



State Personnel Office

Key Quarterly Performance Measures Report

Quarter 2, 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 resources issues and provides leadership, direction, and oversight to maximize the services the state provides to everyday New Mexicans, while simultaneously safeguarding the rights of 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 understand and address the major HR issues impacting state government.

Respectfully,

Dylan K. Lange, Director

Average Number of Days to Fill a Position

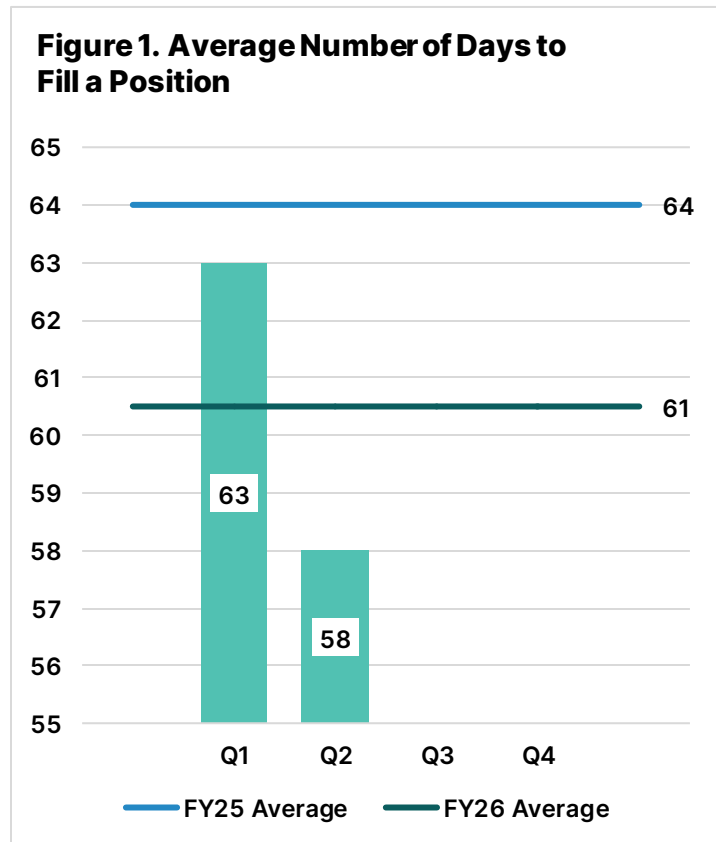
Background

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 Q2 was 58 days. This is a 5 day decrease to last quarter's average of 63 days. The median time to fill for Q2 was 52 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 Q2 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.

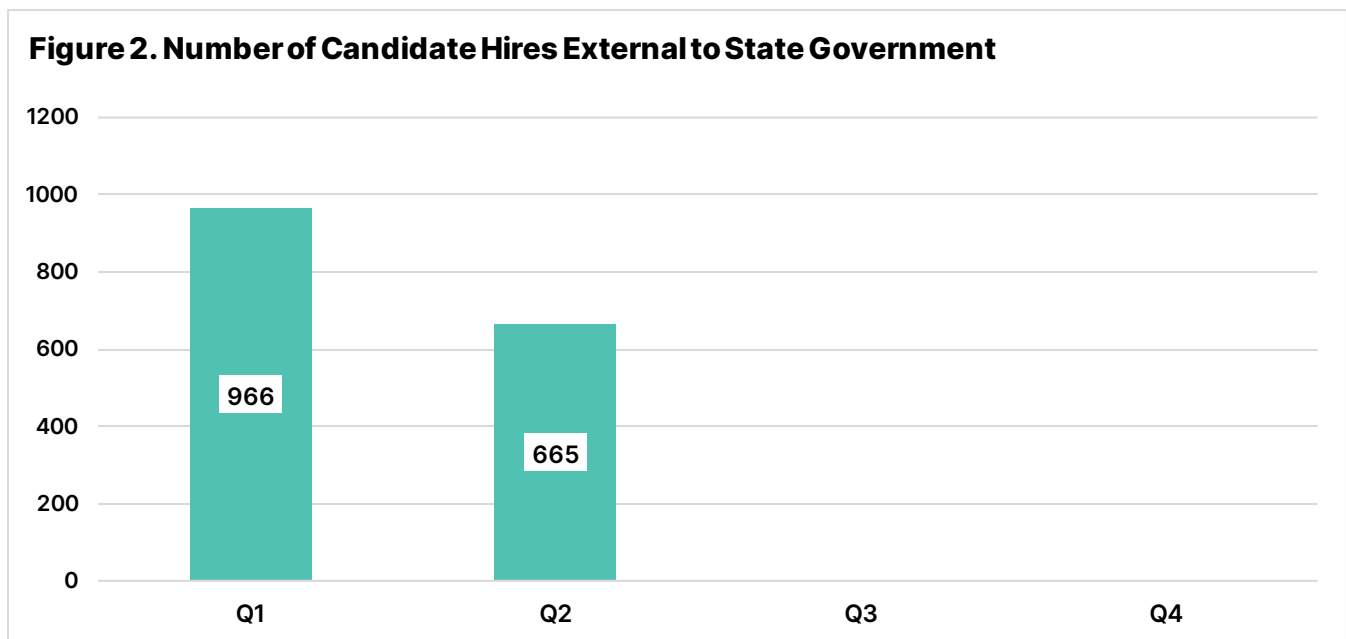
Number of Candidate Hires External to State Government

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 Q2, 665, or 52%, were external to state government². External hire data for FY26 Q2 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.

