



State Personnel Office

Classified Service

Pay Plan and Compensation Report

Fiscal Year 2025

December 12, 2025

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Executive Summary

The classified service workforce consists of over 18,500 employees within 68 State of New Mexico (State) executive agencies, boards, and commissions. The State recognizes that its employees are its most valuable assets 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.

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 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.¹ 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. 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.

¹ 1.7.4.7(J) and 1.7.4.8(E) NMAC.

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.²

Compensation Philosophy

The Compensation philosophy for classified State government employees is 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. Looking forward to FY 2026 the following will be adopted as the new compensation philosophy:

The State of New Mexico strives to deliver a total rewards program comprised of competitive base pay, benefits, and retirement programs that effectively attracts, retains, and rewards a high performing, diverse workforce to deliver quality services that reflect the mission and objectives of the State Government in a fiscally responsible manner.

The State Personnel Office is responsible for the administration, oversight, and overall maintenance of the framework of the classified service pay system as well as providing consultation, analysis, and support on compensation issues in order to ensure the needs of the State are met in response to market demands.

The State Personnel Office will further set State-wide overarching compensation rules and guidelines, leaving Agencies to make specific compensation policy on an employee level at their discretion and administer their compensation programs for their own employees in conformance with SPO Board Rule. The State aims to promote an employee-first focus while supporting Agency missions and outcomes.

The State of New Mexico competes for labor and talent at regional and local levels. To effectively recruit in diverse labor markets, retain its current workforce, and facilitate career development, the State seeks to provide compensation packages for all employee levels and positions that are market competitive.

The State recognizes it may not always be possible to compensate employees at levels commensurate with the private sector. However, it is the State of New Mexico's goal to target a competitive pay position at the 50th percentile of the appropriate regional or local target market. In addition to defining market on a geographic basis, the State defines "market" as other state and local governments and private sector companies where employees perform similar duties and carry similar responsibilities.

Overall, the State of New Mexico's total rewards program is designed to:

- Assist the State in attracting talent while preserving internal alignment and equity,

² NMSA 1978 § 10-9-2.

- Maintain a salary structure that is competitive with the market median (i.e., 50th percentile) of the public and private sector within the State of New Mexico and surrounding States in the Southwest,
- Motivate and retain employees by striving to pay employees in accordance with individual performance, and
- Support State leadership in delivering core services for constituents through state priorities.

Based on this philosophy, the State Personnel Office's must recognize, accommodate, and support the Agencies' differences in organizational structures and missions; ensure that comparable jobs within different Agencies are valued with similar methodologies when assigned to the same classification across the State; promote employee focus on Agency missions and outcomes; be market responsive and fiscally responsible; and effectively communicate pay program decisions to the workforce.

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 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 has utilized the Hay Guide Chart-Profile Method of Job Evaluation to measure the size and value of all classified service jobs for many years. This process quantifies the value of job content by using a point factor system. The total points assigned to a job through this evaluation process are then used to assign the job to the appropriate pay band and internally assess the classification in relation to others in the job catalog.

Looking forward to FY2026, an external Market-based methodology, utilizing a direct market rate median comparison to the midpoint of the pay grade, will eliminate the need for a point factor system and allow for the quick assessment of pay grade competitiveness.

SPO will also follow an annual benchmarking process review. This will allow for both an ongoing internal check of existing pay grades within a series and an external check on the current market rate median for alignment to the salary structure.

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.³ In trying to appropriately place an employee, State agencies and managers 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. SPO advises agencies on appropriate placement in general utilizing the Compa-ratio of an individual's pay, or the relation of their pay to the midpoint of a pay grade. This is an industry standard measurement of compensation. The formula for Compa-ratio is (Actual Salary/Salary Midpoint) x 100 (for a percentage figure). If an employee is at 100% Compa-ratio, they are at the midpoint of the pay grade.

Compa-Ratios

When evaluating individual agencies:

- The average Compa-ratio throughout the State is 103%
- 16 executive agencies have an average Compa-ratio of less than 100%; and,
- 7 executive agencies have an average Compa-ratio of over 110%.

This indicates that the changes to the salary schedule/s allow agencies to compete with the market.

Pay Mechanisms Requiring State Personnel Director Review

SPB Rules 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 above one hundred and fifteen percent compa-ratio.⁴ 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.

Classified Employee Pay Compared to Market

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 \$69,950. For FY25, the State had the opportunity to increase all salary schedules by 4% in conjunction with an increase approved through legislation. At every opportunity, SPO adjusts its salary structures in concert with salary increases approved by the Legislature in an effort to keep State pay and salary

³ 1.7.4.12(A), (C)-(D), and (G) NMAC.

⁴ 1.7.4.12(A), (C)-(E), and (G) NMAC.

structures as closely aligned with the market as possible. The Compensation and Classification Team set the pay line midpoints at or above current market, making our pay policy more competitive.

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 occupation specific 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 40%-60%.

The salary structures are the foundation upon which State employees can be appropriately compensated. An important implementation step is for agency budgets to be funded in support of appropriate compensation.

Use of Alternative Pay Bands

As of July 1, 2025, 15% (124 APBs) of the State's job classifications within the General Salary Structure were assigned to Alternative Pay Bands (APBs). The number of APBs is an indicator that the market data for the specified classifications should be reevaluated to ensure these classifications are not behind the Comparator Market.

APBs were 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. Going forward all APBs will be eliminated and replaced by the introduction of a new salary structure for FY26.

Looking Ahead

The state remains focused on strengthening the overall talent experience and total compensation package to become an employer of choice for New Mexicans. During FY2025 the State Personnel Office, in partnership with the Legislative Finance Committee (LFC), the Department of Finance and Administration and external consultants, worked together to reform the compensation and classification system. After a comprehensive study a full job architecture redesign was conducted to update job families, sub-families, titles, and leveling to standardize and create career paths, new to the classified service. Job Architecture ultimately streamlined the human resource function by creating consistency for job types across the organization, establishing a common language for positions, enabling data consistency for better compensation analyses and workforce planning. The new 20 grade structure was approved by the State Personnel Board, and the implementation date was August 2, 2025.

The new structure aligns with market standards and supports the recruitment and retention of a high-performing workforce. It is designed to be more market-responsive and fiscally responsible, ensuring that state employees are compensated fairly while maintaining internal equity.

To support the initial job and employee mapping, SPO and the LFC held validation workshops with HR leaders and subject matter advisors who reviewed and validated the mapping of each job and employee within their agency. Positions were mapped into the go-forward job title (classification title) based on the existing classification descriptors and not an individual's performance, education/experience, or longevity in a role. Furthermore, no employees were promoted, demoted, or received pay reductions as part of this project. The new system creates consistency in roles across agencies related to the market, and the new pay structure ranges provide greater flexibility for competitive salary offers in recruiting and retaining staff.

The following can also be cited as added value of the single, uniform structure across the state:

Operational Efficiency

- Reduces time spent on pay administration: a salary structure aligned to competitive market data can be adjusted year after year without the need to benchmark every job.
- Enables quicker response time for salary offers to support attraction of needed talent.
- Minimizes the number of market data points needed to manage pay administration by grouping jobs of similar value into one single range, reducing time spent on upkeep of multiple structures.

Consistent Governance Process

- Provides a foundation framework for making salary decisions allows control over ad-hoc pay decisions and helps manage overall cost of the pay structure.
- Helps promote pay equity: jobs with similar value (from an external market perspective and internal valuation) are put in similar pay ranges which reduce the likelihood of pay disparity for employees performing similar job duties and responsibilities.

Compensation Alignment to Market

- Allows employees to be compensated based on their experience, as indicated by external market.
- Enables high performers to be rewarded towards the top of their range.
- Allows the organization to provide competitive salaries.

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.);
- 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). 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 2025, 40 state governments participated in NCASG’s annual survey, representing over one million public sector employees.

Table 1. Eight State Comparator Market: Total Compensation

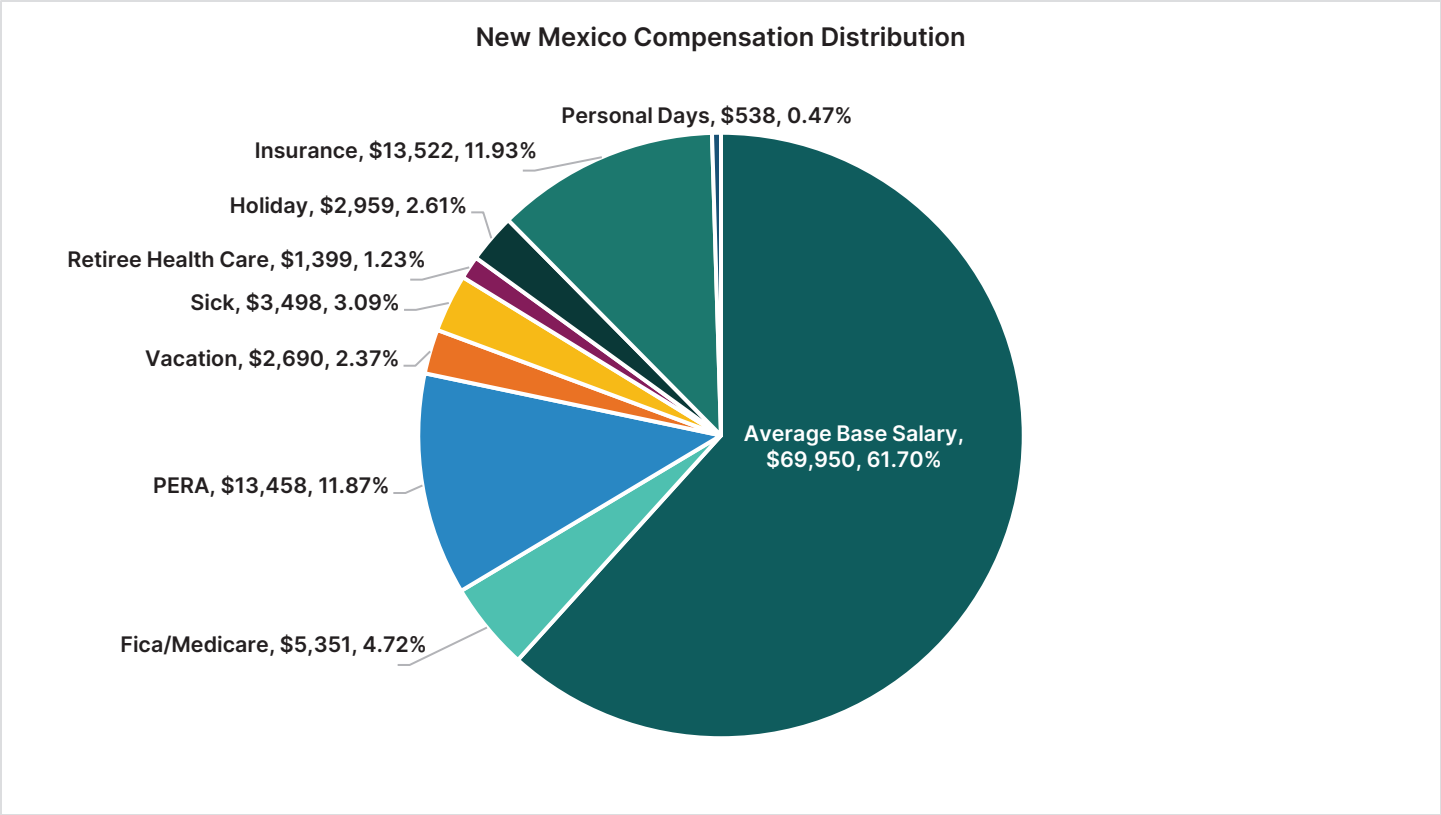
State	Total Compensation
New Mexico	\$113,366
Colorado	\$132,465
Kansas	\$81,075
Wyoming	\$114,319
Oklahoma	\$106,766
Utah	\$123,979
Idaho	\$92,295
Montana	\$100,742

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.

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.



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 (for 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 23.4% 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 \$69,950, this represents 61.7% of total compensation. The remaining employer sponsored indirect components of total compensation (mandated benefits, insurance, and paid time off) is averaged at \$43,416 or 38.3% of total compensation, resulting in an average total compensation annual amount of \$113,366.

Table 2. State of New Mexico Classified Total Compensation

Average Base Salary		\$69,950	61.7%
Employer Sponsored Benefits			
FICA/Medicare	7.65%	\$5,351	4.72%
PERA	(19.24% of gross salary)	\$13,458	11.87%
RHC	(2% of gross salary)	\$1,399	1.23%
Vacation	(120 hours per year)	\$2,690	2.37%
Sick	(96 hours per year)	\$3,498	3.09%
Holiday	(88 hours per year)	\$2,959	2.61%
Insurance	(Based on \$50K-\$59.999K salary tier)	\$13,522	11.93%
Personal Days	(2 personal days per year)	\$538	0.47%
Total Benefits		\$43,416	38.3%
Total Compensation (Salary + Benefits):		\$113,366	100.0%

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 nationally and the private sector. In general, New Mexico state employees are on par with other state and local government wages and salaries. This table also indicates that the average amount of paid leave provided by the State is higher than the national civilian worker average and the private industry average. The percentage of insurance costs (medical, dental, vision, etc.) paid by the State is 3.7% greater than what civilian workers are provided.

Table 3. Compensation Components

Compensation Component	Civilian Workers	Private Industry	State & Local Government	State of New Mexico
Wages and Salaries	68.7%	70.2%	61.5%	61.7%
Benefits	31.3%	29.8%	38.5%	38.3%
Paid Leave	7.5%	7.5%	7.4%	8.0%
Supplemental Pay	3.5%	4.0%	1.0%	0%
Insurance	8.2%	7.5%	11.5%	11.9%
Retirement and Savings	5.1%	3.4%	13.3%	11.8%
Legally Required	6.9%	7.3%	5.3%	4.7%

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.

In FY 2025, organizations across all industries planned general salary increases of 2.5%-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 FY 2025 a 2.5% increase was planned.

