



2023  
Classified Service  
Pay Plan and Compensation Report

December 30, 2023

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## Executive Summary

The classified service workforce consists of over 17,000 employees within 68 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 occupation-based pay lines to address market pricing issues including-- , all of which have been approved by the State Personnel Board and are currently in use by agencies.

SPO 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 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 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

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

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## Personnel Act

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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>

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## Compensation Philosophy

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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.

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## Consistent Application

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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 value 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 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 and managers must consider certain factors, including the employee's education, experience, training,

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<sup>2</sup> NMSA 1978 § 10-9-2.

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

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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 114% 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%, demote an employee with a salary reduction of more than 15%, or transfer an employee with 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 pay a competitive public sector salary, while remaining fiscally responsible, in order to compete with both private and public employers in the Comparator Market as well as the local NM market. Currently, the State's annual classified employee average base salary is \$63,960. For FY24, the State had the opportunity to increase all salary schedules 6% in conjunction with legislative increases approved through legislation, the market reevaluation for the Information Technology salary schedule was also completed which reengineered a severely outdated compensation model that was behind the Comparator Market in several benchmarks. At every opportunity, however, SPO adjusts 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 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 moving laterally within the pay band, rather than having to be promoted from one pay band to another. In FY14, SPO narrowed the pay band width to 74%, in an effort to bring the State classified service pay band width closer to the industry standard of 30%-50%. 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. In a continuing effort to keep the State's compensation practices in line with industry standards, the recently developed pay lines described above have narrower pay band widths of 60% (IT), 60% (Engineering, Architecture, Attorneys, Social Services, Healthcare, Peace Officer), and 40% (Corrections, Healthcare-Physicians). The General salary schedule was reworked into ranges 30%-60%.

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

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## Use of Alternative Pay Bands

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Currently, over 15% of the State’s job classifications within the General Salary Structure are assigned to Alternative Pay Bands (APBs). The use of market based occupational schedules and changes to the General Salary Structure will continue to reduce the number of APBs used. The number of APBs is an indicator that the need for other occupational schedules continues to exist to ensure these classification are not behind the Comparator Market.

APBs were originally designed to be used on an exception basis only, to address compensation issues related to recruitment and retention that could not normally be handled within the General Salary Structure. Jobs are evaluated and assigned to pay bands to appropriately capture and maintain internal equity to 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 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 responsive to movement in their respective markets. Each occupational group created removes significant numbers of classifications that previously required APBs.

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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 at issue and is an industry standard measurement of compensation. It is expressed as a percentage of the midpoint of the pay band.<sup>5</sup>

When evaluating individual agencies:

- The average Compa-ratio throughout the State ranges from 87% to 111%.
- 27 executive agencies have an average Compa-ratio of less than 100%; and,
- 1 executive agencies have an average Compa-ratio of over 110%.

This indicates that the changes to the salary schedules allow agencies to compete with the market. The adjustments to the General salary schedule have also provided an opportunity for agencies to evaluate how they pay and also to evaluate and address compaction without being constrained by outdated pay ranges.

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## Pay Line Changes

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SPO continues to develop and maintain 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

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



more targeted, well-planned increases to be delivered, easing market tensions, and bringing New Mexico closer to the Comparator Market.

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 employee and simultaneously addressed compaction issues that stem from raising minimum pay rates only. This opportunity allowed the General Salary Structure to be reengineered to meet the changes presented by 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 NM 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 2023, 33 state governments participated in NCASG's annual survey, representing over 970,600 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	\$116,994
Kansas	\$79,873
Nevada*	No Data
New Mexico*	\$104,767
Oklahoma	\$102,031
Texas*	No data
Utah	\$104,220
Wyoming	\$112,670
*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 20% greater than that provided in indirect benefits. Compared to the private sector, the State contributes more to its employees in both medical and retirement benefits.

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 the average total compensation components for classified employees. With an average base salary of \$63,960, this represents 60.3% of total compensation. The remaining employer sponsored indirect components of total compensation (mandated benefits, insurance, and paid time off) is averaged at \$42,086 or 39.7% of total compensation, resulting in an average total compensation annual amount of \$106,046.

**Table 2**

<b>Average Base Salary:</b>		<b>\$63,960</b>	<b>60.3%</b>
<b>Employer Sponsored Benefits:</b>			
<b>FICA/Medicare</b>	(6.2% / 1.45% of gross salary)	\$4,893	4.6%
<b>PERA</b>	(18.24% of gross salary)	\$12,306	11.6%
<b>RHC</b>	(2% of gross salary)	\$3,690	3.5%
<b>Vacation</b>	(120 hours per year)	\$3,198	3.0%
<b>Sick</b>	(96 hours per year)	\$1,279	1.2%
<b>Holiday</b>	(88 hours per year)	\$2,706	2.6%
<b>Insurance</b>	(Based on \$50K-\$59.999K salary tier)	\$13,522	12.8%
<b>Personal Days</b>	(2 personal days per year)	\$492	0.5%
<b>Total Benefits</b>		\$42,086	39.7%
<b>Total Compensation (Salary + Benefits):</b>		<b>\$106,046</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 60.3% 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 1.3%.

The survey indicates that the average amount of paid leave provided by the State is on par with the national civilian worker average and that the percentage of insurance costs (medical, dental, vision, etc.) paid by the State is 1.5% 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%	70.6%	61.6%	60.3%
Benefits	31.0%	29.4%	38.4%	39.7%
Paid Leave	7.4%	7.4%	7.3%	7.3%
Supplemental Pay	3.3%	3.7%	1.0%	0%
Insurance	8.0%	7.4%	11.3%	12.8%
Retirement and Savings	5.1%	3.4%	13.3%	11.6%
Legally Required	7.1%	7.5%	5.4%	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 2023, organizations across all industries are planning general salary increases of 3.2%-7.3% 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 3.2% increase is planned.

Table 4

Industry Related Trends & Data Sources	
See Appendix A for Data Sources	
WorldatWork	4.4%
Korn Ferry	4.4%
Mercer	3.8%
Willis Towers Watson	4.4%
Aon	4.6%
NCASG	7.3%
Salary.com	3.0%
Social Security Administration COLA	3.2%

## 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	2.3%	2.3%	1.5%
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%
2023	4.5%	4.9%	3.7%

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.

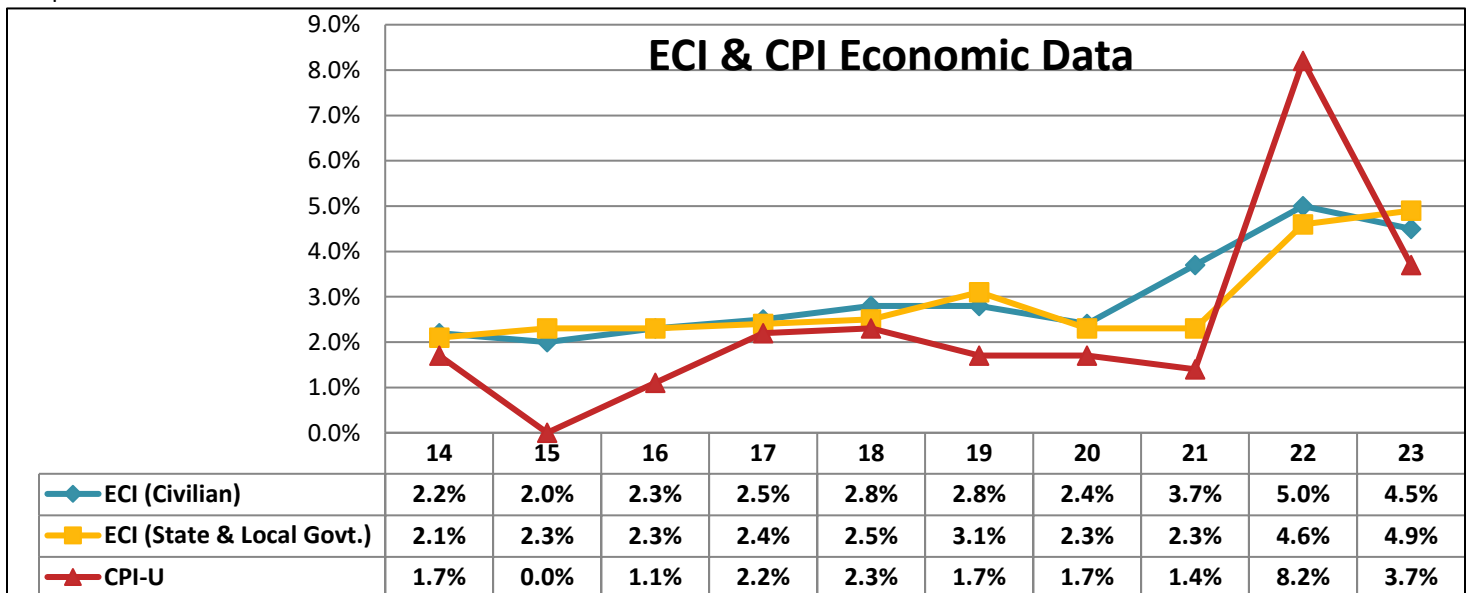
### Consumer Price Index—All Urban Consumers (CPI—U)

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 2023, the CPI-U, which covers 93% of the population of the United States, was reported as 3.7% (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**

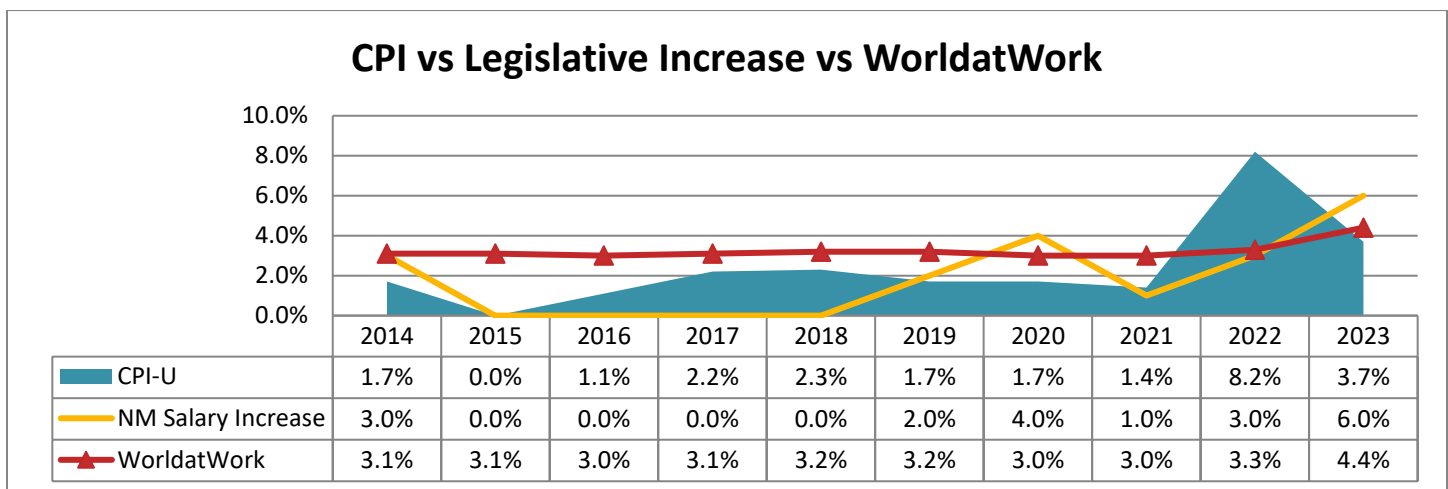


It is useful to compare these national wage data trends against New Mexico's salary increase history to identify patterns and develop recommendations when necessary. Graph 2 below compares the history of CPI-U rates (shaded area), and the national wage increases as reported by WorldatWork against legislatively 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 2023, leading compensation industries have reported organizations providing an average 4.4% 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 salary for state level benchmarks for New Mexico and the state Comparator Market for the past 2 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. See appendix G for benchmarks.

