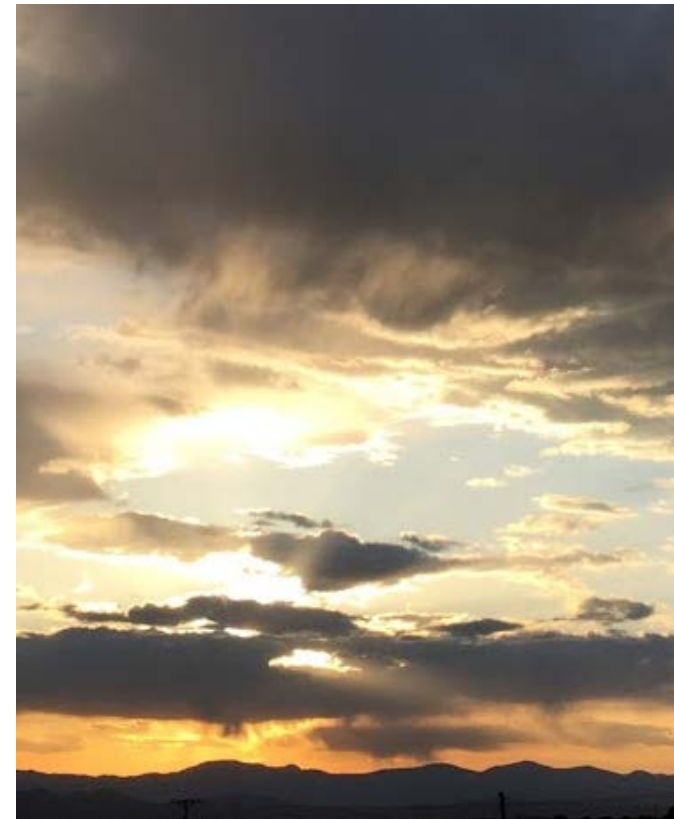


New Mexico Environment Department

To protect and restore the environment, and to foster a healthy and prosperous New Mexico for present and future generations.





New Mexico Environment Department



Air Quality Protection



Hemp Manufacturing CBD Regulation



Radiation Equipment Regulation



Water Quality Protection



Food Manufacturing Regulation



OSHA Program



Hazardous/Solid Waste Regulation



Liquid Waste (Septic) Regulation



Petroleum Storage Tank Regulation



Sampling & Remediation



Public Pool/Spa Regulation



Water Infrastructure Programs

Values



Science

Using the best available science to inform our decision-making in protecting public health and the environment.



Innovation

Employing creative engineering and technological solutions to address environmental problems.



Collaboration

Engaging communities and interested stakeholders in environmental decision-making.



Compliance


Ensuring meaningful compliance with state regulations and permits.



New Mexico Environment Department

Perspective	Budget	Revenue
0.2% FY20 State Budget	\$12 M FY20 General Fund	\$90.5 M FY19 Total Revenue
9th Largest in FTEs	\$88 M FY20 Total Funds	24 Special Revenue Funds

Staffing	Vacancies	
516 People	18.8% Vacancy Rate	
635 FTE	66 Unfunded Positions	54 Funded Positions



Values in Action



Science

Environment Department monitoring effects of Colorado mine spill (Oct. 10)



Innovation

Environment Department releases map displaying non-compliant liquid waste system operators in the Permian Basin (Oct. 31)



Collaboration

Public meetings on proposed hemp rule begin Tuesday (Oct. 25)



Compliance

Environment Department issues Notices of Violation to two Permian Basin oil and gas producers for air quality regulatory violations (Nov. 4)



A thriving and proactive NMED:

- Develop and implement **science-based** approaches related to:
 - Climate change
 - Food and Hemp Manufacturing
 - Liquid waste systems
 - Oil and natural gas produced water
 - Per and Poly-Fluoro Alkyl substances (e.g., PFAS)
 - Remediation of legacy contamination
- Employ greater **Innovation**, like the use of cutting edge technology, for permit issuance, monitoring the environment, compliance assurance activities, data collection and integration, etc.