Table 4. Industry Related Trends & Data Sources

Source	COLA
WorldatWork	3.8%
Korn Ferry	3.5%
Mercer	3.5%
Willis Towers Watson	3.5%
Aon	4.0%
Salary.com	3.5%
Social Security Administration	2.5%
*See Appendix A for Data Sources	

Economic Data

Table 5. ECI & CPI Economic Data

Year	ECI (Civilian)	ECI (State & Local Govt.)	CPI-U
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%
2024	4.1%	4.9%	2.6%
2025	3.6%	4.0%	3.0%

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)

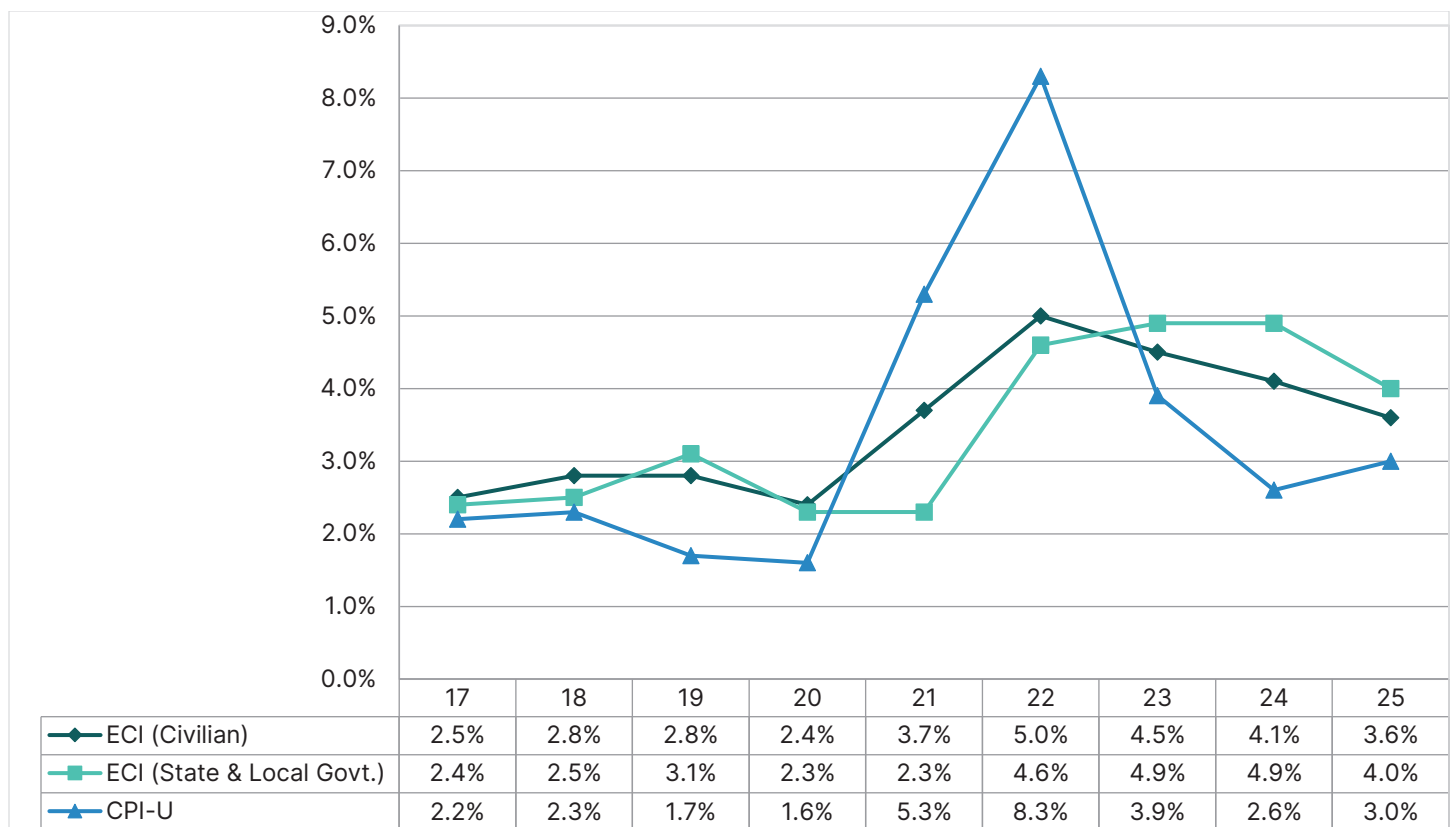
The Employment Cost Index (ECI) is an indicator measured quarterly that tracks changes in compensation costs including wages, salaries, and the cost of employee benefits for employers.

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 2025, the CPI-U, which covers 93% of the population of the United States, was reported as 3.0% (See Figure 1). Supporting data may be found at www.bls.gov.

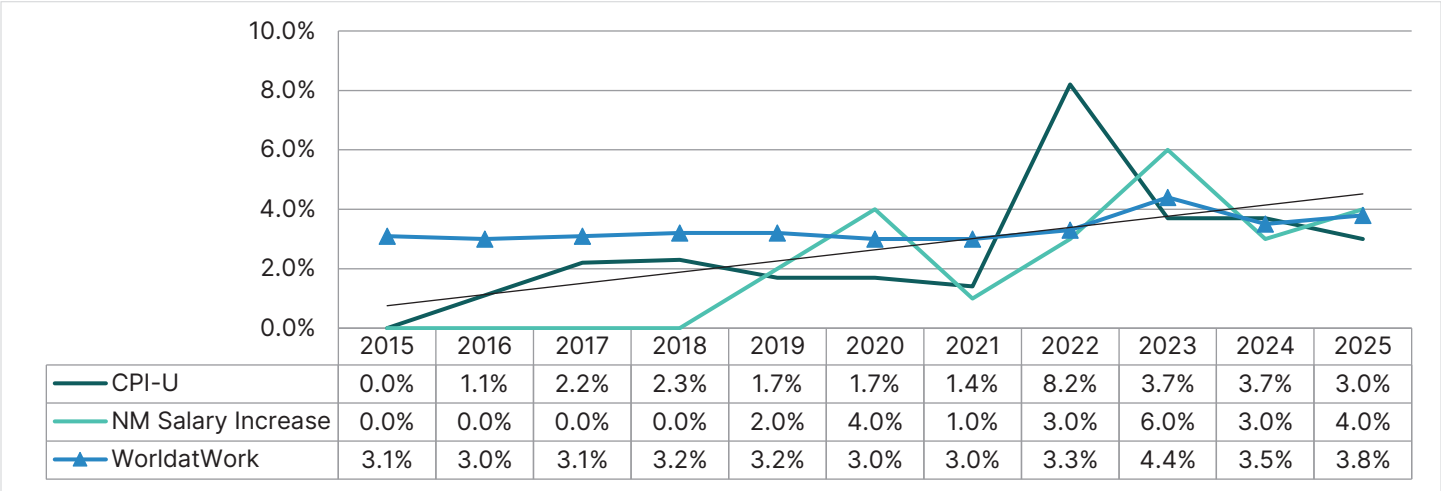
Figure 1. ECI & CPI Economic Data



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.

Figure 2 below compares the history of CPI-U rates, and the national wage increases as reported by WorldatWork against legislatively authorized salary increases in New Mexico. The Figure demonstrates that New Mexico has not kept pace when compared to these two wage and economic data points. According to WorldatWork, in 2025, leading compensation industries have reported organizations providing an average 3.8% salary increase. World at Work reports a consistent trend that the numbers are moving back to pre-pandemic norms, signaling caution as employers face ongoing economic and labor market uncertainty. Although modest, we see that NM is maintaining the increases but now matching the 2020 figure at a 4% increase.

Figure 2. CPI vs Legislative Increase vs WorldatWork



National Trends

The US DOL BLS annually tracks the ECEC (Employer Costs for Employee Compensation), which includes measures of wages and salaries, across all private and state and local government workers. This data provides another benchmark against which to compare New Mexico classified employee salaries.

- Nationally, as of June 2025, the ECEC reports the average salary for private industry is **\$68,681** and the average salary for state and local government is **\$81,764**.
- New Mexico’s average classified employee salary as of this report is **\$69,950**. (This is the NM average base salary for FY25 and does not include benefits. The total rewards figure for SONM employees is \$113,366.)

Table 7. Average Annual Wages (not including benefits)

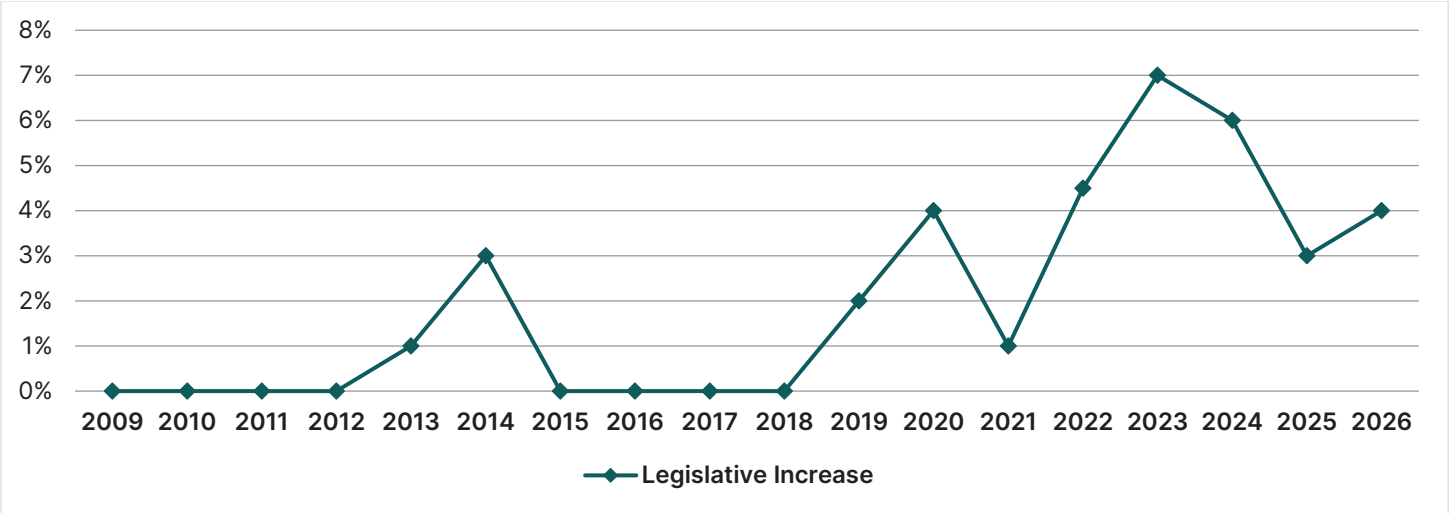
Company	Annual Wages
USDOL ECEC Total Government	\$81,764
USDOL ECEC Private Industry	\$68,681
NM Classified Employees	\$69,950

New Mexico Legislatively Authorized Salary Increases

Figure 3 shows the legislatively appropriated salary increases for Fiscal Year 2026 and each of the past 17 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.

Figure 3. Legislative Increase History



New Mexico Classified Employee Average & Median Salary Comparison

FY25 data reflects that nearly 42% of New Mexico’s classified employees earned between \$40,000 and \$60,000 annually. Supplemental information may be found in Figure 4 and Table 7.

Figure 4. Classified Employees by Salary Distribution

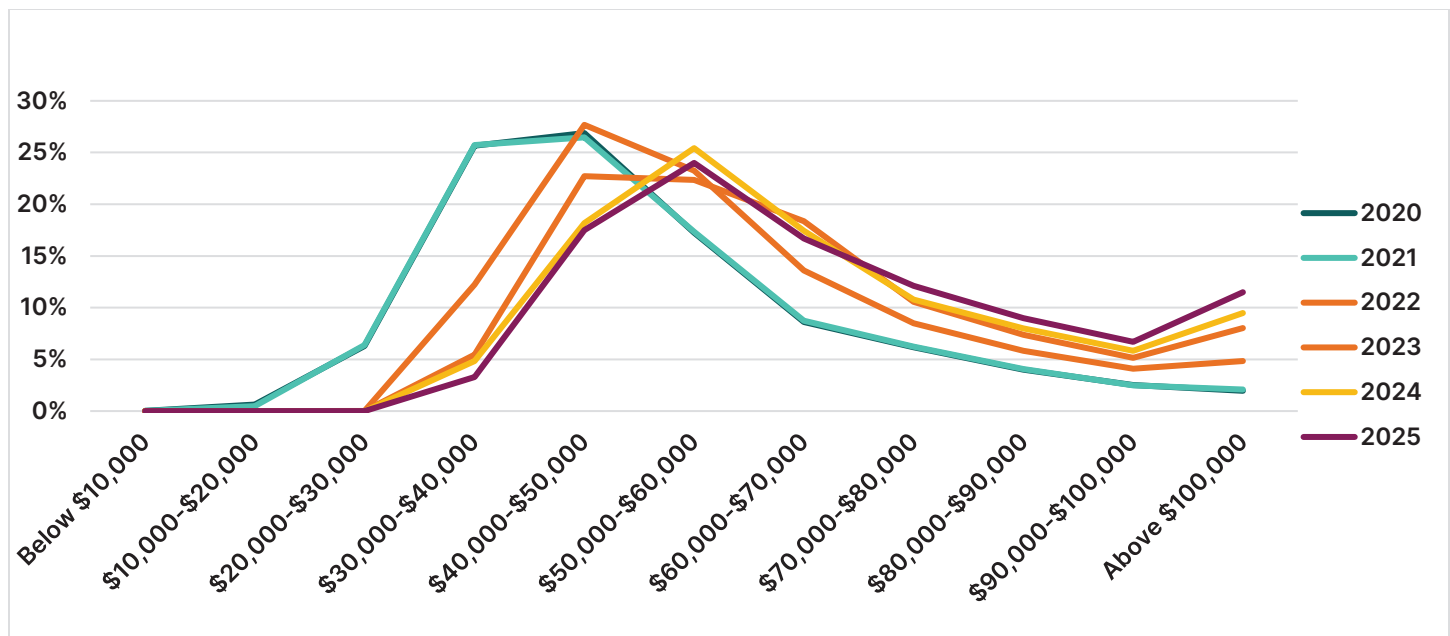


Table 7. Classified Employees by Salary Distribution

Salary Range	2020	2021	2022	2023	2024	2025
Below \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000-\$20,000	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%
\$20,000-\$30,000	6.3%	6.4%	0.0%	0.0%	0.0%	0.0%
\$30,000-\$40,000	25.7%	25.7%	12.2%	5.4%	4.9%	3.3%
\$40,000-\$50,000	26.9%	26.5%	27.7%	22.7%	18.2%	17.5%
\$50,000-\$60,000	17.2%	17.3%	23.2%	22.3%	25.4%	24%
\$60,000-\$70,000	8.6%	8.7%	13.6%	18.4%	17.4%	16.7%
\$70,000-\$80,000	6.2%	6.2%	8.5%	10.6%	10.8%	12.1%
\$80,000-\$90,000	4.0%	4.1%	5.8%	7.4%	8.0%	9.0%
\$90,000-\$100,000	2.5%	2.5%	4.1%	5.2%	5.8%	6.7%
Above \$100,000	2.0%	2.1%	4.8%	8.0%	9.5%	11.5%

