



State Personnel Office

Key Quarterly Performance Measures Report

Quarter 1, Fiscal Year 2026

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Vision

To create an inclusive workforce supporting innovation and achievement while serving the state of New Mexico.

Mission

A trusted partner expertly leading the way in human resources practices and services that enhance the employee experience.

Values

Balanced • Respectful • Innovative • Resourceful • Responsive • Credible • Engaged

Director's Report

The New Mexico State Personnel Office (SPO) provides strategic consultation on systemwide human resource issues and provides leadership, direction, and oversight to maximize the services the state provides to everyday New Mexicans, while simultaneously safeguarding the rights of our state employees. A quarterly report is issued by SPO, as required by the Accountability in Government Act, to address the human resources (HR) metrics established within the General Appropriations Act. This report is updated quarterly with real-time data to enhance the state's ability to address and understand the major HR issues impacting state government.

Respectfully,

Dylan K. Lange, Director

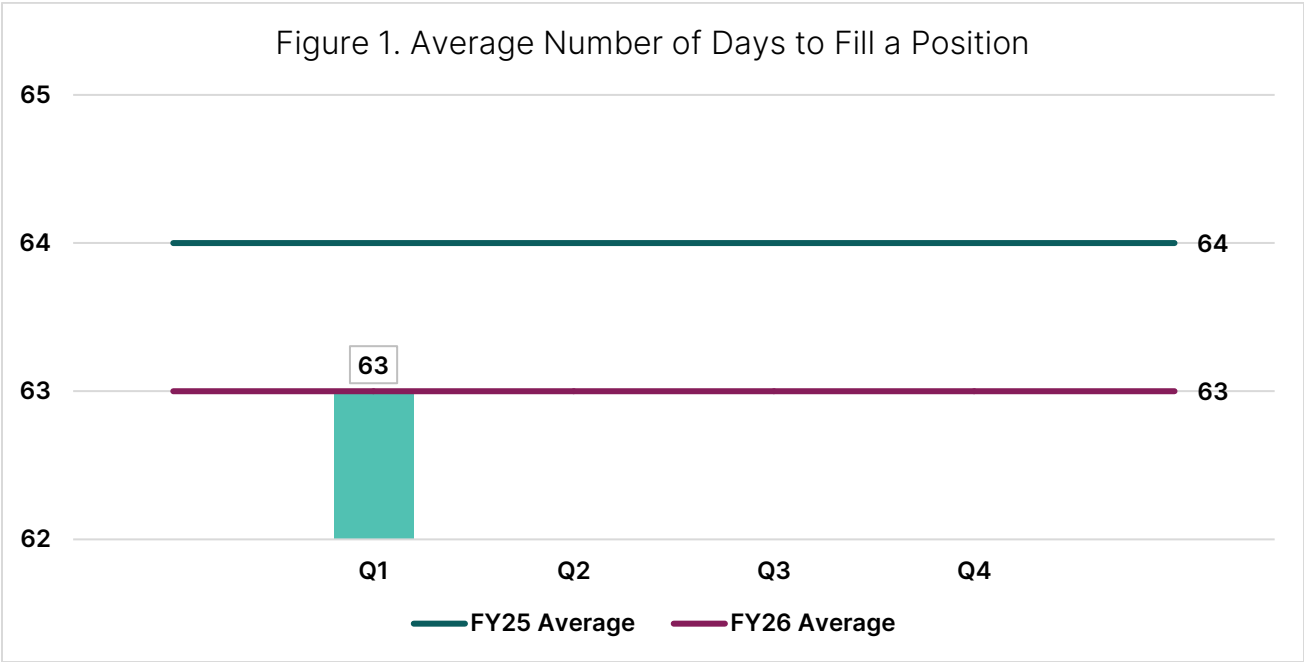
Average Number of Days to Fill a Position

Background

Time to fill is a key metric for SPO, as it is often the first interaction a potential new employee has with the state. Hiring agencies are empowered to create, post, and fill their vacant positions via the Statewide Human Resources Accounting Reporting (SHARE) system. This allows the hiring agency to be proactive and strategic in how and when they recruit to ensure all resources are available including budget, hiring managers, and interview panels. SPO provides strategy, guidance and support, as needed.

Data

Average number of days to fill a position are calculated as the time between the date of posting the position and the date the candidate accepts the offer¹. The average time to fill for FY26 Q1 was 63 days. This is a 1 day decrease to last year’s average of 64 days. SPO continues to send quarterly time to fill data to agencies. Additionally, SPO continues to provide strategic planning to reduce time to fill. Days to fill data for FY26 Q1 for all agencies can be found in Appendix I.



¹ **Data Source:** SHARE PeopleSoft- Human Capital Management (HCM)-Recruitment Module. **Methodology:** Extract job postings’ posting date and offer accepted date, as indicated by the hiring agency. Calculate the days to fill.

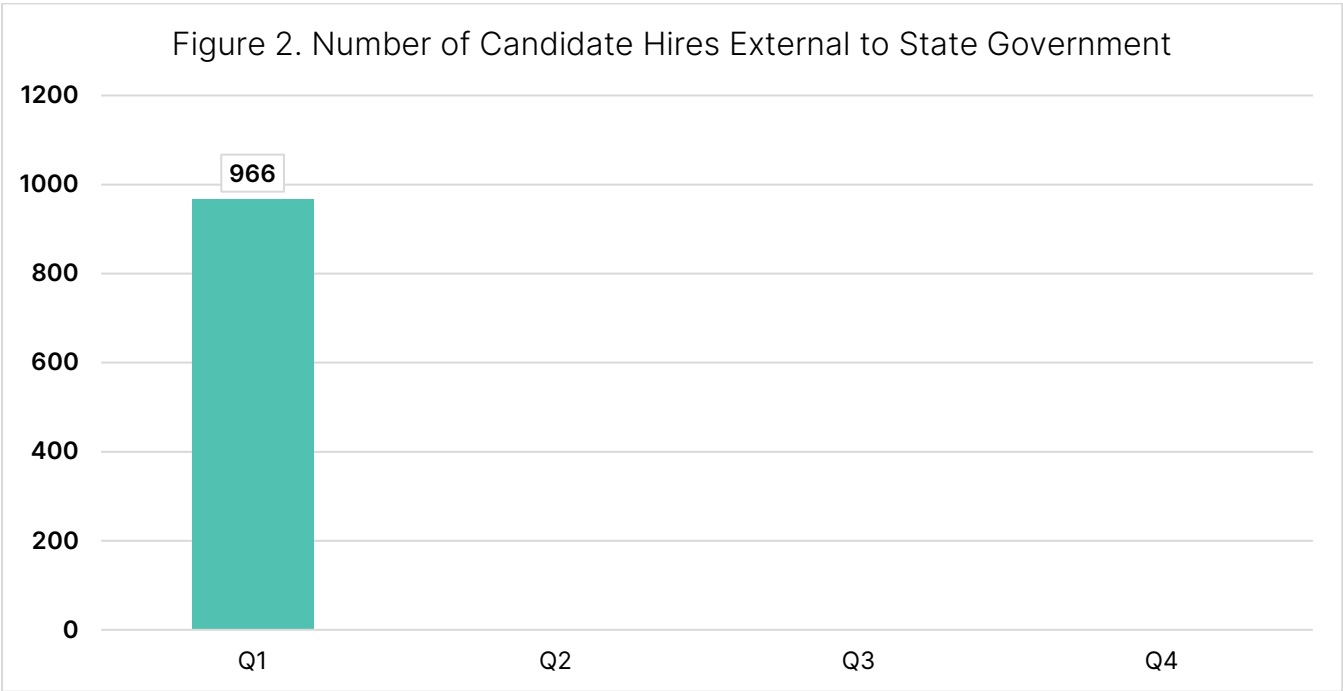
Number of Candidate Hires External to State Government

Background

Being able to attract and recruit qualified and experienced individuals from outside state government helps to ensure the strong and established workforce of the state is infused with new ideas and innovations.