Table 6

State	2022	2023
Arizona	\$65,883	\$66,147
Colorado	\$74,180	\$79,582
Kansas	\$61,154	\$66,195
Nevada	\$66,878	\$79,806
New Mexico	\$59,256	\$70,390
Oklahoma	\$52,667	\$57,170
Texas*		
Utah	\$67,100	\$75,248
Wyoming	\$65,189	\$71,559

\*State did not respond to requests for this information

## New Mexico Trends

The US DOL BLS annually tracks the ECEC (Employer Costs for Employee Compensation), which includes measures of wages and salaries, and 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 2023, the ECEC reports the average salary for private industry is \$60,257 and the average salary for state and local government is \$74,672.

New Mexico's average classified employee salary as of this report is \$63,492.

The New Mexico Department of Workforce Solutions (NM DWS) Quarterly Census of Employment and Wages for the last quarter of 2022 reports private employment wages in New Mexico averaging \$56,524. (See Table 7)

Government wages across New Mexico (including Federal, State and Local) average \$63,960.

Table 7

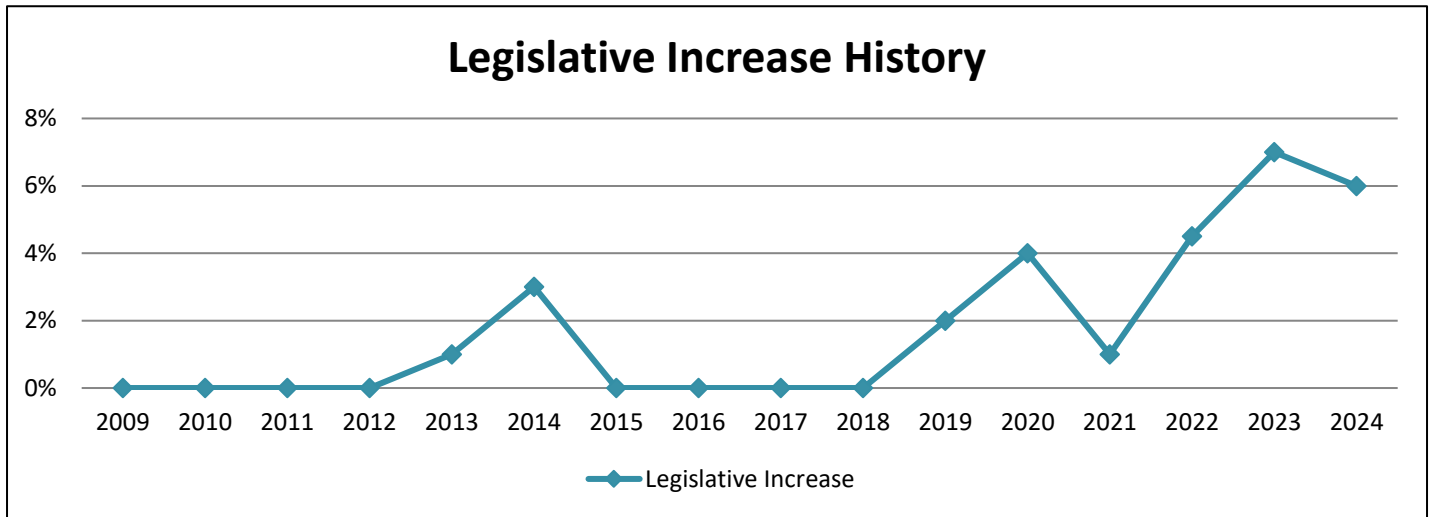
Average Annual Wages (not including benefits)	
USDOL ECEC Total Government	\$74,672
USDOL ECEC Private Industry	\$60,257
NM DWS Total Government (Fed, State, Local)	\$63,492
NM Classified Employees	\$63,960
NM DWS Private Industry	\$56,524

## New Mexico Legislatively Authorized Salary Increases

Graph 3 shows the legislatively appropriated salary increases for Fiscal Year 2024 and each of the past 16 fiscal years. The salary increase amounts include general salary increases for all classified State employees, as well as any supplemental increases appropriated for narrower groups of classified State employees for the years that they were provided. Specific information for each year can be found in Appendix B.



Graph 3



## New Mexico Classified Employee Average & Median Salary Comparison

*Nearly 45% of New Mexico's classified employees earn between \$40,000 and \$60,000 annually.*

FY24 data reflects that nearly 45% of New Mexico's classified employees earned between \$40,000 and \$60,000 annually. Supplemental information may be found in Graph 4 and Table 7.

Graph 4

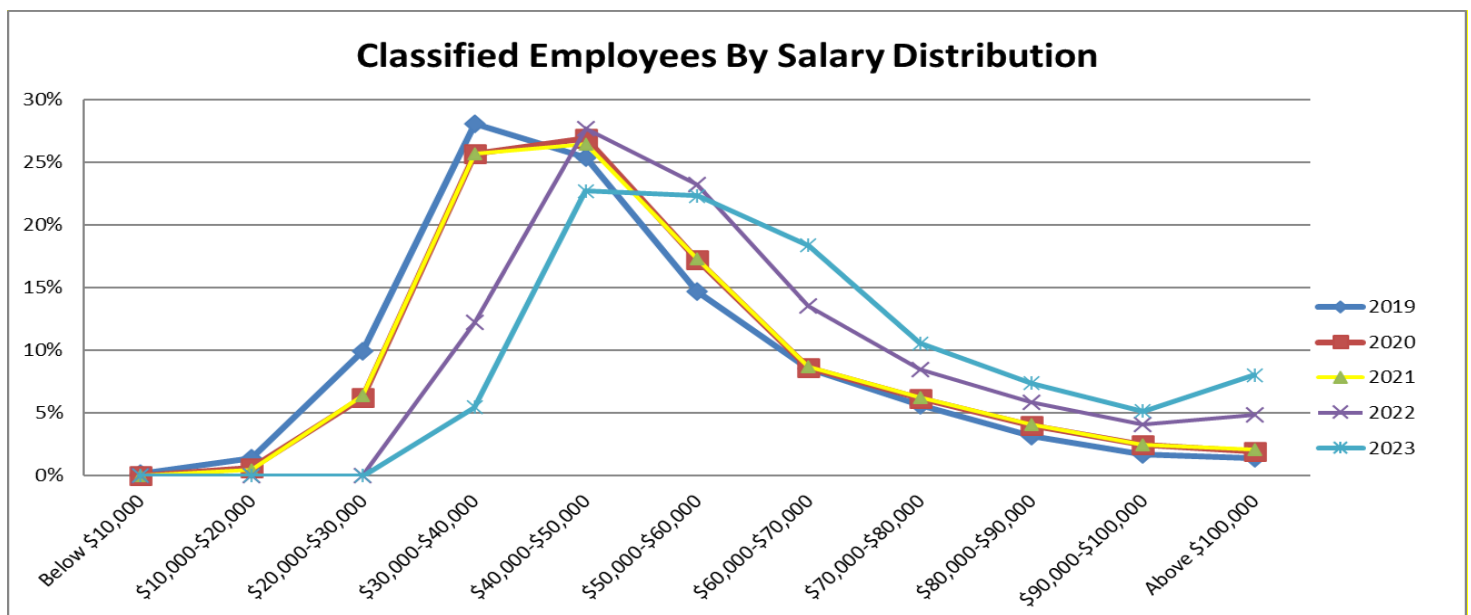


Table 7

	2015	2017	2018	2019	2020	2021	2022	2023
<b>Below \$10,000</b>	0.0%	0.3%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%
<b>\$10,000-\$20,000</b>	1.7%	2.0%	1.7%	1.4%	0.6%	0.5%	0.0%	0.0%
<b>\$20,000-\$30,000</b>	15.6%	12.4%	11.7%	9.9%	6.3%	6.4%	0.0%	0.0%
<b>\$30,000-\$40,000</b>	31.7%	33.3%	33.2%	28.0%	25.7%	25.7%	12.2%	5.4%
<b>\$40,000-\$50,000</b>	21.1%	21.9%	22.1%	25.4%	26.9%	26.5%	27.7%	22.7%
<b>\$50,000-\$60,000</b>	12.8%	12.7%	12.5%	14.7%	17.2%	17.3%	23.2%	22.3%
<b>\$60,000-\$70,000</b>	8.9%	8.0%	8.1%	8.5%	8.6%	8.7%	13.6%	18.4%
<b>\$70,000-\$80,000</b>	3.9%	4.7%	5.3%	5.6%	6.2%	6.2%	8.5%	10.6%
<b>\$80,000-\$90,000</b>	2.4%	2.5%	2.9%	3.2%	4.0%	4.1%	5.8%	7.4%
<b>\$90,000-\$100,000</b>	1.3%	1.4%	1.4%	1.7%	2.5%	2.5%	4.1%	5.2%
<b>Above \$100,000</b>	0.7%	0.8%	1.1%	1.4%	2.0%	2.1%	4.8%	8.0%

## 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. Compa-ratios for employees in the recently implemented occupation-based pay lines are generally lower. This is a result of those pay lines being implemented with higher, market-based midpoints.