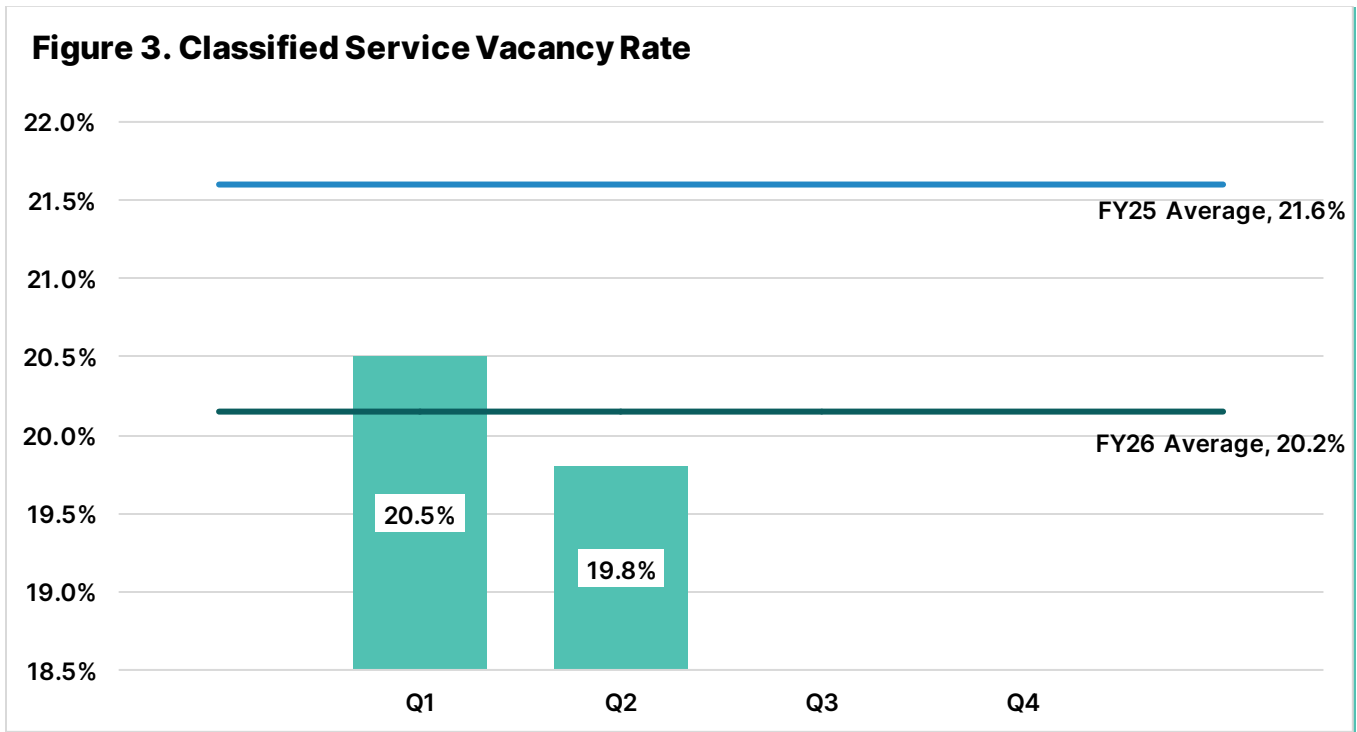
Classified Service Vacancy Rate

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 19.8%³. This drop in vacancy rate can be attributed to less turnover, a stronger focus on reclassifying unused positions instead of creating new positions, and position cleanup. 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).

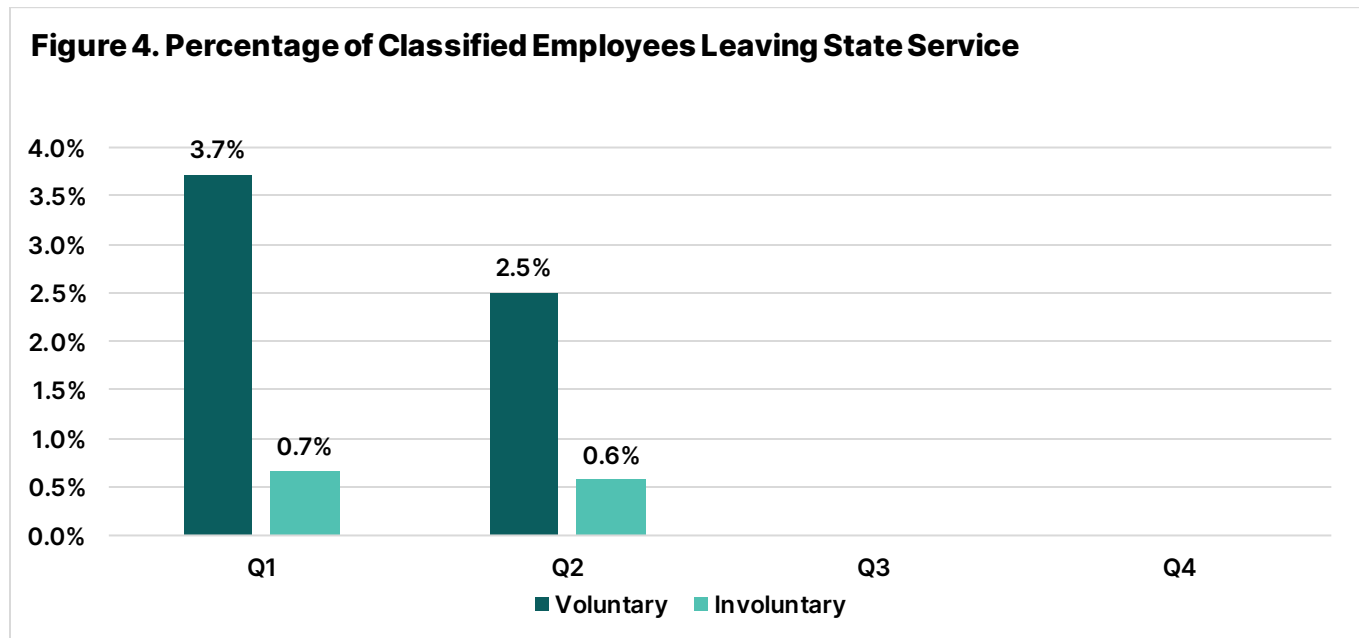
Percentage of Classified Employees Leaving State Service

Background

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

Data

0.6% of classified employees were involuntarily separated from the state in FY26 Q1 and 2.6% 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).

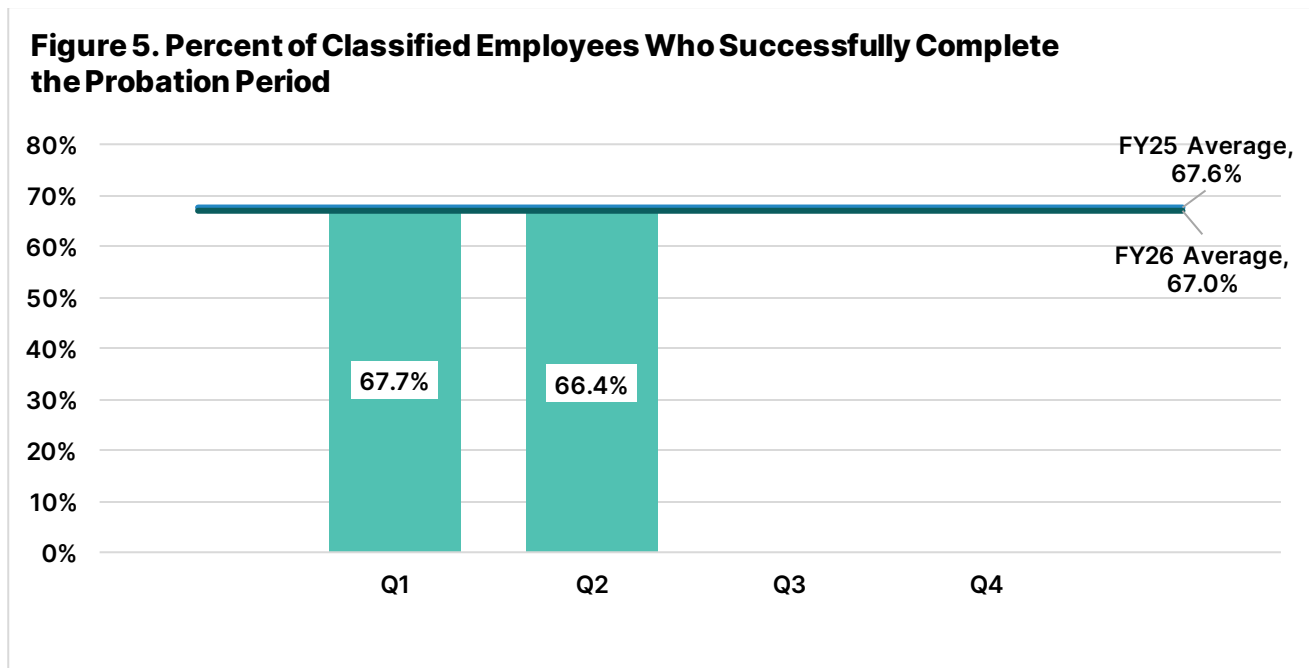
Percentage of Classified Employees Who Successfully Complete the Probationary Period

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, 66.4% of probationary employees completed their probation⁵, close to flat with the Q1 completion rate of 67.7%. 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).