Data

Of the 1,688 hires in FY26 Q1, 966, or 57%, were external to state government². External hire data for FY26 Q1 for all agencies can be found in Appendix II.



² **Data Source:** SHARE PeopleSoft-HCM. **Methodology:** Extract job data personnel records with action codes of Hire/Rehire in the quarter.

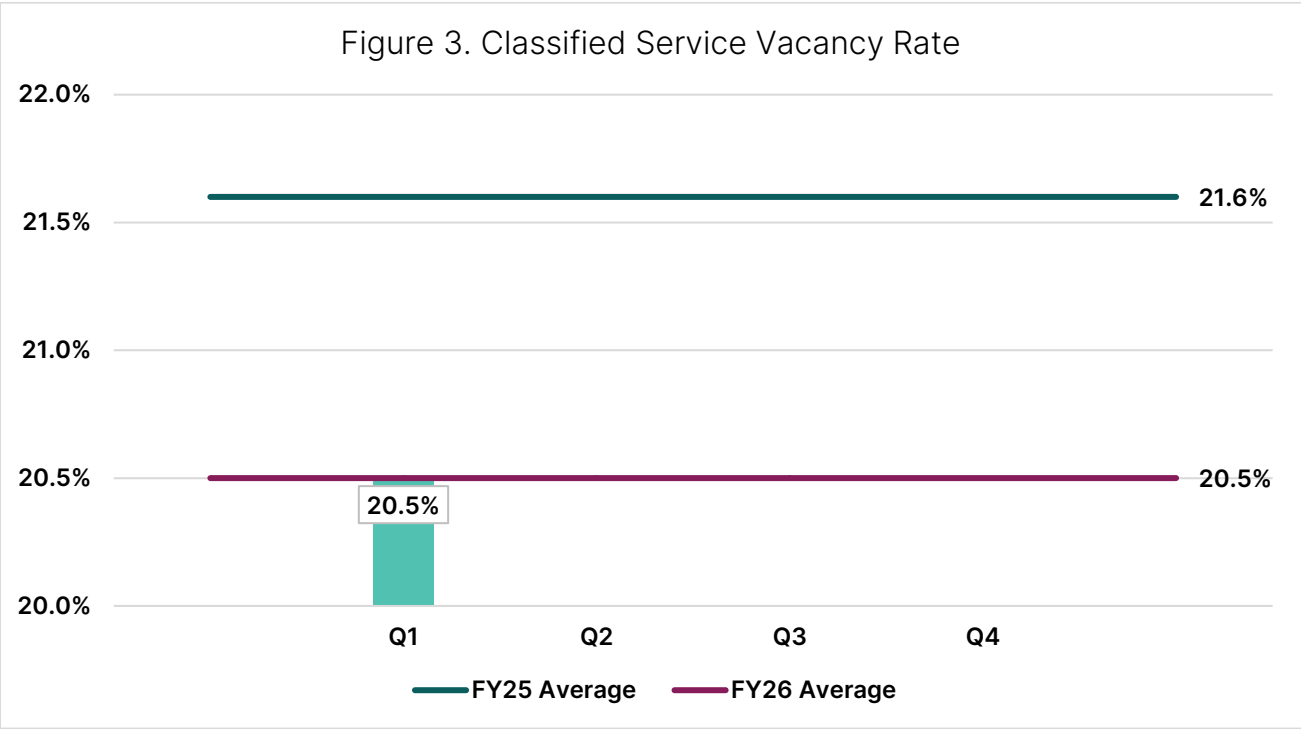
Classified Service Vacancy Rate

Background

It is critical to recruit and fill vacancies timely to avoid increased vacancy rates. Failing to recruit can cause an unnecessary strain on teams and individual employees, which, unchecked, can lead to further vacancies and hinder agency programs and mission. SPO continues to work with agencies to fill vacant positions.

Data

The vacancy rate includes all active permanent and sponsored term positions within the classified service. The vacancy rate for FY26 Q1 was 20.5%³. This is a decrease to FY25 Q4 vacancy rate of 20.9%. Vacancy rates for all agencies can be found in Appendix III.



³ **Data Source:** SHARE PeopleSoft-HCM. **Methodology:** Compare position and filled data (Numerator: Count of Filled FTE Denominator: Count of Active/Reg or Term/ FTE Positions).

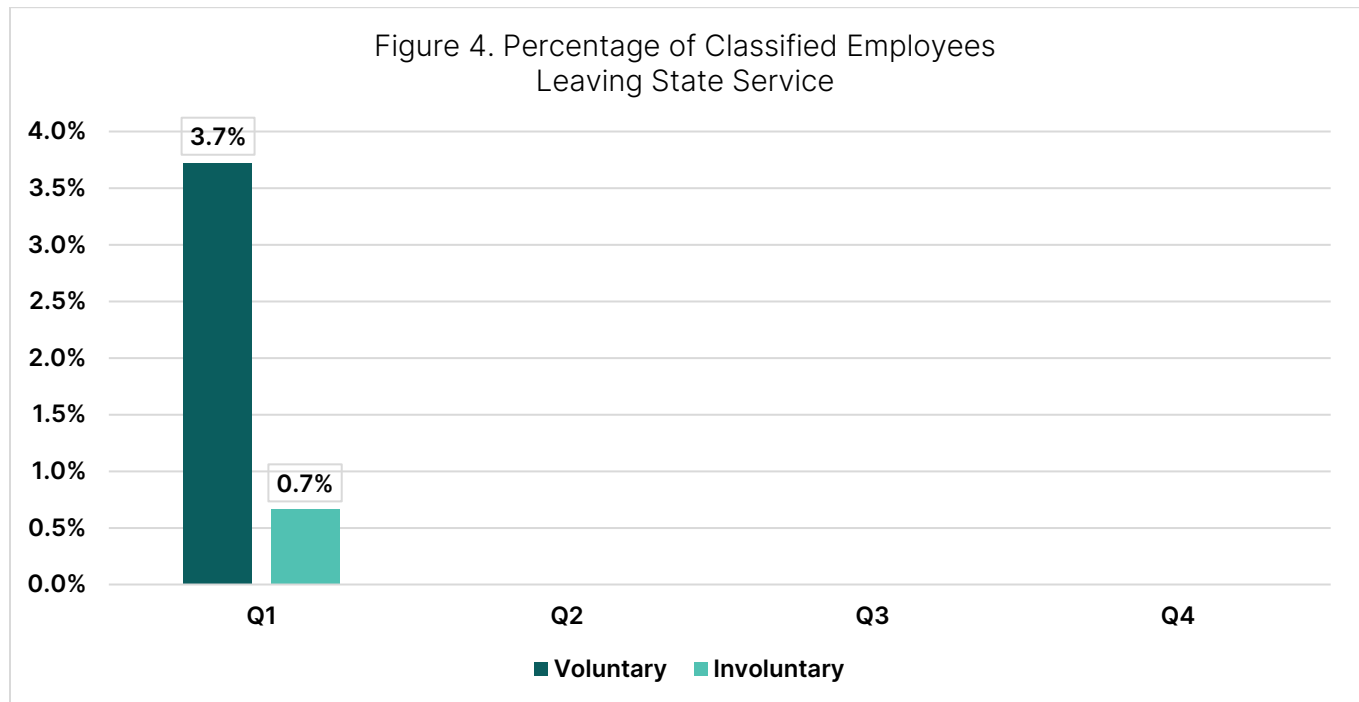
Percentage of Classified Employees Leaving State Service

Background

Separations, whether voluntary or involuntary, create challenges for agencies and the state, ranging from loss of institutional knowledge to increased training costs.

Data

0.7% of classified employees were involuntarily separated from the state in FY26 Q1 and 3.7% were voluntarily separated⁴. Percentages of classified employees leaving state service by agency can be found in Appendix IV.



⁴ **Data Source:** SHARE PeopleSoft-HCM. **Methodology:** Compare position and filled data (Numerator: Count of Reg or Term voluntary/involuntary terminations. Denominator: Count of Reg or Term Filled Positions).

