



# New Mexico State Land Office

FY26 LFC Budget Presentation

October 22, 2024

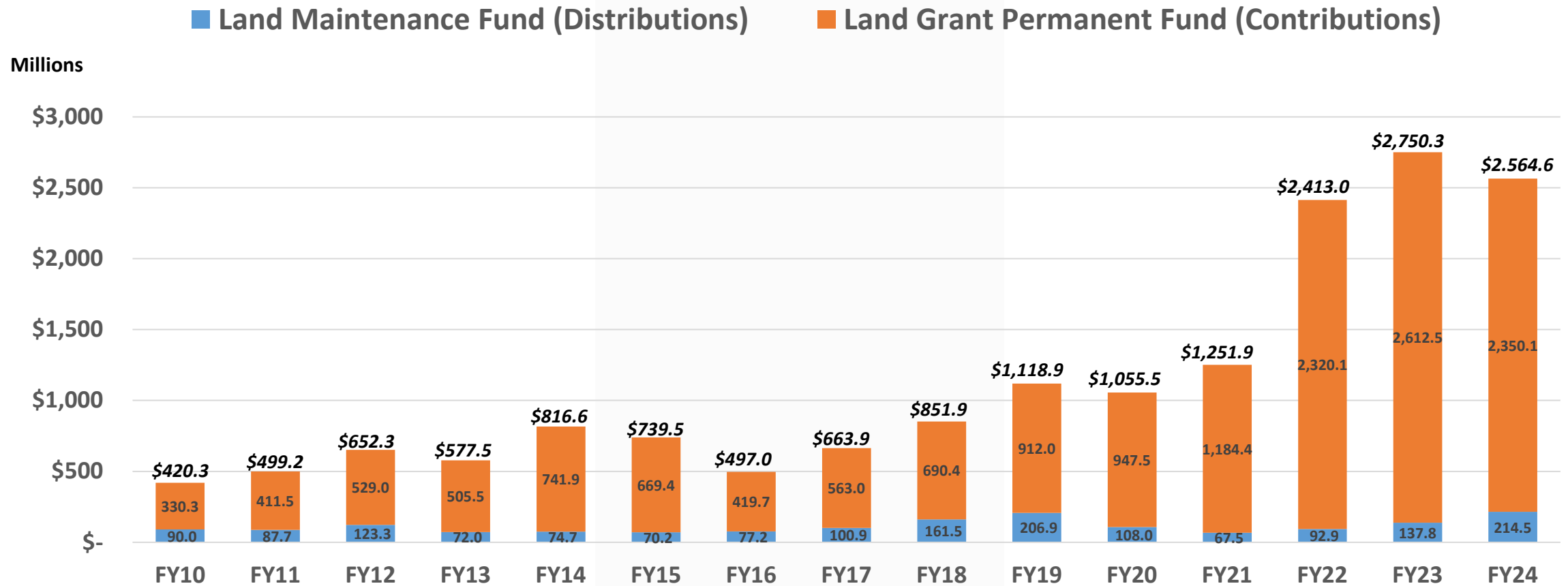
Stephanie Garcia Richard  
Commissioner of Public Lands

# Top FY24 Accomplishments

- \$2.56 billion in earnings (record LMF at \$215 million)
- Completed two major wind projects which will earn over \$146 million
- Established new Community Solar Program
- Hosted annual Tribal Summit
- Developed an online consultation portal for Tribes
- Launched Conservation Leasing Program
- Processed over 840 agricultural leases
- Clean financial audit while processing over 25,000 payments
- Named a National Top Workplace by *USA Today*
- 530 + wells plugged at industry's expense (+\$50 million in savings)
- Environmental Compliance Office addressed 679 incidents
- Held O&G industry trainings with over 200 participants

