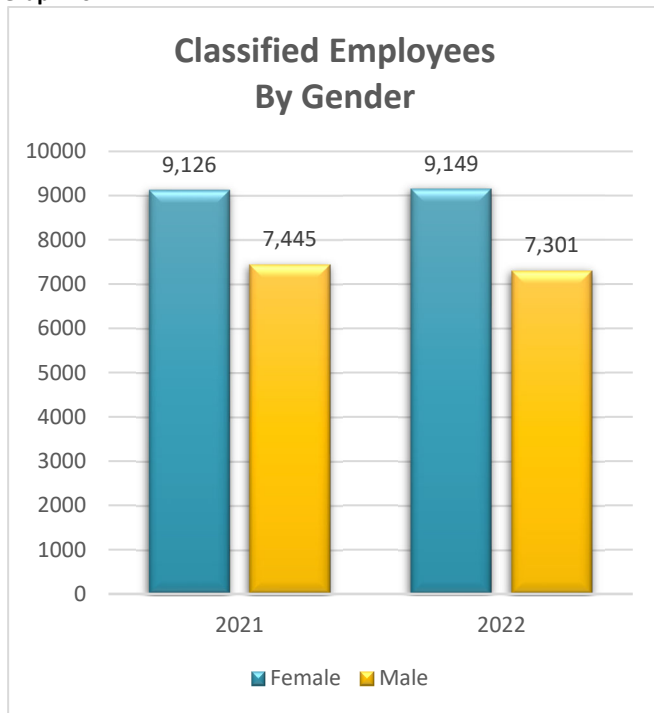
Graph 8



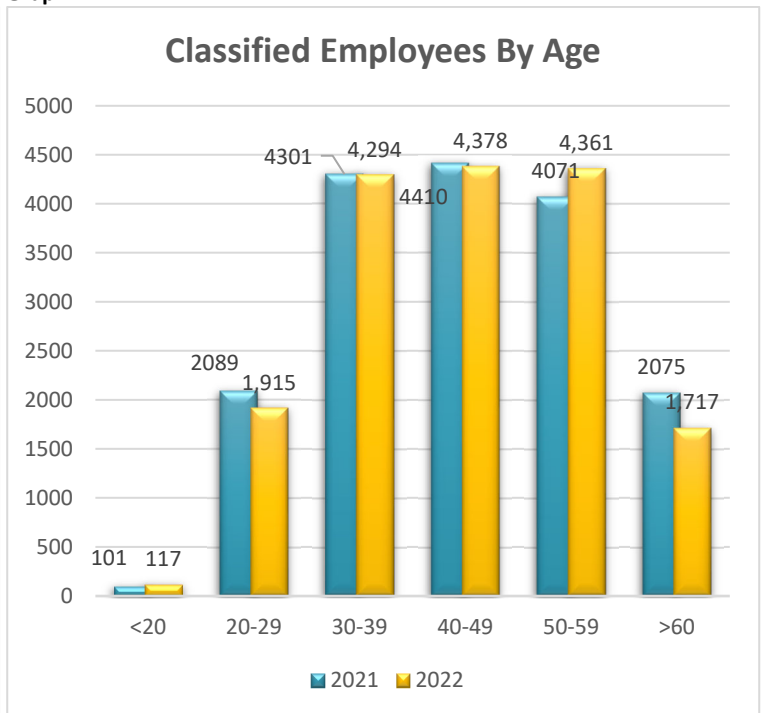
Graph 9



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	679,454	\$62,241	3,797	\$58,908	0.56%	-\$3,333
Catron	3,556	\$46,595	21	\$48,537	0.59%	\$1,942
Chaves	64,872	\$44,514	585	\$55,981	0.90%	\$11,467
Cibola	27,108	\$47,194	364	\$49,949	1.34%	\$2,755

Colfax	12,115	\$42,138	416	\$65,580	3.43%	\$23,442
Curry	48,416	\$52,173	144	\$53,263	0.30%	\$1,090
De Baca	1,625	\$37,202	15	\$42,783	0.92%	\$5,581
Doña Ana	222,285	\$50,101	1,222	\$55,252	0.55%	\$5,151
Eddy	64,397	\$76,380	152	\$53,551	0.24%	-\$22,829
Grant	27,884	\$42,850	335	\$51,586	1.20%	\$8,736
Guadalupe	4,377	\$32,827	103	\$47,775	2.35%	\$14,948
Harding	648	\$36,065	5	\$42,556	0.77%	\$6,491
Hidalgo	4,040	\$46,142	39	\$47,884	0.97%	\$1,742
Lea	76,432	\$72,743	145	\$55,048	0.19%	-\$17,695
Lincoln	20,211	\$53,710	82	\$49,903	0.41%	-\$3,807
Los Alamos	19,672	\$133,085	11	\$60,107	0.06%	-\$72,978
Luna	25,519	\$31,869	218	\$55,685	0.85%	\$23,816
McKinley	72,845	\$39,594	183	\$49,718	0.25%	\$10,124
Mora	4,050	\$34,003	21	\$40,324	0.52%	\$6,321
Otero	68,454	\$42,612	168	\$51,828	0.25%	\$9,216
Quay	8,655	\$33,814	102	\$47,842	1.18%	\$14,028
Rio Arriba	40,217	\$39,008	137	\$51,074	0.34%	\$12,066
Roosevelt	19,033	\$48,843	46	\$49,433	0.24%	\$590
San Juan	119,963	\$49,254	234	\$53,023	0.20%	\$3,769
San Miguel	26,752	\$35,288	880	\$54,487	3.29%	\$19,199
Sandoval	152,758	\$77,884	238	\$54,143	0.16%	-\$23,741
Santa Fe	157,119	\$67,788	5,959	\$66,326	3.79%	-\$1,462
Sierra	11,482	\$35,240	204	\$48,038	1.78%	\$12,798
Socorro	16,289	\$44,142	82	\$51,269	0.50%	\$7,127
Taos	34,773	\$45,858	123	\$52,945	0.35%	\$7,087
Torrance	14,756	\$41,727	63	\$49,254	0.43%	\$7,527
Union	4,013	\$40,997	95	\$50,036	2.37%	\$9,039
Valencia	75,937	\$61,065	627	\$47,712	0.83%	-\$13,353

