

NEW MEXICO STATE PERSONNEL OFFICE



Investments and Pensions Oversight
Committee

October 19, 2021

STATE PERSONNEL OFFICE MISSION, VISION

With only 40 authorized FTE, the SPO team plays a critical role for the State. Below are figures that represent level of effort in FY21.

State Personnel Office Vision

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

State Personnel Office Mission

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

State Personnel Office Values

Diversity, Partnership, Consistency, Balance, Innovation, Resourceful, Credible, Engaged, Responsive, and Respectful.

- 66 state agencies, departments, boards/commissions
- 17,000 employees
- \$870 million in annual payroll
- 200 trainings offered
- 1,157 agency audits conducted
- 4,000 actions processed
- 2,000 external hires



NEW MEXICO
STATE PERSONNEL OFFICE

SPO – SUPPORT/OVERSIGHT HUB



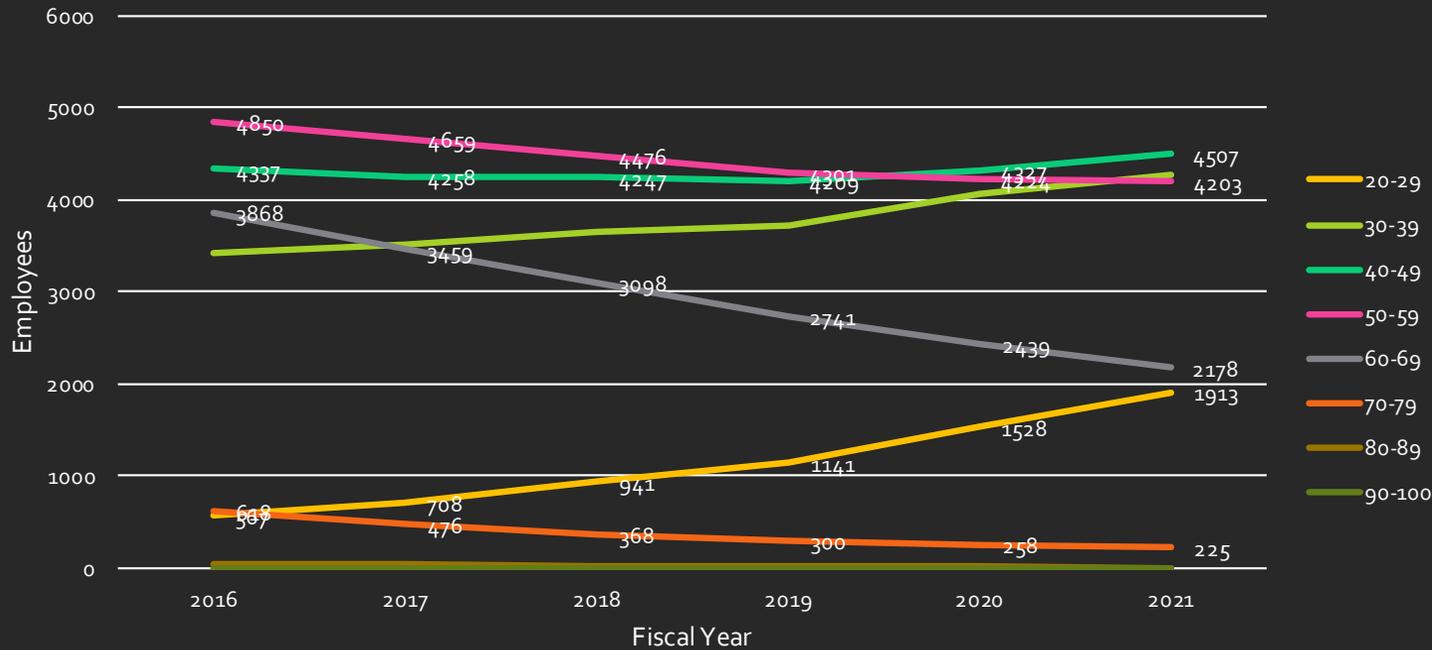
Additional Key Functions:

- Consultations on Personnel Matters
- Interim HR support
- Policy Development
- Executive Guidance
- Board Rule Interpretations