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. Classified Employees by Salary Schedule and Pay Band

Salary Schedule	Pay Band	Average Salary	Average Compa Ratio	Count of Employees
Architecture	AA	\$66,414	87%	1
	AB	\$90,884	104%	3
Attorneys	AC	\$118,560	101%	1
	LE	\$77,265	101%	74
	LH	\$113,696	105%	247
	LI	\$129,754	106%	45
	LJ	\$138,904	103%	24
Business	BF	\$51,906	100%	5
	BG	\$57,410	101%	30
	BH	\$63,422	101%	42
	BI	\$73,111	105%	109
	BJ	\$79,619	103%	76
	BK	\$93,934	109%	34
	BL	\$108,106	112%	15
	BM	\$114,182	106%	20
	BN	\$125,007	103%	6
	BO	\$153,159	112%	1
Corrections	CA	\$41,600	98%	14
	CB	\$52,386	103%	665
	CC	\$56,787	101%	167
	CD	\$62,772	101%	89
	CE	\$72,922	107%	15
	CG	\$81,412	104%	6
	CH	\$83,679	97%	25

Salary Schedule	Pay Band	Average Salary	Average Compa Ratio	Count of Employees
	CI	\$95,766	104%	11
	CJ	\$107,830	110%	3
	CK	\$105,947	97%	4
	CL	\$116,136	96%	2
Engineer, Surveyor, Water Resources, Engineering Tech	CM	\$127,741	94%	2
	EA	\$45,000	108%	50
	EB	\$53,426	102%	112
	EC	\$61,517	97%	150
	ED	\$70,490	96%	110
	EE	\$79,734	94%	180
	EF	\$92,703	97%	144
	EG	\$107,784	102%	131
	EH	\$133,195	114%	23
	EI	\$130,592	103%	45
	EJ	\$156,975	114%	23
General	EK	\$174,320	117%	11
	25	\$38,286	98%	269
	30	\$41,826	104%	110
	35	\$42,378	101%	143
	40	\$43,426	99%	405
	45	\$45,477	99%	513
	50	\$49,222	103%	1220
	55	\$52,332	105%	1416
	60	\$54,771	102%	1757
	65	\$63,776	102%	2055
	70	\$73,151	103%	1755
	75	\$84,029	105%	1237
	80	\$93,141	105%	596
	85	\$105,001	108%	478

Salary Schedule	Pay Band	Average Salary	Average Compa Ratio	Count of Employees
	90	\$118,118	111%	230
	95	\$135,803	110%	82
Healthcare General	96	\$148,517	107%	19
	HA	\$36,904	85%	109
	HB	\$42,352	90%	287
	HC	\$45,571	89%	170
	HD	\$59,101	105%	57
	HE	\$63,280	102%	25
	HF	\$61,758	90%	59
	HG	\$79,488	104%	127
	HH	\$90,867	108%	203
	HI	\$104,239	111%	132
	HJ	\$115,439	110%	35
	HK	\$126,444	106%	28
	HL	\$141,717	108%	48
	HM	\$147,273	105%	18
	HN	\$160,874	107%	7
Healthcare Professional	HO	\$152,142	93%	5
	XA	\$183,523	112%	4
	XB	\$192,829	102%	9
	XC	\$250,098	116%	2
	XG	\$369,134	116%	2
	XH	\$325,106	95%	7
	XI	\$370,382	101%	10
	XJ	\$392,797	100%	3
Information Technology	IA	\$51,510	115%	13
	IB	\$59,052	105%	50
	IC	\$71,660	105%	61
	ID	\$76,751	96%	134

Salary Schedule	Pay Band	Average Salary	Average Compa Ratio	Count of Employees
	IE	\$90,716	98%	185
	IF	\$107,147	103%	246
	IG	\$122,085	105%	89
	IH	\$138,303	108%	35
	II	\$153,857	110%	19
	IJ	\$169,507	112%	7
	IK	\$186,998	115%	5
Peace Officer	PE	\$48,591	90%	12
	PF	\$56,587	94%	62
	PG	\$75,011	110%	18
	PH	\$76,159	99%	53
	PI	\$86,762	100%	45
	PJ	\$104,198	106%	8
	PK	\$104,247	94%	5
	PL	\$114,915	91%	3
	PM	\$138,450	101%	8
Social Services	FG	\$106,485	96%	34
	FH	\$154,341	97%	6
	FI	\$194,535	106%	2
	SD	\$55,528	103%	138
	SE	\$63,795	104%	329
	SF	\$71,598	104%	116
Scientist	SG	\$87,353	109%	67
	SH	\$102,069	106%	33
	SI	\$113,487	107%	14

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 85% compa-ratio, to 113%. 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 and Last Adjustment Dates

Salary Schedule	Implementation Date	Last Adjusted	Current FTE
General	July 2001	July 2024 – 3%	12,285
Corrections	July 2016	July 2024 – 3%	1003
Information Technology	August 2016	July 2024 – 1%	844
Engineering, Surveyor	July 2017	July 2024 – 0%	979
Architect	July 2017	July 2024 – 1%	5
Social Services	August 2018	July 2024 – 5%	697
Attorneys	August 2018	July 2024 – 3%	390
Healthcare	December 2021	July 2024 – 0%	1,310
Healthcare Physician		July 2024 – 3%	38
Peace Officers	April 2022	July 2024 – 0%	214
Business	October 2022	July 2024 – 3%	338
Scientist	October 2023	July 2024 – 2%	42
NCASG reported a 5.5% 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.

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 Figure 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. Over the last four fiscal years, average new hire Compa-ratio has varied slightly. (See Figure 6)

Figure 5. Breakdown of Employee Compa Ratio

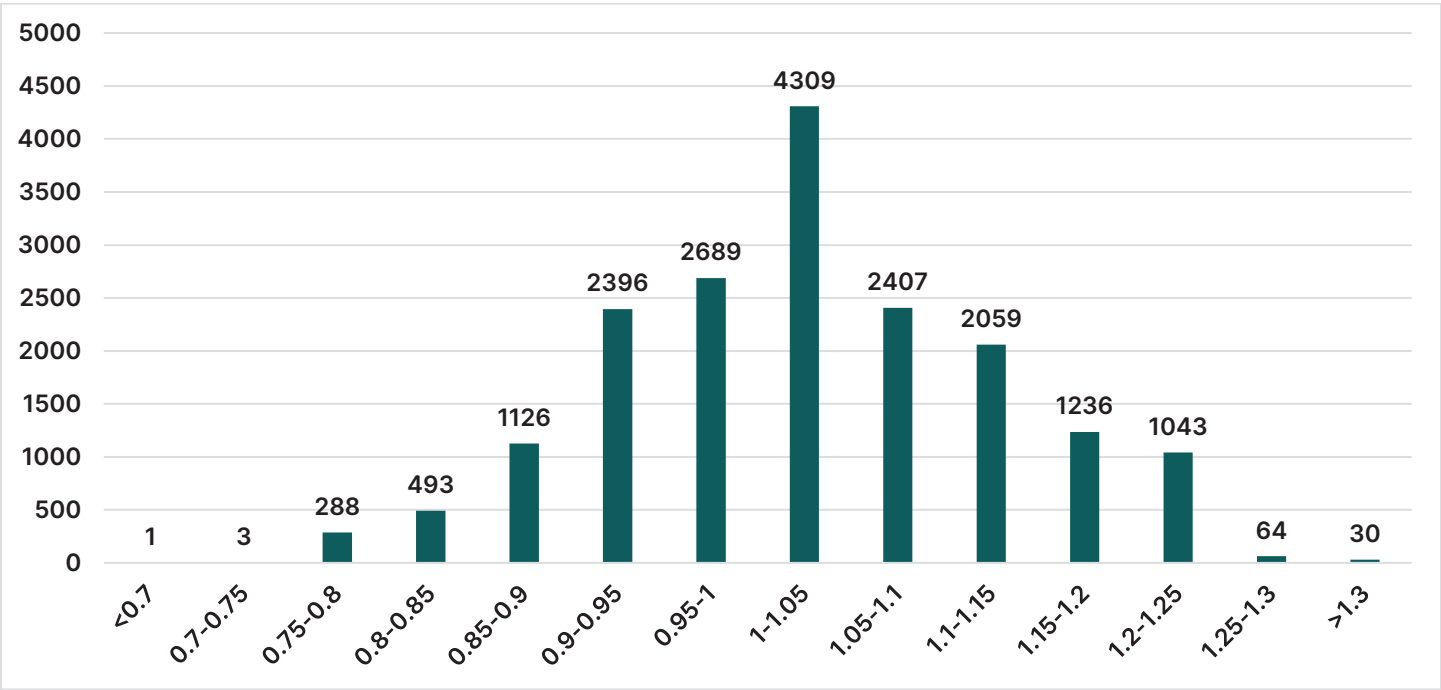
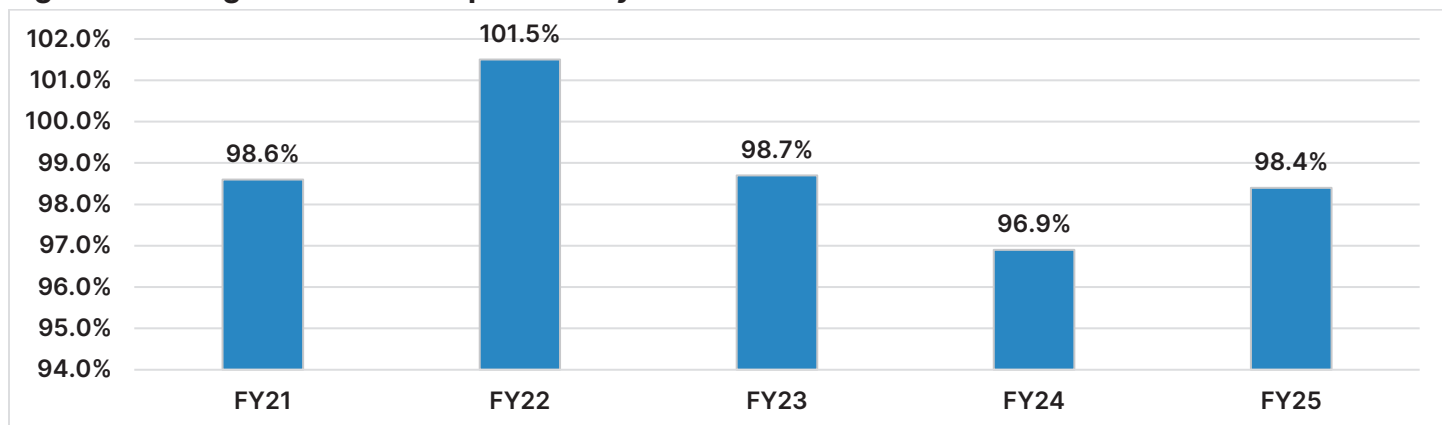


Figure 6. Average New Hire Compa-Ratio by Fiscal Year



Alternative Pay Bands (APB)

An APB assignment is used when the current market rate for a classification significantly exceeds the pay band assigned. Assignments are typically utilized due to external market pressures, such as the low supply and high demand for labor (labor shortage). 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. A complete list of all job classifications assigned to APBs prior to the implementation of the new salary structure 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 (TREC)s**⁵, 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 (TRET)s**⁶, 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 (TSI)s**⁷, 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)**⁸, 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.

Figure 7 below shows the State's level of use of each of these pay mechanisms from FY20 through FY25. The low numbers of temporary pay mechanisms (TREC, TRET, and TSI) reflect SPO's 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.

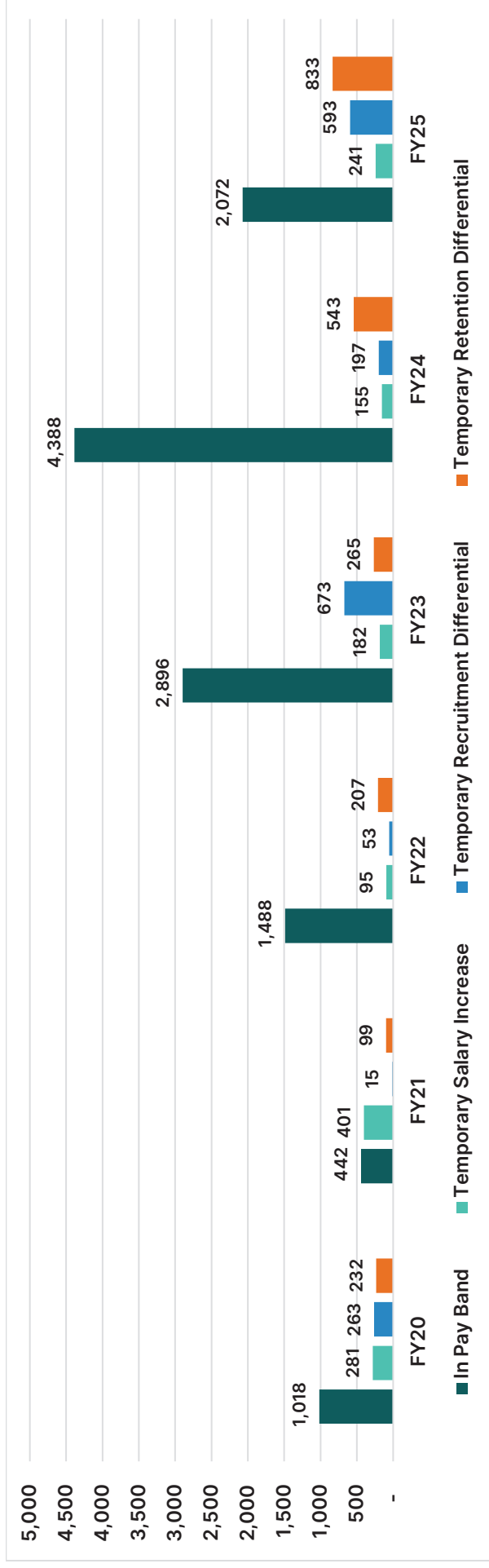
⁵ 1.7.4.13(A) NMAC.