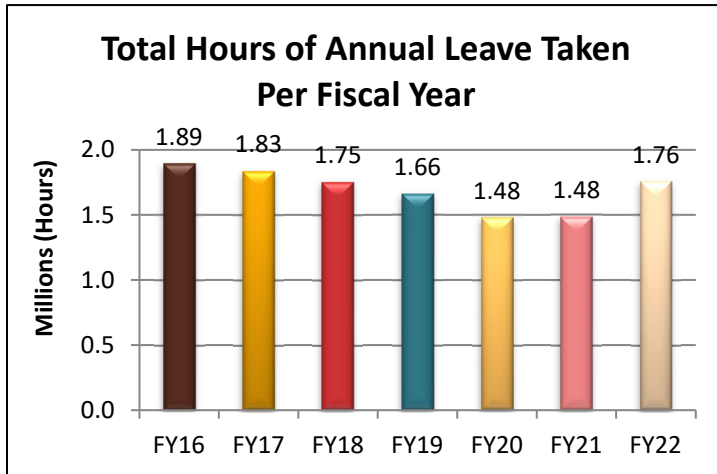
## Leave Accruals and Payouts

### Annual Leave

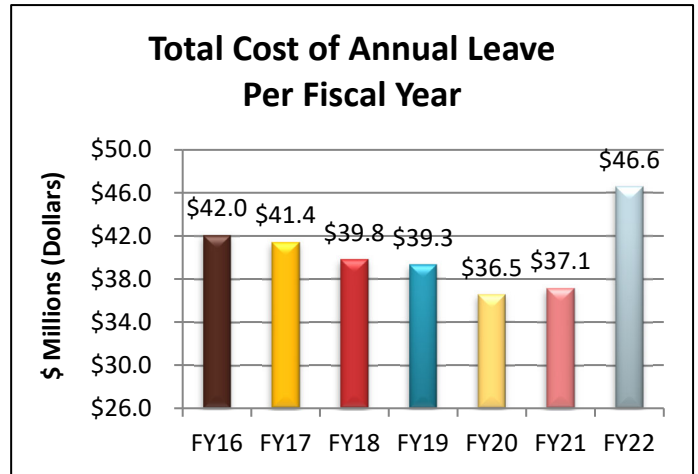
One of the State's many employee benefits is paid time off. Employees may use accrued leave and be paid for the hours they are absent from work due to vacation (annual leave) or being sick (sick leave). Sick leave may also be used to care for sick family members.

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 FY22, State employees used approximately 1.76 million hours of earned annual leave, this is on par with pre-public health emergency usage.

Graphs 12 and 13 show actual annual leave usage, in hours and cost, from FY16 through FY22:



Graph 12

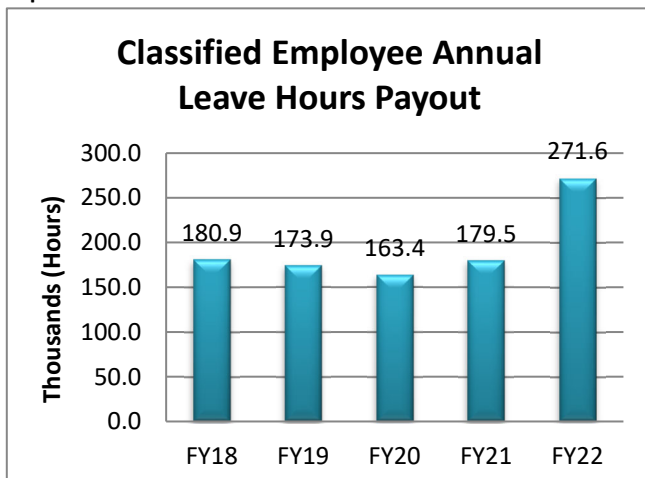


Graph 13

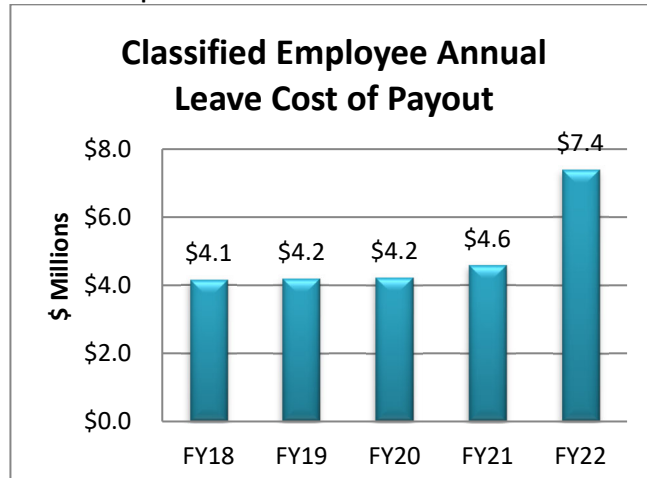
When employees separate from State service, they are eligible to cash out up to 240 hours of annual leave at their current hourly pay rate. Any additional hours over 240 are forfeited at the time of separation, as well as at the end of each calendar year, for active employees.

