

The State Personnel Office (SPO) reports a slight increase in the statewide vacancy rate in the fourth quarter, likely resulting from a hiring freeze imposed in April. Over 800 new classified employees were hired in each of the first three quarters, but this fell to 409 new hires in the fourth quarter. The state vacancy rate has been inflated by a number of long time vacant positions included in the employee roster. It is likely that improving technology, such as a statewide accounting system and paperless processes, increased efficiency and reduced the need for many administrative positions.

In pay band salary increases awarded by agencies on an ad hoc basis fell from an average of 244 per quarter for the first three quarters to 80 in the fourth quarter. SPO reports current average total compensation of \$88.7 thousand, composed of an average base salary of \$50.7 thousand and benefits totaling \$38 thousand. This compares favorably to the Bureau of Labor Statistics figures for May, 2019 which show an average salary in New Mexico of \$47 thousand. However, the high cost of benefits for state employees erodes take-home pay and may make state employment less attractive.

The number of newly-hired state employees completing their first year of service increased to 66 percent, an improvement from the 63 percent reported in FY18 and FY19, but well below the 75 percent target. The loss of 34 percent of new hires contributes to the state's high turnover rate. Approximately 27 percent of the state labor force left their jobs in FY20. Fourteen percent of employees left state government employment while 13 percent of employees left their positions due to promotion or transfer to another job within the state system. While turnover due to promotion is often positive as it indicates a career pathway, high turnover may also indicate individuals are not finding opportunities for career advancement at their agency. The data available do not separate those employees who left a position as a result of promotion from those who moved from one agency to another or who pursued lateral moves within an agency.

Budget: \$4,252,400 **FTE:** 46

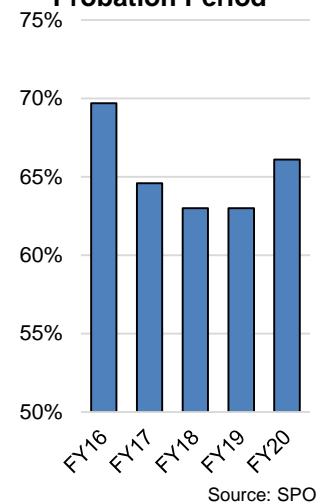
	FY18 Actual	FY19 Actual	FY20 Target	FY20 Actual	Rating
Classified service vacancy rate	18%	19%	13%	21%	R
Average days to fill a position from the date of posting	71	50	55	56	G
Average state classified employee compa-ratio	101%	103%	100%	103%	Y
Average state classified employee new-hire compa-ratio	100%	99%	95%	100%	R
New employees who complete their probationary period	63%	63%	75%	66%	R
Classified employees voluntarily leaving state service	14%	14%	15%	12%	G
Classified employees involuntarily leaving state service	1.4%	1.2%	5%	2%	G
State employee average overtime usage per month*	15.0 hours	15.3 hours	N/A	15.4 hours	
State employees receiving overtime*	18%	18%	N/A	19%	
Program Rating	Y	Y		Y	

*Measure is classified as explanatory and does not have a target.

ACTION PLAN

Submitted by agency?	No
Timeline assigned?	No
Responsibility assigned?	No

New Employees Completing 1-year Probation Period



Fourth Quarter New Hire Demographics		
Ethnicity	Female	Male
African American	7	5
American Indian	18	4
Asian	3	1
Caucasian	59	55
Hispanic	113	77
Not Specified	12	9
Total	212	151

Source: SPO

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