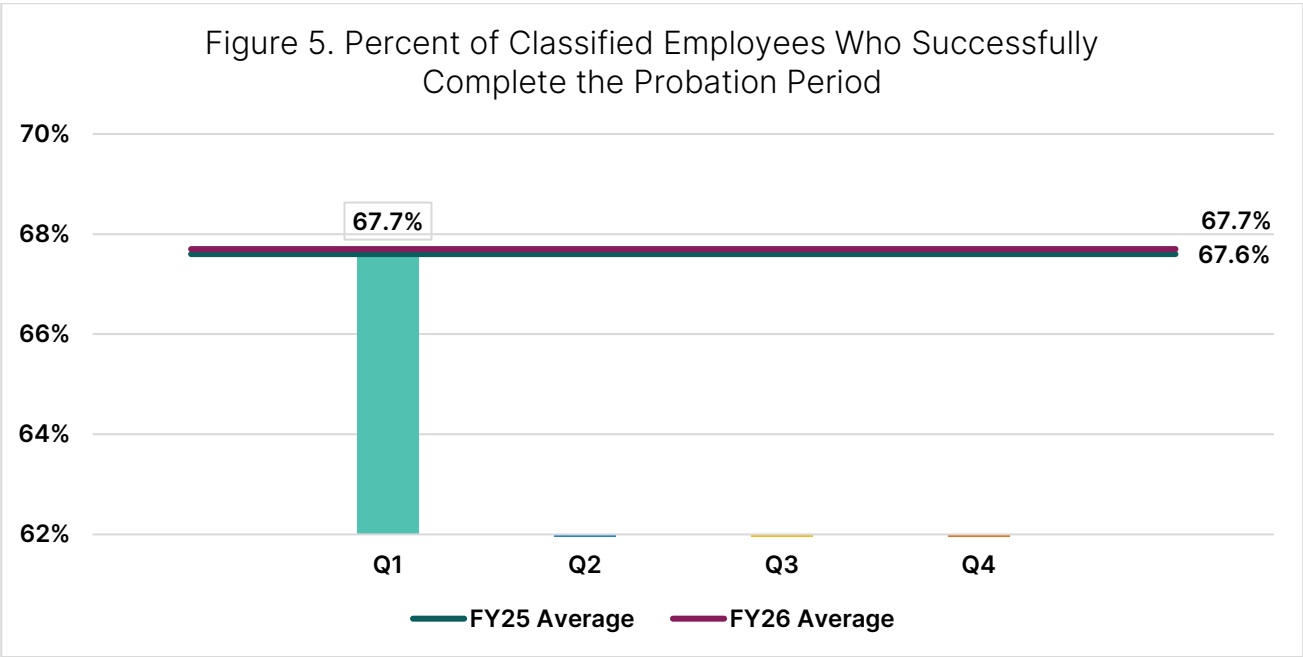
Percentage of Classified Employees Who Successfully Complete the Probationary Period

Background

Employees successfully completing their probationary period is a key indicator of an agency’s need to assess and review work processes. Probationary employees can be separated from employment involuntarily, due to poor attendance, poor performance, and other factors. More often, probationary employees separate from employment voluntarily, to take a position with a competitor or for personal reasons. Agencies are encouraged to identify opportunities within their programs and teams to better attract new employees.

Data

Pursuant to 1.7.2.8 NMAC, the classified probationary period is one (1) year. In FY26 Q1, 67.7% of probationary employees completed their probation⁵. This is a 0.1% increase over the FY25 average. Probationary completion rates for all agencies can be found in Appendix V.



⁵ **Data Source:** SHARE PeopleSoft-HCM. **Methodology:** Extract and compare job data personnel records hire and separation action codes (Numerator: Number of employees who meet 1 year of classified service. Denominator: Number of employees with action codes of Hire/Rehire).

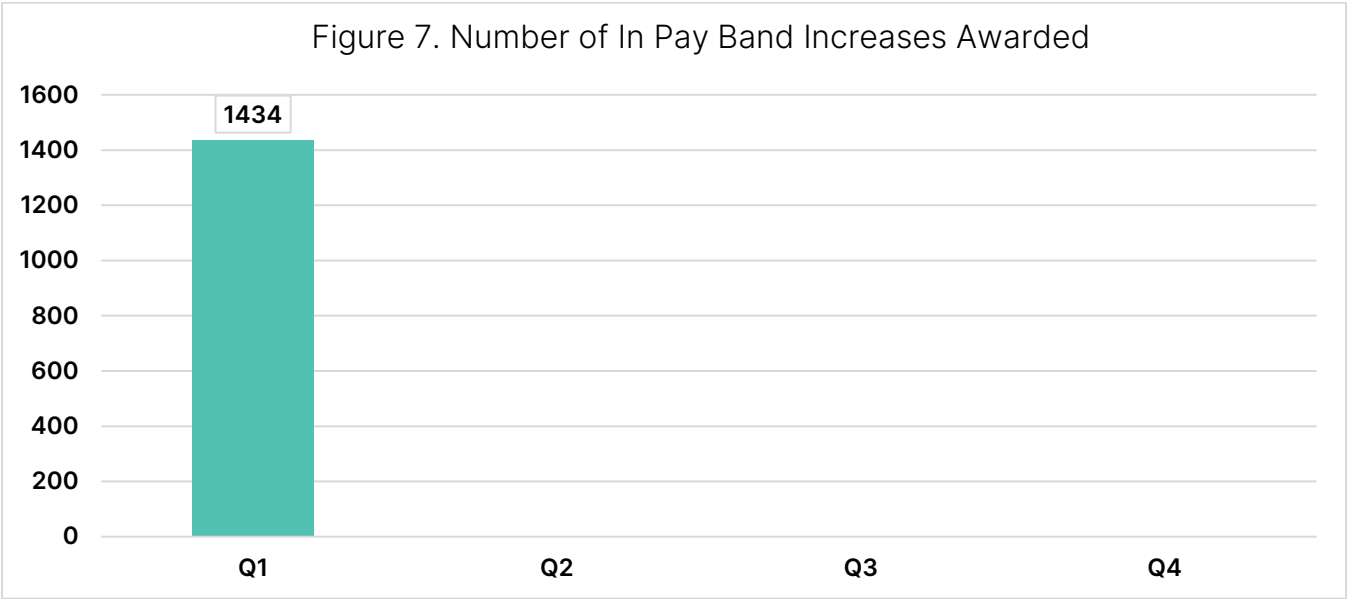
Number of In Pay Band Increases Awarded

Background

As defined by 1.7.4.7 NMAC, in band increases are “movement within a pay band for demonstrated performance, skill or competency development, or internal alignment, which allows agency management to provide base salary growth within a pay band”. Agencies may only utilize one in pay band adjustment per fiscal year per employee. *See* 1.7.4.12(C) NMAC.