Graphs 14 and 15 below show that employees who separated from the State classified service cashed out a total of \$7,400,000 of annual leave in FY22. The average employee who separated in FY22 cashed out approximately 9.11 days of annual leave.

Graph 14



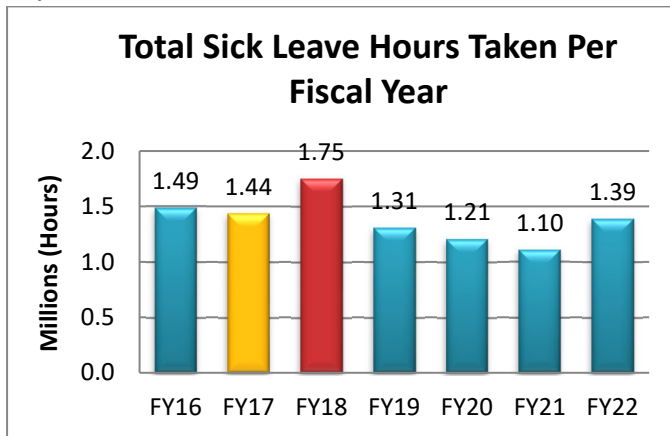
Graph 15



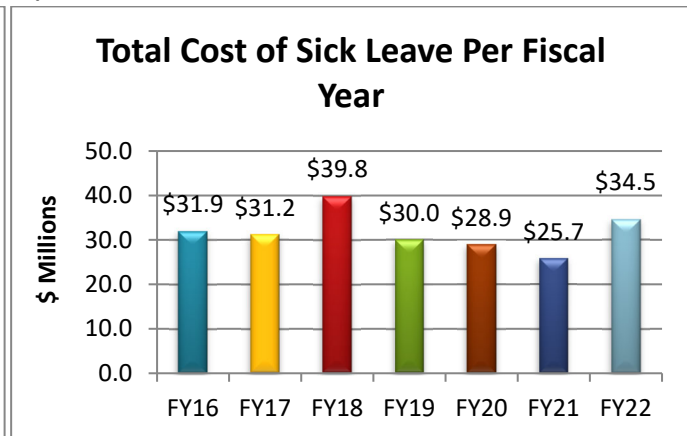
## Sick Leave

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 FY16 through FY22 are shown on Graphs 16 and 17. In FY22, employees used approximately 1.39 million hours of sick leave, as compared to the FY21 level of 1.1 million hours, resulting in an increased cost of nearly \$9,000,000.

Graph 16

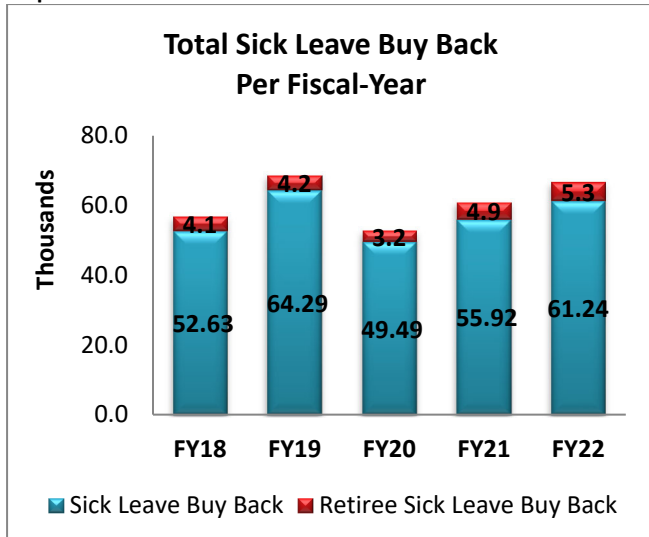


Graph 17

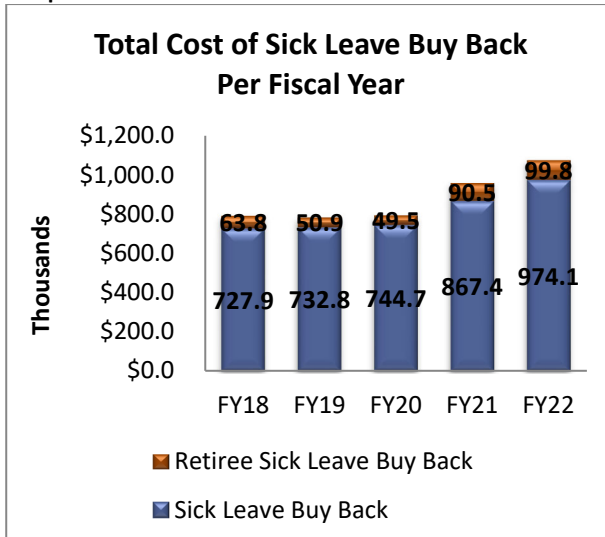


Employees are eligible to cash out accrued sick leave over 600 hours once per fiscal year, either in July or January, at one-half their hourly rate of base pay for up to 120 hours of sick leave. At the time of retirement, employees can cash out accrued sick leave over 600 hours at one-half their hourly rate of base pay for up to 400 hours of sick leave. Graphs 18 and 19 below show the total sick leave hours cashed out from FY18 to FY22. In FY22, agencies cashed out approximately 61,240 hours of sick leave for active employees and 5,300 hours of sick leave for employees who were retiring, for a total of 66,540 hours at a cost of \$1,073,900.