Table 8

Salary Schedule	Payband	Average Salary	Average Compa Ratio	Count of Employees
<b>Architecture</b>	AA	\$64,480	85%	1
	AB	\$83,343	97%	4
	AC	\$117,475	102%	1
<b>Attorneys</b>	LE	\$74,879	97%	46
	LF	\$81,727	99%	14
	LG	\$93,940	104%	42
	LH	\$103,274	105%	89
	LI	\$111,632	106%	109
	LJ	\$126,803	111%	15
<b>Business</b>	BF	\$48,420	96%	9
	BG	\$53,067	96%	25
	BH	\$58,270	96%	41
	BI	\$67,852	100%	95
	BJ	\$73,986	99%	59
	BK	\$86,296	102%	29
	BL	\$101,085	107%	13

	BM	\$105,257	99%	16
	BN	\$110,751	94%	7
	BO	\$132,773	100%	1
<b>Corrections</b>	CA	\$41,600	101%	39
	CB	\$49,761	100%	623
	CC	\$53,879	99%	166
	CD	\$60,665	101%	90
	CE	\$70,620	107%	14
	CG	\$78,943	95%	10
	CH	\$80,478	102%	23
	CI	\$91,924	103%	10
	CJ	\$101,865	107%	3
	CK	\$99,822	95%	4
	CL	\$112,753	96%	3
	CM	\$124,020	94%	2
<b>Engineer, Surveyor, Water Resources, Engineering Tech</b>	EA	\$43,208	102%	48
	EB	\$49,927	106%	109
	EC	\$57,578	109%	141
	ED	\$62,905	105%	103
	EE	\$73,897	106%	149
	EF	\$86,718	103%	110
	EG	\$98,824	106%	118
	EH	\$117,057	113%	18
	EI	\$119,218	104%	38
	EJ	\$135,396	108%	14
	EK	\$146,437	107%	11
<b>General</b>	25	\$36,146	95%	229
	30	\$38,523	98%	119
	35	\$42,138	99%	110
	40	\$41,753	97%	411
	45	\$42,287	94%	513
	50	\$45,923	98%	1229
	55	\$50,951	104%	1384
	60	\$54,635	102%	1756
	65	\$60,492	99%	1876
	70	\$67,595	97%	1529
	75	\$77,366	99%	1105
	80	\$86,959	100%	532

	85	\$98,623	103%	445
	90	\$112,743	108%	218
	95	\$123,974	102%	62
	96	\$139,514	102%	13
<b>Healthcare General</b>	HA	\$36,734	85%	85
	HB	\$40,915	87%	275
	HC	\$44,021	85%	183
	HD	\$50,118	88%	54
	HE	\$62,566	100%	33
	HF	\$59,027	86%	49
	HG	\$77,168	101%	129
	HH	\$87,032	103%	196
	HI	\$98,208	104%	136
	HJ	\$107,665	102%	35
	HK	\$120,914	99%	29
	HL	\$142,673	104%	43
	HM	\$127,891	91%	21
	HN	\$165,114	104%	6
	HO	\$140,937	83%	4
<b>Healthcare Professional</b>	XA	\$174,625	110%	4
	XB	\$213,295	110%	12
	XC	\$190,184	91%	1
	XF	\$346,192	122%	4
	XG	\$344,709	112%	4
	XH	\$296,093	89%	4
	XI	\$400,060	107%	6
	XJ	\$399,249	105%	2
<b>Information Technology</b>	IA	\$50,258	114%	12
	IB	\$55,403	99%	44
	IC	\$67,828	100%	58
	ID	\$72,011	90%	126
	IE	\$84,990	93%	166
	IF	\$100,242	97%	223
	IG	\$113,888	99%	57
	IH	\$130,649	103%	34
	II	\$146,442	105%	17
	IJ	\$153,497	102%	5
	IK	\$171,775	104%	5
<b>Peace Officer</b>	PE	\$43,890	81%	9

	PF	\$55,772	93%	68
	PG	\$72,391	107%	17
	PH	\$72,571	94%	50
	PI	\$82,246	94%	48
	PJ	\$104,599	106%	6
	PK	\$101,211	91%	5
	PL	\$106,457	84%	4
	PM	\$124,400	91%	1
<b>Social Services</b>	SD	\$53,972	104%	147
	SE	\$62,895	108%	312
	SF	\$70,782	108%	103
	SG	\$85,146	111%	64
	SH	\$100,684	100%	31
	SI	\$100,266	99%	11

## 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% compa-ratio, to the Department of Finance & Admnstat 111%. The average compa-ratio for all employees is approximately 100%.

## 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 2023 – 6%	11,531
Corrections	July 2016	July 2023 – 6%	987
Information Technology	August 2016	July 2023 – Variable	747
Engineering, Surveyor	July 2017	July 2023 – 6%	859
Architect	July 2017	July 2023 – 6%	6
Social Services	August 2018	July 2023 – 6%	668
Attorneys	August 2018	July 2023 – 6%	315
Healthcare	December 2021	July 2023 – 6%	1,315
Peace Officers	April 2022	July 2023 – 6%	208
Business	October 2022	July 2023 – 6%	295
Scientist	October 2023	-	29

For FY23, NCASG reported a 5.8% average structure adjustment across all benchmark classifications.

## Salary Structure

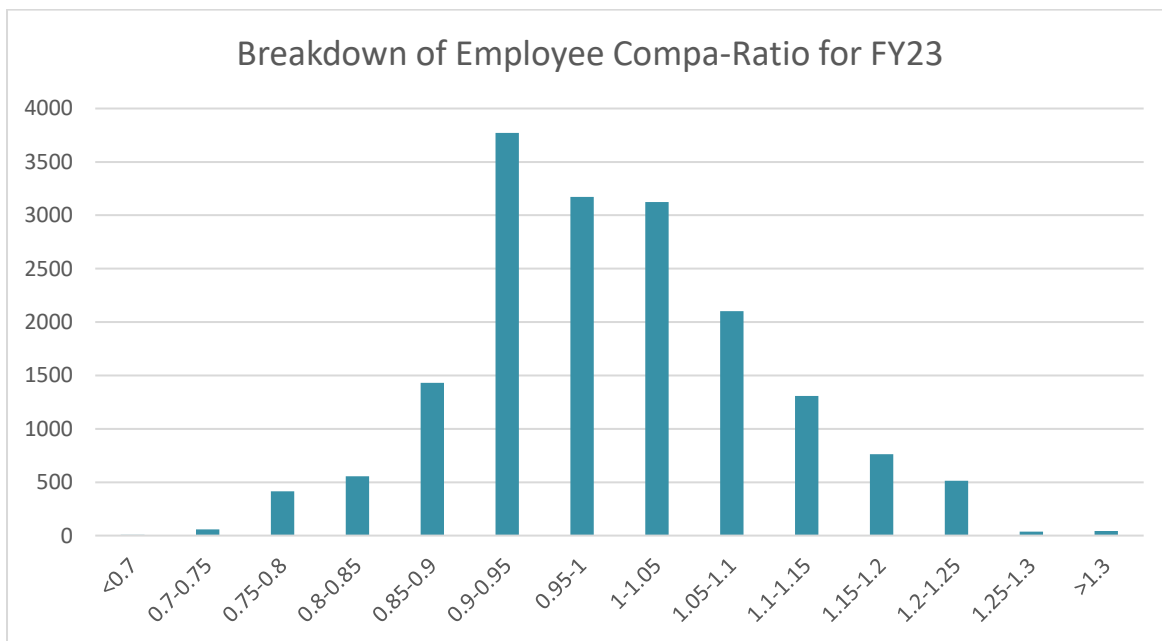
In order for an organization, especially a large one, to manage pay efficiently and effectively, it must simplify the administration of pay into a practical system. To accomplish this, organizations group individual classifications that have the same approximate job size or “worth” into pay bands. SPO 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. 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

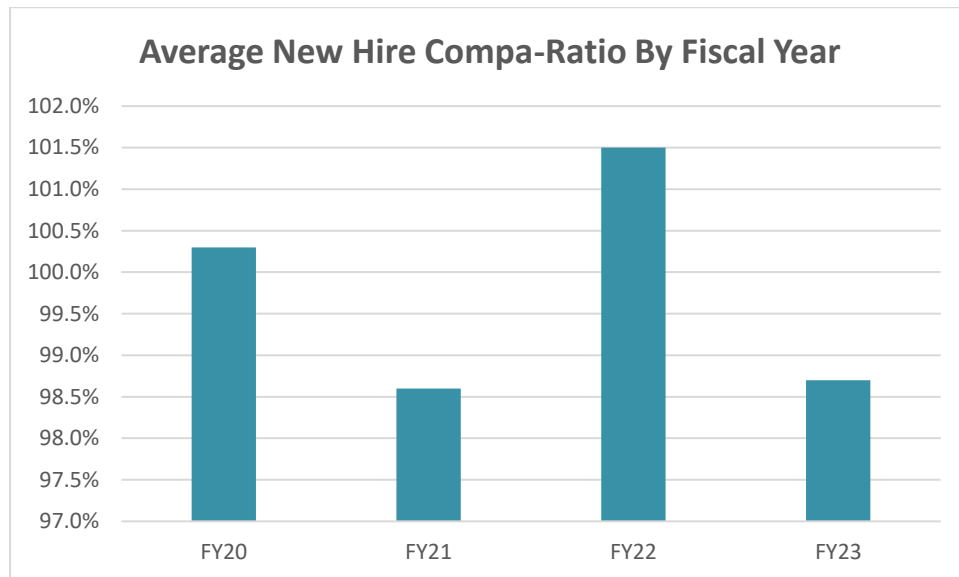
Below, in Graph 5, the distribution of State classified employee compa-ratios is illustrated. The distribution normally resembles a bell-shaped curve, with the number of employees spread evenly throughout the distribution.