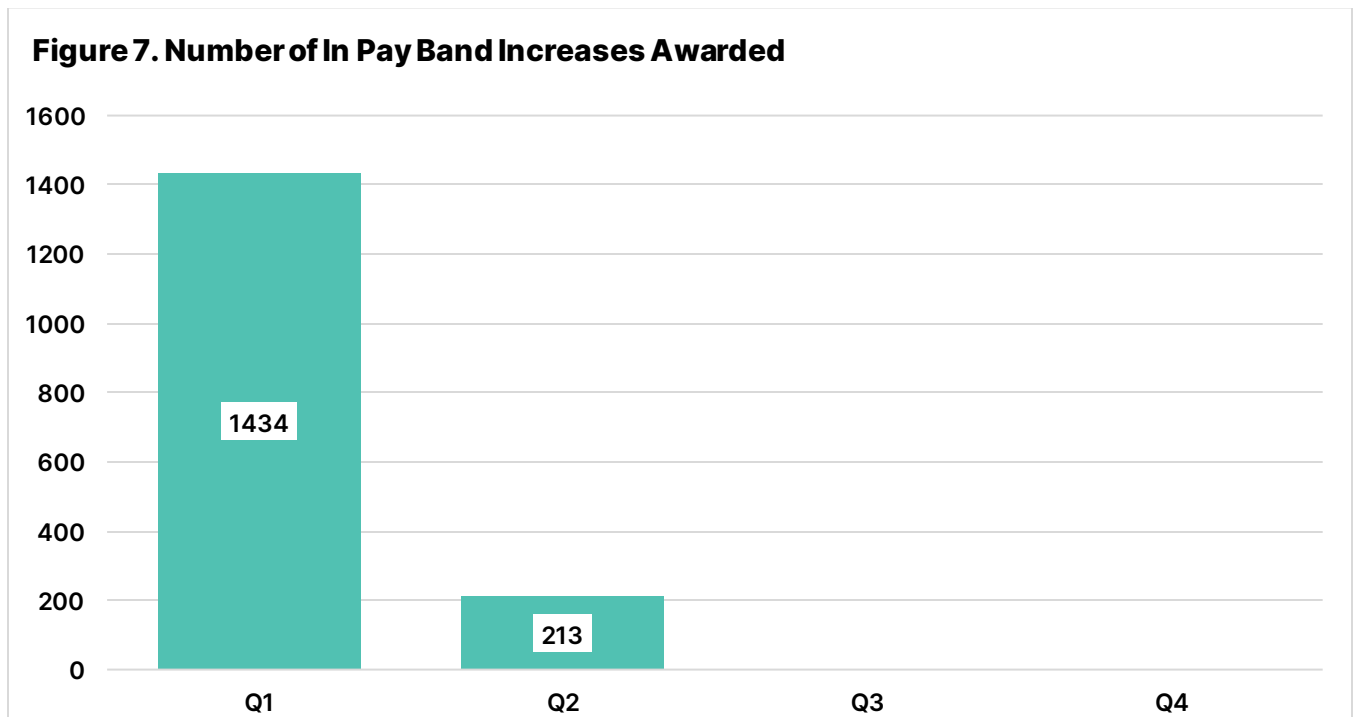
Number of In Pay Band Increases Awarded

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.

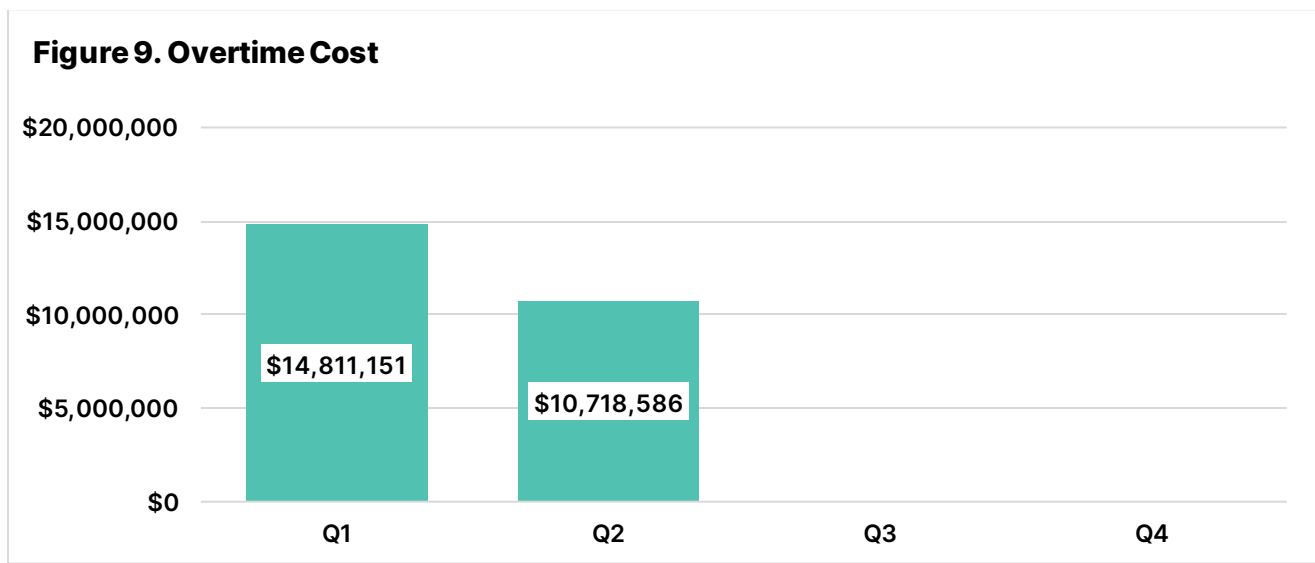
Data

The number of in pay band salary increases for FY26 Q2 was 213.