Graph 18



Graph 19



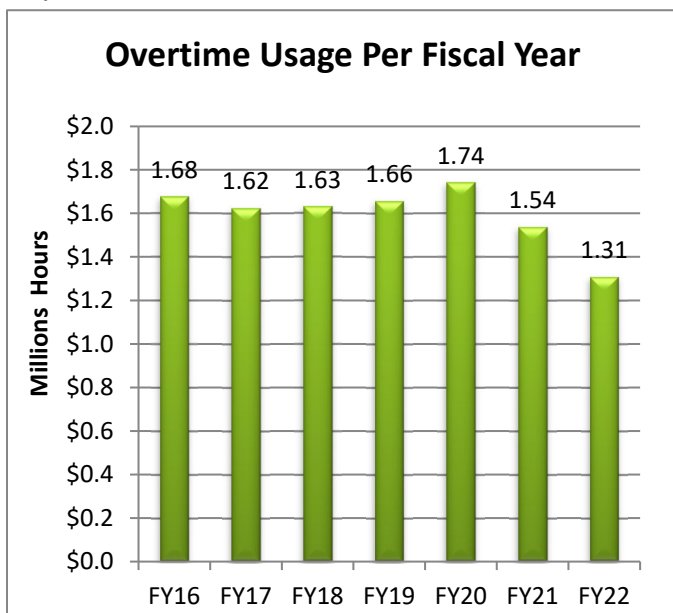
## Overtime

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.

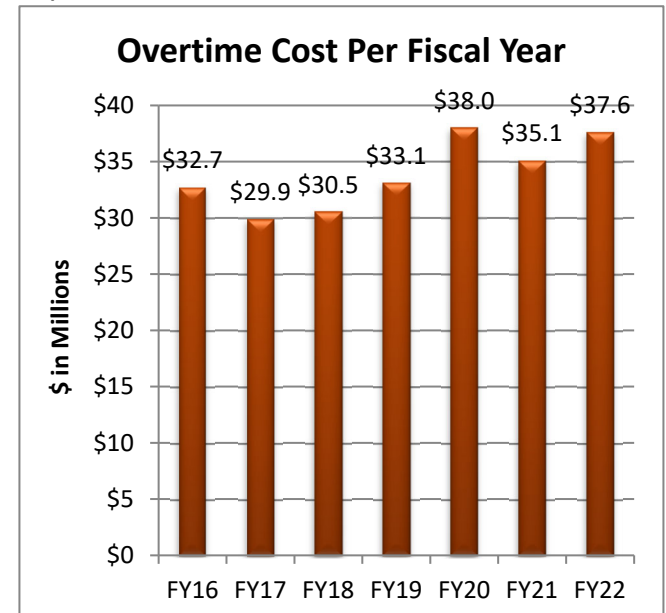
There is a correlation between vacancy rates and overtime hours worked. If an agency has a vacant position, employees may be required to do the work that would normally be done for that position by working additional hours.

Graphs 20 and 21 below depict the usage and cost of State classified service employee overtime from FY16 through FY22. During FY22, together FLSA non-exempt and FLSA exempt employees were paid over \$37 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** – 2022 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 four and one-tenth percent (4.1%) across all US industries for 2022.</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 2022, Korn Ferry projects a three and one-half percent (3.5%) 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 and one-half percent (3.5 %) across all industries for 2022.</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 2022, with projections for exempt, non-management employees at three and four-tenths percent (3.4%).</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 six and four-tenths (6.4%) salary increase across all industries for 2022.</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 four and one tenth percent (4.1%) across all industries for 2022.</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 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>

	Supporting data may be found at <a href="http://www.bls.gov">www.bls.gov</a> .
<b>National Compensation Association of State Governments:</b>	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 four and one-half percent (4.5%) across all benchmarks for 2022.
<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
7/1/2022	\$15 min wage, 4% avg.	The Legislature appropriated fifty-seven million six hundred twenty-one thousand five hundred dollars (\$57,621,500) for incumbents in agencies governed by the Personnel Act, the New Mexico state police career pay system, attorney general employees, workers' compensation judges and executive exempt employees;	\$57,621,500
4/1/2022	3%	The Legislature appropriated four million seven hundred two thousand eight hundred dollars (\$4,702,800) for incumbents in agencies governed by the Personnel Act, the New Mexico state police career pay system, attorney general employees, workers' compensation judges and executive exempt employees;	\$4,702,800
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 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> </ul>	\$29,661,100

Date	Legislative Increase	Other	General Fund Appropriation
		<ul style="list-style-type: none"> <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>	
<b>7/1/2006</b>	5.00%	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	\$23,097,100
<b>7/1/2005</b>	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
<b>7/1/2004</b>	2.00%		\$9,100,600
<b>7/1/2003</b>	3.10%		\$5,810,000

\*Full cost includes state paid benefits.