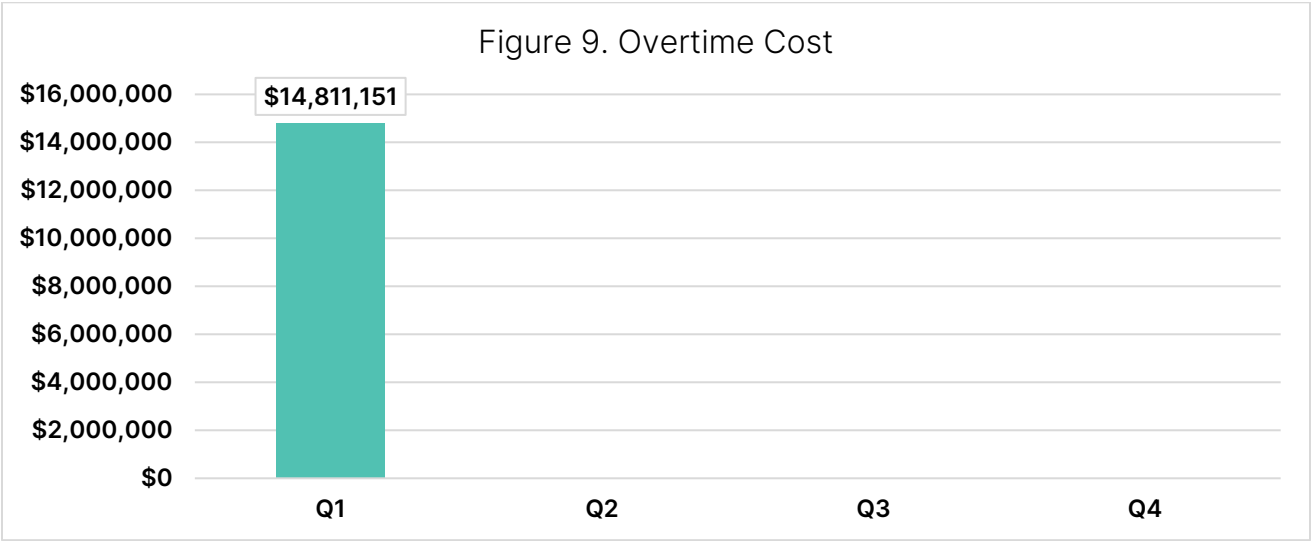
Data

The number of in pay band salary increases for FY26 Q1 was 1,434.



Cost of Overtime Pay

The Fair Labor Standards Act (FLSA) established requirements for overtime pay, affecting employees in the private sector and in the Federal, State, and local governments. FLSA nonexempt workers are entitled to overtime pay at a rate of not less than one and one-half times their regular rate of pay for hours worked more than 40 hours during a work week. Monitoring overtime is integral to identifying needs and potential areas of concern.



Data

The cost of overtime pay by agency can be found in Appendix VIII⁶.

Table 2. Agencies With the Highest Cost of Overtime Pay

Agency	Cost of Overtime Pay
New Mexico Corrections Dept	\$5,540,295
Children, Youth & Families Dept	\$2,606,108
Department of Health	\$2,392,636
Department of Transportation	\$1,570,276
Energy, Minerals, & Natural Resources Dept	\$1,362,650

⁶ **Data Source:** SHARE PeopleSoft-Human Capital Management (HCM). **Methodology:** Sum of overtime paid.

Average Classified Service Employee Total Compensation

Total compensation reflects the salary and benefits provided to employees of the state.⁷ As a tool, total compensation can be beneficial in both attracting and retaining employees, as it demonstrates the value they receive in the form of benefits.

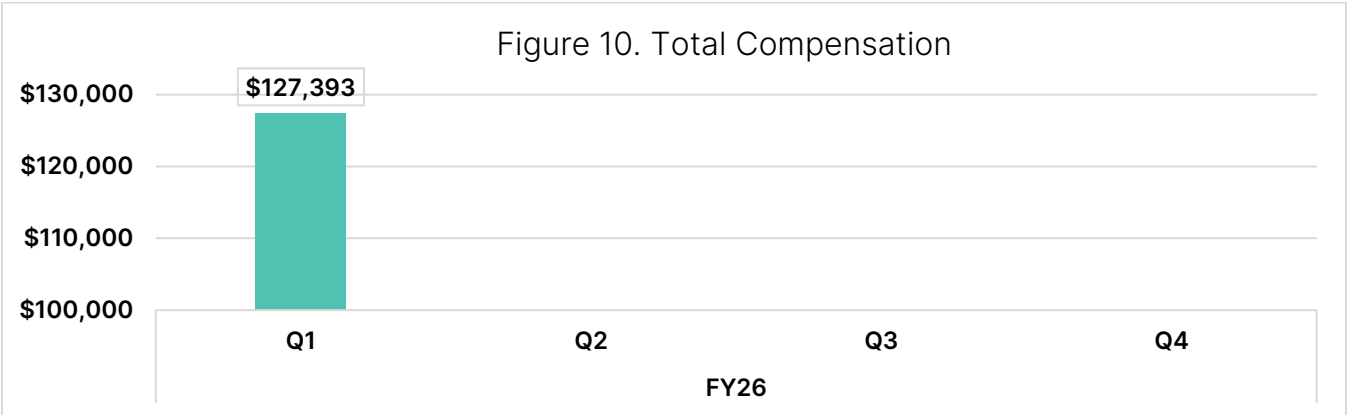


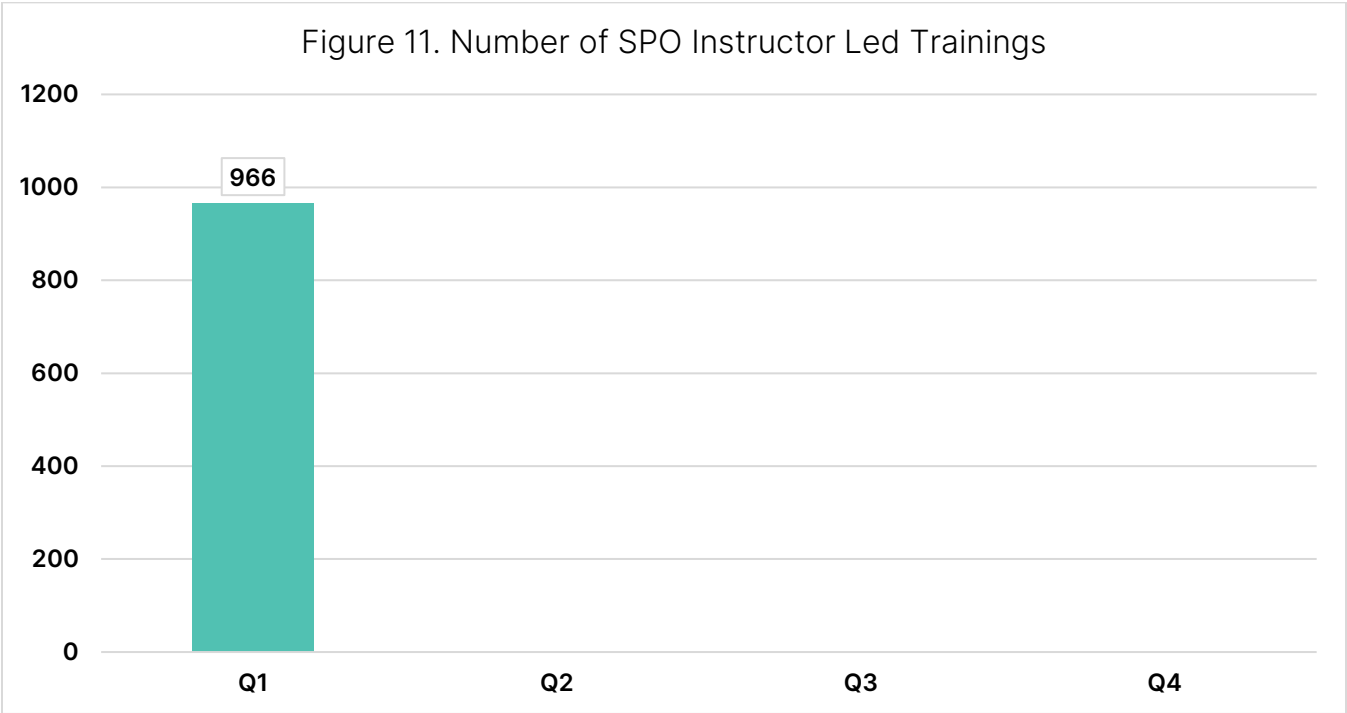
Table 3. Total Compensation Distribution

Salary/Benefit	Average Value	% of Total Compensation
Average Base Salary	\$72,856	57.2%
FICA/Medicare	\$5,574	4.4%
PERA	\$14,018	11.0%
Vacation	\$2,802	2.2%
Sick	\$3,643	2.9%
Retiree Health Care	\$1,457	1.1%
Holiday	\$3,082	2.4%
Insurance	\$23,400	18.4%
Personal Days	\$560	0.4%
Total Compensation (Salary + Benefits)	\$127,393	

⁷ **Data Source:** SHARE PeopleSoft-Human Capital Management (HCM). **Methodology:** Determine average salaries, calculate average inputs for benefits.