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 1. Agencies With the Highest Cost of Overtime Pay

Agency	Cost of Overtime Pay
New Mexico Corrections Dept	\$4,501,147
Children, Youth & Families Dept	\$2,174,089
Department of Health	\$2,058,295
Department of Transportation	\$766,775
Department of Public Safety	\$448,670

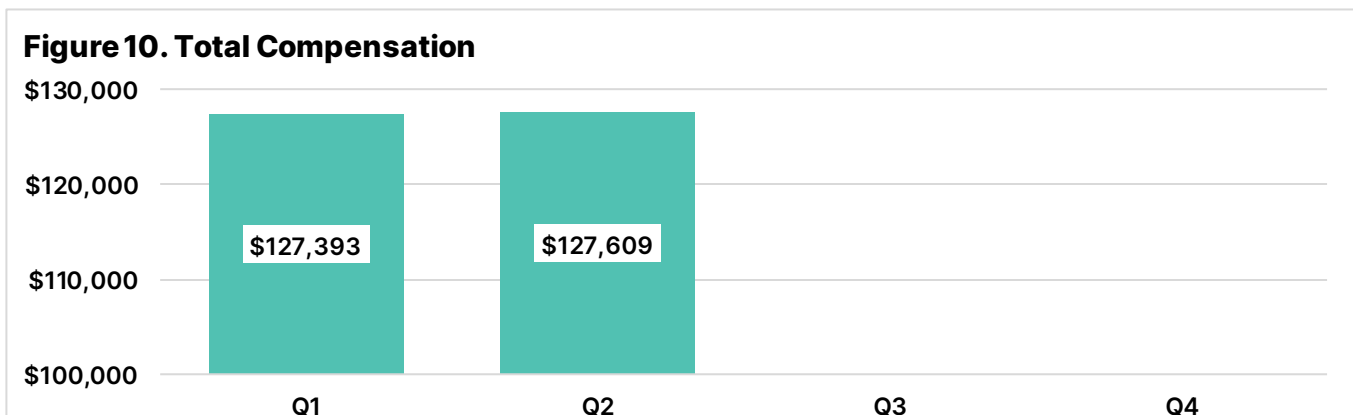
⁶ **Data Source:** SHARE PeopleSoft-Human Capital Management (HCM). **Methodology:** Sum of overtime paid.

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. At the beginning of FY26, eligible employees received a 4% legislative increase, raising the average base salary. Additionally, the State began covering a larger percentage of healthcare premiums, raising the average value of healthcare benefits.

Table 2. Total Compensation Distribution

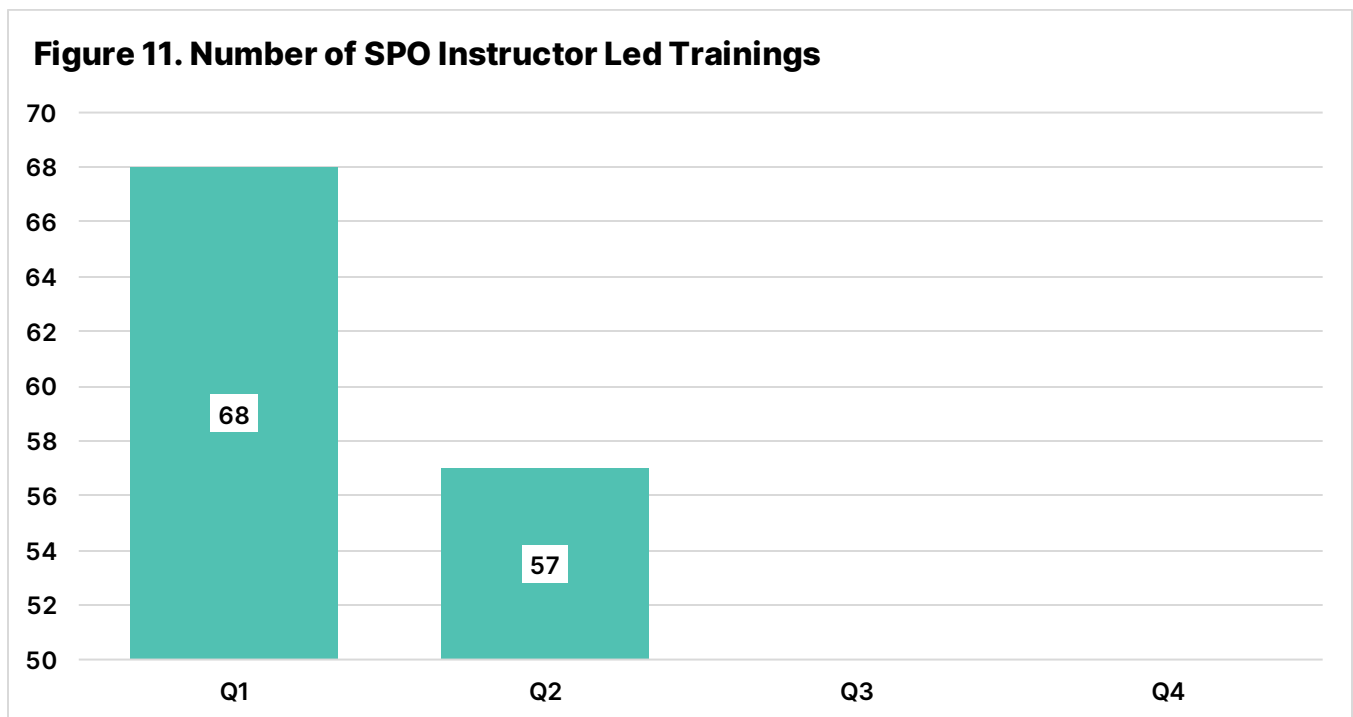
Salary/Benefit	Average Value	% of Total Compensation
Average Base Salary	\$73,008	57.2%
FICA/Medicare	\$5,585	4.4%
PERA	\$14,047	11.0%
Vacation	\$2,808	2.2%
Sick	\$3,650	2.9%
Retiree Health Care	\$1,460	1.1%
Holiday	\$3,089	2.4%
Insurance	\$23,400	18.3%
Personal Days	\$562	0.4%
Total Compensation (Salary + Benefits)	\$127,609	



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 57 instructor-led trainings this quarter. Three new instructor led courses were introduced this quarter; Driving Motivation and Engagement, Practicing Emotional Intelligence at Work, and Advanced Discipline Training on Formal Processes. This quarter, SPO awarded 1,289 instructor-led class certificates, with a total of 10,538 class completion certificates awarded through ELM.