## Appendix C – 2022 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%
2022	\$56,533	\$58,922	4.1%

## Appendix D – Classified Service Salary Structure

ARCHITECT CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
AA	\$55,016	\$71,521	\$88,026	60%
AB	\$62,565	\$81,334	\$100,104	60%
AC	\$83,982	\$109,176	\$134,371	60%

ATTORNEY CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
LE	\$55,553	\$72,219	\$88,885	60%
LF	\$60,031	\$78,041	\$96,050	60%
LG	\$65,062	\$84,581	\$104,099	60%
LH	\$71,061	\$92,380	\$113,698	60%
LI	\$76,145	\$98,988	\$121,831	60%
LJ	\$81,263	\$105,642	\$130,021	60%
LK	\$89,079	\$115,802	\$142,526	60%

CLASSIFIED SERVICE GENERAL SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
25	\$31,200	\$35,880	\$40,560	30%
30	\$31,368	\$36,858	\$42,347	35%
35	\$32,140	\$38,568	\$44,996	40%
40	\$32,223	\$40,279	\$48,335	50%
45	\$33,592	\$41,990	\$50,388	50%
50	\$34,275	\$43,701	\$53,126	55%
55	\$34,932	\$45,412	\$55,891	60%
60	\$37,752	\$49,078	\$60,403	60%
65	\$43,954	\$57,140	\$70,326	60%
70	\$50,155	\$65,202	\$80,248	60%
75	\$56,357	\$73,264	\$90,171	60%
80	\$62,558	\$81,326	\$100,093	60%
85	\$68,760	\$89,388	\$110,016	60%
90	\$74,962	\$97,450	\$119,939	60%
95	\$86,576	\$112,549	\$138,522	60%
96	\$97,664	\$126,963	\$156,262	60%

CORRECTIONS CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
CA	\$32,460	\$38,952	\$45,444	40%

CB	\$38,803	\$46,563	\$54,324	40%
CC	\$42,978	\$51,573	\$60,169	40%
CD	\$47,330	\$56,796	\$66,262	40%
CE	\$51,899	\$62,279	\$72,658	40%
CF	\$56,273	\$67,527	\$78,782	40%
CG	\$59,995	\$71,994	\$83,993	40%
CH	\$65,511	\$78,613	\$91,715	40%
CI	\$70,256	\$84,308	\$98,359	40%
CJ	\$75,122	\$90,147	\$105,172	40%
CK	\$82,941	\$99,530	\$116,118	40%
CL	\$92,455	\$110,946	\$129,437	40%
CM	\$103,367	\$124,041	\$144,714	40%

**ENGINEER, SURVEYOR AND WATER RESOURCE  
CLASSIFIED SERVICE SALARY SCHEDULE**

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
EA	\$30,427	\$39,555	\$48,683	60%
EB	\$33,760	\$43,888	\$54,016	60%
EC	\$37,958	\$49,346	\$60,733	60%
ED	\$43,279	\$56,262	\$69,246	60%
EE	\$50,560	\$65,728	\$80,895	60%
EF	\$60,836	\$79,087	\$97,337	60%
EG	\$67,698	\$88,008	\$108,317	60%
EH	\$75,149	\$97,694	\$120,238	60%
EI	\$83,420	\$108,446	\$133,472	60%
EJ	\$90,924	\$118,201	\$145,479	60%
EK	\$99,105	\$128,837	\$158,569	60%

**HEALTHCARE CLASSIFIED SERVICE SALARY SCHEDULE**

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
HA	\$31,200	\$40,716	\$50,232	61%
HB	\$34,132	\$44,371	\$54,611	60%
HC	\$37,239	\$48,411	\$59,583	60%
HD	\$40,939	\$53,220	\$65,502	60%
HE	\$45,132	\$58,671	\$72,211	60%
HF	\$49,668	\$64,569	\$79,469	60%
HG	\$55,360	\$71,968	\$88,576	60%
HH	\$61,051	\$79,366	\$97,681	60%
HI	\$68,214	\$88,679	\$109,143	60%
HJ	\$75,806	\$98,548	\$121,290	60%
HK	\$86,331	\$112,230	\$138,130	60%

HL	\$94,763	\$123,191	\$151,620	60%
HM	\$101,446	\$131,880	\$162,314	60%
HN	\$109,057	\$141,774	\$174,491	60%
HO	\$118,448	\$153,983	\$189,517	60%

#### HEALTHCARE PHYSICIANS CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
XA	\$124,973	\$149,968	\$174,962	40%
XB	\$144,457	\$173,348	\$202,239	40%
XC	\$163,940	\$196,728	\$229,516	40%
XD	\$183,423	\$220,108	\$256,792	40%
XE	\$202,907	\$243,488	\$284,070	40%
XF	\$222,390	\$266,868	\$311,346	40%
XG	\$241,874	\$290,248	\$338,623	40%
XH	\$261,356	\$313,628	\$365,899	40%
XI	\$280,840	\$337,008	\$393,176	40%
XJ	\$300,323	\$360,388	\$420,452	40%

#### INFORMATION TECHNOLOGY CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
IA	\$32,945	\$43,981	\$55,018	67%
IB	\$38,450	\$51,331	\$64,211	67%
IC	\$45,285	\$60,456	\$75,626	67%
ID	\$51,013	\$68,102	\$85,192	67%
IE	\$57,124	\$76,260	\$95,397	67%
IF	\$64,647	\$86,304	\$107,961	67%
IG	\$75,575	\$100,892	\$126,210	67%
IH	\$88,628	\$118,318	\$148,009	67%
II	\$97,584	\$130,275	\$162,966	67%
IJ	\$108,259	\$144,526	\$180,792	67%

#### PEACE OFFICER CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
PE	\$40,642	\$50,802	\$60,963	50%
PF	\$45,468	\$56,835	\$68,202	50%
PG	\$51,260	\$64,075	\$76,890	50%
PH	\$57,824	\$72,280	\$86,736	50%