Graph 5



Over the last four fiscal years, average new hire Compa-ratio has varied slightly. (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. APB assignments are typically utilized due to 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 (size of 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 “temporarily” assign the classification to a higher 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 are explained and listed below:

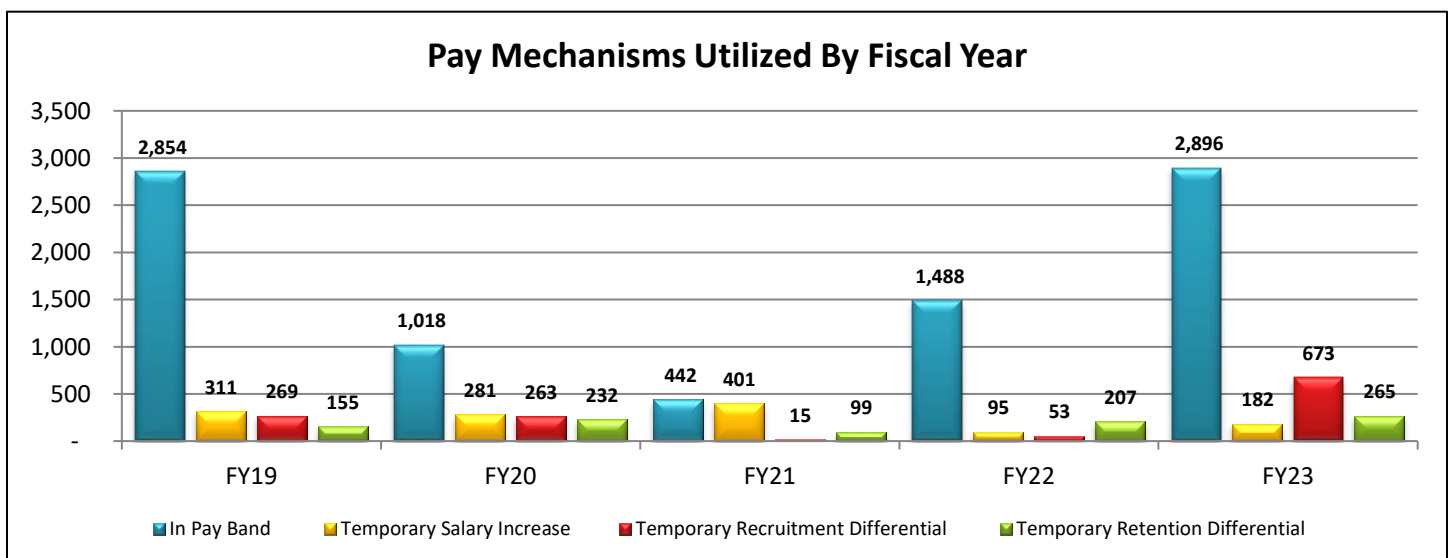
- **Temporary Recruitment Differentials (TRECs)**<sup>6</sup>, are increases in hiring pay authorized for positions documented as being critical to the business needs of an agency and for which the agency has demonstrated and documented recruitment difficulty. Agencies need to demonstrate continued justification for a TREC to SPO biennially.

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

- **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 FY19 through FY23. 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. IPBs bring employees closer to compa-ratios and correct internal alignment and appropriate placement issues.



Graph 7

<sup>7</sup> 1.7.4.13(B) NMAC.

<sup>8</sup> 1.7.4.12(L) NMAC.

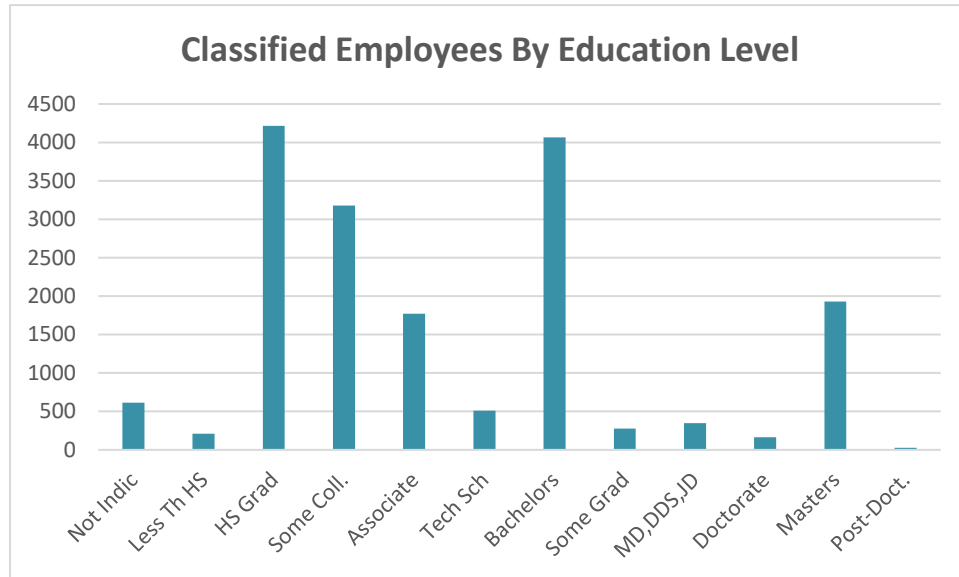
<sup>9</sup> 1.7.4.12(C) NMAC.



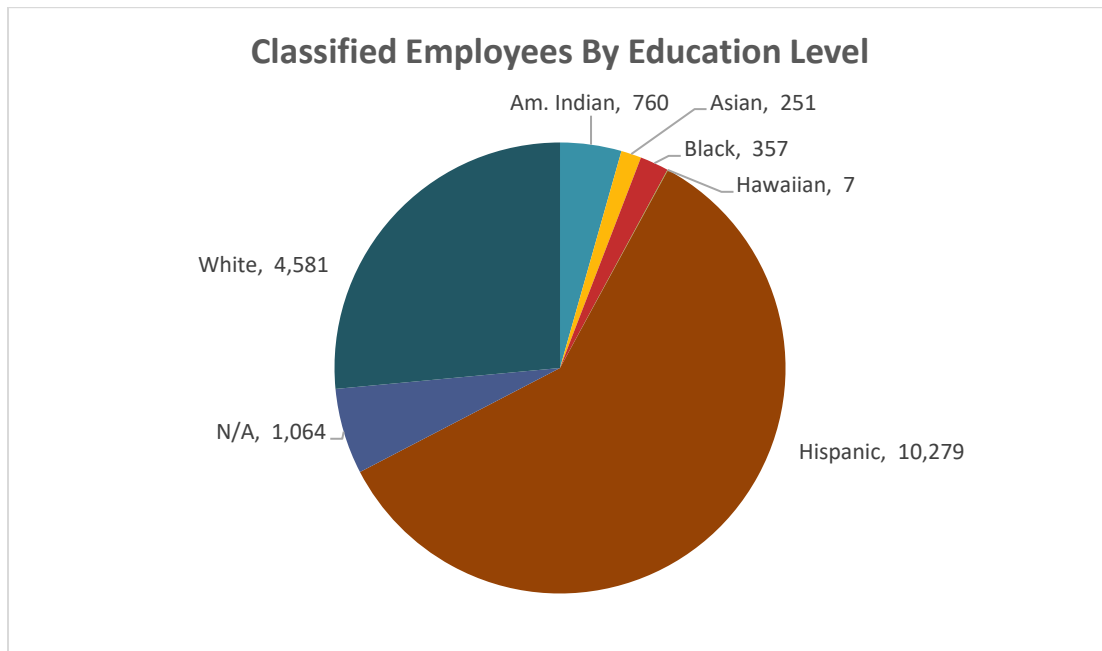
## Classified Service Demographics

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

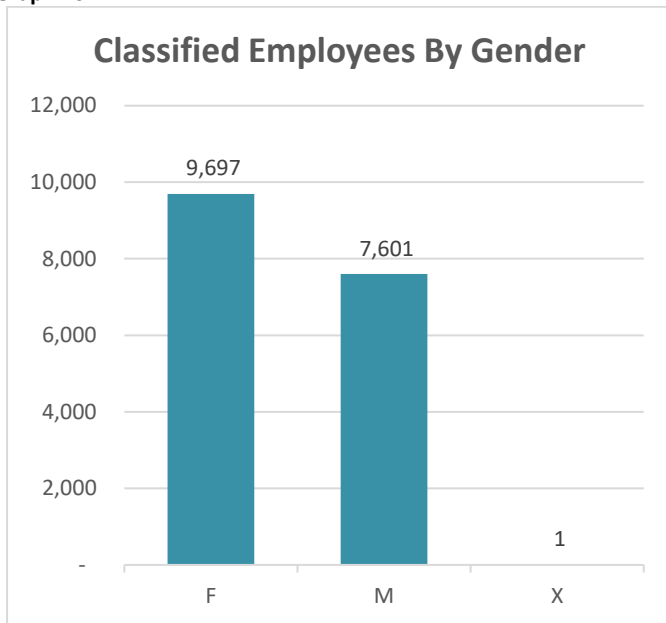
Graph 8



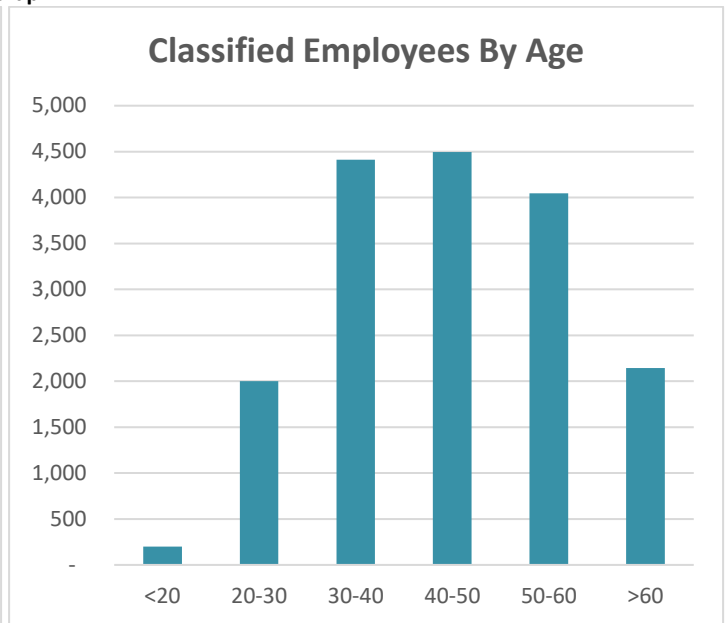
Graph 9



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	677,683	\$63,248	3,946	\$65,233	0.58%	\$1,985
Catron	3,544	\$34,657	22	\$53,109	0.62%	\$18,452
Chaves	64,485	\$50,812	633	\$60,879	0.98%	\$10,067
Cibola	27,044	\$46,490	394	\$55,625	1.46%	\$9,135
Colfax	12,126	\$38,393	420	\$69,764	3.46%	\$31,371
Curry	47,988	\$52,749	155	\$58,130	0.32%	\$5,381

