

Michelle Lujan Grisham

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Dylan K. Lange

Director

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Deputy Director



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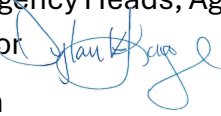
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GENERAL MEMORANDUM 2025-010

Date: August 20, 2025

To: Cabinet Secretaries, Agency Heads, 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 continuous state service.

Effective September 1, 2025, the Executive Branch of the state will increase the Longevity Pay Program, to be paid out in equal increments on the employee's regularly scheduled payday for the remainder of the fiscal year. The total amount of Longevity Pay will be paid based on the following milestones:

Years of Continuous Service	Annual Longevity Payment
5-9 years	\$700
10-14 years	\$1,500
15-20 years	\$1,900
20 years and above	\$2,100

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.



An agreement has also been reached with Union covered employees in Executive Branch state service for this Longevity Pay Program. The Memorandum of Understanding is 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 employees impacted and the increased longevity pay will appear on paychecks beginning September 19, 2025. Longevity pay is not a general wage increase and will be separate from the employee’s base pay.

This Memorandum supersedes General Memorandum 2025-004: Longevity Pay, and its continued applicability is subject to Legislative appropriation.

Attached: AFSCME and CWA Memorandum of Understanding

**MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE OF
NEW MEXICO AND THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, NEW MEXICO COUNCIL 18
JOINTLY WITH COMMUNICATIONS WORKERS OF AMERICA, 7076,
STATE EMPLOYEE ALLIANCE**

August 15, 2025

This Memorandum of Understanding is entered into by The State of New Mexico ("The State") and the American Federation of State, County and Municipal Employees, Council 18, along with Communications Workers of America State Employee Alliance ("The Unions").

1. Longevity

The parties have agreed that the previously agreed upon Longevity Pay system shall be modified as follows:

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

Effective Date: September 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
5-9 years	\$700
10-14 years	\$1,500
15-20 years	\$1,900
20 years and above	\$2,100

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

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Union covered employees.

This agreement is contingent upon legislative appropriation.

2. Effect of Agreement

Both parties agree and understand that this MOU does not waive any position either party may have regarding pending disputes or grievances.

AFSCME Council 18

CWA 7076, State Employee Alliance

Connie Derr

Connie Derr (Aug 18, 2025 15:32:27 MDY)

[Signature]

Aug 18, 2025

Aug 18, 2025

Date

Date

The State of New Mexico

Dylan Page

08/18/25

Date