



Key Workforce Metrics

State Personnel Office
FY24



Who We Are & What We Do

The New Mexico State Personnel Office (SPO) provides strategic consultation on systemwide human resource issues and provides leadership, direction, and oversight to maximize the services the state provides to everyday New Mexicans, while simultaneously safeguarding the rights of our state employees. SPO works closely with agency HR teams to meet these goals.





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

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

Understanding Vacancy Rates Beyond the Numbers

Dynamic Workforce: Total positions are not static; position movement and creation happens year-round to meet agency needs.

Vacancy Rate's Role: Vacancy rate is just one factor in assessing the workforce health.

Position Movement: filled positions have steadily increased, but the creation of new positions is outpacing them.

Increasing Vacancy Rate Perspective: As new positions exceed the rate of filling and retention, it can create the perception of a rising vacancy rate.

	FY22		FY23		FY24	
	7/1/21	1/1/22	7/1/23	1/1/23	7/1/23	10/1/23
Filled Positions	16,489	16,422	16,437	16,625	16,682	16,777
Vacant Positions	4,408	4,854	5,103	5,164	5,135	5,198
Total Positions	20,897	21,276	21,540	21,789	21,817	21,975
Vacancy Rate	21.09%	22.81%	23.69%	23.70%	23.54%	23.65%

Moving Forward:

SPO's Efforts To Support State Agencies

- Conducting strategic planning meetings with agencies to assess their needs and concerns.
- Updating and maintain market competitive salary schedules.
- Reassessing current salary structures to meet the needs of agencies.
- Modernizing classifications to create opportunities for all levels of applicants.
- Establishing tools that agencies can leverage so that they can retain staff with recruitment and retention differentials.
- Expanding programs that offer flexibility in hiring to recruit hard to fill positions, like rapid hire and speed recruiting events.
- Reshaping the HR transaction approval process allowing agencies more autonomy.
- Providing critical HR services for agencies with HR vacancies.

Partnering With Agencies

At the beginning of the fiscal year, SPO meets with agencies to discuss their strategic goals, which includes the following:

- HR Related projects such as reorganizations and position expansions.
- Blanket Approvals and Bulk Actions – We offer options for agencies to utilize blanket approvals for mission critical positions.
- Recruitment Challenges - We propose tools for agencies to utilize such as Hiring Events, Sourcing and Outreach

Currently, we are putting together focus groups comprised of HR Managers and Agency Leadership. The goal of these focus groups will be to produce solutions to issues facing recruitment and retention. There will be four focus groups that cover the following:

- Training for Hiring Managers
- Sourcing Talent
- Employee Retention
- Process Improvement for Hiring through Onboarding



Unlocking Opportunities with Classification Changes

Meeting Staffing Demands with a Limited Workforce

Job classification changes offer a strategic approach to align staffing needs with a constrained workforce by optimizing role definitions and skill requirements.

Considerations:

- Required vs. Preferred skills
- Workforce diversity
- Growth potential
- Job assessment
- Skills transferability
- Cost efficiency

Salary Schedules

A salary schedule is a system that determines how much an employee is to be paid as a wage or salary, based on external competitiveness and one or more factors such as the employee's level, rank, or status within the employer's organization, the length of time that the employee has been employed, and the difficulty of the specific work performed.



- **Redesigned the General Salary Schedule:** Streamlined and modernized the schedule to improve transparency and fairness in compensation
- **Redesigned the Information Technology Salary Schedule:** Overhauled the IT salary schedule to better align with industry standards and attract top IT talent through competitive compensation.
- **New Peace Officer Salary Schedule:** Introduced a special salary schedule to attract and retain classified service law enforcement personnel, recognizing their vital role in public safety.
- **New Scientist Salary Schedule:** Implemented a new salary schedule designed to attract and retain top scientific talent, fostering innovation and research excellence within the state.
- **Salary Schedule Reviews in Process:**
 - Engineer, Surveyor, Water Resources, Engineering Tech
 - Attorney
 - Social Service



The lowest entry point: uncovering the challenge of a shrinking workforce

Rural communities struggle: high vacancies rates and the daunting task of recruiting and retaining employees

Balancing act: exploring the influence of agency budgets and funding sources on recruitment and competitive hiring

Optimizing Pay Tools for Recruitment and Retention

In Pay Band Adjustments:

Utilizing pay mechanisms to reward demonstrated performance, skill and competency development. In FY23, SPO approved 2,896 In Pay Band adjustments.