TOTAL CLASSIFIED EMPLOYEES BY AGE GROUP

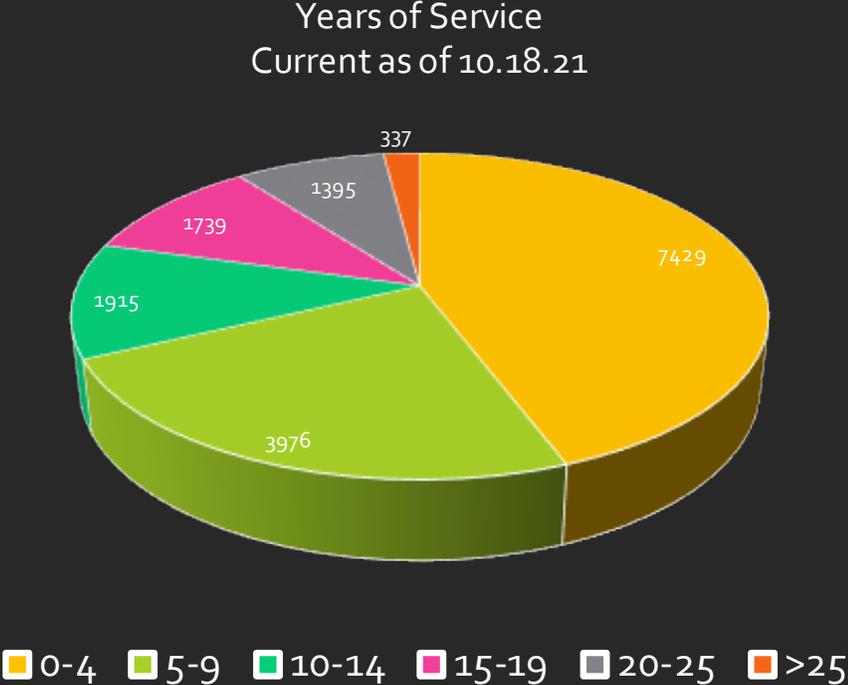
Employees by Age Group
2016-2021



Fiscal Year	Total Employees
2016	17,698
2017	17,124
2018	16,821
2019	16,443
2020	16,853
2021	17,317



CLASSIFIED EMPLOYEES BY TENURE



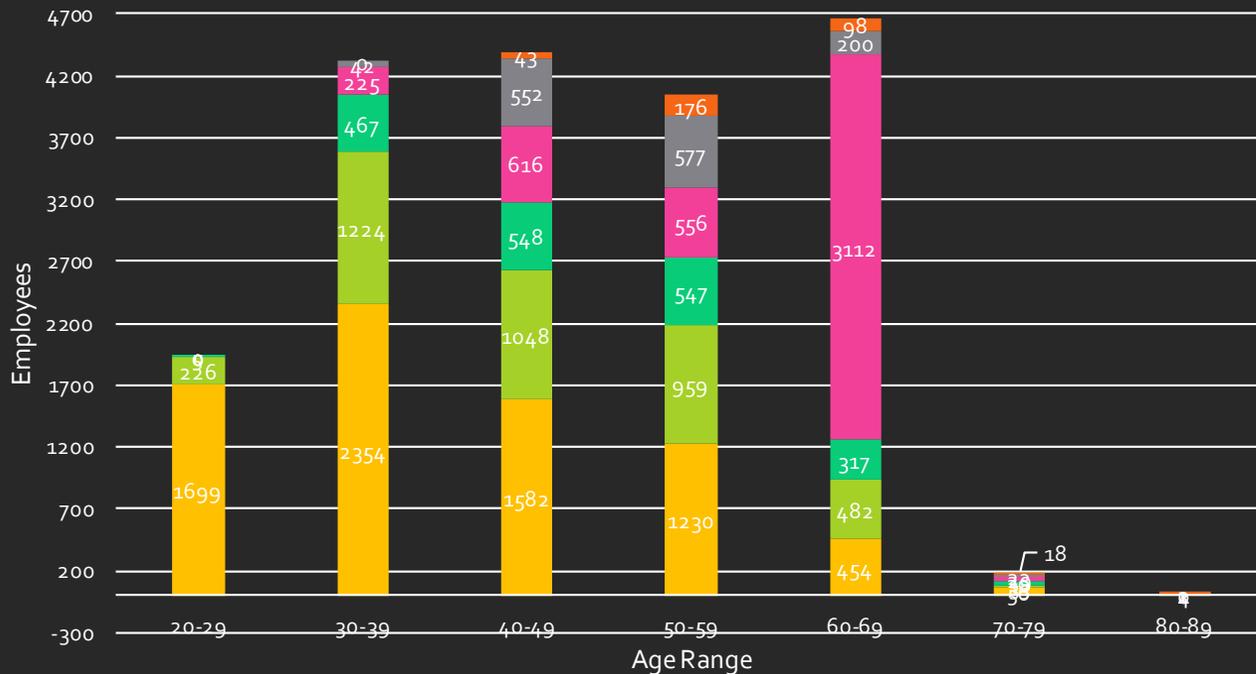
As of 10.18.21, 68% of classified employees have been with the State of New Mexico for less than 10 years.

A total of 1,732 employees, or 10%, have been with the State for more than 20 years.



YEARS OF SERVICE BY AGE GROUP

Years of Service by Age Groups
Current as of 10.18.21



Currently, 9,362 have been with the State of New Mexico for 5 years or more.