A thriving and proactive NMED:

- Increase and improve our **collaboration** with constituents and customers, including:
 - Citizens
 - Environmental justice communities/advocates
 - Environmental NGOs
 - Regulated community
 - States, counties and local governments
 - Sovereign nations, tribes, and pueblos
- Conduct greater **compliance** assurance activities: assistance, inspections and enforcement, while holding industry accountable with existing laws, rules, and permits.





New Mexico Environment Department

The \$8.89 M General Fund increase will provide NMED the immediate flexibility necessary to recruit and retain employees to carry out its mission without the current fiscal limitations.

Also, NMED will conduct a budget sustainability study to analyze statutorily created special revenue funds to determine if the modernization of such funds/fees could improve Department fiscal operations.

A Thriving and Proactive NMED in FY21:

1. A General Fund increase of \$8.89M
2. Funding 67 new positions to reach 702 FTEs
3. NMED budget sustainability study

Mitigation of Public Health/Environmental Risks +

A Surviving and Reactive NMED in FY21:

1. A General Fund increase of less than \$8.89M
2. Funding less than 67 new positions

A lesser or no General Fund increase will diminish NMED's ability to recruit and retain employees. NMED will continue to make difficult choices about how to implement its mission.



Divisions, Programs, and Staffing

Environmental Protection Division

P570 Staffing

FY20: 238.5 FTEs
FY21: 259.75 FTEs

+21.25 FTEs

- Air Quality
- Food/Hemp Manufacturing
- Liquid Waste (Septic)
- OSHA
- Public Pools/Spas
- Radiation Control

Resource Management Division

P567 Staffing

FY20: 74 FTEs
FY21: 88.25 FTEs

+14.25 FTEs

- Administrative Services
- Office of General Counsel
- Office of Information Technology
- Office of the Secretary

Resource Protection Division

P569 Staffing

FY20: 133 FTEs
FY21: 151.25 FTEs

+18.25 FTEs

- DOE Oversight
- Hazardous Waste
- Petroleum Storage Tanks
- Solid Waste

Water Protection Division

P568 Staffing

FY20: 189 FTEs
FY21: 203.25 FTEs

+14.25 FTEs

- Construction Programs
- Drinking Water
- Groundwater
- Surface Water



New Mexico Environment Department

Creating a Recruitment and Retention Strategic Plan:



Recruitment and Retention



Science

Using data analytics to inform and direct recruitment. Launching an employee engagement survey to gather better data.



Innovation

Launched three new social media platforms with over 1,000 followers, developed two YouTube videos.



Collaboration

Developed an NMED-wide weekly activity report; created an employee "Idea Bank."



Compliance

Increased employee flexibility while promoting increased accountability.