Number of SPO-Led Trainings Offered Annually

The State Personnel Office offered 68 instructor-led trainings this quarter. A total of 2,416 certificates were awarded in Q1 for instructor led courses. Additionally, the Learning and Development division launched a new instructor-led training course this quarter, Giving Feedback with Impact.



Percentage of Hire Actions Requiring State Personnel Office Approval

Background

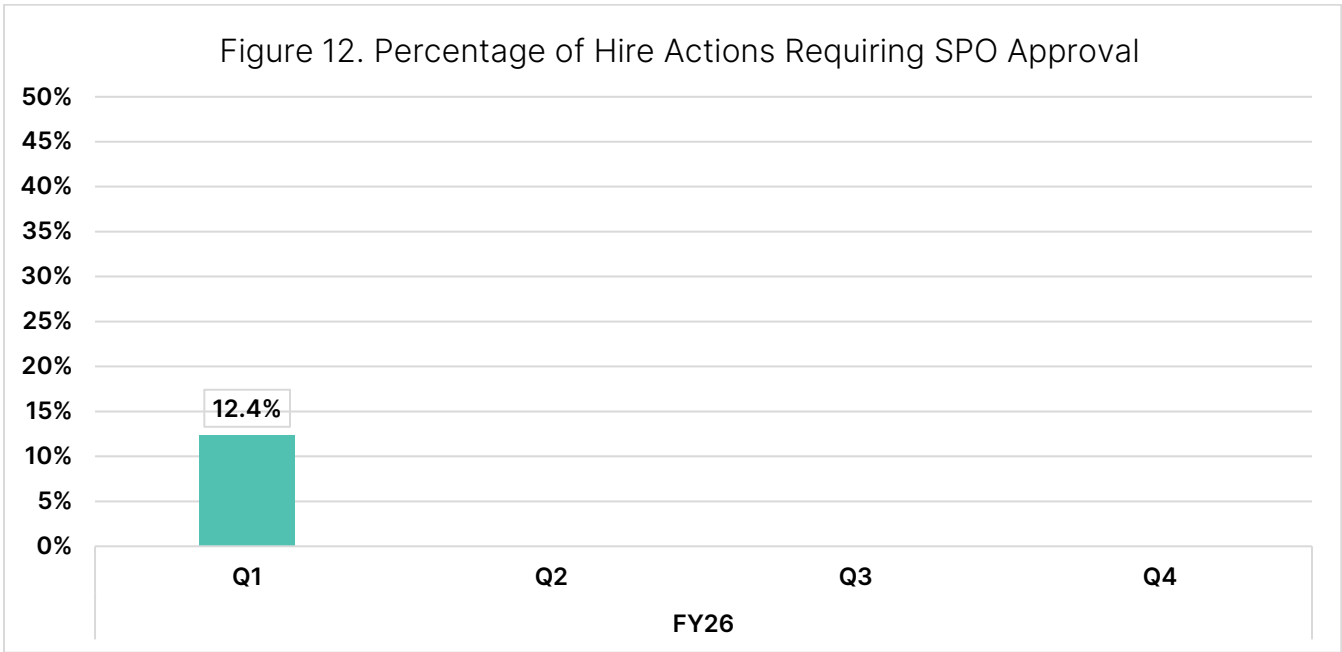
The following hire actions require State Personnel Office approval:

- In Grade Hires above 115% compa-ratio. 1.7.4.12(A) NMAC;
- Promotions (less than 5% or more than 10% per pay band increase). 1.7.4.12(D) NMAC;
- Transfers (increase or decrease of more than 10%). 1.7.4.12(F) NMAC;
- Salary Upon Reduction (more than 15%), 1.7.4.12(H) NMAC.

Agencies may also seek blanket approval for the fiscal year based on established pay matrices. This authorization allows agencies to execute specific pre-approved hiring actions without requiring subsequent approval from the State Personnel Office. Blanket approvals streamline the hiring process while helping to reduce time to fill.

Data

12.4%, or 191 out of 1544, hire actions required State Personnel Office approval this quarter.



Quarterly Performance Measures Summary

FY25 Approved Quarterly Performance Measures	Q1	Q2	Q3	Q4	FY26 Total/Avg
Number of SPO-led training courses offered annually	68				
Average number of days to fill a position from the date of posting	63				
Percent of classified employees who successfully complete the probation period	67.7%				
Percent of classified employees voluntarily leaving state service	3.7%				
Percent of classified employees involuntarily leaving state service	0.7%				
Classified service vacancy rate	20.5%				
Number of in pay band increases awarded	1,434				
Average classified service employee total compensation	\$127,393				

FY25 Approved Quarterly Performance Measures	Q1	Q2	Q3	Q4	FY26 Total/Avg
Cost of overtime pay	\$14,811,151				
Number of candidates hired external to state government	966				
Percent of hire actions requiring State Personnel Office approval	12.4%				

Appendix I: Days to Fill by Agency

BU	Agency	Avg Time to Fill	Count of Job Openings
30500	Department of Justice	48	11
30800	State Auditor	22	1
33300	Taxation & Revenue Department	71	17
33700	State Investment Council	-	-
34000	Administrative Hearings Office	-	-
34100	Department of Finance & Administration	33	14
34200	Public School Insurance Authority	-	-
34300	Retiree Health Care Authority	36	2
35000	General Services Department	79	6
35200	Educational Retirement Board	15	5
36100	Department of Information Technology	57	11
36600	Public Employee Retirement Association	21	1
36900	Commission of Public Records	56	1
37000	Secretary of State	76	3
37800	State Personnel Board	39	4
39400	State Treasurer	42	1
40400	Architect Examiners Board	-	-
41000	Department of Ethics	-	-
41700	Border Development Authority	-	-
41800	Tourism Department	42	1
41900	Economic Development Department	41	8
42000	Regulation & Licensing Dept	42	17
43000	Public Regulation Commission	47	5
44000	Superintendent of Insurance	38	4
44600	Medical Examiners Board	28	1

BU	Agency	Avg Time to Fill	Count of Job Openings
44900	Board of Nursing	41	2
46000	EXPO New Mexico	-	-
46400	Professional Engineers & Land Surveyors Board	31	1
46500	Gaming Control Board	55	3
46900	State Racing Commission	78	1
47900	Veterinary Examiners Board	-	-
49500	SpacePort Authority	-	-
50500	Department of Cultural Affairs	100	9
50800	Livestock Board	58	4
51600	Department of Game & Fish	44	18
52100	Energy, Minerals, & Natural Resources Dept	94	29
52200	Youth Conservation Corps	-	-
53900	State Land Office	65	9
55000	Office of the State Engineer	73	9
60300	Office of African American Affairs	-	-
60400	Commission for Deaf & Hard of Hearing	-	-
60600	Commission for the Blind	-	-
60900	Department of Indian Affairs	-	-
61100	Department of Early Childhood	69	26
62400	Aging & Long Term Services Dept	75	13
63000	Health Care Authority	68	115
63100	Department of Workforce Solutions	43	22
63200	Workers Compensation Administration	50	7
64400	Division of Vocational Rehabilitation	-	-
64500	Governor's Commission on Disability	116	2
64700	Developmental Disabilities Council	-	-
66200	Miners Colfax Medical Center	43	12

BU	Agency	Avg Time to Fill	Count of Job Openings
66500	Department of Health	56	154
66700	Department of Environment	113	39
66800	Office of Natural Resources Trustee	-	-
67000	Department of Veteran Services	30	3
68000	Office of Family Representation and Advocacy	55	4
69000	Children, Youth & Families Dept	60	160
70500	Military Affairs	48	11
76000	Adult Parole Board	-	-
77000	New Mexico Corrections Dept	52	89
78000	Crime Victims Reparation Commission	-	-
79000	Department of Public Safety	66	34
79500	Homeland Security & Emergency Management	67	11
80500	Department of Transportation	94	46
92400	Public Education Department	47	26
94900	NM Education Trust Board	-	-
95000	Higher Education Department	67	2
Statewide		63	974