Percentage of Hire Actions Requiring State Personnel Office Approval

Background

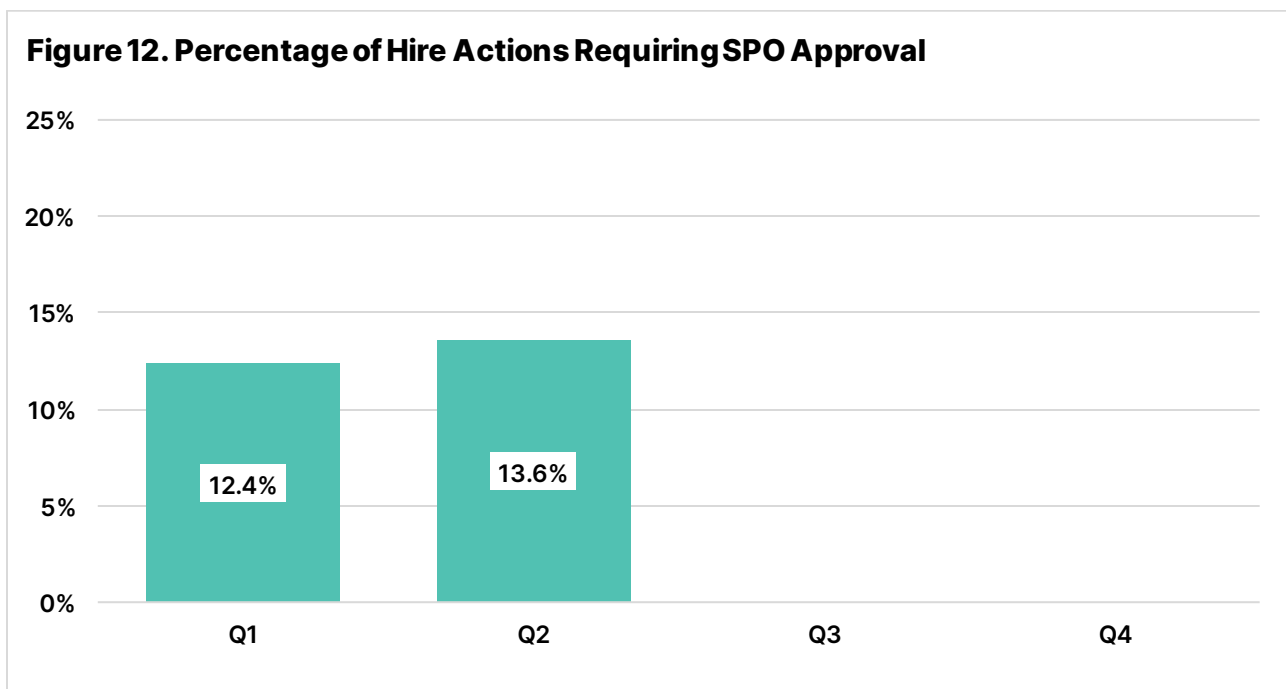
The following hire actions require State Personnel Office approval:

- 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

13.6%, or 178 out of 1309 hire actions required State Personnel Office approval this quarter.



Quarterly Performance Measures Summary

FY26 Approved Quarterly Performance Measures	Q1	Q2	Q3	Q4	FY26 Total
Number of SPO-led training courses offered annually	68	57			
Average number of days to fill a position from the date of posting	63	58			
Percent of classified employees who successfully complete the probation period	67.7%	66.4%			
Percent of classified employees voluntarily leaving state service	3.7%	2.5%			
Percent of classified employees involuntarily leaving state service	0.7%	0.6%			
Classified service vacancy rate	20.5%	19.8%			
Number of in pay band increases awarded	1,434	213			
Average classified service employee total compensation	\$127,393	\$127,609			

FY26 Approved Quarterly Performance Measures	Q1	Q2	Q3	Q4	FY26 Total
Cost of overtime pay	\$14,811,151	\$10,718,586			
Number of candidates hired external to state government	966	665			
Percent of hire actions requiring State Personnel Office approval	12.4%	13.6%			

Appendix I: Days to Fill by Agency

BU	Agency	Avg Time to Fill	Count of Job Openings
30500	Department of Justice	37	14
30800	State Auditor	79	2
33300	Taxation & Revenue Department	68	11
33700	State Investment Council	-	0
34000	Administrative Hearings Office	-	0
34100	Department of Finance & Administration	45	9
34200	Public School Insurance Authority	-	0
34300	Retiree Health Care Authority	-	0
35000	General Services Department	40	24
35200	Educational Retirement Board	18	6
36100	Department of Information Technology	42	4
36600	Public Employee Retirement Association	24	3
36900	Commission of Public Records	-	0
37000	Secretary of State	67	2
37800	State Personnel Board	24	2
39400	State Treasurer	53	3
40400	Architect Examiners Board	-	0
41000	Department of Ethics	-	0
41700	Border Development Authority	-	0
41800	Tourism Department	28	1
41900	Economic Development Department	40	5
42000	Regulation & Licensing Dept	50	16
43000	Public Regulation Commission	59	1
44000	Superintendent of Insurance	49	8
44600	Medical Examiners Board	46	1

BU	Agency	Avg Time to Fill	Count of Job Openings
44900	Board of Nursing	23	3
46000	EXPO New Mexico	-	0
46400	Professional Engineers & Land Surveyors Board	-	0
46500	Gaming Control Board	28	1
46900	State Racing Commission	-	0
47900	Veterinary Examiners Board	-	0
49500	SpacePort Authority	-	0
50500	Department of Cultural Affairs	83	10
50800	Livestock Board	56	2
51600	Department of Game & Fish	54	10
52100	Energy, Minerals, & Natural Resources Dept	86	7
52200	Youth Conservation Corps	-	0
53900	State Land Office	58	9
55000	Office of the State Engineer	59	5
60300	Office of African American Affairs	58	1
60400	Commission for Deaf & Hard of Hearing	-	0
60600	Commission for the Blind	63	2
60900	Department of Indian Affairs	80	2
61100	Department of Early Childhood	68	22
62400	Aging & Long Term Services Dept	89	6
63000	Health Care Authority	61	106
63100	Department of Workforce Solutions	39	33
63200	Workers Compensation Administration	43	10
64400	Division of Vocational Rehabilitation	-	0
64500	Governor's Commission on Disability	-	0
64700	Developmental Disabilities Council	28	1
66200	Miners Colfax Medical Center	47	7

BU	Agency	Avg Time to Fill	Count of Job Openings
66500	Department of Health	51	139
66700	Department of Environment	91	21
66800	Office of Natural Resources Trustee	-	0
67000	Department of Veteran Services	27	7
68000	Office of Family Representation and Advocacy	51	4
69000	Children, Youth & Families Dept	62	94
70500	Military Affairs	73	10
76000	Adult Parole Board	-	0
77000	New Mexico Corrections Dept	53	107
78000	Crime Victims Reparation Commission	67	2
79000	Department of Public Safety	64	22
79500	Homeland Security & Emergency Management	47	6
80500	Department of Transportation	153	22
92400	Public Education Department	54	21
94900	NM Education Trust Board	-	0
95000	Higher Education Department	75	1
Statewide		58	805

Appendix II: External Hires by Agency

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
30500	Department of Justice	10	52.63%	9	47.37%
30800	State Auditor	0	0.00%	2	100.00%
33300	Taxation & Revenue Department	5	31.25%	11	68.75%
33700	State Investment Council	0	-	0	-
34000	Administrative Hearings Office	0	-	0	-
34100	Department of Finance & Administration	6	35.29%	11	64.71%
34200	Public School Insurance Authority	0	-	0	-
34300	Retiree Health Care Authority	0	-	0	-
35000	General Services Department	14	45.16%	17	54.84%
35200	Educational Retirement Board	2	50.00%	2	50.00%
36100	Department of Information Technology	2	40.00%	3	60.00%
36600	Public Employee Retirement Association	1	33.33%	2	66.67%
36900	Commission of Public Records	0	0.00%	1	100.00%
37000	Secretary of State	2	66.67%	1	33.33%
37800	State Personnel Board	0	0.00%	5	100.00%
39400	State Treasurer	2	66.67%	1	33.33%
40400	Architect Examiners Board	0	0.00%	1	100.00%