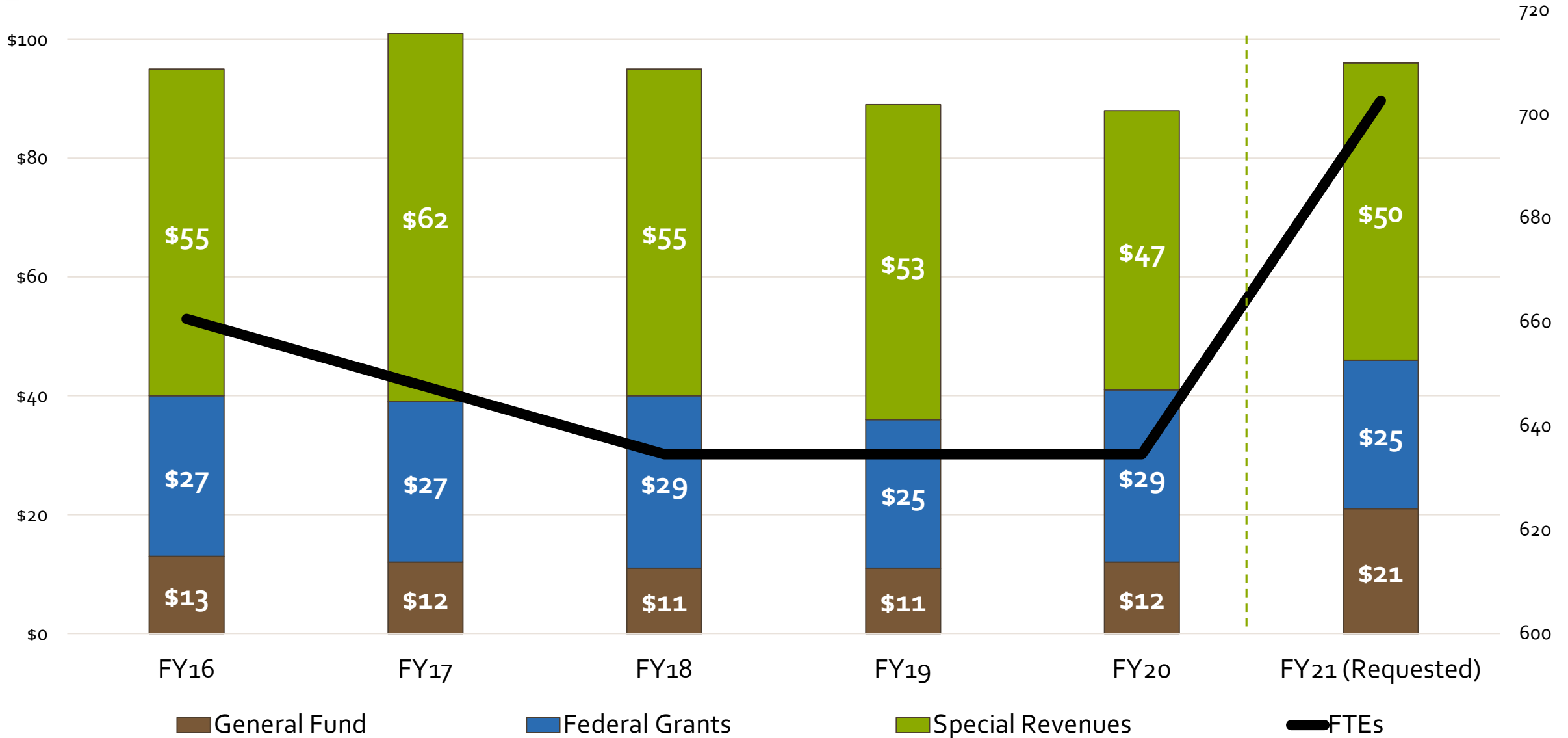


New Mexico Environment Department

Regulated Sources	Known Universe	Compliance Inspection Staff	Sources Per Compliance Inspector
Air emitting sources	7,700	7	1,100 sources/inspector
Drinking water sources	1,076	4.5	239 source/inspector
Food prep/manufacturing	9,200	22	418 sources/inspector
Groundwater sources	700	2	350 sources/inspector
Hazardous waste sources	2,631	7	376 sources/inspector
OSHA	50,000+ employers	10	5,000+ sources/inspector
Petroleum storage tanks	4,419	12	369 sources/inspector
Radiation control (medical equipment)	1,500	4	375 sources/inspector
Solid waste sources	411	6	69 sources/inspector
Surface water sources	6,261	4	1,565 sources/inspector



New Mexico Environment Department





New Mexico Environment Department

- A December 2019 report compared state environmental agency budgets from 2008-2018 and identified New Mexico as one of the top 10 states with the largest cuts.