# State Land Office Earnings By Fund

*Highest EVER Land Maintenance Fund Revenue at \$214.5 M*



# Budget Request Overview

## Total Request: \$30,646,700

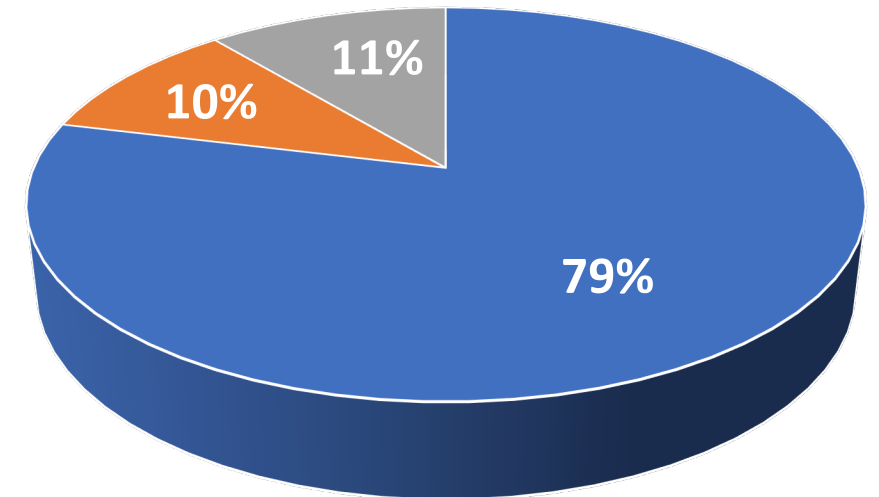
- Budget paid from agency earnings (Other State Funds)
- \$3,728,400 increase over FY25 (13.9%)

## Increases By Category

- *S&B*
  - \$3,551,400 (+17.2%)
  - 5% vacancy rate, three new FTE
  - Appropriate placement & reclass plan
- *Contractual Services*
  - \$84,800 (+2.8%)
- *Other*
  - \$92,200 (+2.8%)

## FY26 Budget by Category

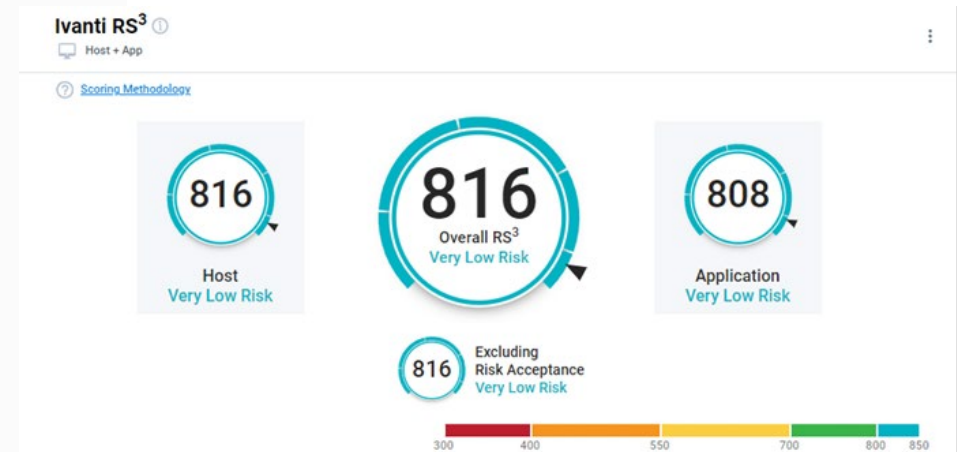
■ Salaries & Benefits ■ Contracts ■ Other