PI	\$65,546	\$81,933	\$98,319	50%
PJ	\$74,427	\$93,034	\$111,641	50%
PK	\$84,081	\$105,101	\$126,122	50%
PL	\$95,664	\$119,580	\$143,496	50%
PM	\$103,387	\$129,234	\$155,081	50%

SOCIAL SERVICES CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
SD	\$37,306	\$48,498	\$59,689	60%
SE	\$42,352	\$55,058	\$67,763	60%
SF	\$47,609	\$61,892	\$76,175	60%
SG	\$55,560	\$72,228	\$88,896	60%
SH	\$66,344	\$86,247	\$106,150	60%
SI	\$73,401	\$95,422	\$117,442	60%

## Appendix E – Average Salary Data by Agency

Agency	Average Annual Rate	Average Compa-Ratio	Count of Emp
Administrative Hearings Office	\$83,618.76	104%	15
Adult Parole Board	\$49,958.05	94%	5
Aging & Long-Term Services Dpt	\$66,485.59	106%	179
Architect Examiners Board	\$58,855.06	97%	2
Board of Nursing	\$69,001.03	110%	21
Border Development Authority	\$63,047.00	91%	2
Children, Youth & Families Dpt	\$60,228.95	99%	1577
Com for Deaf/Hard of Hearing	\$56,747.23	98%	11
Commission for the Blind	\$53,458.49	93%	52
Commission of Public Records	\$60,135.87	93%	27
Crime Victims Reparation Comm	\$60,119.64	98%	21
Department of Cultural Affairs	\$51,942.22	95%	403
Department of Early Childhood	\$59,023.95	98%	241
Department of Environment	\$67,706.85	96%	506
Department of Ethics	\$86,982.67	100%	2
Department of Finance & Administration	\$72,148.22	101%	127
Department of Game & Fish	\$65,448.46	104%	265
Department of Health	\$58,221.29	98%	2808
Department of Indian Affairs	\$64,621.25	102%	10
Department of Public Safety	\$59,243.75	106%	384
Department of Transportation	\$56,136.01	100%	2157
Department of Veteran Services	\$53,718.89	99%	59
Department of Workforce Solutions	\$49,360.48	90%	612
Department of Information Technology	\$79,486.84	99%	125

Agency	Average Annual Rate	Average Compa-Ratio	Count of Emp
Department of Vocational Rehab.	\$58,871.33	99%	263
Developmental Disabilities Council	\$68,850.99	106%	16
Economic Development Department	\$69,351.61	98%	45
Educational Retirement Board	\$59,767.12	99%	62
Energy, Minerals & Natural Resources Department	\$57,202.67	95%	399
EXPO New Mexico	\$62,746.40	100%	12
Gaming Control Board	\$66,274.82	105%	31
General Services Department	\$61,275.39	101%	242
Governor's Comm. on Disability	\$60,337.61	93%	7
Higher Education Department	\$76,080.83	103%	37
Homeland Security & Emergency Management	\$61,912.25	99%	84
Human Services Department	\$57,716.24	95%	1462
Livestock Board	\$53,409.98	87%	69
Medical Examiners Board	\$58,864.75	100%	13
Military Affairs	\$55,657.29	100%	111
Miners Colfax Medical Center	\$79,134.81	100%	213
New Mexico Corrections Dept	\$52,290.55	96%	1683
NM Education Trust Board	\$75,242.35	103%	1
Ofc of the State Engineer	\$74,567.44	99%	250
Office of African Amer Affairs	\$59,754.62	91%	6
Office of Natural Resources Trustee	\$105,007.4	103%	2
Office of the Attorney General	\$78,526.38	102%	164
Prof Engineers & Land Surveyor Board	\$52,751.95	98%	7
Public Education Department	\$73,400.47	96%	255
Public Employee Retirement Association	\$65,537.05	106%	66
Public Regulation Commission	\$72,946.57	102%	85

Agency	Average Annual Rate	Average Compa-Ratio	Count of Emp
Public School Insurance Authority	\$59,651.51	102%	4
Regulation & Licensing Department	\$62,168.22	98%	274
Retiree Health Care Authority	\$57,821.21	102%	20
Secretary of State	\$62,414.13	100%	44
SpacePort Authority	\$76,172.94	102%	15
State Auditor	\$73,045.39	97%	25
State Investment Council	\$87,347.48	101%	15
State Land Office	\$69,306.26	103%	145
State Personnel Board	\$71,660.90	103%	30
State Racing Commission	\$68,761.94	99%	8
State Treasurer	\$82,464.33	105%	19
Superintendent of Insurance	\$71,267.53	102%	88
Taxation & Revenue Department	\$55,258.19	96%	797
Tourism Department	\$57,202.54	95%	41
Veterinary Examiners Board	\$37,224.53	94%	2
Workers Compensation Administration	\$57,932.32	97%	93
Youth Conservation Corps	\$72,336.61	102%	2