⁶ 1.7.4.13(B) NMAC.

⁷ 1.7.4.12(L) NMAC.

⁸ 1.7.4.12(C) NMAC.

Figure 7. Pay Mechanisms Utilized by Fiscal Year



Classified Service Demographics

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

Figure 8. Classified Employees by Education Level

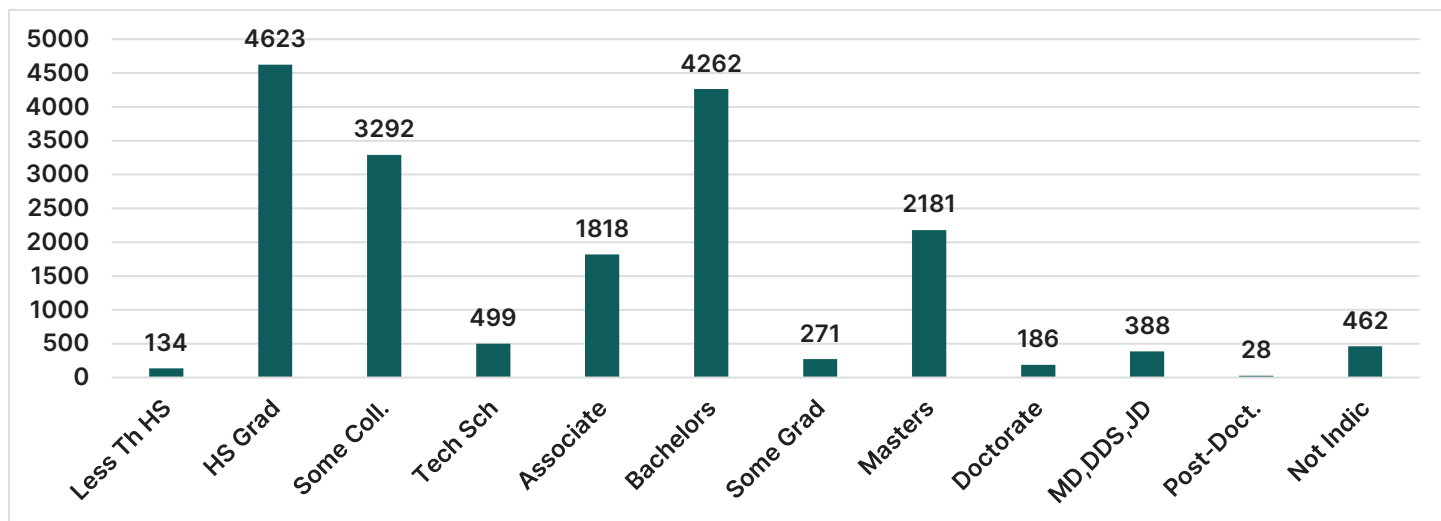


Figure 9. Classified Employees by Ethnicity

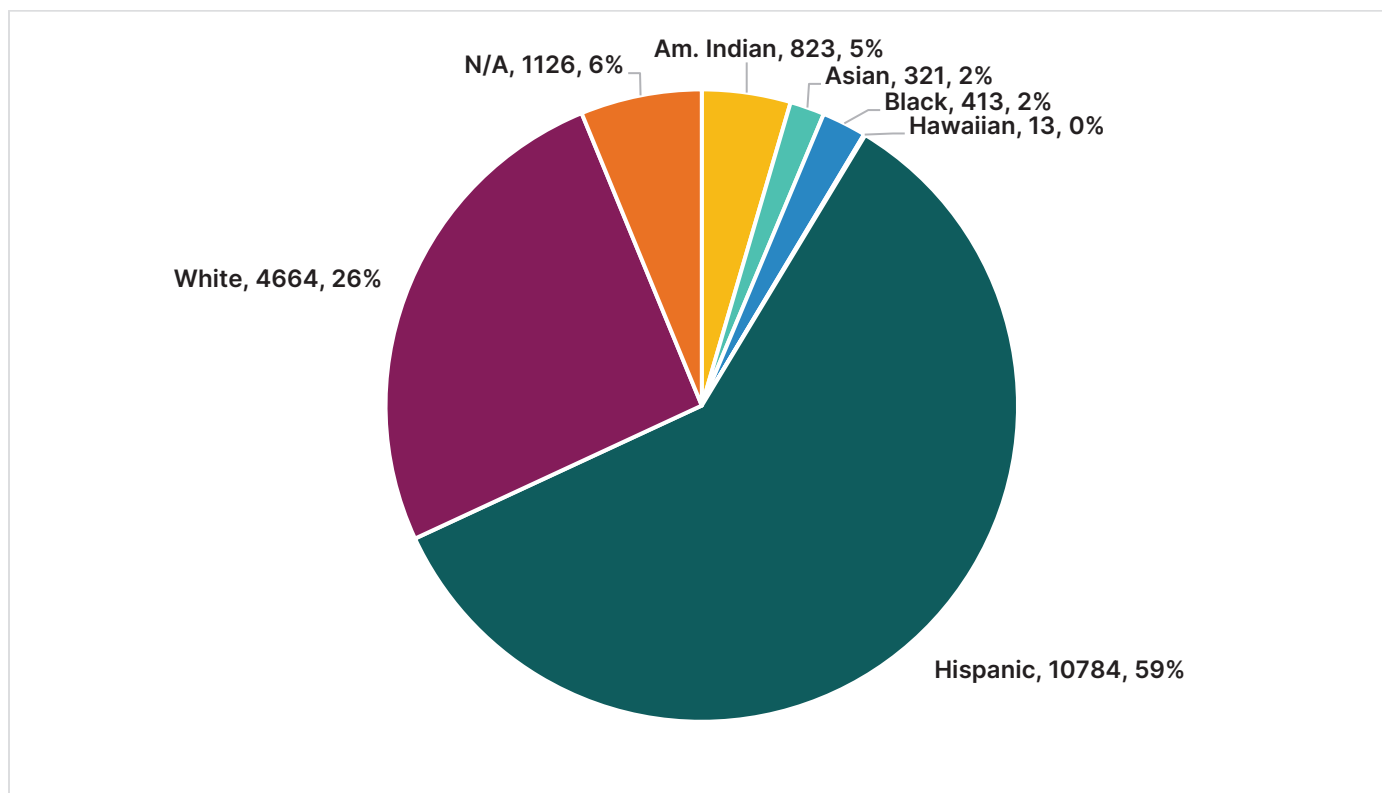


Figure 10. Classified Employees by Age

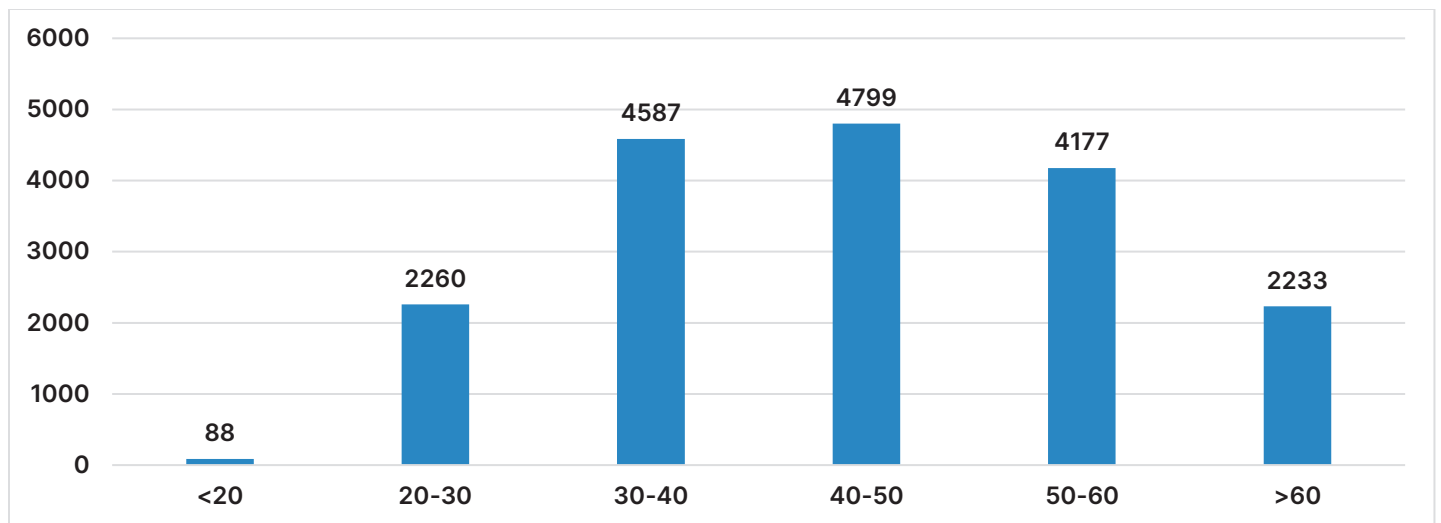
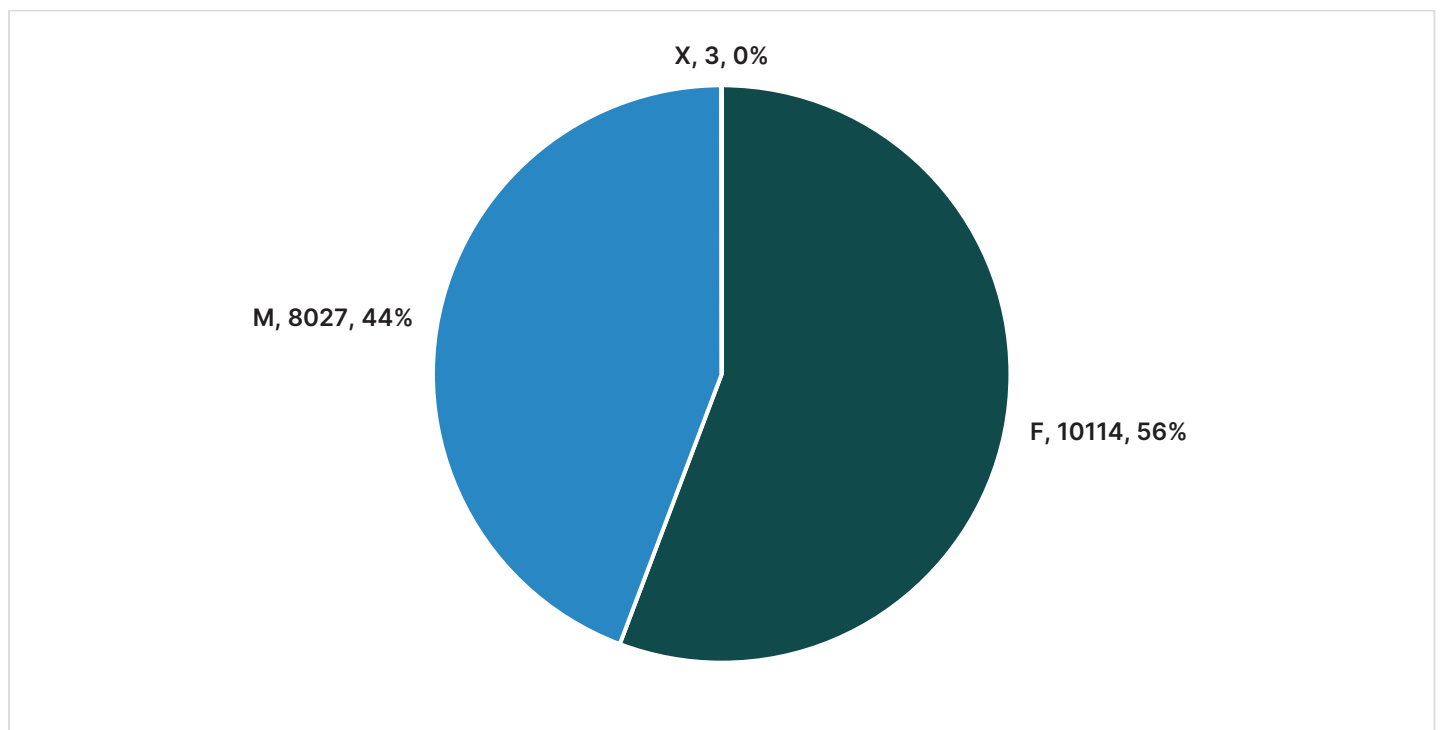


Figure 11. Classified Employees by Gender



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-by-County Population vs. Classified Demographics