Recruitment Differentials:

Attracting Rural or Hard-to-Fill Talent

Entices applicants to rural communities and other hard-to-fill positions, overcoming geographical and recruitment hurdles. In FY23, we approved 673 Temporary Recruitment Differentials

Retention Differentials:

Retaining Employees Across All Sectors

Offers agencies the means to strategically utilize pay differentials to retain top talent, reinforcing workforce stability and job satisfaction. In FY23, we approved 265 Temporary Retention Differentials

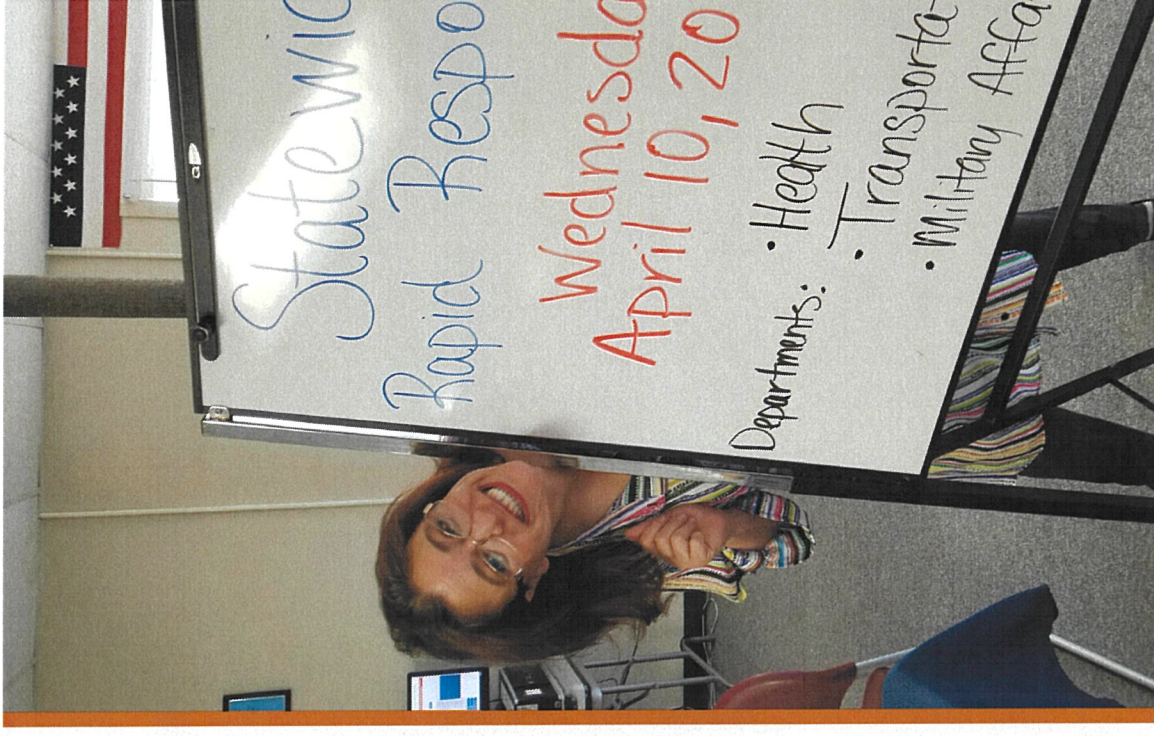
Hiring and Recruiting Initiatives

Expanded hiring programs responding to current recruitment challenges:

- Launched Speed Hiring events
 - This year, we have hosted 6 events that attracted over 800 applicants
- Rapid Hire events that can allow agencies to fill critical vacancies quickly
 - This year, agencies hosted 28 Rapid Hires across the state
- Streamlined the standard recruitment process reducing the time to fill

Results:

- The 1st quarter of FY24 saw the highest number of new hires entering the state system.





Expanding Pathways to Employment

The State of New Mexico Summer Internship Program

- This year, the FY23 Summer Internship Program hosted 104 High School, College Undergraduate, and Graduate Interns doubling our participation from last year
- 21 State Agencies hosted interns
- We are excited to expand this program again next summer

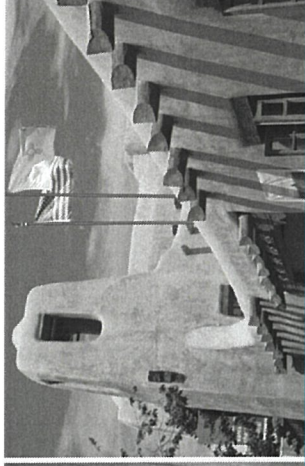
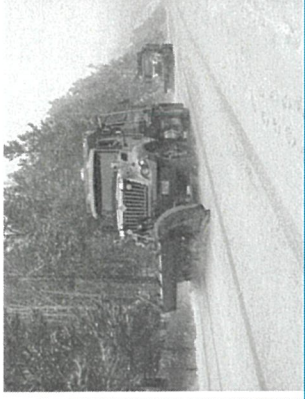


Collaborative Budget Support

Partnership with Department of Finance and Administration and the Legislative Finance Committee:
Collaborate to assist agencies in navigating budget issues and challenges related to the vacancy challenge.

Strategic Agency Support: Partnering to empower agencies with strategic solutions to effective position filling while maintaining competitiveness.

Addressing Disconnect: Recognizing and bridging the gap between budget requests for competitive rate hires and the creation of new positions purely for budget allocation purposes, promoting fiscal responsibility.



Questions:

Dylan K. Lange
Acting Director

Dylan.Lange@spo.nm.gov

Cynthia Sandoval
Director, Workforce Planning and Recruitment
Cynthia.Sandoval@spo.nm.gov

Max Cordova
Director, Compensation and Classification and Data Analytics
Max.Cordova@spo.nm.gov