De Baca	1,629	\$32,597	18	\$54,062	1.10%	\$21,465
Doña Ana	224,531	\$48,189	1,329	\$59,873	0.59%	\$11,684
Eddy	63,403	\$67,534	159	\$60,076	0.25%	-\$7,458
Grant	27,835	\$41,744	352	\$56,184	1.26%	\$14,440
Guadalupe	4,376	\$29,738	113	\$54,485	2.58%	\$24,747
Harding	622	\$36,496	8	\$46,912	1.29%	\$10,416
Hidalgo	3,998	\$38,629	41	\$52,059	1.03%	\$13,430
Lea	74,730	\$54,266	171	\$58,962	0.23%	\$4,696
Lincoln	20,386	\$48,856	81	\$54,985	0.40%	\$6,129
Los Alamos	19,576	\$125,251	12	\$77,066	0.06%	-\$48,185
Luna	25,646	\$35,988	248	\$58,001	0.97%	\$22,013
McKinley	71,702	\$42,885	187	\$54,963	0.26%	\$12,078
Mora	4,081	\$36,502	21	\$46,795	0.51%	\$10,293
Otero	69,081	\$52,574	169	\$56,681	0.24%	\$4,107
Quay	8,605	\$30,980	104	\$53,107	1.21%	\$22,127
Rio Arriba	40,094	\$44,239	146	\$58,213	0.36%	\$13,974
Roosevelt	19,046	\$50,079	47	\$56,195	0.25%	\$6,116
San Juan	119,471	\$50,331	259	\$58,709	0.22%	\$8,378
San Miguel	26,646	\$40,345	932	\$58,278	3.50%	\$17,933
Sandoval	154,096	\$76,488	249	\$59,150	0.16%	-\$17,338
Santa Fe	157,756	\$69,930	5,796	\$72,678	3.67%	\$2,748
Sierra	11,464	\$33,502	196	\$52,038	1.71%	\$18,536
Socorro	16,159	\$34,392	83	\$56,983	0.51%	\$22,591
Taos	34,802	\$52,171	165	\$53,750	0.47%	\$1,579
Torrance	14,642	\$42,488	64	\$58,068	0.44%	\$15,580
Union	4,016	\$36,586	113	\$54,147	2.81%	\$17,561
Valencia	76,655	\$48,291	664	\$51,609	0.87%	\$3,318

## Leave Accruals and Payouts

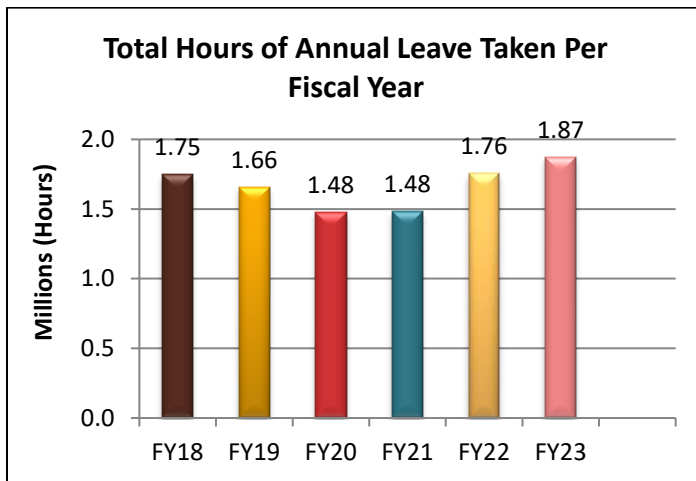
### Annual Leave

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.

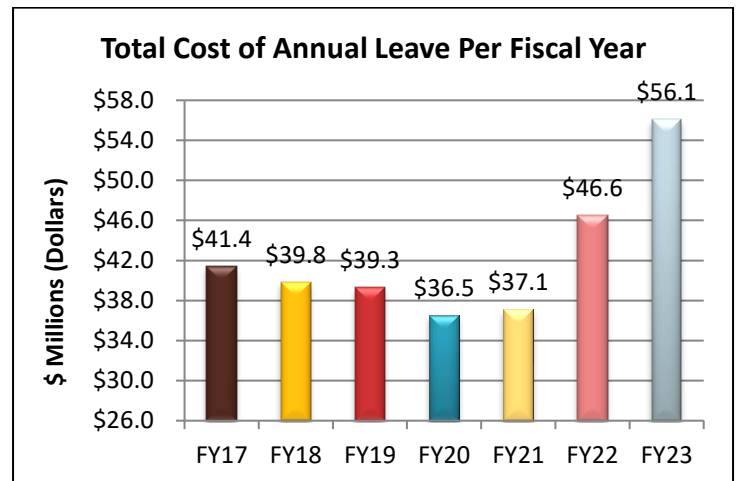
Classified employees accrue annual leave as outlined in the SPB Rules, based on their tenure. For example, employees with less than three years of service accrue 80 hours of annual leave per year, while those with over 15 years of service

accrue nearly 160 hours per year. During FY23, State employees used approximately 1.87 million hours of earned annual leave.

Graphs 12 and 13 show actual annual leave usage, in hours and cost, from FY18 through FY23:



Graph 12

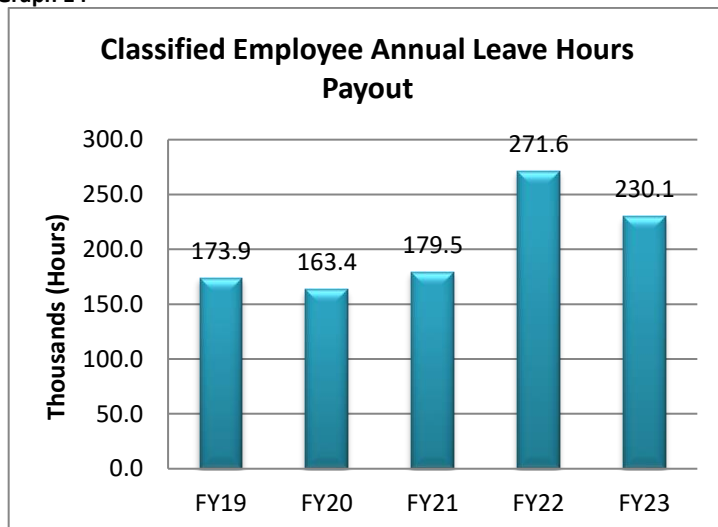


Graph 13

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 \$7,100,000 of annual leave in FY23.

Graph 14



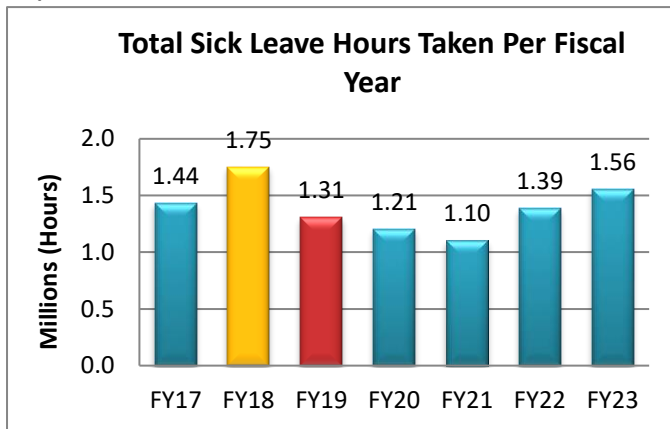
Graph 15



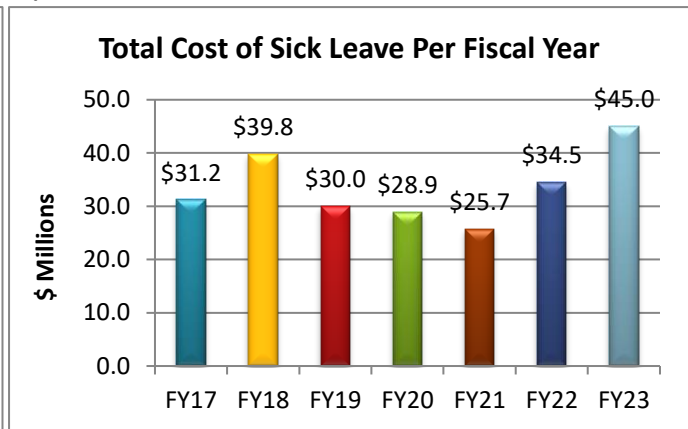
## Sick Leave

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 FY17 through FY23 are shown on Graphs 16 and 17. In FY23, employees used approximately 1.56 million hours of sick leave.

Graph 16

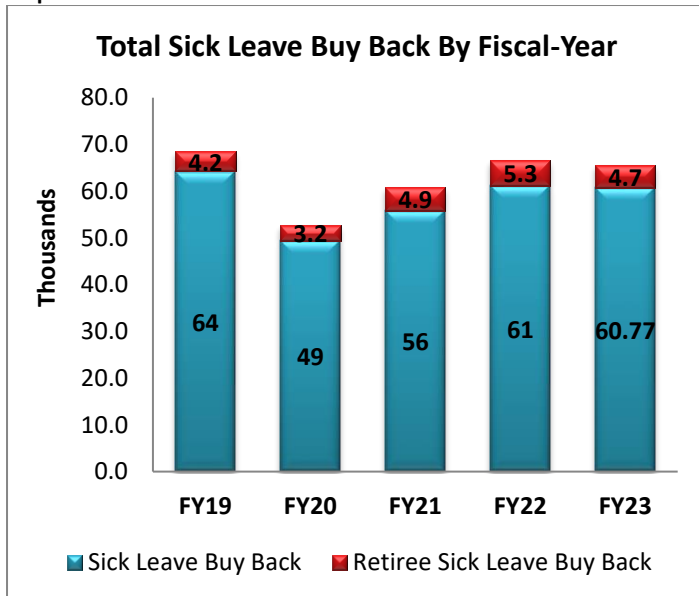


Graph 17

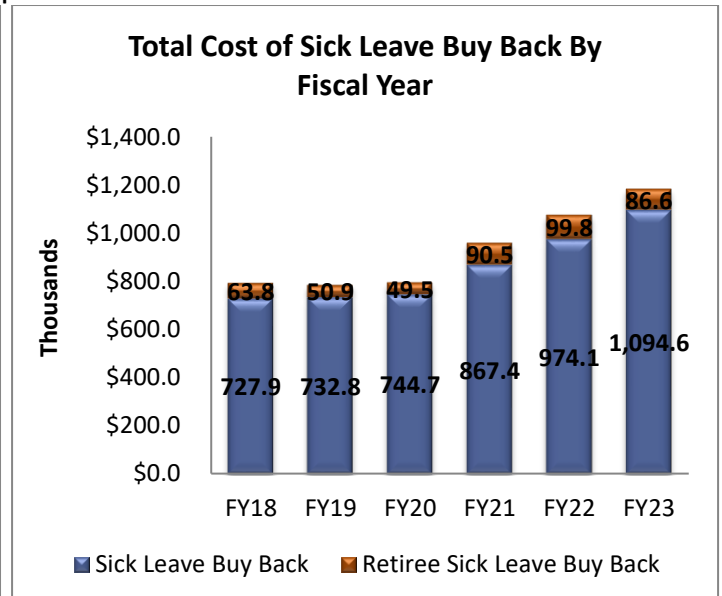


Employees are eligible to cash out accrued sick leave over 600 hours once per fiscal year, either in July or January, at one-half their hourly rate for up to 120 hours of sick leave. At the time of retirement, employees can cash out accrued sick leave over 600 hours at one-half their hourly rate for up to 400 hours of sick leave. Graphs 18 and 19 below show the total sick leave hours cashed out from FY19 to FY23. In FY23, agencies cashed out approximately 60,000 hours of sick leave for active employees and 4,700 hours of sick leave for employees who were retiring.