County Demographics			State Demographics		State Classified Comparison	
County	Population	Median Salary	FTE	Median Salary	% FTE County	Salary Difference
Bernalillo	671,747	\$66,196	4173	\$71,370	0.62%	\$5,174
Catron	3,795	\$39,520	20	\$56,050	0.53%	\$16,530
Chaves	63,697	\$47,944	685	\$65,050	1.08%	\$17,106
Cibola	26,686	\$48,360	416	\$58,253	1.56%	\$9,893
Colfax	12,307	\$44,304	412	\$70,454	3.35%	\$26,150
Curry	47,156	\$46,800	161	\$63,109	0.34%	\$16,309
De Baca	1,657	\$41,340	16	\$57,558	0.97%	\$16,218
Dona Ana	229,366	\$51,272	1360	\$64,807	0.59%	\$13,535
Eddy	61,436	\$79,040	178	\$60,885	0.29%	-\$18,155
Grant	27,541	\$57,408	364	\$57,941	1.32%	\$533
Guadalupe	4,385	\$40,716	123	\$57,465	2.81%	\$16,749
Harding	635	\$43,888	8	\$52,504	1.26%	\$8,616
Hidalgo	3,966	\$56,264	43	\$53,689	1.08%	-\$2,575
Lea	75,151	\$70,096	173	\$61,863	0.23%	-\$8,233
Lincoln	20,025	\$44,512	89	\$60,980	0.44%	\$16,468
Los Alamos	19,675	\$116,064	13	\$83,074	0.07%	-\$32,990
Luna	25,878	\$52,936	235	\$64,699	0.91%	\$11,763
McKinley	68,945	\$47,944	197	\$58,660	0.29%	\$10,716
Mora	4,096	\$46,696	22	\$55,175	0.54%	\$8,479
Otero	69,711	\$48,932	179	\$60,159	0.26%	\$11,227
Quay	8,403	\$43,212	107	\$55,983	1.27%	\$12,771
Rio Arriba	39,955	\$48,984	145	\$62,393	0.36%	\$13,409
Roosevelt	18,713	\$46,228	51	\$58,581	0.27%	\$12,353
San Juan	120,817	\$58,084	260	\$64,558	0.22%	\$6,474
San Miguel	26,428	\$43,784	921	\$61,342	3.48%	\$17,558
Sandoval	157,757	\$61,204	256	\$63,990	0.16%	\$2,786
Santa Fe	157,765	\$60,424	6194	\$78,902	3.93%	\$18,478
Sierra	11,389	\$44,876	227	\$55,538	1.99%	\$10,662
Socorro	15,967	\$52,988	104	\$60,302	0.65%	\$7,314
Taos	34,482	\$44,200	135	\$62,156	0.39%	\$17,956
Torrance	15,986	\$55,016	68	\$58,647	0.43%	\$3,631
Union	3,926	\$47,320	130	\$57,182	3.31%	\$9,862
Valencia	80,813	\$47,597	676	\$55,014	0.84%	\$7,417

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 FY25, State employees used approximately 1.86 million hours of earned annual leave.

Figures 12 and 13 show actual annual leave usage, in hours and cost, from FY19 through FY25:

Figure 12. Total Hours of Annual Leave Taken Per Fiscal Year

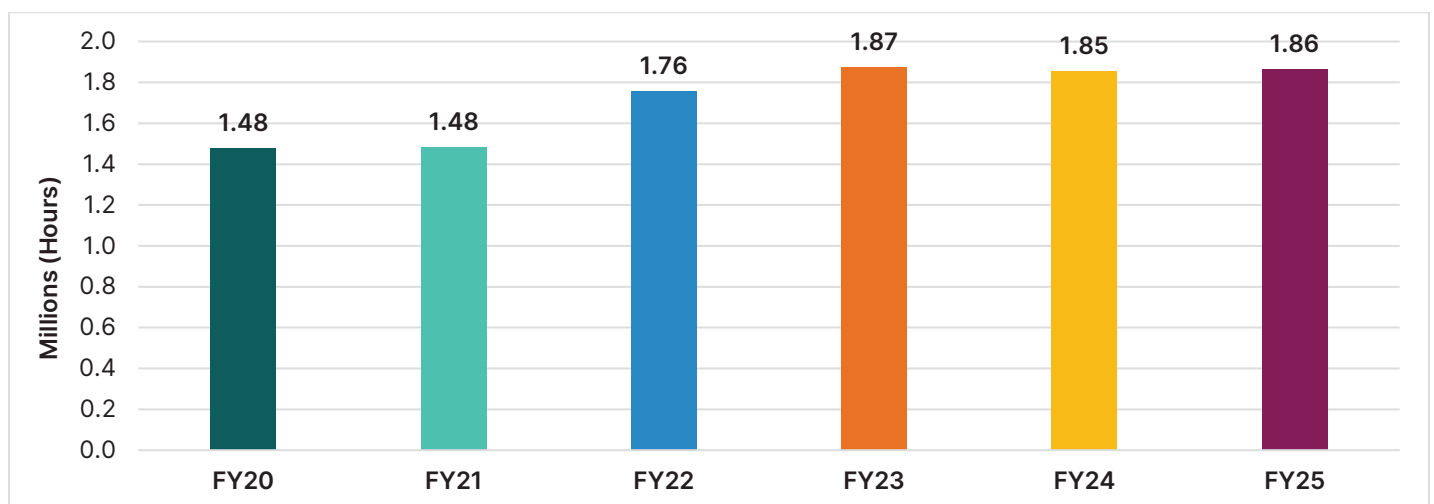
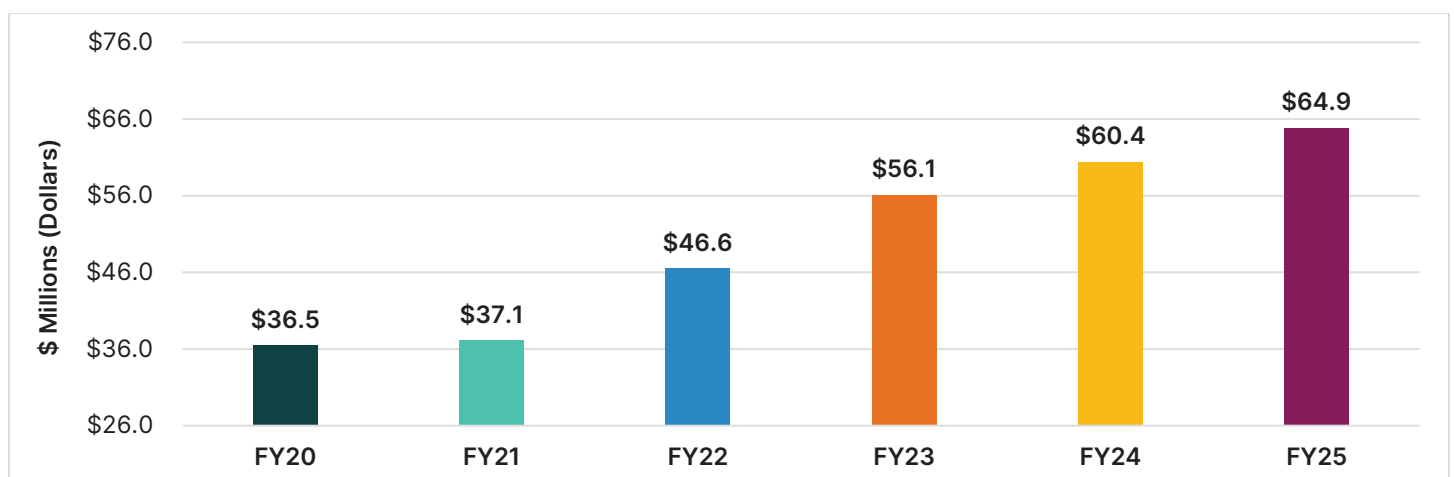


Figure 13. Total Cost of Annual Leave Per Fiscal Year



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.

Figures 14 and 15 below show that employees who separated from the State classified service cashed out a total of \$5,900,000 of annual leave in FY25.

Figure 14. Classified Employee Annual Leave Hours Payout

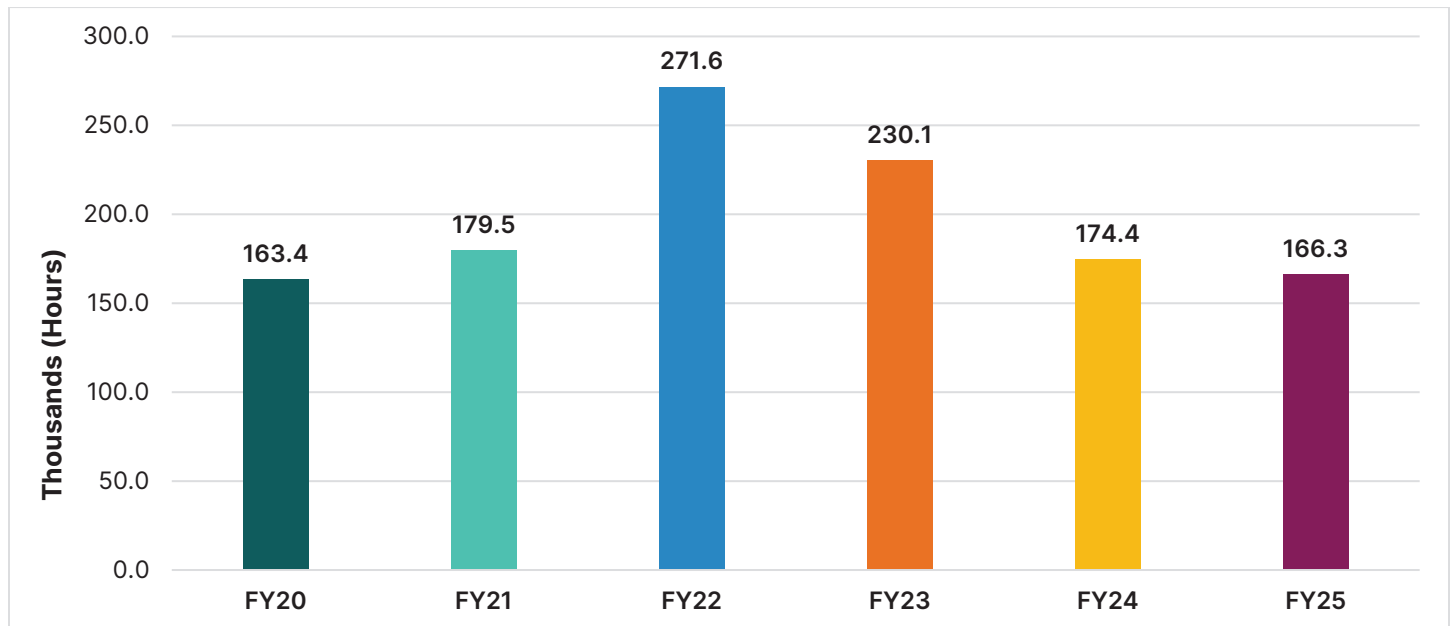
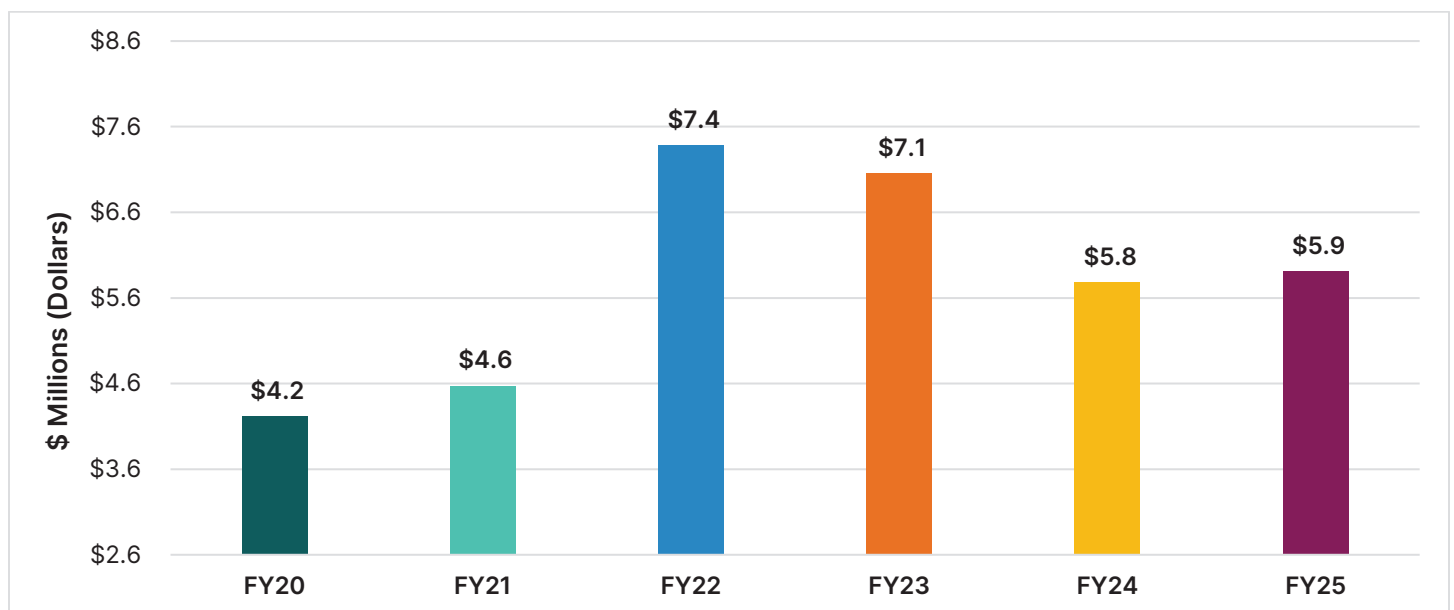


Figure 15. Classified Employee Annual Leave Cost of Payout



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 actual usage of sick leave and cost for FY19 through FY25 are shown on Figures 16 and 17. In FY24, employees used approximately 1.62 million hours of sick leave.