## Appendix F – Alternative Pay Band Assignments

Classification Title	Classification Job Code	Alternative Pay Band	Reverts to Pay Band
A/O I-ENV SCIENCE	X40200	85	80
A/O II-ENV SCIENCE	X50200	90	85
A/O II-FORENSICS	X50250	95	85
A/O II-STATE AUDIT MANAGER	X52012	90	85
ACTUARY-A	D2011A	75	70
ACTUARY-B	D2011B	65	60
ACTUARY-O	D2011O	70	65
ADVANCED JOURNEYMAN ELECTRICN	T2111A	65	50
AIRCRAFT MEC & SRV-A	U3011A	75	55
AIRCRAFT MEC & SRV-B	U3011B	65	45
AIRCRAFT MEC & SRV-O	U3011O	70	50
AIRCRAFT PILOT	W20111	80	70
CERTIFIED PUBLIC ACCOUNTANT	C20100	85	80
CHIEF FINANCIAL ACCOUNTANT	C3900	85	80
CHILD LEGAL SUPPORT ASST I	G10501	60	55
CHILD LEGAL SUPPORT ASST II	G10502	65	60
CONST & BLDG INSP AREA CHIEF	T4011S	70	65
CONST & BLDG INSP MULTIPL CERT	T40112	65	60
CONST & BLDG INSP SINGLE CERT	T40111	60	55
CONSTRCT/BLDG INSP 1	T4011B	55	50
CONSTRCT/BLDG INSP 2	T4011O	60	55
CONSTRCT/BLDG INSP 3	T4011A	65	60
COORDINATOR-CLASSROOM TECH	I90311	70	65
DEP FORENSIC TOXCLGY BUR CHIEF	X40251	90	80
DPS EMERGENCY COMM MANAGER	X45033	90	80
ECON DEVELOP PROG COORDINATOR	Q20102	80	70
ECON DEVELOP REPRESENTATIVE	Q20101	75	65
ECONOMIST SUPERVISOR	F3011S	85	75
ECONOMIST-A	F3011A	80	70
ECONOMIST-B	F3011B	70	60
ECONOMIST-O	F3011O	75	65
EDUC ADMIN SUPV	B9039S	85	80
EDUC ADMIN-A	B9039A	80	75
EMERGENCY MGNT SPECIALIST	M40101	65	60
ENVIRO SCI & SPEC-A	F2041A	75	65
ENVIRO SCI & SPEC-B	F2041B	65	55
ENVIRO SCI & SPEC-O	F2041O	70	60
ENVIRON SCIENT & SPEC SUPV	F2041S	80	70

<b>FAMILY ASSISTANCE ANALYST I</b>	G10601	60	55
<b>FAMILY ASSISTANCE ANALYST II</b>	G10602	65	60
<b>FIN EXAMINER-A</b>	C2061A	70	65
<b>FIN EXAMINER-B</b>	C2061B	60	55
<b>FIN EXAMINER-O</b>	C2061O	65	60
<b>FINANCIAL EXAMINER SUPERVISOR</b>	C2061S	75	70
<b>FORENSIC SCIENTIST 1</b>	F4092O	75	55
<b>FORENSIC SCIENTIST 2</b>	F4092A	80	60
<b>FORENSIC SCIENTIST SUPERVISOR</b>	F4092S	85	65
<b>FORENSIC TOXICOLOGY BUR CHIEF</b>	X50251	95	85
<b>GEN CERT REAL ESTATE APPRAISER</b>	C20211	80	70
<b>GEN I-ENV SCIENCE</b>	X60200	95	90
<b>GEOSCIEN, XCPT HYDRO SUPV</b>	F2042S	80	75
<b>GEOSCIENTIST-A</b>	F2042A	75	70
<b>GEOSCIENTIST-B</b>	F2042B	65	60
<b>GEOSCIENTIST-O</b>	F2042O	70	65
<b>HEALTH SURVEYOR SUPERVISOR</b>	E2111S	75	70
<b>HEALTHCARE SURVYR-A</b>	E2111A	70	65
<b>HEALTHCARE SURVYR-B</b>	E2111B	60	55
<b>HEALTHCARE SURVYR-O</b>	E2111O	65	60
<b>HEAT/AC/FRIG MECH-A</b>	U9021A	55	50
<b>HEAT/AC/FRIG MECH-B</b>	U9021B	45	40
<b>HEAT/AC/FRIG MECH-O</b>	U9021O	50	45
<b>HEAT/AC/REFRIG MECH SUPV</b>	U9021S	60	55
<b>HIGHWAY MAINT WKR-A</b>	T4051A	55	50
<b>HIGHWAY MAINT WKR-B</b>	T4051B	45	40
<b>HIGHWAY MAINT WKR-O</b>	T4051O	50	45
<b>HIGHWAY MAINT WORKER SUPV</b>	T4051S	60	55
<b>HOMELAND SECURITY SPECIALIST</b>	M40102	70	65
<b>HSD QA SPECIALIST SUPERVISOR</b>	G1070S	75	70
<b>HSD QUAL ASSURANCE SPECIALIST</b>	G10701	70	65
<b>HYDROLOGIST SUPERVISOR</b>	F2043S	80	75
<b>HYDROLOGIST-A</b>	F2043A	75	70
<b>HYDROLOGIST-B</b>	F2043B	65	60
<b>HYDROLOGIST-O</b>	F2043O	70	65
<b>IT COMMUNICATIONS MGR-DHSEM</b>	X30795	85	75
<b>JOURNEYMAN PLUMBER</b>	T21611	60	45
<b>JUVENILE PROB PAR OFF I</b>	G10941	65	60
<b>JUVENILE PROB PAR OFF II</b>	G10942	70	65
<b>JUVENILE PROB PAROLE OFF SUPV</b>	G1094S	75	70
<b>LABOR RELATIONS ADMINISTRATOR</b>	C10791	75	70
<b>LIBRARIAN SUPV</b>	I4021S	75	70
<b>LIBRARIAN-A</b>	I4021A	70	65

