

Logic Model

Program: New Mexico Job Architecture & Single Salary Structure

Outputs

Situation:

The State of New Mexico faces challenges that limit clear career progression for employees and lack the flexibility to react quickly to market changes in compensation to attract and retain talent.

Inputs

	Activities	Objectives	Short
	Fill vacant positions at SPO)	
	Purchase Payfactors software & training sessions with Payfactors		
 SPO Compensation & Classification team 	reps	Fully staffed Compensation &	
 Salaries & operational costs 	Data entry into Payfactors	Classification team	Publishe
Current classification framework/job scriptions	Create position data collection	Utilize Payfactors to establish benchmarking and reporting	Training is now complete, and staff can utilize Payfactors for benchmarking and future reviewand Job
Position description questionnaire	form		
npletion for all classified employees by keholders (agency department managers I directors)	Collect position information	that will aid in position mapping	
Online position info form and data collection.	Formalize Steering Committee of HR and Operational leads information Prepare job title revisions and recommendations	Methodology established to differentiate job content and develop consistent criteria for job levels	
 Prior benchmarking data by consultants from 			Complete mapping of current positions to classifications
2024 comp study			
 Collaboration tools for working with consultants. (weekly meetings, shared files, 			
shared software reporting, SHARE HRIS system)		Weekly stakeholder validation	within finalized Job Catalog
 Compensation philosophy 	Consultants review inputs to create job families, sub families, career tracks, and job levels	sessions	team C
• HR council meetings		Refined and audited job families, job sub-families, and career tracks with consultants and stakeholders	
 Steering committee- input and valuation 			
 Prior classification leveling guidance, job glossary, naming conventions 	Steering Committee reviews and approves		New salary structure with market appropriate pay
• Creation of new classifications or collapsed	Establish the roles & responsibilities of NM stakeholders		
classifications, new job catalog			ranges employe competi
• Data (organizational charts, job descriptions in excel, current salary structures based on market data)		Crosswalk all classified employees into improved classifications	
• Applicable State of New Mexico statute, rules, and policies	Training, including job aides, policies, SPO marketing materials		
 Established job evaluation process 			J
 Position mapping from 2024 comp study 	Announcement of new Job catalog at HR council along with guidance and training		



expanded pay ranges and a survey benchmarking schedule to easily review the competitiveness of pay against the external market