Figure 16. Total Sick Leave Hours Taken Per Fiscal Year

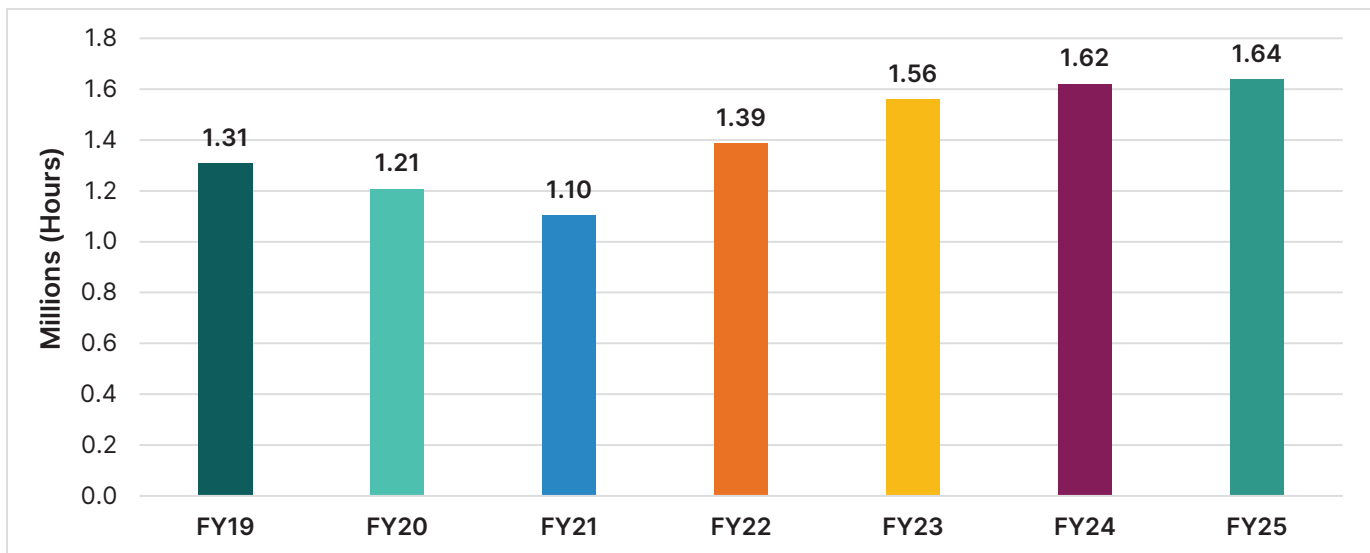
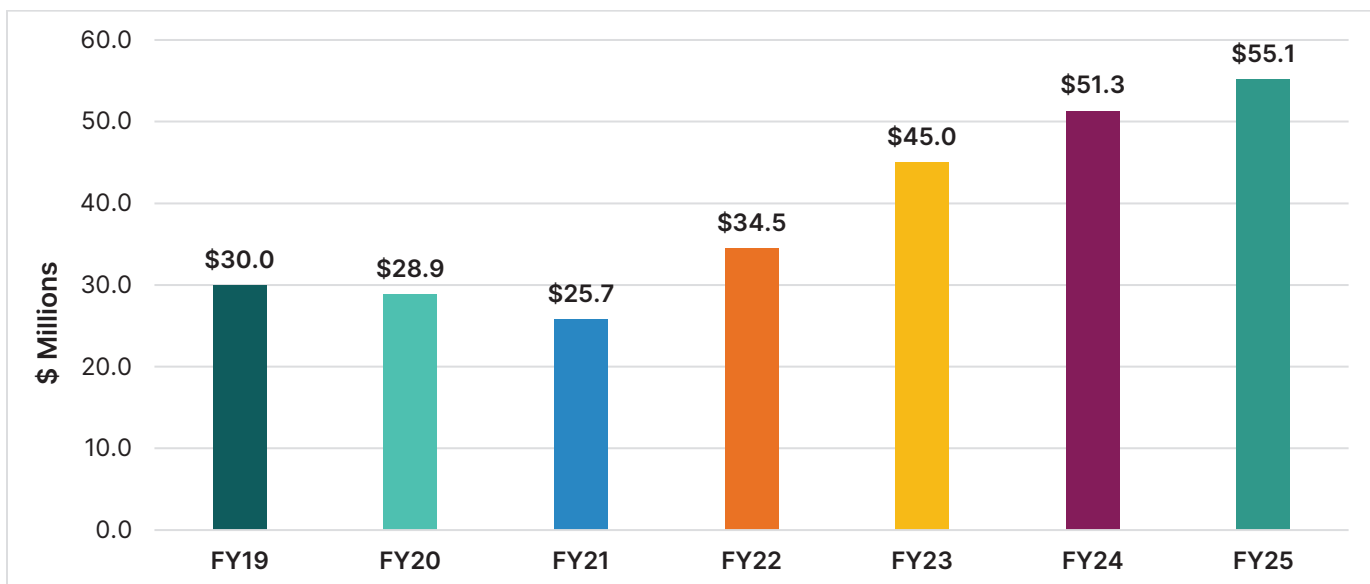


Figure 17. Total Cost of Sick Leave Per Fiscal Year



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. Figures 18 and 19 below show the total sick leave hours cashed out from FY19 to FY25. In FY25, agencies cashed out 57,000 hours of sick leave for active employees and 4,000 hours of sick leave for employees who were retiring.

Figure 18. Total Hours of Sick Leave Buy Back by Fiscal Year

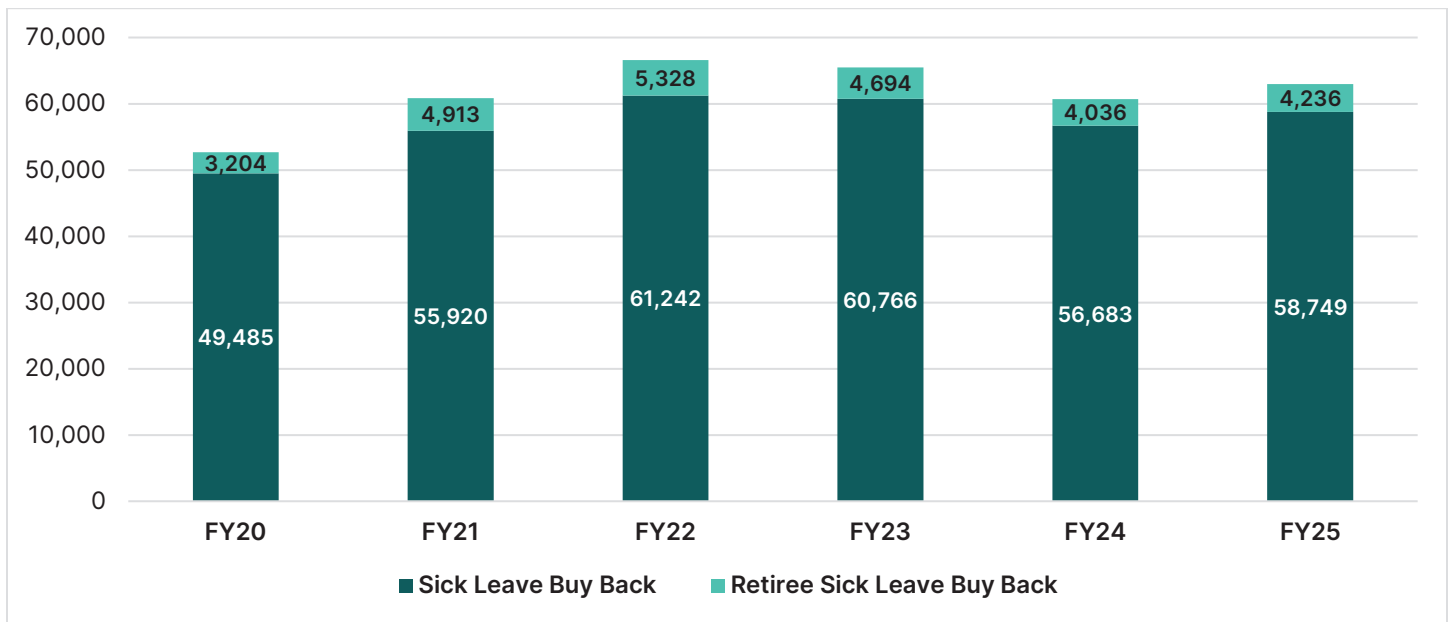
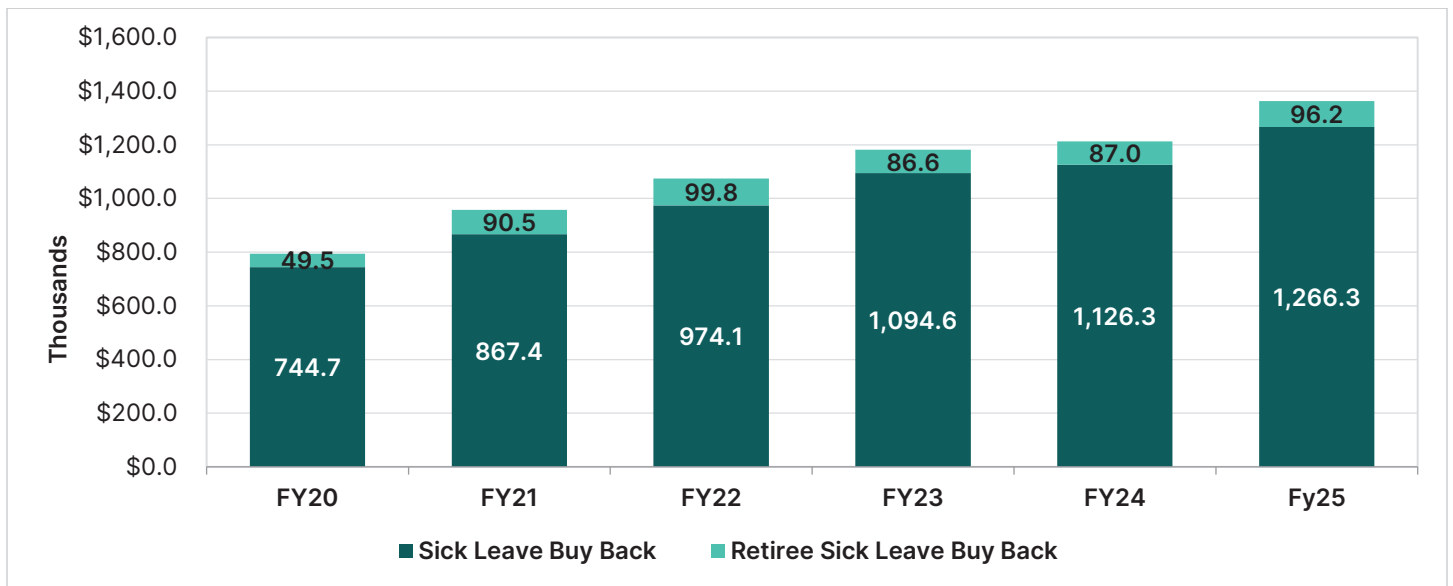


Figure 19. Total Cost of Sick Leave Buy Back by Fiscal Year



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.

Figures 20 and 21 below depict the usage and cost of State classified service employee overtime from FY20 through FY25. During FY25, together FLSA non-exempt and FLSA exempt employees were paid over \$43 million dollars in the form of either a cash payment or compensatory time off.

Figure 20. Overtime Usage by Fiscal Year

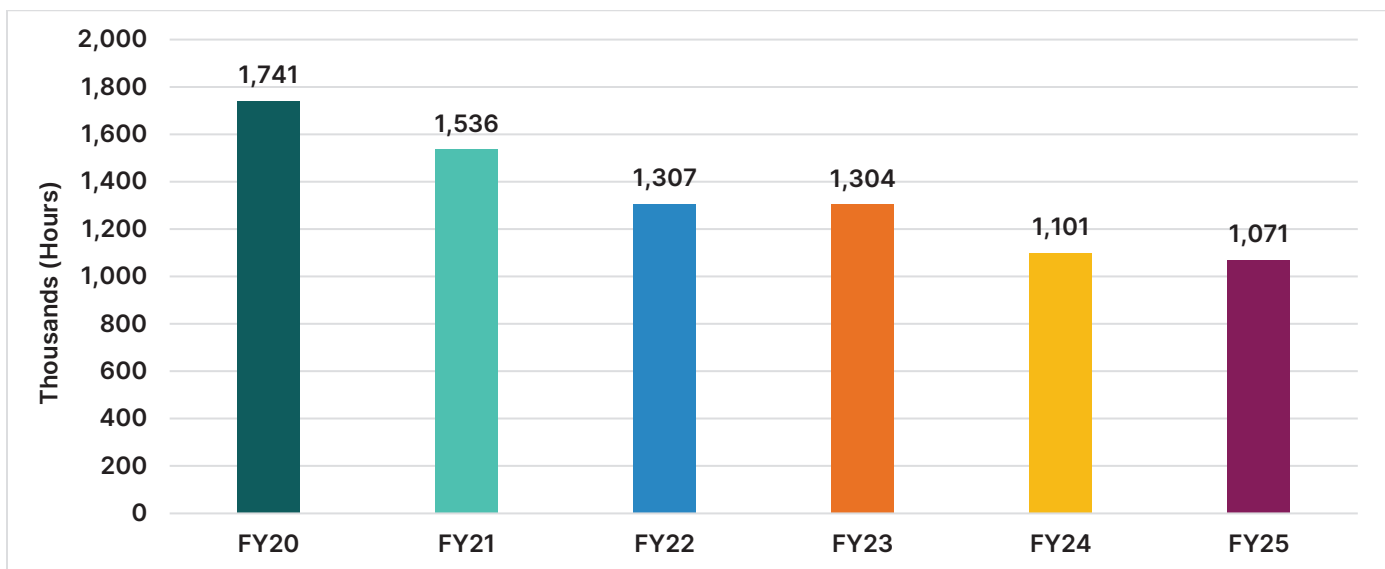
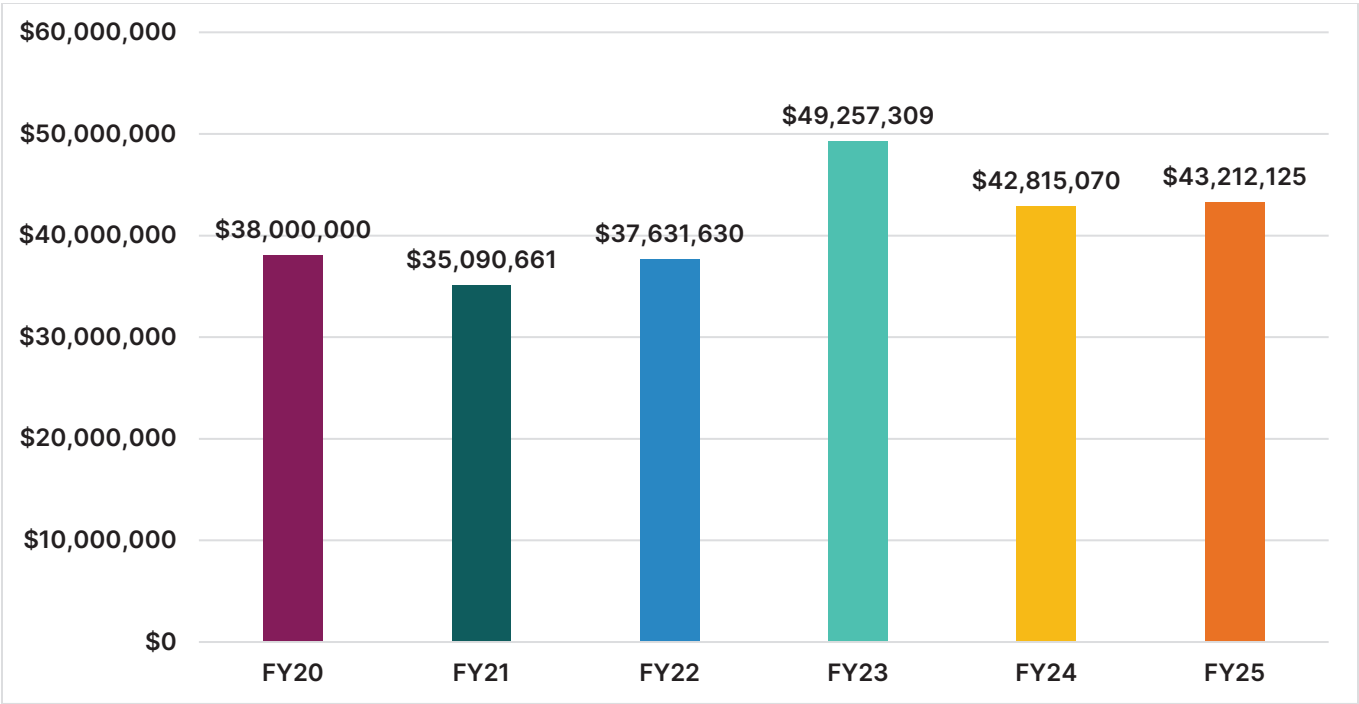


