

Michelle Lujan Grisham
Governor

Dylan K. Lange
Director



State Personnel Board

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GENERAL MEMORANDUM 2025-004

Date: April 25, 2025
To: Cabinet Secretaries, Agency Heads, Elected Officials & Agency Human Resource Managers
From: Dylan K. Lange, Director
Subject: Longevity Pay Program



State employee recruitment and retention is essential to both the State and to New Mexican's that rely on the many services the State provides. The addition of longevity pay for state employees will help with both, and signals that the State values loyalty and continuous state service.

Effective July 1, 2025, the Executive Branch of the state will implement a Longevity Pay Program, which will be paid out in 26 equal increments on the employee's regularly scheduled payday, beginning the first full pay period of July in the same fiscal year as an individual completes the milestones listed below:

Years of Continuous Service	Annual Longevity Payment	Longevity Payment per Pay Period
5-9 years	\$400	\$15.38
10-14 years	\$800	\$30.77
15-20 years	\$1,000	\$38.46
20 years and above	\$1,200	\$46.15



Covered Employees

Longevity pay will be paid to all applicable incumbent classified employees, New Mexico state police in the career pay system, and executive branch exempt employees. See General Appropriations Act of 2025, § 8, H.B. 2, 57th Leg. (N.M. 2025). Longevity pay is not available to EXOT, temporary employees, or probationary employees.

Agreements have also been reached with AFSCME Council 18 and CWA covered employees in Executive Branch state service for this Longevity Pay Program. The Memorandum of Understandings are attached.

Continuous State Service

“Continuous Service” means the employee’s length of service from the most recent date of hire/rehire with the State to the present, with no break in state employment. Employee’s utilization of military leave or worker’s compensation leave does not represent a break in state employment. Continuous service would include employees who served in the Judicial or Legislative Branches prior to joining Executive Branch employment, provided there was no break in state employment.

If an employee voluntarily or involuntarily separates from state employment in the executive branch or takes state employment in a different branch of government, the longevity payment terminates at the end of that pay period. Upon separation, the employee has no right to the remaining amount of longevity pay for that fiscal year. However, an employee who starts a pay period will be eligible for longevity pay at the end of that pay period whether the employee worked the entire pay period or not.

DFA has calculated impacted employees and longevity pay will be implemented at the beginning of FY26 and will appear on paychecks dated July 11th. Longevity pay is not a general wage increase and will be separate from the employee’s base pay.

Attached: AFSCME Memorandum of Understanding
CWA Memorandum of Understanding

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE STATE OF NEW MEXICO AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES OF NEW MEXICO COUNCIL 18**

Intent: For the State of New Mexico, hereafter to be referred to as the "State" and AFSCME Council 18, hereafter to be referred to as the "Union," both of which will be referred to as "the parties" to enter into an agreement to implement Longevity Pay.

Justification: Employee recruitment and retention is important to both the State and the Union. The addition of Longevity Pay will help with both, and signals that the State values loyalty and long-term commitment.

Effective Date: July 1, 2025

Terms of MOU: The Parties agree the State will implement Longevity Pay, which will be paid in 26 equal increments on the Employee's regularly scheduled payday, beginning the first full pay period of July in the same fiscal year an individual completes the milestones listed below.

Years of Continuous Service	Annual Longevity Payment	Longevity Payment per pay period
5-9 years	\$400	\$15.38
10-14 years	\$800	\$30.77
15-20 years	\$1,000	\$38.46
20 years and above	\$1,200	\$46.15

Continuous Service means the Employee's length of service from the most recent date of hire/rehire with the State to the present, with no break in employment.

Only Union covered Employees within the State will be eligible for Longevity Pay.

Longevity Pay is not a general wage increase and will be separate from the Employee's base pay.

This agreement shall supersede and replace all prior agreements and understandings, oral or written between the parties regarding Longevity Pay. If the State agrees to a Longevity Pay Program for all executive state employees during the term of this MOU, those provisions shall be applied to Union covered employees. The Longevity Pay Agreements already in place with AFSCME for its Department of Transportation and Corrections Department members shall continue until July 1, 2025, after which time those plans shall be superseded by this agreement.

This agreement is contingent upon legislative appropriation.

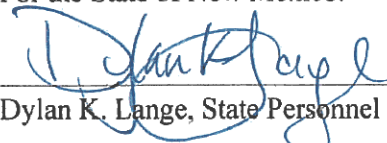
For American Federation of State, County and Municipal
Employees, New Mexico Council 18:



Connie Derr, AFSCME Council 18 Executive Director

12/17/24
Date

For the State of New Mexico:



Dylan K. Lange, State Personnel Director

12/17/24
Date

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE STATE OF NEW MEXICO AND
THE COMMUNICATIONS WORKERS OF AMERICA AFL-CIO, CLC STATE
EMPLOYEE ALLIANCE**

Intent: For the State of New Mexico, hereafter to be referred to as the "State" and CWA, hereafter to be referred to as the "Union," both of which will be referred to as "the parties" to enter into an agreement to implement Longevity Pay.

Justification: Employee recruitment and retention is important to both the State and the Union. The addition of Longevity Pay will help with both, and signals that the State values loyalty and long-term commitment.

Effective Date: July 1, 2025

Terms of MOU: Subject to legislative appropriation, the Parties agree the State will implement Longevity Pay, which will be paid in 26 equal increments on the Employee's regularly scheduled payday, beginning the first full pay period of July in the same fiscal year an individual completes the milestones listed below.

Years of Continuous Service	Annual Longevity Payment	Longevity Payment per pay period
5-9 years	\$400	\$15.38
10-14 years	\$800	\$30.77
15-20 years	\$1,000	\$38.46
20 years and above	\$1,200	\$46.15

Continuous Service means the Employee's length of service from the most recent date of hire/rehire with the State to the present, with no break in employment.

Only Union covered Employees within the State will be eligible for Longevity Pay.

Longevity Pay is not a general wage increase and will be separate from the Employee's base pay.

This agreement shall supersede and replace all prior agreements and understandings, oral or written between the parties regarding Longevity Pay. If the State agrees to a Longevity Pay Program for all executive state employees during the term of this MOU, those provisions shall be applied to Union covered employees.

For Communication Workers of America
AFL-CIO, CLC State Employee Alliance:

Jana Smith-Carr
Jana Smith-Carr, CWA District 7 Staff Representative

1/16/2025

Date

For the State of New Mexico:

Dylan K. Lange
Dylan K. Lange, State Personnel Director

1/16/25

Date