Appendix II: External Hires by Agency

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
30500	Department of Justice	11	39.3%	17	60.7%
30800	State Auditor	2	100.0%	0	0.0%
33300	Taxation & Revenue Department	16	48.5%	17	51.5%
33700	State Investment Council	0	-	0	-
34000	Administrative Hearings Office	1	100.0%	0	0.0%
34100	Department of Finance & Administration	8	50.0%	8	50.0%
34200	Public School Insurance Authority	0	-	0	-
34300	Retiree Health Care Authority	2	50.0%	2	50.0%
35000	General Services Department	10	83.3%	2	16.7%
35200	Educational Retirement Board	3	60.0%	2	40.0%
36100	Department of Information Technology	7	63.6%	4	36.4%
36600	Public Employee Retirement Association	1	100.0%	0	0.0%
36900	Commission of Public Records	0	0.0%	1	100.0%
37000	Secretary of State	2	66.7%	1	33.3%
37800	State Personnel Board	4	57.1%	3	42.9%
39400	State Treasurer	0	0.0%	1	100.0%
40400	Architect Examiners Board	0	0.0%	1	100.0%

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
41000	Department of Ethics	0	-	0	-
41700	Border Development Authority	0	-	0	-
41800	Tourism Department	1	50.0%	1	50.0%
41900	Economic Development Department	2	20.0%	8	80.0%
42000	Regulation & Licensing Dept	7	30.4%	16	69.6%
43000	Public Regulation Commission	2	40.0%	3	60.0%
44000	Superintendent of Insurance	3	50.0%	3	50.0%
44600	Medical Examiners Board	1	100.0%	0	0.0%
44900	Board of Nursing	0	0.0%	2	100.0%
46000	EXPO New Mexico	0	-	0	-
46400	Professional Engineers & Land Surveyors Board	1	100.0%	0	0.0%
46500	Gaming Control Board	2	50.0%	2	50.0%
46900	State Racing Commission	1	100.0%	0	0.0%
47900	Veterinary Examiners Board	0	-	0	-
49500	SpacePort Authority	0	-	0	-
50500	Department of Cultural Affairs	7	58.3%	5	41.7%
50800	Livestock Board	2	33.3%	4	66.7%
51600	Department of Game & Fish	11	47.8%	12	52.2%
52100	Energy, Minerals, & Natural Resources Dept	18	37.5%	30	62.5%

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
52200	Youth Conservation Corps	0	-	0	-
53900	State Land Office	6	46.2%	7	53.8%
55000	Office of the State Engineer	7	46.7%	8	53.3%
60300	Office of African American Affairs	0	-	0	-
60400	Commission for Deaf & Hard of Hearing	0	-	0	-
60600	Commission for the Blind	0	-	0	-
60900	Department of Indian Affairs	0	0.0%	1	100.0%
61100	Department of Early Childhood	20	57.1%	15	42.9%
62400	Aging & Long-Term Services Dept	9	50.0%	9	50.0%
63000	Health Care Authority	103	53.1%	91	46.9%
63100	Department of Workforce Solutions	15	55.6%	12	44.4%
63200	Workers Compensation Administration	4	57.1%	3	42.9%
64400	Division of Vocational Rehabilitation	7	46.7%	8	53.3%
64500	Governor's Commission on Disability	1	50.0%	1	50.0%
64700	Developmental Disabilities Council	0	0.0%	1	100.0%
66200	Miners Colfax Medical Center	11	32.4%	23	67.6%
66500	Department of Health	95	34.5%	180	65.5%
66700	Department of Environment	26	40.6%	38	59.4%
66800	Office of Natural Resources Trustee	0	-	0	-

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
67000	Department of Veteran Services	1	25.0%	3	75.0%
68000	Office of Family Representation and Advocacy	0	0.0%	4	100.0%
69000	Children, Youth & Families Dept	105	38.6%	167	61.4%
70500	Military Affairs	3	30.0%	7	70.0%
76000	Adult Parole Board	0	-	0	-
77000	New Mexico Corrections Dept	103	42.2%	141	57.8%
78000	Crime Victims Reparation Commission	0	-	0	-
79000	Department of Public Safety	16	38.1%	26	61.9%
79500	Homeland Security & Emergency Management	6	40.0%	9	60.0%
80500	Department of Transportation	41	46.1%	48	53.9%
92400	Public Education Department	15	45.5%	18	54.5%
94900	NM Education Trust Board	0	-	0	-
95000	Higher Education Department	3	75.0%	1	25.0%
Statewide		722	42.77%	966	57.23%

Appendix III: Vacancy Rates by Agency

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
30500	Department of Justice	158	39	197	19.80%
30800	State Auditor	24	10	34	29.41%
33300	Taxation & Revenue Department	795	232	1,027	22.59%
33700	State Investment Council	2	4	6	66.67%
34000	Administrative Hearings Office	16	1	17	5.88%
34100	Department of Finance & Administration	159	28	187	14.97%
34200	Public School Insurance Authority	8	1	9	11.11%
34300	Retiree Health Care Authority	22	2	24	8.33%
35000	General Services Department	272	43	315	13.65%
35200	Educational Retirement Board	71	2	73	2.74%
36100	Department of Information Technology	158	35	193	18.13%
36600	Public Employee Retirement Association	70	2	72	2.78%
36900	Commission of Public Records	26	8	34	23.53%
37000	Secretary of State	51	8	59	13.56%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
37800	State Personnel Board	39	2	41	4.88%
39400	State Treasurer	18	8	26	30.77%
40400	Architect Examiners Board	0	3	3	100.00%
41000	Department of Ethics	5	1	6	16.67%
41700	Border Development Authority	2	0	2	0.00%
41800	Tourism Department	49	1	50	2.00%
41900	Economic Development Department	53	15	68	22.06%
42000	Regulation & Licensing Dept	304	76	380	20.00%
43000	Public Regulation Commission	87	13	100	13.00%
44000	Superintendent of Insurance	98	15	113	13.27%
44600	Medical Examiners Board	13	6	19	31.58%
44900	Board of Nursing	24	2	26	7.69%
46000	EXPO New Mexico	11	0	11	0.00%
46400	Professional Engineers & Land Surveyors Board	6	1	7	14.29%
46500	Gaming Control Board	45	1	46	2.17%
46900	State Racing Commission	8	3	11	27.27%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
47900	Veterinary Examiners Board	2	0	2	0.00%
49500	SpacePort Authority	23	1	24	4.17%
50500	Department of Cultural Affairs	418	78	496	15.73%
50800	Livestock Board	72	8	80	10.00%
51600	Department of Game & Fish	263	52	315	16.51%
52100	Energy, Minerals, & Natural Resources Dept	431	125	556	22.48%
52200	Youth Conservation Corps	2	0	2	0.00%
53900	State Land Office	163	16	179	8.94%
55000	Office of the State Engineer	296	68	364	18.68%
60300	Office of African American Affairs	6	2	8	25.00%
60400	Commission for Deaf & Hard of Hearing	13	2	15	13.33%
60600	Commission for the Blind	56	10	66	15.15%
60900	Department of Indian Affairs	12	6	18	33.33%
61100	Department of Early Childhood	308	60	368	16.30%
62400	Aging & Long-Term Services Dept	204	56	260	21.54%
63000	Health Care Authority	1,974	506	2,480	20.40%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
63100	Department of Workforce Solutions	513	144	657	21.92%
63200	Workers Compensation Administration	92	21	113	18.58%
64400	Division of Vocational Rehabilitation	269	84	353	23.80%
64500	Governor's Commission on Disability	10	4	14	28.57%
64700	Developmental Disabilities Council	22	1	23	4.35%
66200	Miners Colfax Medical Center	183	79	262	30.15%
66500	Department of Health	2,551	889	3,440	25.84%
66700	Department of Environment	640	171	811	21.09%
66800	Office of Natural Resources Trustee	4	0	4	0.00%
67000	Department of Veteran Services	71	3	74	4.05%
68000	Office of Family Representation and Advocacy	25	11	36	30.56%
69000	Children, Youth & Families Dept	1,687	591	2,278	25.94%
70500	Military Affairs	152	35	187	18.72%
76000	Adult Parole Board	4	1	5	20.00%
77000	New Mexico Corrections Dept	1,766	420	2,186	19.21%
78000	Crime Victims Reparation Commission	22	5	27	18.52%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
79000	Department of Public Safety	465	112	577	19.41%
79500	Homeland Security & Emergency Management	92	37	129	28.68%
80500	Department of Transportation	2,200	413	2,613	15.81%
92400	Public Education Department	289	56	345	16.23%
94900	NM Education Trust Board	1	0	1	0.00%
95000	Higher Education Department	43	8	51	15.69%
Statewide		17,938	4,637	22,575	20.54%