Figure 21. Overtime Cost by Fiscal Year



Appendix

Appendix A – Industry & Economic Data Sources

Appendix B – Legislative Fiscal Year Increase in Detail

Appendix C – 2024 Year Comparator Market Average Classified Salary

Appendix D – Classified Service Salary Structure & FY26 Salary Structure

Appendix E – Average Salary Data by Agency

Appendix F – Alternative Pay Band Assignments

Appendix G – NCASG Benchmarks

Appendix A – Industry & Economic Data Sources

WorldatWork Total Salary Increase Budget Survey (United States participating members)

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 three and six tenths percent (3.6%) across all US industries.

Supporting data may be found at www.worldatwork.org.

Korn Ferry HayGroup (United States participating member)

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 three and five tenths' percent (3.5%) average base salary increase across all industries.

Supporting data may be found at www.kornferry.com

Mercer (United States participating member)

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 five tenths' percent (3.5%) across all industries.

Supporting data may be found at www.imercer.com.

Willis Towers Watson (United States participating member)

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 three and five tenths' percent (3.5%).

Supporting data may be found at www.willistowerswatson.com.

Aon (United States participating member)

The Aon U.S. Salary Increase Survey of approximately 1,000 U.S. companies indicates that organizations plan on providing four percent (4.0%) salary increase across all industries.

Supporting data may be found at www.aon.com.

Salary.com:

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 be at three and five tenths' percent (3.5%) across all industries.

Supporting data may be found at www.salary.com.

United States Bureau of Labor Statistics

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.

Supporting data may be found at www.bls.gov.

National Compensation Association of State Governments

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.

New Mexico Department of Workforce Solutions

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.

Supporting data may be found at www.dws.state.nm.us

Appendix B – Legislative Fiscal Year Increases in Detail

Date	Legislative Increase	Other	General Fund Appropriation
7/1/2025	4.00%	The Legislature appropriated forty-eight million nine hundred eighty-five thousand eight hundred dollars (\$48,985,800) 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;	\$48,985,800
7/1/2024	3.00%	The Legislature appropriated forty-three million eight hundred thirty-seven thousand nine hundred dollars (\$43,837,900) 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;	\$43,837,900
7/1/2023	5.00% and 1.00%	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 4.00% 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	3.00%	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%	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;	\$9,004,600
		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;	\$3,000,000

Date	Legislative Increase	Other	General Fund Appropriation
7/1/2020	1.00%	The Legislature appropriated one million seven hundred thousand dollars 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%	\$13,973,968 GF to provide a 3% salary increase effective the first full pay period after 7/1/2013 for both union & 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.	\$15,973,968

Date	Legislative Increase	Other	General Fund Appropriation
		An additional \$2,000,000 GF was given for salary adjustments in specific classified job classification to be identified by SPO & DFA as trouble with recruitment & retention	
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%	<p>Bring 86 employees to \$7.50/hr.</p> <p>5% to MTD/SID Officers at DPS "in lieu" of FY08 pay package.</p> <p>Additional 5% to Adult Correctional Officers and Public Defender Attorneys.</p> <p>Additional 4% to Probation/Parole Officers, Librarian, Librarian Asst., Librarian Tech., Livestock/Meat Inspector, Dispatcher, Security Guard, Forensic Scientist O & A roles, Highway Maintainers, Civil Engineering Tech. Also, HSD FAA's, & CSLA. DOH Chemist; Microbiologist; Life, Physical & Social Science Tech., and Medical Scientist-Except Epidemiologist.</p>	\$29,661,100
7/1/2006	5.00%	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.	\$23,097,100
7/1/2005	1.80%	Public Defender Attorneys – 1.75% + an additional 3.25% = 5.0%	\$11,408,100

Date	Legislative Increase	Other	General Fund Appropriation
		<p>Commissioned Officers at DPS = 5.0%. This includes MTD & SID Commissioned Officers.</p> <p>Adult Probation & Parole Officers at the Department of Corrections 3.25% then the 1.75% General Salary Increase on top of the 3.25%</p> <p>MVD Clerks at the Taxation & Revenue Department. \$585,000 given directly to agency in expansion request to bring clerks to 85% Compa-ratio.</p> <p>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.</p>	
7/1/2004	2.00%		\$9,100,600
7/1/2003	3.10%		\$5,810,000

**Full cost includes state paid benefits.*

Appendix C – 2024 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%
2024	\$73,331	\$66,976	-8.7%
2025	\$68,105	\$69,950	2.7%

Appendix D – Classified Service Salary Structure

Architect Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
AA	\$58,900	\$76,571	\$94,241	60%
AB	\$66,981	\$87,076	\$107,170	60%
AC	\$89,911	\$116,884	\$143,857	60%

Attorney Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
LE	\$58,886	\$76,552	\$94,218	60%
LH	\$77,354	\$108,296	\$139,238	80%
LI	\$93,738	\$121,859	\$149,980	60%
LJ	\$108,338	\$135,422	\$162,506	50%

Business Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
BF	\$44,935	\$51,675	\$58,416	30%
BG	\$48,396	\$56,865	\$65,334	35%
BH	\$52,089	\$62,507	\$72,925	40%
BI	\$56,552	\$69,277	\$82,001	45%
BJ	\$61,559	\$76,949	\$92,340	50%
BK	\$67,432	\$85,976	\$104,519	55%
BL	\$77,086	\$96,357	\$115,628	50%
BM	\$87,869	\$107,639	\$127,410	45%
BN	\$100,981	\$121,178	\$141,374	40%
BO	\$116,382	\$136,750	\$157,117	35%

General Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
25	\$32,645	\$39,174	\$45,703	40%
30	\$33,534	\$40,241	\$46,948	40%
35	\$33,686	\$42,108	\$50,529	50%
40	\$35,181	\$43,977	\$52,772	50%
45	\$36,675	\$45,844	\$55,013	50%
50	\$37,422	\$47,713	\$58,003	55%
55	\$38,140	\$49,582	\$61,024	60%
60	\$41,218	\$53,584	\$65,949	60%
65	\$47,989	\$62,385	\$76,782	60%
70	\$54,760	\$71,188	\$87,616	60%
75	\$61,531	\$79,990	\$98,449	60%
80	\$68,302	\$88,792	\$109,283	60%
85	\$75,072	\$97,594	\$120,115	60%
90	\$81,843	\$106,396	\$130,948	60%
95	\$94,524	\$122,881	\$151,239	60%
96	\$106,629	\$138,618	\$170,606	60%

Corrections Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
CA	\$35,440	\$42,528	\$49,616	40%
CB	\$42,365	\$50,838	\$59,311	40%
CC	\$46,923	\$56,307	\$65,692	40%
CD	\$51,675	\$62,010	\$72,345	40%
CE	\$56,664	\$67,996	\$79,329	40%
CF	\$61,439	\$73,726	\$86,014	40%
CG	\$65,503	\$78,603	\$91,704	40%
CH	\$71,525	\$85,830	\$100,134	40%
CI	\$76,706	\$92,047	\$107,389	40%

CJ	\$82,019	\$98,423	\$114,828	40%
CK	\$90,555	\$108,667	\$126,778	40%
CL	\$100,943	\$121,131	\$141,320	40%
CM	\$112,856	\$135,427	\$157,999	40%

Engineer, Surveyor and Water Resource Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
EA	\$32,130	\$41,769	\$51,408	60%
EB	\$40,326	\$52,424	\$64,522	60%
EC	\$48,522	\$63,079	\$77,635	60%
ED	\$56,719	\$73,735	\$90,750	60%
EE	\$64,915	\$84,390	\$103,864	60%
EF	\$73,112	\$95,045	\$116,979	60%
EG	\$81,308	\$105,701	\$130,093	60%
EH	\$89,505	\$116,356	\$143,208	60%
EI	\$97,701	\$127,011	\$156,322	60%
EJ	\$105,898	\$137,667	\$169,437	60%
EK	\$114,094	\$148,322	\$182,550	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	\$136,446	\$163,735	\$191,025	40%
XB	\$157,718	\$189,261	\$220,804	40%
XC	\$178,990	\$214,788	\$250,586	40%
XD	\$200,261	\$240,313	\$280,365	40%
XE	\$221,533	\$265,840	\$310,147	40%
XF	\$242,805	\$291,366	\$339,927	40%
XG	\$264,078	\$316,893	\$369,709	40%
XH	\$285,349	\$342,419	\$399,489	40%
XI	\$306,621	\$367,945	\$429,269	40%
XJ	\$327,893	\$393,471	\$459,050	40%

Information Technology Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
IA	\$34,326	\$44,624	\$54,922	60%
IB	\$43,451	\$56,486	\$69,522	60%
IC	\$52,575	\$68,348	\$84,120	60%
ID	\$61,700	\$80,210	\$98,720	60%
IE	\$70,826	\$92,073	\$113,321	60%
IF	\$79,950	\$103,935	\$127,920	60%
IG	\$89,075	\$115,798	\$142,520	60%
IH	\$98,199	\$127,659	\$157,118	60%
II	\$107,324	\$139,521	\$171,718	60%
IJ	\$116,449	\$151,384	\$186,319	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	\$41,522	\$53,978	\$66,434	60%
SE	\$47,138	\$61,279	\$75,421	60%
SF	\$52,989	\$68,886	\$84,783	60%
SG	\$61,839	\$80,390	\$98,942	60%
SH	\$73,841	\$95,993	\$118,146	60%
SI	\$81,695	\$106,204	\$130,712	60%

Scientist Classified Service Salary Schedule				
Pay Band	Minimum	Midpoint	Maximum	Bandwidth
FG	\$74,256	\$111,384	\$148,512	100%
FH	\$116,695	\$159,125	\$201,555	73%
FI	\$137,901	\$183,518	\$229,136	66%

FY 2026 Salary Structure

Pay Grade	Minimum	Midpoint	Maximum	Pay Grade Width	Midpoint Differential
1	\$31,200.00	\$39,000.00	\$46,800.00	50%	10.0%
2	\$34,320.00	\$42,900.00	\$51,480.00	50%	10.0%
3	\$37,752.00	\$47,190.00	\$56,628.00	50%	10.0%
4	\$41,527.20	\$51,909.00	\$62,290.80	50%	10.0%
5	\$45,679.92	\$57,099.90	\$68,519.88	50%	10.0%
6	\$50,247.91	\$62,809.89	\$75,371.87	50%	10.0%
7	\$55,272.70	\$69,090.88	\$82,909.05	50%	10.0%
8	\$60,799.97	\$75,999.97	\$91,199.96	50%	10.0%
9	\$66,879.97	\$83,599.96	\$100,319.96	50%	10.0%
10	\$73,567.97	\$91,959.96	\$110,351.95	50%	10.0%
11	\$81,349.20	\$105,753.95	\$130,158.71	60%	15.0%
12	\$93,551.57	\$121,617.05	\$149,682.52	60%	15.0%
13	\$107,584.31	\$139,859.60	\$172,134.90	60%	15.0%
14	\$123,721.96	\$160,838.54	\$197,955.13	60%	15.0%
15	\$142,280.25	\$184,964.33	\$227,648.40	60%	15.0%
16	\$157,562.20	\$212,708.98	\$267,855.75	70%	15.0%
17	\$181,196.53	\$244,615.32	\$308,034.11	70%	15.0%
18	\$208,376.01	\$281,307.62	\$354,239.23	70%	15.0%
19	\$239,632.42	\$323,503.76	\$407,375.11	70%	15.0%
20	\$275,577.28	\$372,029.33	\$468,481.38	70%	15.0%