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	100.00%	0	0.00%
41900	Economic Development Department	5	55.56%	4	44.44%
42000	Regulation & Licensing Dept	10	83.33%	2	16.67%
43000	Public Regulation Commission	1	100.00%	0	0.00%
44000	Superintendent of Insurance	8	72.73%	3	27.27%
44600	Medical Examiners Board	1	50.00%	1	50.00%
44900	Board of Nursing	1	50.00%	1	50.00%
46000	EXPO New Mexico	1	100.00%	0	0.00%
46400	Professional Engineers & Land Surveyors Board	0	-	0	-
46500	Gaming Control Board	0	-	0	-
46900	State Racing Commission	0	-	0	-
47900	Veterinary Examiners Board	0	-	0	-
49500	SpacePort Authority	0	-	0	-
50500	Department of Cultural Affairs	10	62.50%	6	37.50%
50800	Livestock Board	2	66.67%	1	33.33%
51600	Department of Game & Fish	4	22.22%	14	77.78%
52100	Energy, Minerals, & Natural Resources Dept	15	53.57%	13	46.43%

BU	Agency	Internal Hire Count	Internal Hire %	External Hire Count	External Hire %
52200	Youth Conservation Corps	0	-	0	-
53900	State Land Office	5	55.56%	4	44.44%
55000	Office of the State Engineer	5	55.56%	4	44.44%
60300	Office of African American Affairs	1	100.00%	0	0.00%
60400	Commission for Deaf & Hard of Hearing	0	-	0	-
60600	Commission for the Blind	2	100.00%	0	0.00%
60900	Department of Indian Affairs	1	33.33%	2	66.67%
61100	Department of Early Childhood	8	38.10%	13	61.90%
62400	Aging & Long-Term Services Dept	4	66.67%	2	33.33%
63000	Health Care Authority	84	54.90%	69	45.10%
63100	Department of Workforce Solutions	21	45.65%	25	54.35%
63200	Workers Compensation Administration	3	30.00%	7	70.00%
64400	Division of Vocational Rehabilitation	1	50.00%	1	50.00%
64500	Governor's Commission on Disability	0	-	0	-
64700	Developmental Disabilities Council	1	100.00%	0	0.00%
66200	Miners Colfax Medical Center	9	81.82%	2	18.18%
66500	Department of Health	150	62.50%	90	37.50%
66700	Department of Environment	24	48.98%	25	51.02%
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	2	33.33%	4	66.67%
68000	Office of Family Representation and Advocacy	0	0.00%	2	100.00%
69000	Children, Youth & Families Dept	107	56.02%	84	43.98%
70500	Military Affairs	10	58.82%	7	41.18%
76000	Adult Parole Board	0	-	0	-
77000	New Mexico Corrections Dept	90	45.69%	107	54.31%
78000	Crime Victims Reparation Commission	4	100.00%	0	0.00%
79000	Department of Public Safety	11	39.29%	17	60.71%
79500	Homeland Security & Emergency Management	4	50.00%	4	50.00%
80500	Department of Transportation	9	29.03%	22	70.97%
92400	Public Education Department	6	26.09%	17	73.91%
94900	NM Education Trust Board	0	-	0	-
95000	Higher Education Department	0	0.00%	1	100.00%
Statewide		665	51.75%	620	48.25%

Appendix III: Vacancy Rates by Agency

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
30500	Department of Justice	165	32	197	16.24%
30800	State Auditor	24	10	34	29.41%
33300	Taxation & Revenue Department	771	258	1,029	25.07%
33700	State Investment Council	2	1	3	33.33%
34000	Administrative Hearings Office	17	0	17	0.00%
34100	Department of Finance & Administration	161	27	188	14.36%
34200	Public School Insurance Authority	8	1	9	11.11%
34300	Retiree Health Care Authority	23	1	24	4.17%
35000	General Services Department	284	34	318	10.69%
35200	Educational Retirement Board	68	5	73	6.85%
36100	Department of Information Technology	159	36	195	18.46%
36600	Public Employee Retirement Association	71	1	72	1.39%
36900	Commission of Public Records	25	9	34	26.47%
37000	Secretary of State	52	7	59	11.86%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
37800	State Personnel Board	37	4	41	9.76%
39400	State Treasurer	21	5	26	19.23%
40400	Architect Examiners Board	1	2	3	66.67%
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	62	6	68	8.82%
42000	Regulation & Licensing Dept	301	79	380	20.79%
43000	Public Regulation Commission	85	12	97	12.37%
44000	Superintendent of Insurance	103	15	118	12.71%
44600	Medical Examiners Board	13	6	19	31.58%
44900	Board of Nursing	21	5	26	19.23%
46000	EXPO New Mexico	11	0	11	0.00%
46400	Professional Engineers & Land Surveyors Board	6	1	7	14.29%
46500	Gaming Control Board	44	2	46	4.35%
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	417	79	496	15.93%
50800	Livestock Board	73	7	80	8.75%
51600	Department of Game & Fish	269	46	315	14.60%
52100	Energy, Minerals, & Natural Resources Dept	430	126	556	22.66%
52200	Youth Conservation Corps	2	0	2	0.00%
53900	State Land Office	163	16	179	8.94%
55000	Office of the State Engineer	293	71	364	19.51%
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	58	8	66	12.12%
60900	Department of Indian Affairs	13	5	18	27.78%
61100	Department of Early Childhood	311	57	368	15.49%
62400	Aging & Long-Term Services Dept	201	62	263	23.57%
63000	Health Care Authority	1,994	501	2,495	20.08%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
63100	Department of Workforce Solutions	526	153	679	22.53%
63200	Workers Compensation Administration	98	15	113	13.27%
64400	Division of Vocational Rehabilitation	256	97	353	27.48%
64500	Governor's Commission on Disability	11	3	14	21.43%
64700	Developmental Disabilities Council	22	1	23	4.35%
66200	Miners Colfax Medical Center	182	80	262	30.53%
66500	Department of Health	2,624	832	3,456	24.07%
66700	Department of Environment	663	135	798	16.92%
66800	Office of Natural Resources Trustee	4	0	4	0.00%
67000	Department of Veteran Services	70	5	75	6.67%
68000	Office of Family Representation and Advocacy	27	9	36	25.00%
69000	Children, Youth & Families Dept	1,731	551	2,282	24.15%
70500	Military Affairs	155	32	187	17.11%
76000	Adult Parole Board	2	3	5	60.00%
77000	New Mexico Corrections Dept	1,784	371	2,155	17.22%
78000	Crime Victims Reparation Commission	26	1	27	3.70%

BU	Agency	Filled	Vacant	Total Positions	Vacancy Rate
79000	Department of Public Safety	475	104	579	17.96%
79500	Homeland Security & Emergency Management	97	37	134	27.61%
80500	Department of Transportation	2,161	453	2,614	17.33%
92400	Public Education Department	296	49	345	14.20%
94900	NM Education Trust Board	1	0	1	0.00%
95000	Higher Education Department	44	7	51	13.73%
Statewide		17,938	18,122	4,485	22,607