Appendix IV: FY25 Q4 Classified Employees Leaving State Service by Agency

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
30500	Department of Justice	9	5.7%	1	0.6%	158
30800	State Auditor	0	0.0%	0	0.0%	24
33300	Taxation & Revenue Department	23	2.9%	4	0.5%	795
33700	State Investment Council	0	0.0%	0	0.0%	2
34000	Administrative Hearings Office	0	0.0%	0	0.0%	16
34100	Department of Finance & Administration	5	3.1%	2	1.3%	159
34200	Public School Insurance Authority	0	0.0%	0	0.0%	8
34300	Retiree Health Care Authority	0	0.0%	1	4.5%	22
35000	General Services Department	3	1.1%	3	1.1%	272
35200	Educational Retirement Board	4	5.6%	0	0.0%	71
36100	Department of Information Technology	3	1.9%	1	0.6%	158
36600	Public Employee Retirement Association	0	0.0%	0	0.0%	70
36900	Commission of Public Records	0	0.0%	0	0.0%	26
37000	Secretary of State	2	3.9%	0	0.0%	51
37800	State Personnel Board	0	0.0%	0	0.0%	39
39400	State Treasurer	0	0.0%	0	0.0%	18

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
40400	Architect Examiners Board	1	-	0	-	0
41000	Department of Ethics	0	0.0%	0	0.0%	5
41700	Border Development Authority	0	0.0%	0	0.0%	2
41800	Tourism Department	0	0.0%	0	0.0%	49
41900	Economic Development Department	3	5.7%	0	0.0%	53
42000	Regulation & Licensing Dept	12	3.9%	1	0.3%	304
43000	Public Regulation Commission	1	1.1%	2	2.3%	87
44000	Superintendent of Insurance	3	3.1%	0	0.0%	98
44600	Medical Examiners Board	1	7.7%	0	0.0%	13
44900	Board of Nursing	1	4.2%	0	0.0%	24
46000	EXPO New Mexico	0	0.0%	0	0.0%	11
46400	Professional Engineers & Land Surveyors Board	1	16.7%	0	0.0%	6
46500	Gaming Control Board	0	0.0%	0	0.0%	45
46900	State Racing Commission	1	12.5%	0	0.0%	8
47900	Veterinary Examiners Board	0	0.0%	0	0.0%	2
49500	SpacePort Authority	1	4.3%	0	0.0%	23
50500	Department of Cultural Affairs	17	4.1%	2	0.5%	418
50800	Livestock Board	5	6.9%	0	0.0%	72
51600	Department of Game & Fish	3	1.1%	3	1.1%	263

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
52100	Energy, Minerals, & Natural Resources Dept	24	5.6%	1	0.2%	431
52200	Youth Conservation Corps	0	0.0%	0	0.0%	2
53900	State Land Office	4	2.5%	1	0.6%	163
55000	Office of the State Engineer	5	1.7%	0	0.0%	296
60300	Office of African American Affairs	1	16.7%	1	16.7%	6
60400	Commission for Deaf & Hard of Hearing	0	0.0%	0	0.0%	13
60600	Commission for the Blind	3	5.4%	1	1.8%	56
60900	Department of Indian Affairs	1	8.3%	0	0.0%	12
61100	Department of Early Childhood	7	2.3%	1	0.3%	308
62400	Aging & Long-Term Services Dept	4	2.0%	1	0.5%	204
63000	Health Care Authority	63	3.2%	11	0.6%	1974
63100	Department of Workforce Solutions	23	4.5%	4	0.8%	513
63200	Workers Compensation Administration	4	4.3%	1	1.1%	92
64400	Division of Vocational Rehabilitation	17	6.3%	1	0.4%	269
64500	Governor's Commission on Disability	0	0.0%	0	0.0%	10
64700	Developmental Disabilities Council	0	0.0%	0	0.0%	22
66200	Miners Colfax Medical Center	8	4.4%	1	0.5%	183
66500	Department of Health	137	5.4%	25	1.0%	2551
66700	Department of Environment	18	2.8%	3	0.5%	640

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
66800	Office of Natural Resources Trustee	0	0.0%	0	0.0%	4
67000	Department of Veteran Services	3	4.2%	0	0.0%	71
68000	Office of Family Representation and Advocacy	1	4.0%	0	0.0%	25
69000	Children, Youth & Families Dept	71	4.2%	21	1.2%	1687
70500	Military Affairs	5	3.3%	1	0.7%	152
76000	Adult Parole Board	0	0.0%	0	0.0%	4
77000	New Mexico Corrections Dept	76	4.3%	15	0.8%	1766
78000	Crime Victims Reparation Commission	3	13.6%	0	0.0%	22
79000	Department of Public Safety	12	2.6%	3	0.6%	465
79500	Homeland Security & Emergency Management	5	5.4%	0	0.0%	92
80500	Department of Transportation	62	2.8%	6	0.3%	2200
92400	Public Education Department	12	4.2%	1	0.3%	289
94900	NM Education Trust Board	0	0.0%	0	0.0%	1
95000	Higher Education Department	0	0.0%	0	0.0%	43
Statewide		3.7%	668	0.7%	119	17,938

Appendix V: Probationary Completion Rates by Agency

BU	Agency	Completed	Did Not Complete
30500	Department of Justice	66.7%	33.3%
30800	State Auditor	-	-
33300	Taxation & Revenue Department	62.5%	37.5%
33700	State Investment Council	-	-
34000	Administrative Hearings Office	-	-
34100	Department of Finance & Administration	100.0%	0.0%
34200	Public School Insurance Authority	100.0%	0.0%
34300	Retiree Health Care Authority	100.0%	0.0%
35000	General Services Department	77.8%	22.2%
35200	Educational Retirement Board	100.0%	0.0%
36100	Department of Information Technology	50.0%	50.0%
36600	Public Employee Retirement Association	-	-
36900	Commission of Public Records	-	-
37000	Secretary of State	66.7%	33.3%
37800	State Personnel Board	-	-
39400	State Treasurer	0.0%	100.0%
40400	Architect Examiners Board	-	-
41000	Department of Ethics	-	-
41700	Border Development Authority	-	-
41800	Tourism Department	100.0%	0.0%
41900	Economic Development Department	100.0%	0.0%
42000	Regulation & Licensing Dept	100.0%	0.0%
43000	Public Regulation Commission	60.0%	40.0%
44000	Superintendent of Insurance	-	-
44600	Medical Examiners Board	0.0%	100.0%