Appendix E – Average Salary Data by Agency

Agency	Average of Actual Salary	Average of Compa Ratio	Count of ID
Administrative Hearings Office	\$107,134	111%	16
Adult Parole Board	\$69,023	102%	4
Aging & Long-Term Services Dpt	\$74,315	106%	195
Architect Examiners Board	\$83,200	117%	1
Board of Nursing	\$80,268	107%	24
Border Development Authority	\$74,125	98%	2
Children, Youth & Families Dpt	\$72,076	108%	1647
Com for Deaf/Hard of Hearing	\$63,844	98%	13
Commission for the Blind	\$59,658	96%	60
Commission of Public Records	\$69,969	96%	25
Crime Victims Reparation Comm	\$68,312	102%	25
Department of Cultural Affairs	\$57,962	97%	430
Department of Early Childhood	\$73,026	106%	297
Department of Environment	\$89,942	109%	627
Department of Ethics	\$91,272	100%	6
Department of Finance & Admnst	\$91,471	112%	160
Department of Game & Fish	\$71,118	104%	272
Department of Health	\$65,214	99%	2633
Department of Indian Affairs	\$80,095	107%	12
Department of Justice	\$91,863	104%	157

Agency	Average of Actual Salary	Average of Compa Ratio	Count of ID
Department of Public Safety	\$72,042	108%	464
Department of Transportation	\$66,678	106%	2279
Department of Veteran Services	\$64,580	102%	76
Dept of Workforce Solutions	\$59,967	96%	544
Dept of Information Technology	\$92,613	103%	158
Dev Disabilities Council	\$80,982	109%	22
Division of Vocational Rehab	\$71,082	108%	275
Economic Development Department	\$79,000	102%	52
Educational Retirement Board	\$69,468	104%	73
Enrgy, Minrls & Ntrl Rsres Dpt	\$75,638	99%	423
EXPO New Mexico	\$75,634	101%	12
Gaming Control Board	\$79,450	108%	41
General Services Department	\$73,808	111%	271
Governor's Comm. on Disability	\$69,867	96%	9
Health Care Authority	\$66,925	98%	1975
Higher Education Department	\$86,559	106%	43
Homeland Security & Emgncy Mgt	\$72,889	104%	89
Livestock Board	\$62,966	94%	73
Medical Examiners Board	\$78,897	108%	15
Military Affairs	\$67,095	107%	151
Miners Colfax Medical Center	\$81,822	98%	196

Agency	Average of Actual Salary	Average of Compa Ratio	Count of ID
New Mexico Corrections Dept	\$59,384	100%	1769
NM Education Trust Board	\$74,298	93%	1
Ofc of Family Rep and Advocacy	\$78,641	102%	22
Ofc of the State Engineer	\$82,672	93%	318
Office of African Amer Affairs	\$64,985	99%	9
Office of Natural Resc Trustee	\$102,849	103%	4
Prof Engineers & Lnd Srvyrs Brd	\$71,793	110%	6
Public Education Department	\$85,495	101%	280
Public Employee Retirement Asso	\$76,013	109%	71
Public Regulation Commission	\$88,130	102%	87
Public School Insurance Auth	\$73,255	105%	9
Regulation & Licensing Dept	\$72,942	104%	301
Retiree Health Care Authority	\$64,868	102%	22
Secretary of State	\$73,735	103%	53
SpacePort Authority	\$91,054	102%	25
State Auditor	\$85,736	106%	30
State Investment Council	\$125,563	102%	1
State Land Office	\$81,683	107%	161
State Personnel Board	\$79,752	97%	34
State Racing Commission	\$84,460	107%	8
State Treasurer	\$100,122	112%	17

Agency	Average of Actual Salary	Average of Compa Ratio	Count of ID
Superintendent of Insurance	\$90,916	112%	100
Taxation & Revenue Department	\$66,774	105%	822
Tourism Department	\$69,533	103%	48
Veterinary Examiners Board	\$43,832	101%	2
Workers Compensation Admin	\$72,013	105%	95
Youth Conservation Corps	\$94,029	106%	2

Appendix F – Alternative Pay Band Assignments

Classification Title	Classification Job Code	Grade	Year Pay Band Expires	Reverts to Pay Band
A/O I-ENV SCIENCE	X40200	85	2024	80
A/O II-ENV SCIENCE	X50200	90	2024	85
A/O II-FORENSICS	X50250	95	2024	85
A/O II-STATE AUDIT MANAGER	X52012	90	2024	85
ACTUARY-O	D20110	70	2024	65
ADVANCED JOURNEYMAN ELECTRICN	T2111A	65	2024	50
AIRCRAFT PILOT	W20111	80	2024	70
CERTIFIED PUBLIC ACCOUNTANT	C20100	85	2024	80
CHIEF FINANCIAL ACCOUNTANT	C3900	85	2024	80
CHILD LEGAL SUPPORT ASST I	G10501	60	2024	55
CHILD LEGAL SUPPORT ASST II	G10502	65	2024	60
CONSTRCT/BLDG INSP 3	T4011A	65	2024	60
COORDINATOR-CLASSROOM TECH	I90311	70	2024	65
DEP FORENSIC TOXCLGY BUR CHIEF	X40251	90	2024	80
DPS EMERGENCY COMM MANAGER	X45033	90	2024	80
ECON DEVELOP PROG COORDINATOR	Q20102	80	2024	70
ECON DEVELOP REPRESENTATIVE	Q20101	75	2024	65
ECONOMIST SUPERVISOR	F3011S	85	2024	75
ECONOMIST-A	F3011A	80	2024	70
ECONOMIST-B	F3011B	70	2024	60
ECONOMIST-O	F3011O	75	2024	65
EDUC ADMIN SUPV	B9039S	85	2024	80
EDUC ADMIN-A	B9039A	80	2024	75
EMERGENCY MGNT SPECIALIST	M40101	65	2024	60
ENVIRO SCI & SPEC-A	F2041A	75	2024	65
ENVIRO SCI & SPEC-B	F2041B	65	2024	55
ENVIRO SCI & SPEC-O	F2041O	70	2024	60

Classification Title	Classification Job Code	Grade	Year Pay Band Expires	Reverts to Pay Band
ENVIRON SCIENT & SPEC SUPV	F2041S	80	2024	70
FAMILY ASSISTANCE ANALYST I	G10601	60	2024	55
FAMILY ASSISTANCE ANALYST II	G10602	65	2024	60
FIN EXAMINER-A	C2061A	70	2024	65
FIN EXAMINER-O	C2061O	65	2024	60
FORENSIC SCIENTIST 1	F4092O	75	2024	55
FORENSIC SCIENTIST 2	F4092A	80	2024	60
FORENSIC SCIENTIST SUPERVISOR	F4092S	85	2024	65
FORENSIC TOXICOLOGY BUR CHIEF	X50251	95	2024	85
GEN I-ENV SCIENCE	X60200	95	2024	90
GEOSCIEN, XCPT HYDRO SUPV	F2042S	80	2024	75
GEOSCIENTIST-A	F2042A	75	2024	70
GEOSCIENTIST-B	F2042B	65	2024	60
GEOSCIENTIST-O	F2042O	70	2024	65
HEALTH SURVEYOR SUPERVISOR	E2111S	75	2024	70
HEALTHCARE SURVYR-A	E2111A	70	2024	65
HEALTHCARE SURVYR-O	E2111O	65	2024	60
HEAT/AC/FRIG MECH-A	U9021A	55	2024	50
HEAT/AC/FRIG MECH-O	U9021O	50	2024	45
HIGHWAY MAINT WKR-A	T4051A	55	2024	50
HIGHWAY MAINT WKR-B	T4051B	45	2024	40
HIGHWAY MAINT WKR-O	T4051O	50	2024	45
HIGHWAY MAINT WORKER SUPV	T4051S	60	2024	55
HOMELAND SECURITY SPECIALIST	M40102	70	2024	65
HSD QA SPECIALIST SUPERVISOR	G1070S	75	2024	70
HSD QUAL ASSURANCE SPECIALIST	G10701	70	2024	65
HYDROLOGIST-A	F2043A	75	2024	70
IT COMMUNICATIONS MGR-DHSEM	X30795	85	2024	75
JOURNEYMAN PLUMBER	T21611	60	2024	45

Classification Title	Classification Job Code	Grade	Year Pay Band Expires	Reverts to Pay Band
JUVENILE PROB PAR OFF I	G10941	65	2024	60
JUVENILE PROB PAR OFF II	G10942	70	2024	65
JUVENILE PROB PAROLE OFF SUPV	G1094S	75	2024	70
LABOR RELATIONS ADMINISTRATOR	C10791	75	2024	70
LIBRARIAN SUPV	I4021S	75	2024	70
LIBRARIAN-A	I4021A	70	2024	65
LIBRARIAN-B	I4021B	60	2024	55
LIBRARIAN-O	I4021O	65	2024	60
LIBRARY TECH-A	I4031A	50	2024	45
LIBRARY TECH-O	I4031O	45	2024	40
LINE II-ENV SCIENCE	X20200	75	2024	70
LIVESTOCK INSPECTOR I	S20101	60	2024	55
LIVESTOCK INSPECTOR SUPV	S2010S	PH	2024	PG
MEDICAL CLAIMS CODER	K20811	60	2024	45
MINE/GEOL SPEC-NL-A	E2152A	75	2024	70
MUS PRESS EDITOR MGR	J3053	70	2024	60
MUS PRESS MKTG MGR	J3054	70	2024	60
MUSEUM PUBLICATION DIR	X30514	80	2024	75
MVD OPERATIONS GENERALIST	R40320	65	2024	65
MVD STAFF ADMINISTRATOR	R4032S	70	2024	65
NM LAW ENFORCEMENT ACADEMY INS	I11101	PI	2024	PG
NMFTA INSTRUCTOR	I11126	75	2024	75
OPER RESCH ANAL-A	D2031A	70	2024	65
OPER RESCH ANAL-B	D2031B	60	2024	55
OPER RESCH ANAL-O	D2031O	65	2024	60
OPERATIONAL JOURNEYMAN ELECTR N	T2111O	60	2024	45
PETROLEUM SPEC-A	E2171A	80	2024	75
PETROLEUM SPEC-B	E2171B	70	2024	65
PETROLEUM SPECIALIST SUPV	E2171S	85	2024	80

Classification Title	Classification Job Code	Grade	Year Pay Band Expires	Reverts to Pay Band
PETROLEUM SPEC-O	E21710	75	2024	70
PRINC EXEC BUDGET/POL ANALYST	C9003	85	2024	80
PROBATION PAROLE OFFICER I	G10901	65	2024	60
PROBATION PAROLE OFFICER II	G10902	70	2024	65
PROBATION PAROLE OFFICER SUPV	G1090S	75	2024	70
PROCESS IMPORVEMENT ANALYST	C11111	85	2024	70
PROPERTY & CASUALTY ADJUST II	C10324	75	2024	65
PROPERTY & CASUALTY ADJUSTER I	C10323	70	2024	60
PUBLIC UTILITIES ECONOMIST	F30111	80	2024	70
RETIREMENT SPECIALIST 1	C20501	55	2024	50
RETIREMENT SPECIALIST 2	C20502	60	2024	55
RETIREMENT SPECIALIST, SUPV	C2050S	65	2024	60
SECS/COMMDTS/FIN-A	Q3031A	95	2024	70
SECS/COMMDTS/FIN-O	Q3031O	90	2024	65
SECURITS/COMMDTS/FIN SRVS SUPV	Q3031S	96	2024	75
SECURITY GUARD SUPERVISOR	M9032S	50	2024	40
SECURITY GUARD-A	M9032A	45	2024	35
SECURITY GUARD-B	M9032B	35	2024	25
SECURITY GUARD-O	M9032O	40	2024	30
SIGNED LANGUAGE INTERPRETER	I3025	75	2024	70
SPACEPORT AEROSPACE ENGINEER	E40495	90	2024	75
SPACEPORT AMERICA SALES AGENT	Q40401	80	2024	65
SPACEPORT FLIGHT CONTROL SPEC	W20495	80	2024	65
SPACEPORT OPERATIONS MANAGER	X40495	85	2024	80
STAFF-ECONOMICS	X30125	80	2024	75
STAFF-ENV SCIENCE	X30200	80	2024	75
STATE AUDIT AUDITOR COORDNATOR	C20123	85	2024	75
STATE AUDITOR I	C20121	65	2024	60
STATE AUDITOR II	C20122	70	2024	65

Classification Title	Classification Job Code	Grade	Year Pay Band Expires	Reverts to Pay Band
STATE SCIENTIFIC LAB DIRECTOR	X70250	96	2024	90
SUPERVISING JOURNEYMAN PLUMBER	T2161S	70	2024	50
TAX AUDITOR I	C20131	60	2024	55
TAX AUDITOR II	C20132	65	2024	60
TAX AUDITOR III	C20133	70	2024	65
TAX AUDITOR IV	C20134	75	2024	70
TAX AUDITOR SUPERVISOR	C2013S	80	2024	75
UNREGISTERED APPRENTICE PLUMBR	T21610	55	2024	40
UNREGISTRD APPRENTICE ELECTRCN	T2111B	55	2024	40
WORKERS' COMP ADJUSTER II	C10322	75	2024	65

Appendix G – NCASG Benchmarks FY 2025

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 Tech	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

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
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	C1073O
3500_Labor	Employment Counselor	3510	HR EMPL LABOR RELATIONS SPEC I	RELR23
3500_Labor	Occupational Safety Specialist	3540	OCC HLTH & SFTY SP-O	K9011O
3500_Labor	Unemployment Insurance Specialist	3550	CLM ADJ,EXAM,INV-O	C1031O
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

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
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	G2011O
4500_Human_Services	Child Care Licensing Representative	4520	COMPLNCE OFFICER-O	C1041O
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	E2111O
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

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
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

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
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	M5053O
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	M5055O
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

Series Name	NCASG Benchmark Title	NCASG Code	NM Job Title	NM Job Code
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 ELECTRN	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