Graph 18



Graph 19



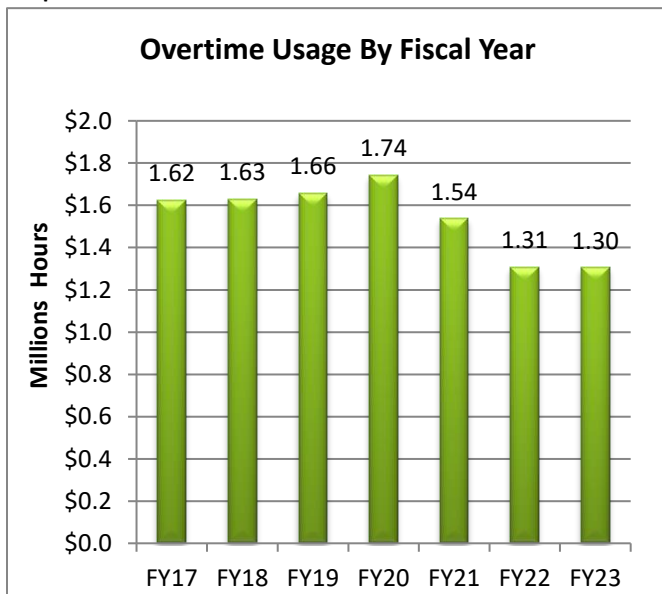
## Overtime

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.

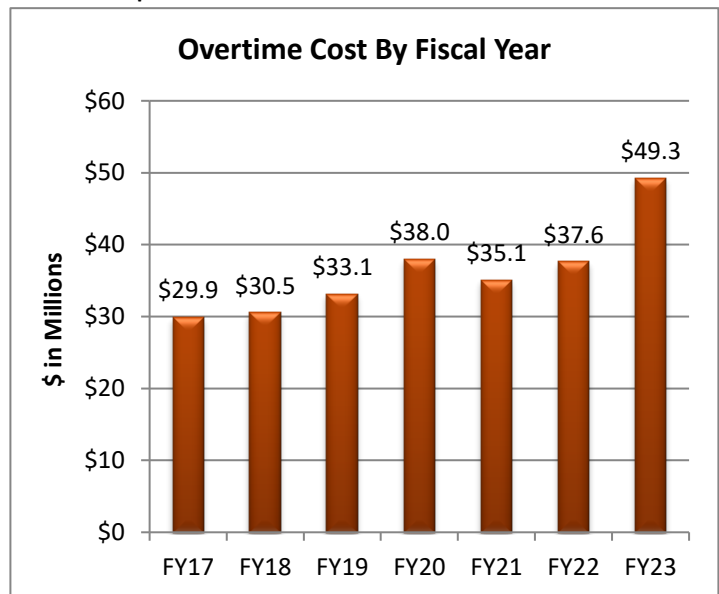
There is a correlation between vacancy rates and overtime hours worked. If an agency has a vacant position, employees may be required to do the work that would normally be done for that position by working additional hours.

Graphs 20 and 21 below depict the usage and cost of State classified service employee overtime from FY17 through FY23. During FY23, together FLSA non-exempt and FLSA exempt employees were paid over \$49 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 – 2023 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 four tenths' percent (4.4%) across all US industries.</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. Korn Ferry projects a four and four tenths' percent (4.4%) 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 eight tenths' percent (3.8 %) across all industries.</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, with projections for exempt, non-management employees at four and four tenths' percent (4.4%).</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 four and six tenths' percent (4.6%) salary increase across all industries.</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 three percent (3%) across all industries.</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 seven and three tenths' percent (7.3%) across all benchmarks.
<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
7/1/2023	5% and 1%	The Legislature appropriated forty-two million three hundred twenty-eight thousand seven hundred dollars (\$42,328,700) for 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;	\$42,328,700
7/1/2022	\$15 min 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 State 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 State 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 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 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> </ul>	\$15,973,968
7/6/2013	1.00%	<ul style="list-style-type: none"> <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> <li>• Additional 3% was given to commissioned officers in the Motor Transportation Division for a total of 4%.</li> </ul>	\$8,197,068
7/1/2011	0.00%		-
7/1/2010	0.00%		-

Date	Legislative Increase	Other	General Fund Appropriation
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> <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>	\$29,661,100
7/1/2006	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
7/1/2005	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
7/1/2004	2.00%		\$9,100,600
7/1/2003	3.10%		\$5,810,000

\*Full cost includes state paid benefits.

## Appendix C – 2023 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%
2023	\$70,762	\$63,960	-9.7%

## Appendix D – Classified Service Salary Structure

ARCHITECT CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
AA	\$58,317	\$75,812	\$93,308	60%
AB	\$66,318	\$86,214	\$106,109	60%
AC	\$89,021	\$115,727	\$142,433	60%

ATTORNEY CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
LE	\$58,886	\$76,552	\$94,218	60%
LF	\$63,633	\$82,723	\$101,813	60%
LG	\$68,966	\$89,656	\$110,345	60%
LH	\$75,325	\$97,923	\$120,520	60%
LI	\$80,713	\$104,927	\$129,140	60%
LJ	\$86,139	\$111,981	\$137,823	60%

CLASSIFIED SERVICE GENERAL SALARY SCHEDULE`				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
25	\$33,072	\$38,033	\$42,994	30%
30	\$33,250	\$39,069	\$44,888	35%
35	\$34,068	\$40,882	\$47,695	40%
40	\$34,157	\$42,697	\$51,236	50%
45	\$35,607	\$44,509	\$53,411	50%
50	\$36,332	\$46,323	\$56,314	55%
55	\$37,029	\$48,138	\$59,246	60%
60	\$40,018	\$52,024	\$64,029	60%
65	\$46,591	\$60,568	\$74,545	60%
70	\$53,165	\$69,115	\$85,064	60%
75	\$59,739	\$77,661	\$95,582	60%
80	\$66,312	\$86,206	\$106,099	60%
85	\$72,885	\$94,751	\$116,616	60%
90	\$79,459	\$103,297	\$127,134	60%
95	\$91,771	\$119,302	\$146,834	60%
96	\$103,524	\$134,581	\$165,638	60%

CORRECTIONS CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
CA	\$34,408	\$41,290	\$48,171	40%
CB	\$41,131	\$49,357	\$57,583	40%

CC	\$45,556	\$54,667	\$63,778	40%
CD	\$50,170	\$60,204	\$70,238	40%
CE	\$55,014	\$66,016	\$77,019	40%
CF	\$59,649	\$71,579	\$83,508	40%
CG	\$69,442	\$83,330	\$97,218	40%
CH	\$74,471	\$89,366	\$104,260	40%
CI	\$79,629	\$95,556	\$111,482	40%
CJ	\$87,918	\$105,502	\$123,086	40%
CK	\$98,003	\$117,603	\$137,204	40%
CL	\$109,569	\$131,483	\$153,397	40%
CM	\$34,408	\$41,290	\$48,171	40%

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

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
EA	\$32,252	\$41,928	\$51,603	60%
EB	\$35,785	\$46,521	\$57,256	60%
EC	\$40,236	\$52,307	\$64,378	60%
ED	\$45,876	\$59,638	\$73,401	60%
EE	\$53,594	\$69,672	\$85,749	60%
EF	\$64,486	\$83,832	\$103,177	60%
EG	\$71,760	\$93,288	\$114,816	60%
EH	\$79,659	\$103,557	\$127,454	60%
EI	\$88,425	\$114,953	\$141,480	60%
EJ	\$96,379	\$125,293	\$154,207	60%
EK	\$105,051	\$136,567	\$168,083	60%

**HEALTHCARE CLASSIFIED SERVICE SALARY SCHEDULE**

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
HA	\$33,072	\$43,159	\$53,246	61%
HB	\$36,179	\$47,033	\$57,886	60%
HC	\$39,474	\$51,316	\$63,159	60%
HD	\$43,395	\$56,413	\$69,432	60%
HE	\$47,839	\$62,191	\$76,542	60%
HF	\$52,648	\$68,443	\$84,237	60%
HG	\$58,682	\$76,286	\$93,891	60%
HH	\$64,714	\$84,128	\$103,542	60%
HI	\$72,307	\$94,000	\$115,692	60%
HJ	\$80,354	\$104,461	\$128,567	60%
HK	\$91,511	\$118,964	\$146,418	60%
HL	\$100,448	\$130,582	\$160,716	60%

HM	\$107,533	\$139,793	\$172,053	60%
HN	\$115,600	\$150,280	\$184,960	60%
HO	\$125,555	\$163,222	\$200,888	60%

#### HEALTHCARE PHYSICIANS CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
XA	\$132,472	\$158,966	\$185,461	40%
XB	\$153,125	\$183,749	\$214,374	40%
XC	\$173,777	\$208,532	\$243,288	40%
XD	\$194,428	\$233,314	\$272,199	40%
XE	\$215,081	\$258,097	\$301,114	40%
XF	\$235,733	\$282,880	\$330,026	40%
XG	\$256,386	\$307,663	\$358,940	40%
XH	\$277,038	\$332,446	\$387,854	40%
XI	\$297,690	\$357,228	\$416,766	40%
XJ	\$318,343	\$382,011	\$445,680	40%