Appendix IV: Classified Employees Leaving State Service by Agency

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
30500	Department of Justice	4	2.42%	2	1.21%	165
30800	State Auditor	0	0.00%	0	0.00%	24
33300	Taxation & Revenue Department	13	1.69%	2	0.26%	771
33700	State Investment Council	0	0.00%	0	0.00%	2
34000	Administrative Hearings Office	0	0.00%	0	0.00%	17
34100	Department of Finance & Administration	2	1.23%	4	2.47%	162
34200	Public School Insurance Authority	0	0.00%	0	0.00%	8
34300	Retiree Health Care Authority	0	0.00%	0	0.00%	23
35000	General Services Department	4	1.41%	1	0.35%	284
35200	Educational Retirement Board	3	4.41%	1	1.47%	68
36100	Department of Information Technology	3	1.89%	1	0.63%	159
36600	Public Employee Retirement Association	1	1.41%	0	0.00%	71
36900	Commission of Public Records	0	0.00%	0	0.00%	25
37000	Secretary of State	1	1.92%	0	0.00%	52
37800	State Personnel Board	1	2.70%	1	2.70%	37
39400	State Treasurer	0	0.00%	0	0.00%	21
40400	Architect Examiners Board	0	0.00%	1	100.00%	1

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
41000	Department of Ethics	0	0.00%	0	0.00%	5
41700	Border Development Authority	0	0.00%	0	0.00%	2
41800	Tourism Department	1	2.04%	0	0.00%	49
41900	Economic Development Department	2	3.23%	0	0.00%	62
42000	Regulation & Licensing Dept	5	1.66%	1	0.33%	301
43000	Public Regulation Commission	1	1.18%	0	0.00%	85
44000	Superintendent of Insurance	2	1.94%	0	0.00%	103
44600	Medical Examiners Board	1	7.69%	1	7.69%	13
44900	Board of Nursing	2	9.52%	0	0.00%	21
46000	EXPO New Mexico	1	9.09%	0	0.00%	11
46400	Professional Engineers & Land Surveyors Board	0	0.00%	0	0.00%	6
46500	Gaming Control Board	1	2.27%	0	0.00%	44
46900	State Racing Commission	0	0.00%	0	0.00%	8
47900	Veterinary Examiners Board	0	0.00%	0	0.00%	2
49500	SpacePort Authority	1	4.35%	0	0.00%	23
50500	Department of Cultural Affairs	9	2.16%	2	0.48%	417
50800	Livestock Board	0	0.00%	1	1.37%	73
51600	Department of Game & Fish	4	1.49%	0	0.00%	269
52100	Energy, Minerals, & Natural Resources Dept	13	3.01%	5	1.16%	432

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
52200	Youth Conservation Corps	0	0.00%	0	0.00%	2
53900	State Land Office	3	1.84%	1	0.61%	163
55000	Office of the State Engineer	9	3.07%	0	0.00%	293
60300	Office of African American Affairs	0	0.00%	0	0.00%	6
60400	Commission for Deaf & Hard of Hearing	0	0.00%	0	0.00%	13
60600	Commission for the Blind	0	0.00%	0	0.00%	58
60900	Department of Indian Affairs	0	0.00%	0	0.00%	13
61100	Department of Early Childhood	7	2.24%	1	0.32%	312
62400	Aging & Long-Term Services Dept	2	0.99%	2	0.99%	202
63000	Health Care Authority	48	2.40%	8	0.40%	2,004
63100	Department of Workforce Solutions	9	1.71%	4	0.76%	526
63200	Workers Compensation Administration	1	1.02%	0	0.00%	98
64400	Division of Vocational Rehabilitation	8	3.13%	1	0.39%	256
64500	Governor's Commission on Disability	0	0.00%	0	0.00%	11
64700	Developmental Disabilities Council	0	0.00%	0	0.00%	22
66200	Miners Colfax Medical Center	8	4.35%	1	0.54%	184
66500	Department of Health	87	3.27%	19	0.71%	2,664
66700	Department of Environment	7	1.05%	4	0.60%	664
66800	Office of Natural Resources Trustee	0	0.00%	0	0.00%	4

BU	Agency	Voluntary	Voluntary %	Involuntary	Involuntary %	Total Employees
67000	Department of Veteran Services	2	2.86%	0	0.00%	70
68000	Office of Family Representation and Advocacy	0	0.00%	1	3.70%	27
69000	Children, Youth & Families Dept	71	4.09%	17	0.98%	1,734
70500	Military Affairs	8	5.16%	2	1.29%	155
76000	Adult Parole Board	0	0.00%	0	0.00%	2
77000	New Mexico Corrections Dept	66	3.63%	12	0.66%	1,819
78000	Crime Victims Reparation Commission	0	0.00%	0	0.00%	26
79000	Department of Public Safety	4	0.84%	1	0.21%	475
79500	Homeland Security & Emergency Management	2	2.06%	1	1.03%	97
80500	Department of Transportation	35	1.62%	6	0.28%	2,167
92400	Public Education Department	4	1.35%	1	0.34%	297
94900	NM Education Trust Board	0	0.00%	0	0.00%	1
95000	Higher Education Department	1	2.27%	0	0.00%	44
Statewide		457	2.51%	105	0.58%	18,225

Appendix V: Probationary Completion Rates by Agency

BU	Agency	Completed	Did Not Complete
30500	Department of Justice	100.0%	0.0%
30800	State Auditor	-	-
33300	Taxation & Revenue Department	75.0%	25.0%
33700	State Investment Council	100.0%	0.0%
34000	Administrative Hearings Office	-	-
34100	Department of Finance & Administration	100.0%	0.0%
34200	Public School Insurance Authority	-	-
34300	Retiree Health Care Authority	0.0%	100.0%
35000	General Services Department	85.7%	14.3%
35200	Educational Retirement Board	100.0%	0.0%
36100	Department of Information Technology	100.0%	0.0%
36600	Public Employee Retirement Association	-	-
36900	Commission of Public Records	-	-
37000	Secretary of State	50.0%	50.0%
37800	State Personnel Board	100.0%	0.0%
39400	State Treasurer	-	-
40400	Architect Examiners Board	-	-
41000	Department of Ethics	100.0%	0.0%
41700	Border Development Authority	-	-
41800	Tourism Department	100.0%	0.0%
41900	Economic Development Department	100.0%	0.0%
42000	Regulation & Licensing Dept	40.0%	60.0%
43000	Public Regulation Commission	100.0%	0.0%
44000	Superintendent of Insurance	100.0%	0.0%
44600	Medical Examiners Board	100.0%	0.0%

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	75.0%	25.0%
50800	Livestock Board	100.0%	0.0%
51600	Department of Game & Fish	83.3%	16.7%
52100	Energy, Minerals, & Natural Resources Dept	80.0%	20.0%
52200	Youth Conservation Corps	-	-
53900	State Land Office	66.7%	33.3%
55000	Office of the State Engineer	100.0%	0.0%
60300	Office of African American Affairs	50.0%	50.0%
60400	Commission for Deaf & Hard of Hearing	-	-
60600	Commission for the Blind	100.0%	0.0%
60900	Department of Indian Affairs	-	-
61100	Department of Early Childhood	76.9%	23.1%
62400	Ageing & Long-Term Services Dept	83.3%	16.7%
63000	Health Care Authority	60.0%	40.0%
63100	Department of Workforce Solutions	50.0%	50.0%
63200	Workers Compensation Administration	66.7%	33.3%
64400	Division of Vocational Rehabilitation	100.0%	0.0%
64500	Governor's Commission on Disability	-	-
64700	Developmental Disabilities Council	-	-
66200	Miners Colfax Medical Center	70.0%	30.0%