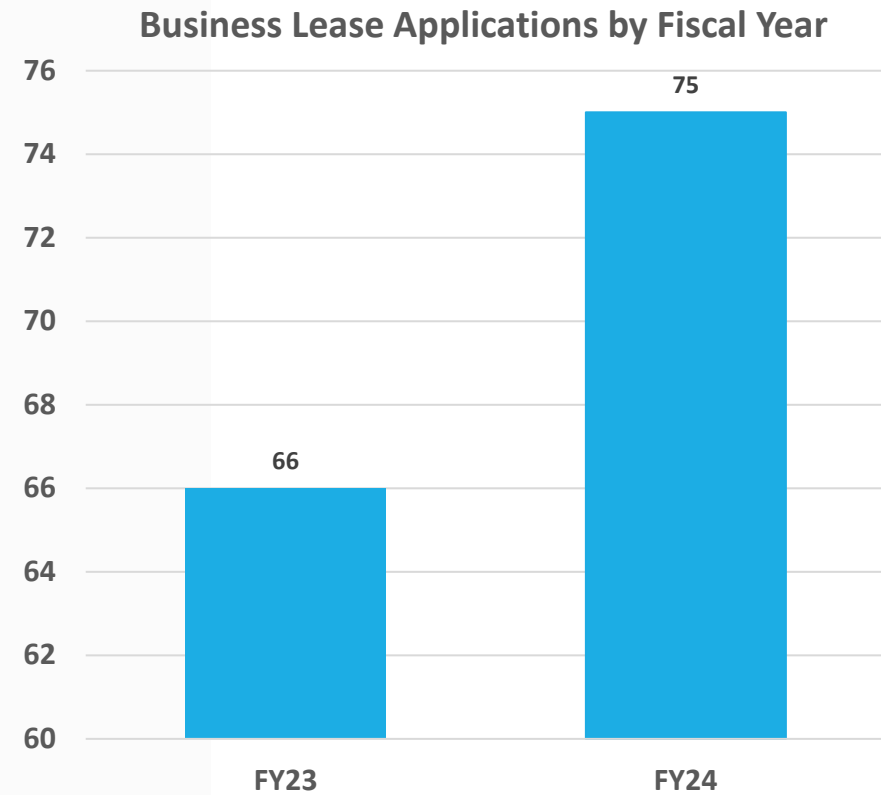
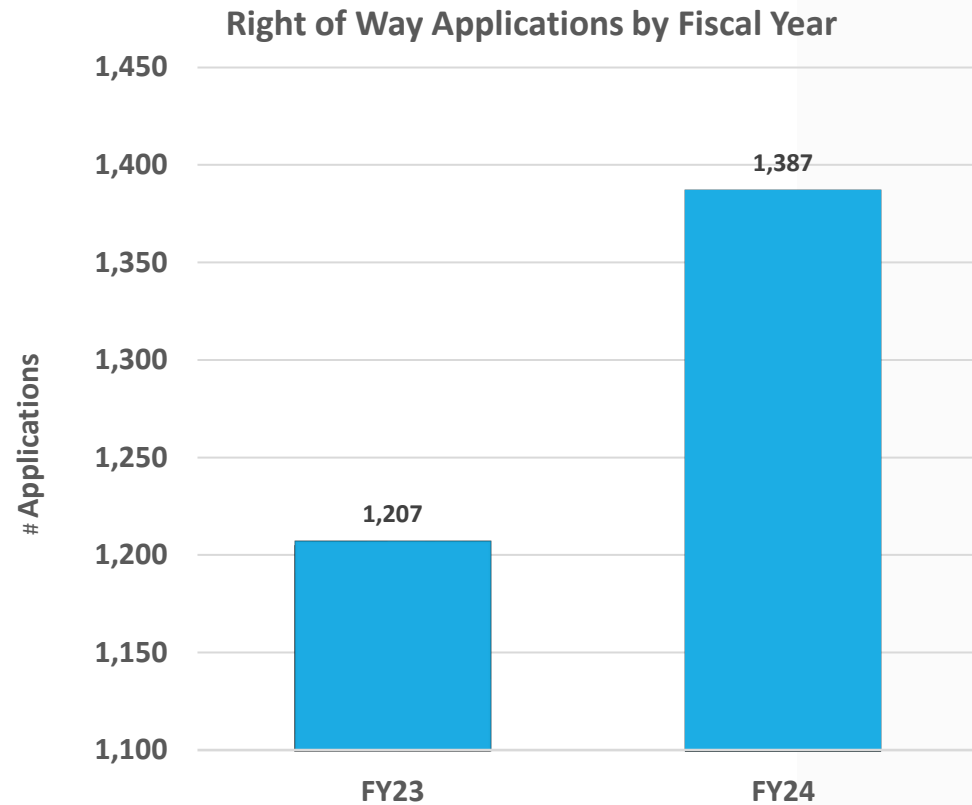
# Personnel Requests

- **Cyber Security Officer (1 FTE)**
  - Ensure NIST compliance (strategic planning, coordinate with DoIT, security analysis and software updates, risk management and disaster recovery procedures)
- **Rights-of-Way Analyst (1 FTE)**
  - Applications increased almost 15% from FY23, with corresponding revenue up about 33%
  - FY24 marked a record 1,400 applications
  - Broadband, roads, transmission lines, pipelines and infrastructure for job-creating projects
- **Business Leasing Analyst (1 FTE)**
  - Applications increased by 14% from FY23, with revenue growing by about 23%
  - Focused on more complex commercial leases