#### INFORMATION TECHNOLOGY CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
IA	\$33,986	\$44,182	\$54,378	60%
IB	\$43,021	\$55,927	\$68,834	60%
IC	\$52,055	\$67,671	\$83,288	60%
ID	\$61,089	\$79,416	\$97,742	60%
IE	\$70,124	\$91,161	\$112,198	60%
IF	\$79,158	\$102,906	\$126,653	60%
IG	\$88,193	\$114,651	\$141,109	60%
IH	\$97,227	\$126,395	\$155,563	60%
II	\$106,262	\$138,140	\$170,019	60%
IJ	\$115,296	\$149,885	\$184,474	60%

#### PEACE OFFICER CLASSIFIED SERVICE SALARY SCHEDULE

Pay Band	Minimum	Midpoint	Maximum	Bandwidth
PE	\$43,080	\$53,850	\$64,620	50%
PF	\$48,196	\$60,245	\$72,294	50%
PG	\$54,336	\$67,920	\$81,504	50%
PH	\$61,294	\$76,617	\$91,941	50%
PI	\$69,479	\$86,849	\$104,219	50%

PJ	\$78,893	\$98,616	\$118,340	50%
PK	\$89,125	\$111,407	\$133,688	50%
PL	\$101,404	\$126,755	\$152,106	50%
PM	\$109,590	\$136,988	\$164,386	50%

SOCIAL SERVICES CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
SD	\$39,545	\$51,408	\$63,271	60%
SE	\$44,893	\$58,361	\$71,829	60%
SF	\$50,466	\$65,606	\$80,746	60%
SG	\$58,894	\$76,562	\$94,230	60%
SH	\$70,325	\$91,422	\$112,520	60%
SI	\$77,805	\$101,147	\$124,488	60%

SCIENTIST CLASSIFIED SERVICE SALARY SCHEDULE				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
FG	\$72,800	\$109,200	\$145,600	100%
FH	\$114,407	\$156,005	\$197,603	73%
FI	\$135,197	\$179,920	\$224,643	66%



## Appendix E – Average Salary Data by Agency

Agency	Average Annual Rate	Average Compa Ratio	Count of Emp
Administrative Hearings Office	\$87,437	104%	16
Adult Parole Board	\$63,926	104%	2
Aging & Long-Term Services Dpt	\$71,800	106%	186
Architect Examiners Board	\$60,213	102%	3
Board of Nursing	\$74,727	109%	20
Border Development Authority	\$66,830	91%	2
Children, Youth & Families Dpt	\$67,189	104%	1600
Com for Deaf/Hard of Hearing	\$60,684	97%	10
Commission for the Blind	\$56,967	94%	58
Commission of Public Records	\$63,740	92%	28
Crime Victims Reparation Comm	\$63,168	98%	25
Department of Cultural Affairs	\$55,813	96%	427
Department of Early Childhood	\$66,444	102%	263
Department of Environment	\$75,429	98%	504
Department of Ethics	\$98,960	102%	3
Department of Finance & Admnst	\$84,929	111%	135
Department of Game & Fish	\$69,441	104%	278
Department of Health	\$62,613	96%	2780
Department of Indian Affairs	\$75,618	103%	9
Department of Public Safety	\$66,201	109%	406
Department of Transportation	\$61,939	104%	2117
Department of Veteran Services	\$59,350	104%	63
Dept of Workforce Solutions	\$56,742	94%	529

Agency	Average Annual Rate	Average Compa Ratio	Count of Emp
Dept of Information Technology	\$86,430	98%	135
Dev Disabilities Council	\$72,212	107%	19
Division of Vocational Rehab	\$66,204	105%	293
Economic Developmnt Department	\$74,715	98%	48
Educational Retirement Board	\$65,549	97%	65
Enrgy, Minrls & Ntrl Rsrcls Dpt	\$70,585	97%	366
EXPO New Mexico	\$71,795	101%	12
Gaming Control Board	\$75,553	109%	35
General Services Department	\$65,559	101%	228
Governor's Comm. on Disability	\$66,286	95%	10
Higher Education Department	\$84,255	102%	37
Homeland Security & Emgncy Mgt	\$67,769	98%	92
Human Services Department	\$63,207	95%	1462
Livestock Board	\$57,302	87%	68
Medical Examiners Board	\$72,442	102%	14
Military Affairs	\$62,906	102%	126
Miners Colfax Medical Center	\$78,554	97%	190
New Mexico Corrections Dept	\$56,780	98%	1751
NM Education Trust Board	\$72,134	93%	1
Ofc of Family Rep and Advocacy	\$103,872	108%	2
Ofc of the State Engineer	\$81,650	101%	270
Office of African Amer Affairs	\$70,224	100%	6
Office of Natural Resc Trustee	\$98,585	107%	4
Office of the Attorney General	\$83,298	102%	140
Prof Engineers & Lnd Srvys Brd	\$57,213	100%	7
Public Education Department	\$79,531	97%	258

Agency	Average Annual Rate	Average Compa Ratio	Count of Emp
Public Employee Retirement Asso	\$72,637	105%	66
Public Regulation Commission	\$79,545	103%	91
Public School Insurance Auth	\$72,789	106%	8
Regulation & Licensing Dept	\$67,895	102%	291
Retiree Health Care Authority	\$60,017	98%	21
Secretary of State	\$68,595	98%	50
SpacePort Authority	\$84,675	101%	18
State Auditor	\$89,865	102%	28
State Investment Council	\$101,700	105%	15
State Land Office	\$76,527	105%	149
State Personnel Board	\$77,152	96%	31
State Racing Commission	\$73,402	101%	10
State Treasurer	\$90,949	104%	18
Superintendent of Insurance	\$77,437	103%	96
Taxation & Revenue Department	\$61,093	99%	793
Tourism Department	\$64,286	97%	42
Veterinary Examiners Board	\$39,458	94%	2
Workers Compensation Admin	\$66,115	104%	97
Youth Conservation Corps	\$76,677	102%	2

## Appendix F – Alternative Pay Band Assignments

Classification Title	Classification Job Code	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>WORKERS' COMP ADJUSTER I</b>	C10321	70	60
<b>WORKERS' COMP ADJUSTER II</b>	C10322	75	65

## Appendix G – NCASG Benchmarks

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
1000_Engineering_Related	Architect	1010	Architect II	AREP30
1000_Engineering_Related	District Engineer (PE)	1030	Senior Engineer Executive	ENEX52
1000_Engineering_Related	Engineering Technician	1040	Engineering Technician III	ENET17
1000_Engineering_Related	Engineer-in-Training (EIT)	1050	Engineer Intern	ENEP23
1000_Engineering_Related	Environmental Engineer (PE)	1060	ENVIRON SPEC-NL-O	E2082O
1000_Engineering_Related	Geologist	1070	GEOSCIENTIST-O	F2042O
1000_Engineering_Related	Highway & Transportation Engineer (PE)	1080	Engineer Professional I	ENEP26
1000_Engineering_Related	Hydraulic Engineer (PE)	1090	WATER RESOURCES PROF III	EWRP26
1000_Engineering_Related	Surveyor	1100	Professional Surveyor I	ENSP23
2000_Fiscal_Services	Accountant	2010	ACCTNT & AUDITOR-O	C2011O
2000_Fiscal_Services	Accounting Supervisor	2020	ACCOUNTANT & AUDITOR SUPV	C2011S
2000_Fiscal_Services	Accounting Technician	2030	BOOKPG,ACTG &AUDIT-O	R3031O
2000_Fiscal_Services	Bank Examiner	2050	FIN EXAMINER-O	C2061O
2000_Fiscal_Services	Agency Fiscal Officer	2060	CFO III	X63032
2000_Fiscal_Services	External Auditor	2080	ACCTNT & AUDITOR-O	C2011O
2000_Fiscal_Services	Financial Examiner	2090	FIN ANALYST-A	C2051A
2000_Fiscal_Services	Grants Specialist	2100	FINANCIAL COORD-O	B3031O
2000_Fiscal_Services	Insurance Investigator	2110	FIN EXAMINER-A	C2061A
2000_Fiscal_Services	Internal Auditor	2120	State Auditor II	C20122
2000_Fiscal_Services	Procurement Specialist	2140	PURCHASING AGENT-O	C1023O
2000_Fiscal_Services	Revenue Auditor	2150	Tax Auditor II	C20132
2000_Fiscal_Services	Motor Vehicle / Revenue Licensing Technician	2160	MVD Agent	R40311
2000_Fiscal_Services	Risk Management Specialist	2170	CLM ADJ,EXAM,INV-O	C1031O
2000_Fiscal_Services	State Budget Analyst	2180	SENIOR EXEC BUDGET/POL ANALYST	C9002
2000_Fiscal_Services	Tax Appraisal Specialist	2190	APPRAIS & RE ASSES-O	C2021O
2000_Fiscal_Services	Utility Rate Analyst	2200	ECONOMIST-A	F3011A
2500_Admin_And_Cust_Services	Driver License Examiner	2510	MVD Agent	R40311
2500_Admin_And_Cust_Services	Executive Assistant	2520	EXEC SEC& ADM ASST-A	R6011A
2500_Admin_And_Cust_Services	Paralegal	2530	PARALEGL& LGL ASST-A	H2011A
2500_Admin_And_Cust_Services	Secretary	2540	EXEC SEC& ADM ASST-O	R6011O
3000_Human_Resources	Employee Insurance Benefits Specialist	3020	COMP,BNF & JOB ANA-O	C1072O
3000_Human_Resources	Human Resources Consultant	3030	HUMAN RESOURCE GENERALIST III	RHRG23
3000_Human_Resources	Human Resources Manager	3040	HUMAN RESOURCE MANAGER II	RHRX30