BU	Agency	Completed	Did Not Complete
66500	Department of Health	63.0%	37.0%
66700	Department of Environment	78.1%	21.9%
66800	Office of Natural Resources Trustee	-	-
67000	Department of Veteran Services	77.8%	22.2%
68000	Office of Family Representation and Advocacy	100.0%	0.0%
69000	Children, Youth & Families Dept	43.5%	56.5%
70500	Military Affairs	100.0%	0.0%
76000	Adult Parole Board	100.0%	0.0%
77000	New Mexico Corrections Dept	59.6%	40.4%
78000	Crime Victims Reparation Commission	66.7%	33.3%
79000	Department of Public Safety	87.5%	12.5%
79500	Homeland Security & Emergency Management	50.0%	50.0%
80500	Department of Transportation	76.5%	23.5%
92400	Public Education Department	83.3%	16.7%
94900	NM Education Trust Board	-	-
95000	Higher Education Department	-	-
Statewide		66.4%	40.0%

Appendix VI: Number of In Pay Band Salary Increases Awarded

BU	Agency	In Pay Band Increases
30500	Department of Justice	4
30800	State Auditor	0
33300	Taxation & Revenue Department	7
33700	State Investment Council	0
34000	Administrative Hearings Office	0
34100	Department of Finance & Administration	2
34200	Public School Insurance Authority	0
34300	Retiree Health Care Authority	1
35000	General Services Department	11
35200	Educational Retirement Board	2
36100	Department of Information Technology	1
36600	Public Employee Retirement Association	1
36900	Commission of Public Records	10
37000	Secretary of State	1
37800	State Personnel Board	0
39400	State Treasurer	0
40400	Architect Examiners Board	0
41000	Department of Ethics	1
41700	Border Development Authority	0
41800	Tourism Department	0
41900	Economic Development Department	0
42000	Regulation & Licensing Dept	2
43000	Public Regulation Commission	2
44000	Superintendent of Insurance	0

BU	Agency	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	2
46500	Gaming Control Board	1
46900	State Racing Commission	0
47900	Veterinary Examiners Board	0
49500	SpacePort Authority	1
50500	Department of Cultural Affairs	2
50800	Livestock Board	0
51600	Department of Game & Fish	0
52100	Energy, Minerals, & Natural Resources Dept	0
52200	Youth Conservation Corps	0
53900	State Land Office	13
55000	Office of the State Engineer	4
60300	Office of African American Affairs	0
60400	Commission for Deaf & Hard of Hearing	0
60600	Commission for the Blind	0
60900	Department of Indian Affairs	0
61100	Department of Early Childhood	13
62400	Aging & Long-Term Services Dept	0
63000	Health Care Authority	15
63100	Department of Workforce Solutions	24
63200	Workers Compensation Administration	7
64400	Division of Vocational Rehabilitation	1
64500	Governor's Commission on Disability	0
64700	Developmental Disabilities Council	0

BU	Agency	In Pay Band Increases
66200	Miners Colfax Medical Center	1
66500	Department of Health	56
66700	Department of Environment	3
66800	Office of Natural Resources Trustee	0
67000	Department of Veteran Services	0
68000	Office of Family Representation and Advocacy	0
69000	Children, Youth & Families Dept	5
70500	Military Affairs	1
76000	Adult Parole Board	0
77000	New Mexico Corrections Dept	8
78000	Crime Victims Reparation Commission	0
79000	Department of Public Safety	7
79500	Homeland Security & Emergency Management	3
80500	Department of Transportation	0
92400	Public Education Department	0
94900	NM Education Trust Board	0
95000	Higher Education Department	1
Statewide		213

Appendix VI: Cost of Overtime Pay by Agency

BU	Agency	Cost of Overtime
30500	Department of Justice	\$2,443
30800	State Auditor	\$0
33300	Taxation & Revenue Department	\$13,557
33700	State Investment Council	\$0
34000	Administrative Hearings Office	\$0
34100	Department of Finance & Administration	\$0
34200	Public School Insurance Authority	\$0
34300	Retiree Health Care Authority	\$0
35000	General Services Department	\$1,320
35200	Educational Retirement Board	\$25
36100	Department of Information Technology	\$20,438
36600	Public Employee Retirement Association	\$11
36900	Commission of Public Records	\$0
37000	Secretary of State	\$10,511
37800	State Personnel Board	\$0
39400	State Treasurer	\$0
40400	Architect Examiners Board	\$0
41000	Department of Ethics	\$0
41700	Border Development Authority	\$0
41800	Tourism Department	\$0
41900	Economic Development Department	\$0
42000	Regulation & Licensing Dept	\$12,406
43000	Public Regulation Commission	\$0
44000	Superintendent of Insurance	\$28,019
44600	Medical Examiners Board	\$0

BU	Agency	Cost of Overtime
44900	Board of Nursing	\$0
46000	EXPO New Mexico	\$0
46400	Professional Engineers & Land Surveyors Board	\$0
46500	Gaming Control Board	\$1,352
46900	State Racing Commission	\$0
47900	Veterinary Examiners Board	\$0
49500	SpacePort Authority	\$0
50500	Department of Cultural Affairs	\$43,818
50800	Livestock Board	\$0
51600	Department of Game & Fish	\$23,006
52100	Energy, Minerals, & Natural Resources Dept	\$155,285
52200	Youth Conservation Corps	\$0
53900	State Land Office	\$8,154
55000	Office of the State Engineer	\$126
60300	Office of African American Affairs	\$854
60400	Commission for Deaf & Hard of Hearing	\$0
60600	Commission for the Blind	\$5,046
60900	Department of Indian Affairs	\$0
61100	Department of Early Childhood	\$53,521
62400	Aging & Long-Term Services Dept	\$16,281
63000	Health Care Authority	\$81,368
63100	Department of Workforce Solutions	\$70,204
63200	Workers Compensation Administration	\$90
64400	Division of Vocational Rehabilitation	\$7,140
64500	Governor's Commission on Disability	\$0
64700	Developmental Disabilities Council	\$0
66200	Miners Colfax Medical Center	\$188,124

BU	Agency	Cost of Overtime
66500	Department of Health	\$2,058,295
66700	Department of Environment	\$5,681
66800	Office of Natural Resources Trustee	\$0
67000	Department of Veteran Services	\$0
68000	Office of Family Representation and Advocacy	\$1,028
69000	Children, Youth & Families Dept	\$2,174,089
70500	Military Affairs	\$8,239
76000	Adult Parole Board	\$0
77000	New Mexico Corrections Dept	\$4,501,147
78000	Crime Victims Reparation Commission	\$0
79000	Department of Public Safety	\$448,670
79500	Homeland Security & Emergency Management	\$11,298
80500	Department of Transportation	\$766,775
92400	Public Education Department	\$0
94900	NM Education Trust Board	\$0
95000	Higher Education Department	\$266
Statewide		\$10,718,586