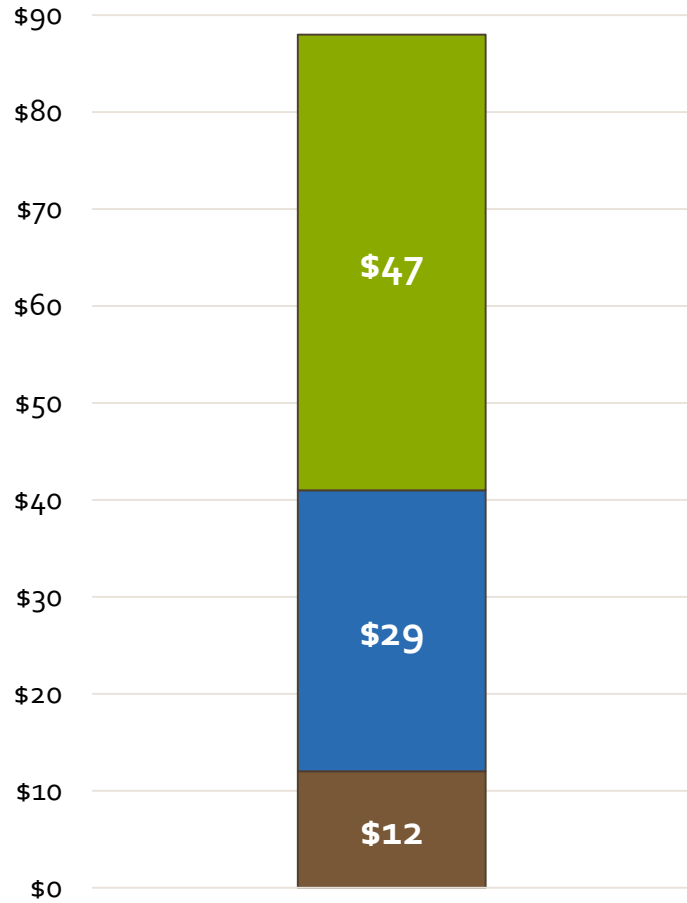
States with 10 Largest Percentage Cuts to Environmental Agency Funding

State	FY 2008 (millions)	FY 2008 (inflation adjusted 2018 dollars)	FY 2018	Percentage
Wisconsin	\$91	\$107	\$69	-36
Texas	\$494	\$578	\$374	-35
Louisiana	\$164	\$192	\$125	-35
North Carolina	\$116	\$136	\$90	-34
Delaware	\$46	\$54	\$36	-33
New York	\$381	\$446	\$307	-31
Arizona	\$81	\$95	\$67	-29
Massachusetts	\$59	\$69	\$50	-28
Rhode Island	\$30	\$35	\$25	-27
New Mexico	\$77	\$90	\$66	-27

Note: Figures for pollution control program operating funds in state environmental agencies are in millions. Source is state budget documents.