3000_Human_Resources	Human Resources Professional	3050	HUMAN RESOURCE GENERALIST IV	RHRG26
3000_Human_Resources	Human Resources Technician	3060	HUMAN RESOURCE GENERALIST I	RHRG17
3000_Human_Resources	Training Specialist	3070	TRAIN & DEV SPEC-O	C10730
3500_Labor	Employment Counselor	3510	HR EMPL LABOR RELATIONS SPEC I	RELR23
3500_Labor	Occupational Safety Specialist	3540	OCC HLTH & SFTY SP-O	K90110
3500_Labor	Unemployment Insurance Specialist	3550	CLM ADJ,EXAM,INV-O	C10310
3500_Labor	Worker's Compensation Claims Representative	3560	CLM ADJ,EXAM,INV-A	C1031A
4000_Medical	Dental Assistant	4010	DENTAL ASSISTANT II	HDAT11
4000_Medical	Dental Hygienist	4020	DENTAL HYGIENIST	HDHY20
4000_Medical	Dentist	4030	DENTIST	HDPD35
4000_Medical	Developmental Assistant	4040	OCCUPATIONAL THERAPIST ASSIST	HOTV17
4000_Medical	Licensed Practical Nurse	4060	LPN/LVN	HLPN15
4000_Medical	Medical Laboratory Technician	4070	MEDICAL LABORATORY TECHNICIAN	HCLT15
4000_Medical	Medical Technologist (ASCP or AMT)	4080	MEDICAL LABORATORY TECHN	HCLT17
4000_Medical	Nursing Assistant	4100	NURSING SUPPORT LEVEL I	HLSU11
4000_Medical	Pharmacist	4120	PHARMACIST II	HPHR26
4000_Medical	Pharmacy Technician	4130	PHARMACY TECHNICIAN II	HPTV13
4000_Medical	Physical Therapist	4140	Physical Therapist Supervisor	HPHY26
4000_Medical	Physician	4150	PHYSICIAN LEVEL II	HHOP40
4000_Medical	Physician Assistant	4160	PHYSICIAN ASSISTANT LEVEL II	HPPA30
4000_Medical	Public Health Nurse	4180	REGISTERED NURSE LEVEL III	HCRN23
4000_Medical	Radiological Technologist	4190	RADIOLOGIC TECHNOLOGIST II	HRAD20
4000_Medical	Recreation Therapist	4200	RECREATIONAL THERAPIST I	HREA13
4000_Medical	Registered Dietitian	4210	REGISTERED DIETITIAN	HDIE23
4000_Medical	Registered Nurse	4220	REGISTERED NURSE LEVEL II	HCRN20
4000_Medical	Registered Nurse – Program Coordinator	4230	Registered Nurse Manager I	HCRX30
4000_Medical	Security Aide (Psych)	4250	SECURITY GUARD-A	M9032A
4000_Medical	Veterinarian	4270	VETERINARIAN	HVET35
4500_Human_Services	Chaplain	4510	CLERGY-O	G20110
4500_Human_Services	Child Care Licensing Representative	4520	COMPLNCE OFFICER-O	C10410
4500_Human_Services	Child Support Specialist	4540	CHILD LEGAL SUPPORT ASST. II	G10502
4500_Human_Services	Disability Claims Examiner	4560	DVR Disability Adjudicator II	G10802
4500_Human_Services	Eligibility Assistance Specialist	4570	Family Assistance Analyst I	G10601
4500_Human_Services	Health Educator	4580	Health Educator-A	G1091A
4500_Human_Services	Health Services Evaluator	4590	HEALTHCARE SURVYR-O	E21110
4500_Human_Services	Investigator	4600	STATE INVESTIGATOR	M50520

4500_Human_Services	Psychiatric Aide	4610	Recreational therapy aide	HREA10
4500_Human_Services	Social Worker	4620	SOC WKR,AO-A	G1029A
4500_Human_Services	Substance Abuse Counselor	4630	SUB ABUSE&BEH CNSL-O	G1011O
4500_Human_Services	Vocational Rehabilitation Counselor	4640	REHAB COUNSELOR-A	G1015A
4500_Human_Services	Vocational Rehabilitation Manager	4650	REHAB COUNSELOR SUPERVISOR	G1015S
4500_Human_Services	Youth Specialist	4660	JUVENILE CORR OFFICER II	G10952
5000_Information_Systems	Applications Developer/Analyst	5010	IT Application Developer II	IDAD23
5000_Information_Systems	Applications Development Supervisor	5020	IT APPLICATION DEV SUPV	IDAS26
5000_Information_Systems	Business Systems Analyst	5030	IT Business Analyst II	IBBA26
5000_Information_Systems	Database Administrator	5050	IT Database Administrator II	ITDA23
5000_Information_Systems	ERP Systems Analyst	5060	IT Architect I	IADD30
5000_Information_Systems	GIS Analyst	5070	IT GIS SPECIALIST I	ITGT20
5000_Information_Systems	Information Technology Manager	5080	IT CIO IV	IXGX46
5000_Information_Systems	Information Technology Project Manager	5090	IT Project Manager IV	IPPX35
5000_Information_Systems	Information Technology Security Specialist	5100	IT SEC & COMPLIANCE ADMIN II	ICSC23
5000_Information_Systems	Information Technology Technical Support Specialist	5110	IT End User Support II	IEUP15
5000_Information_Systems	Network Administrator	5120	IT Network Administrator II	INEA23
5000_Information_Systems	Systems Administrator	5130	IT Systems Administrator II	ISSA23
6000_Professional	Aircraft Pilot	6020	Aircraft Pilot	W20111
6000_Professional	Archivist	6030	ARCHIVIST-A	I4011A
6000_Professional	Attorney	6040	Attorney II	LLLA30
6000_Professional	Business Manager	6050	A/O II	X50000
6000_Professional	Education Program Specialist	6060	EDUC ADMIN-A	B9039A
6000_Professional	Graphic Designer	6080	GRAPHIC DESIGNER-A	J1024A
6000_Professional	Hearings Officer	6090	ADM LAW JDG/ADJCTR-O	H1021O
6000_Professional	Historic Preservation Specialist	6100	MUSEUM TECH &CONSV-A	I4013A
6000_Professional	Librarian	6130	LIBRARIAN-O	I4021O
6000_Professional	Librarian Assistant	6140	LIBRARY TECH-A	I4031A
6000_Professional	Management Analyst	6150	MGT ANALYST-A	C1111A
6000_Professional	Museum Conservator	6160	MUSEUM TECH &CONSV-O	I4013O
6000_Professional	Planner	6170	URBAN & REG PLNR-O	F3051O
6000_Professional	Public Information Officer	6180	PUB RELATION SPEC-A	J3031A
6000_Professional	Right of Way Agent	6190	APPRAIS & RE ASSES-A	C2021A
6000_Professional	Senior Economist	6210	ECONOMIST-A	F3011A
6000_Professional	Statistical Research Analyst	6220	STATISTICIAN-A	D2041A
7000_Science	Chemist	7020	Chemist-O	F2031O
7000_Science	Environmental Analyst	7030	ENVIRO SCI & SPEC-O	F2041O
7000_Science	Epidemiologist	7040	EPIDEMIOLOGIST-O	F1041O

7000_Science	Fish and Game Technician	7050	FARMWKR,FARM&RNCH-A	S2093A
7000_Science	Fish Biologist/Culturist	7060	ZOOLGST/WLDLFE BIO-A	F1023A
7000_Science	Forensic Scientist	7070	Forensic Scientist 1	F4092O
7000_Science	Forester	7080	FORESTER-O	F1032O
7000_Science	Hydrologist	7090	HYDROLOGIST-A	F2043A
7000_Science	Microbiologist	7100	MICROBIOLOGIST-O	F1022O
7000_Science	Naturalist	7110	NAT SCI COORD-O	B9121O
7000_Science	Oil and Gas Inspector	7120	PETROLEUM SPEC-O	E2171O
7000_Science	Wildlife/Fish Biologist Supervisor	7130	ZOOLOGIST & WILDLIFE BIO SUPV	F1023S
7000_Science	Wildlife/Fish Biologist	7140	ZOOLGST/WLDLFE BIO-A	F1023A
8000_Security	Arson Investigator	8010	STATE FIRE INVESTIGATOR	M20212
8000_Security	Correctional Captain	8020	Correctional Officer-Major	PCCS26
8000_Security	Correctional Officer	8040	Correctional Officer	PCCO11
8000_Security	Correctional Sergeant	8050	Correctional Officer-Sergeant	PCCO13
8000_Security	Criminal Investigator	8060	DPS Investigator	M50530
8000_Security	Emergency Preparedness Planner	8070	EMERGENCY MGNT SPECIALIST	M40101
8000_Security	Fingerprint Identification Specialist	8080	FORENSIC TECHNICIAN	F4092B
8000_Security	Law Enforcement Dispatcher	8130	Dispatcher II	R50332
8000_Security	Offender Classification Specialist	8140	PROB OFF&CORR TRMT-O	G1092O
8000_Security	Park Manager	8150	ST PARK LE RANGER SUPERINTNDNT	PEPR35
8000_Security	Park Ranger	8160	Fish & Game Warden-O	M3031O
8000_Security	Port of Entry Compliance Officer	8170	MTD TRANSPORTATION INSPECTOR	W60511
8000_Security	Probation and Parole Officer	8180	PROBATION PAROLE OFFICER II	G10902
8000_Security	Probation And Parole Supervisor	8190	PROBATION PAROLE OFFICER SUPV.	G1090S
8000_Security	Security Guard (Non-Weapon Carrying)	8200	SECURITY GUARD-O	M9032O
8000_Security	Security Shift Supervisor (Non-Weapon Carrying)	8210	Security Guard Supervisor	M9032S
8000_Security	State Patrol Evidence Technician	8220	DPS EVIDENCE TECHNICIAN	M50550
8000_Security	Wildlife Officer/Game Warden	8230	Fish & Game Warden-A	M3031A
9000_Trades	Automotive Mechanic	9020	AUTO SRV TECH&MECH-A	U3023A
9000_Trades	Boiler Operator	9030	PLANT/SYS OPR,AO-O	V8099O
9000_Trades	Building Inspector	9040	CONST & BLDG INSP SINGLE CERT	T40111
9000_Trades	Carpenter	9060	CARPENTER-A	T2031A
9000_Trades	Construction Project Manager	9070	Construction - Project Manager	X30111
9000_Trades	Custodian	9080	JANITR&CLNR,NOMAID-O	O2011O
9000_Trades	Electrician	9090	OPERATIONAL JOURNEYMAN ELECTRNL	T2111O
9000_Trades	Electronics Specialist	9100	ELECTRONICS SPEC-A	E2072A
9000_Trades	Food Service Specialist	9110	FOOD SERVER,NONRST-O	N3041O

9000_Trades	General Maintenance Technician	9120	MAINT & REPAIR WKR-O	U9042O
9000_Trades	Heavy Equipment Mechanic	9130	BUS/TRK MEC/DS ENG-O	U3031O
9000_Trades	HVAC Technician	9140	HEAT/AC/FRIG MECH-O	U9021O
9000_Trades	Plumber	9150	Journeyman Plumber	T21611
9000_Trades	Prison Industries Supervisor	9160	CORRECTIONAL WARDEN (MIN SEC)	PCDX46
9000_Trades	Highway Maintenance Worker	9162	HIGHWAY MAINT WKR-O	T4051O
9000_Trades	Lead Highway Maintenance Worker	9163	HIGHWAY MAINT WKR-A	T4051A
9000_Trades	Highway Maintenance Supervisor	9164	HIGHWAY MAINT. WORKER SUPV.	T4051S