BU	Agency	Completed	Did Not Complete
44900	Board of Nursing	100.0%	0.0%
46000	EXPO New Mexico	-	-
46400	Professional Engineers & Land Surveyors Board	-	-
46500	Gaming Control Board	-	-
46900	State Racing Commission	-	-
47900	Veterinary Examiners Board	-	-
49500	SpacePort Authority	-	-
50500	Department of Cultural Affairs	69.6%	30.4%
50800	Livestock Board	66.7%	33.3%
51600	Department of Game & Fish	77.8%	22.2%
52100	Energy, Minerals, & Natural Resources Dept	61.5%	38.5%
52200	Youth Conservation Corps	-	-
53900	State Land Office	100.0%	0.0%
55000	Office of the State Engineer	90.0%	10.0%
60300	Office of African American Affairs	-	-
60400	Commission for Deaf & Hard of Hearing	100.0%	0.0%
60600	Commission for the Blind	50.0%	50.0%
60900	Department of Indian Affairs	100.0%	0.0%
61100	Department of Early Childhood	100.0%	0.0%
62400	Aging & Long-Term Services Dept	76.9%	23.1%
63000	Health Care Authority	75.0%	25.0%
63100	Department of Workforce Solutions	65.6%	34.4%
63200	Workers Compensation Administration	50.0%	50.0%
64400	Division of Vocational Rehabilitation	75.0%	25.0%
64500	Governor's Commission on Disability	-	-
64700	Developmental Disabilities Council	100.0%	0.0%
66200	Miners Colfax Medical Center	71.4%	28.6%

BU	Agency	Completed	Did Not Complete
66500	Department of Health	58.7%	41.3%
66700	Department of Environment	71.4%	28.6%
66800	Office of Natural Resources Trustee	-	-
67000	Department of Veteran Services	66.7%	33.3%
68000	Office of Family Representation and Advocacy	75.0%	25.0%
69000	Children, Youth & Families Dept	59.0%	41.0%
70500	Military Affairs	66.7%	33.3%
76000	Adult Parole Board	-	-
77000	New Mexico Corrections Dept	67.2%	32.8%
78000	Crime Victims Reparation Commission	-	-
79000	Department of Public Safety	77.3%	22.7%
79500	Homeland Security & Emergency Management	100.0%	0.0%
80500	Department of Transportation	78.6%	21.4%
92400	Public Education Department	77.8%	22.2%
94900	NM Education Trust Board	-	-
95000	Higher Education Department	-	-
Statewide		67.7%	32.3%

Appendix VI: Number of In Pay Band Salary Increases Awarded

BU	Agency	Count of In Pay Band Increases
30500	Department of Justice	22
30800	State Auditor	3
33300	Taxation & Revenue Department	1
33700	State Investment Council	0
34000	Administrative Hearings Office	1
34100	Department of Finance & Administration	3
34200	Public School Insurance Authority	0
34300	Retiree Health Care Authority	0
35000	General Services Department	33
35200	Educational Retirement Board	0
36100	Department of Information Technology	6
36600	Public Employee Retirement Association	0
36900	Commission of Public Records	0
37000	Secretary of State	0
37800	State Personnel Board	2
39400	State Treasurer	2
40400	Architect Examiners Board	0
41000	Department of Ethics	0
41700	Border Development Authority	0
41800	Tourism Department	0
41900	Economic Development Department	1
42000	Regulation & Licensing Dept	0
43000	Public Regulation Commission	0
44000	Superintendent of Insurance	0

BU	Agency	Count of In Pay Band Increases
44600	Medical Examiners Board	0
44900	Board of Nursing	0
46000	EXPO New Mexico	0
46400	Professional Engineers & Land Surveyors Board	0
46500	Gaming Control Board	0
46900	State Racing Commission	0
47900	Veterinary Examiners Board	0
49500	SpacePort Authority	0
50500	Department of Cultural Affairs	5
50800	Livestock Board	0
51600	Department of Game & Fish	0
52100	Energy, Minerals, & Natural Resources Dept	5
52200	Youth Conservation Corps	0
53900	State Land Office	153
55000	Office of the State Engineer	0
60300	Office of African American Affairs	0
60400	Commission for Deaf & Hard of Hearing	0
60600	Commission for the Blind	5
60900	Department of Indian Affairs	0
61100	Department of Early Childhood	3
62400	Aging & Long-Term Services Dept	0
63000	Health Care Authority	26
63100	Department of Workforce Solutions	11
63200	Workers Compensation Administration	0
64400	Division of Vocational Rehabilitation	1
64500	Governor's Commission on Disability	0
64700	Developmental Disabilities Council	0

BU	Agency	Count of In Pay Band Increases
66200	Miners Colfax Medical Center	0
66500	Department of Health	129
66700	Department of Environment	1
66800	Office of Natural Resources Trustee	0
67000	Department of Veteran Services	0
68000	Office of Family Representation and Advocacy	3
69000	Children, Youth & Families Dept	0
70500	Military Affairs	1
76000	Adult Parole Board	0
77000	New Mexico Corrections Dept	1012
78000	Crime Victims Reparation Commission	0
79000	Department of Public Safety	0
79500	Homeland Security & Emergency Management	1
80500	Department of Transportation	1
92400	Public Education Department	3
94900	NM Education Trust Board	0
95000	Higher Education Department	0
Statewide		1434

Appendix VI: Cost of Overtime Pay by Agency

BU	Agency	Cost of Overtime
30500	Department of Justice	\$16,709
30800	State Auditor	-
33300	Taxation & Revenue Department	\$13,614
33700	State Investment Council	-
34000	Administrative Hearings Office	-
34100	Department of Finance & Administration	-
34200	Public School Insurance Authority	-
34300	Retiree Health Care Authority	-
35000	General Services Department	\$3,545
35200	Educational Retirement Board	-
36100	Department of Information Technology	\$28,970
36600	Public Employee Retirement Association	-
36900	Commission of Public Records	-
37000	Secretary of State	-
37800	State Personnel Board	-
39400	State Treasurer	\$839
40400	Architect Examiners Board	-
41000	Department of Ethics	-
41700	Border Development Authority	-
41800	Tourism Department	-
41900	Economic Development Department	-
42000	Regulation & Licensing Dept	\$9,649
43000	Public Regulation Commission	\$0
44000	Superintendent of Insurance	\$46,805
44600	Medical Examiners Board	\$1,835

BU	Agency	Cost of Overtime
44900	Board of Nursing	-
46000	EXPO New Mexico	\$13,479
46400	Professional Engineers & Land Surveyors Board	-
46500	Gaming Control Board	\$3,991
46900	State Racing Commission	\$2,589
47900	Veterinary Examiners Board	-
49500	SpacePort Authority	-
50500	Department of Cultural Affairs	\$38,846
50800	Livestock Board	\$6,167
51600	Department of Game & Fish	\$25,310
52100	Energy, Minerals, & Natural Resources Dept	\$1,362,650
52200	Youth Conservation Corps	-
53900	State Land Office	\$3,003
55000	Office of the State Engineer	-
60300	Office of African American Affairs	\$1,447
60400	Commission for Deaf & Hard of Hearing	-
60600	Commission for the Blind	\$20,002
60900	Department of Indian Affairs	-
61100	Department of Early Childhood	\$9,383
62400	Aging & Long-Term Services Dept	\$18,788
63000	Health Care Authority	\$47,364
63100	Department of Workforce Solutions	\$81,629
63200	Workers Compensation Administration	-
64400	Division of Vocational Rehabilitation	\$29,315
64500	Governor's Commission on Disability	-
64700	Developmental Disabilities Council	-
66200	Miners Colfax Medical Center	\$202,072

BU	Agency	Cost of Overtime
66500	Department of Health	\$2,392,636
66700	Department of Environment	\$20,965
66800	Office of Natural Resources Trustee	-
67000	Department of Veteran Services	\$1,937
68000	Office of Family Representation and Advocacy	\$1,387
69000	Children, Youth & Families Dept	\$2,606,108
70500	Military Affairs	\$23,918
76000	Adult Parole Board	-
77000	New Mexico Corrections Dept	\$5,540,295
78000	Crime Victims Reparation Commission	\$4,053
79000	Department of Public Safety	\$548,907
79500	Homeland Security & Emergency Management	\$107,811
80500	Department of Transportation	\$1,570,276
92400	Public Education Department	\$4,717
94900	NM Education Trust Board	-
95000	Higher Education Department	\$138
Statewide		\$14,811,151