New Mexico Environment Department



FY20 Revenues

Special Revenues

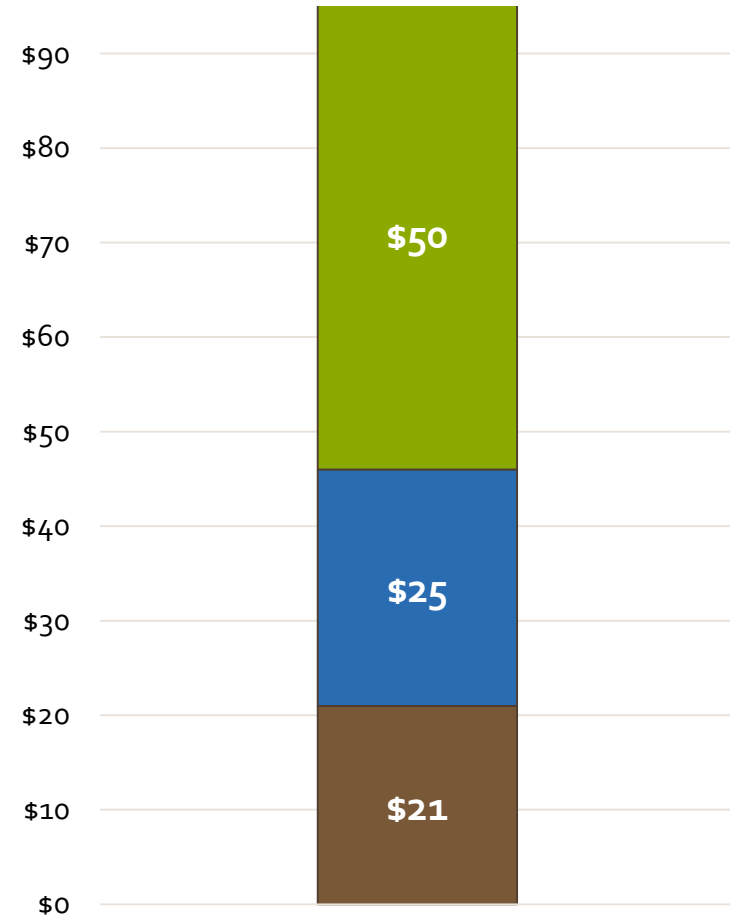
FY20 to FY21:
Projected: + \$3M

Federal Grants

FY20 to FY21:
Projected: - \$4M

General Fund

FY20 to FY21:
Projected: + \$8.89M



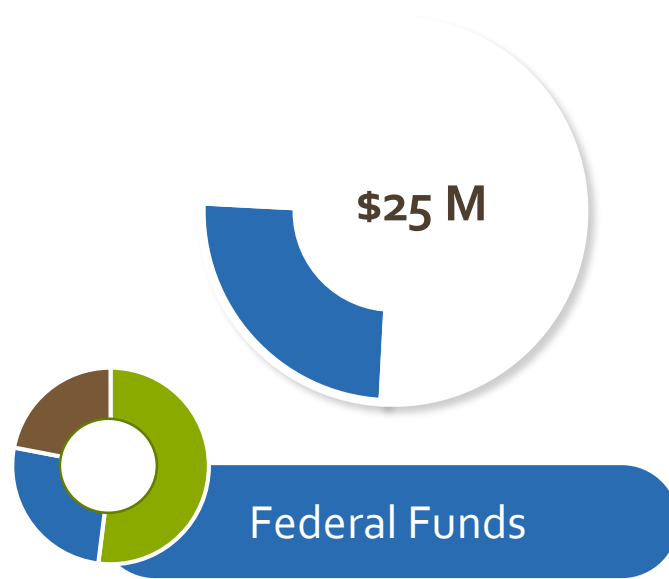
FY21 Proposed Revenues



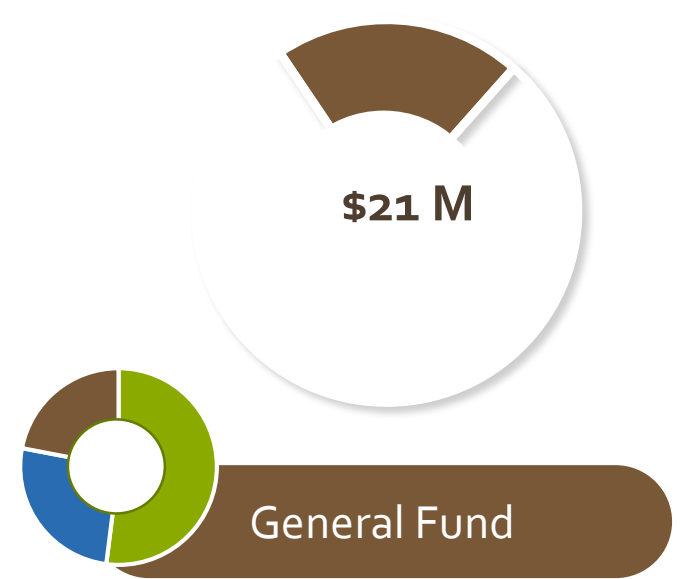
FY21 Projected Revenues (Dollars)



Opportunity: Conduct a budget sustainability study to analyze statutorily created special revenue funds to determine if the modernization of such funds/fees could improve Department fiscal operations.



Opportunity: In FY21, NMED will pursue the use of Performance Partnership Grants (PPGs) to gain flexibility with federal EPA funds.



Opportunity: In FY21, an \$8.89M increase will allow NMED to recruit and retain staff to achieve greater programmatic successes.