## DoIT (Ivanti) Security Risk Score for NMSLO



# Increased Commercial Demand



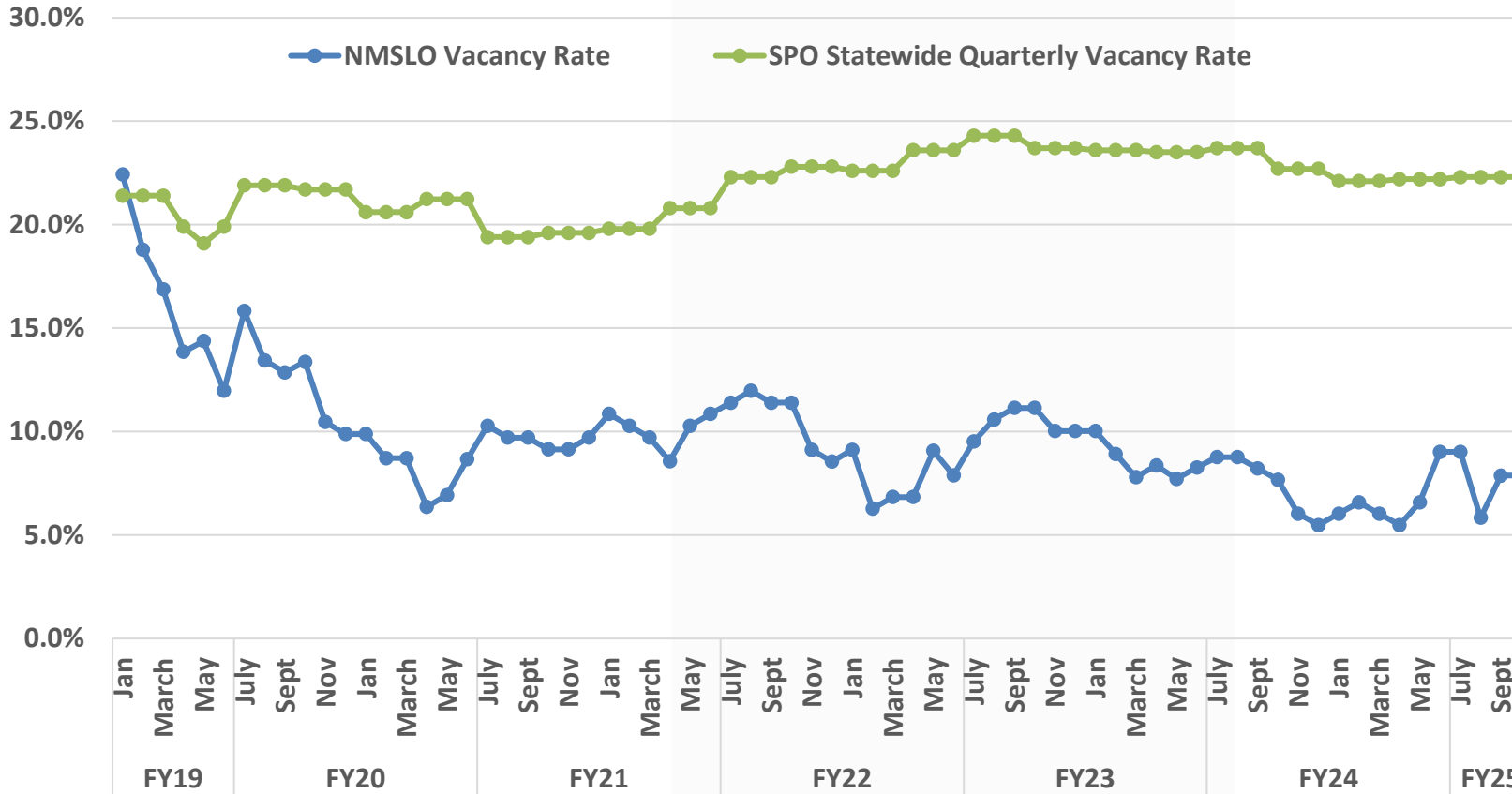
# Employee Appropriate Placement & Reclassification Plan

- Implement **LFC recommendations** (Program Evaluation: State Personnel Compensation and Classification Plan and Human Resources Authority, August 17, 2022)
  - Collaborate closely with SPO
  - Compensation reflective of duties, market demand
  - Ensure salary parity (avoid uneven pay raises)
  - Bring manager positions in line with similar agencies' classification levels (EMNRD, NMED)
  - Targeted recruitment and retention
  - Develop agency career ladders (reduce turnover costs due to lack of promotion potential)
- **Required Funding**
  - \$1,659,400



# NMSLO v. Statewide Vacancy Rate

Consistently Maintain Low Rate with Full S&B Utilization



Total FTE Positions	190.5
Filled	175.5
Vacant	15
<b>Vacancy Rate</b>	<b>7.87%</b>

As of 10/18/24





# Appendix

# FY26 Capital Outlay Requests

- **Elevator Modernization (\$500,000)**
  - Priority #1
  - Installed in 1960, controls last updated in 1991
  - Average lifespan for hydraulic elevators is 20-25 years
- **Fire Alarm Upgrade (\$400,000)**
  - Priority #2
  - Installed in 1999
  - Alarm does not identify specific area of concern; parts becoming obsolete
  - Average lifespan is around 15 years
- **Stucco (\$650,000)**
  - Priority #3
  - Deteriorating in places
  - Installed in early '90s



QUESTIONS?



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