LIBRARIAN-B	I4021B	60	55
LIBRARIAN-O	I4021O	65	60
LIBRARY TECH-A	I4031A	50	45
LIBRARY TECH-B	I4031B	40	35
LIBRARY TECH-O	I4031O	45	40
LINE II-ENV SCIENCE	X20200	75	70
LIVESTOCK INSPECTOR I	S20101	60	55
LIVESTOCK INSPECTOR II	S20102	65	60
LIVESTOCK INSPECTOR SUPV	S2010S	70	65
MEDICAL CLAIMS CODER	K20811	60	45
MINE/GEOL SPEC-NL-A	E2152A	75	70
MINE/GEOL SPEC-NL-B	E2152B	65	60
MINE/GEOL SPEC-NL-O	E2152O	70	65
MINING/GEOLOGICAL SPEC NL SUPV	E2152S	80	75
MUS PRESS EDITOR MGR	J3053	70	60
MUS PRESS MKTG MGR	J3054	70	60
MUSEUM PRESS ART MANAGER	J3052	70	60
MUSEUM PUBLICATION DIR	X30514	80	75
MVD OPERATIONS GENERALIST	R40320	65	65
MVD STAFF ADMINISTRATOR	R4032S	70	65
NM LAW ENFORCEMENT ACADEMY INS	I11101	75	75
NMFTA INSTRUCTOR	I11126	75	75
OPER RESCH ANAL-A	D2031A	70	65
OPER RESCH ANAL-B	D2031B	60	55
OPER RESCH ANAL-O	D2031O	65	60
OPERATIONAL JOURNEYMAN ELECTRN	T2111O	60	45
PETROLEUM SPEC-A	E2171A	80	75
PETROLEUM SPEC-B	E2171B	70	65
PETROLEUM SPECIALIST SUPV	E2171S	85	80
PETROLEUM SPEC-O	E2171O	75	70
POLICE & SHER PO-A	M3051A	75	65
POLICE & SHER PO-B	M3051B	65	55
POLICE & SHER PO-O	M3051O	70	60
POLICE & SHERIFF PATRL OFF SUPV	M3051S	85	80
PRINC EXEC BUDGET/POL ANALYST	C9003	85	80
PROBATION PAROLE OFFICER I	G10901	65	60
PROBATION PAROLE OFFICER II	G10902	70	65
PROBATION PAROLE OFFICER SUPV	G1090S	75	70
PROCESS IMPORVEMENT ANALYST	C11111	85	70
PROPERTY & CASUALTY ADJUST II	C10324	75	65
PROPERTY & CASUALTY ADJUSTER I	C10323	70	60
PUBLIC UTILITIES ECONOMIST	F30111	80	70
PUBLIC UTILITIES ENGINEER	E30611	85	75

<b>RADIO TECHLGST &amp; TEC-B</b>	K2034B	50	45
<b>RETIREMENT SPECIALIST 1</b>	C20501	55	50
<b>RETIREMENT SPECIALIST 2</b>	C20502	60	55
<b>RETIREMENT SPECIALIST, SUPV</b>	C2050S	65	60
<b>SECS/COMMDTS/FIN-A</b>	Q3031A	95	70
<b>SECS/COMMDTS/FIN-B</b>	Q3031B	85	60
<b>SECS/COMMDTS/FIN-O</b>	Q3031O	90	65
<b>SECURITS/COMMDTS/FIN SRVS SUPV</b>	Q3031S	96	75
<b>SECURITY GUARD SUPERVISOR</b>	M9032S	50	40
<b>SECURITY GUARD-A</b>	M9032A	45	35
<b>SECURITY GUARD-B</b>	M9032B	35	25
<b>SECURITY GUARD-O</b>	M9032O	40	30
<b>SIGNED LANGUAGE INTERPRETER</b>	I3025	75	70
<b>SPACEPORT AEROSPACE ENGINEER</b>	E40495	90	75
<b>SPACEPORT AMERICA SALES AGENT</b>	Q40401	80	65
<b>SPACEPORT FLIGHT CONTROL SPEC</b>	W20495	80	65
<b>SPACEPORT OPERATIONS MANAGER</b>	X40495	85	80
<b>STAFF-ECONOMICS</b>	X30125	80	75
<b>STAFF-ENV SCIENCE</b>	X30200	80	75
<b>STAFF-FORENSICS</b>	X30250	85	75
<b>STATE AUDIT AUDITOR COORDNATOR</b>	C20123	85	75
<b>STATE AUDITOR I</b>	C20121	65	60
<b>STATE AUDITOR II</b>	C20122	70	65
<b>STATE SCIENTIFIC LAB DIRECTOR</b>	X70250	96	90
<b>SUPERVISING JOURNEYMAN PLUMBER</b>	T2161S	70	50
<b>TAX AUDITOR I</b>	C20131	60	55
<b>TAX AUDITOR II</b>	C20132	65	60
<b>TAX AUDITOR III</b>	C20133	70	65
<b>TAX AUDITOR IV</b>	C20134	75	70
<b>TAX AUDITOR SUPERVISOR</b>	C2013S	80	75
<b>UNREGISTERED APPRENTICE PLUMBR</b>	T21610	55	40
<b>UNREGISTRD APPRENTICE ELECTRCN</b>	T2111B	55	40
<b>WILDFIRE PREVENTION &amp; CONSERVA</b>	B2033	70	65
<b>WORKERS' COMP ADJUSTER I</b>	C10321	70	60
<b>WORKERS' COMP ADJUSTER II</b>	C10322	75	65