More than 7,100 (59%) employees over the age 50 have been with the State for at least 5 years.



VOLUNTARY SEPARATIONS AND RETIREMENTS

Since 2016, an average of 2,300 State of New Mexico (SoNM) employees have left their role annually due to retirement or voluntary separations. Over the same period, an average of 2,530 employees were hired per Fiscal Year.

Fiscal Year	Separations*	Retirements	Total	Percent of Total
2016	1822	753	2575	15%
2017	1924	468	2392	14%
2018	1847	562	2409	14%
2019	1711	556	2267	14%
2020	1569	574	2143	13%
2021	1518	603	2121	12%

* Voluntary resignation from State Government



AVERAGE COMPENSATION AND SALARY SCHEDULES

SoNM employees are compensated through one of seven salary schedules. The SPO is in the process of implementing an eighth schedule for healthcare classifications.

Fiscal Year	Average Hourly Rate	Average Annual Salary
FY16	\$21.54	\$44,803.00
FY17	\$21.78	\$45,302.00
FY18	\$22.08	\$45,926.00
FY19	\$23.03	\$47,902.00
FY20	\$24.38	\$50,710.00
FY21	\$24.74	\$51,460.00

Salary Schedule	Implementation Date	Last Adjusted	Current FTE
General	July 2001	July 2021 – 1.5%	16,681
Corrections	July 2016	July 2019 – 4.0%	1542
IT	August 2016	July 2019 – 4.0%	995
Engineering, Survey	July 2017	July 2019 – 4.0%	1,059
Architect	July 2017	July 2019 – 4.0%	10
Social Services	August 2018	July 2019 – 4.0%	813
Attorney	August 2018	July 2019 – 4.0%	315

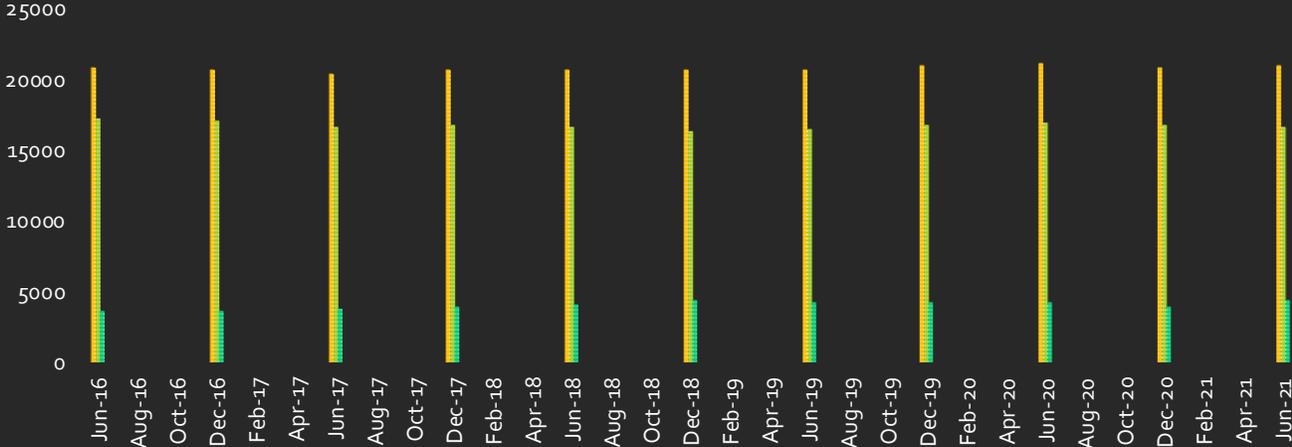


STAFFING AND VACANCY RATES

Over the past two years, State Personnel Office and Department of Finance and Administration have worked with agencies to eliminate budgeted positions that have been vacant for at least two years.

STAFFING LEVELS
2016 - 2021

Reporting Period	Vacancy Rate
Jun-16	17%
Dec-16	18%
Jun-17	18%
Dec-17	19%
Jun-18	20%
Dec-18	21%
Jun-19	20%
Dec-19	20%
Jun-20	20%
Dec-20	19%
Jun-21	21%



	Jun-16	Dec-16	Jun-17	Dec-17	Jun-18	Dec-18	Jun-19	Dec-19	Jun-20	Dec-20	Jun-21
Authorized FTE	20740.18	20615.18	20347.43	20596.43	20594.43	20642.43	20703.68	20931.59	21054.59	20725.31	20883.06
Filled	17196	17003	16650	16711	16549	16347	16462	16737	16923	16760	16587
Vacant	3544.18	3612.18	3697.43	3885.43	4045.43	4295.43	4241.68	4194.59	4131.59	3965.31	4296.06

