



New Mexico Environment Department

MISSION

Our mission is to protect and restore the environment and to foster a healthy and prosperous New Mexico for present and future generations.

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.

FY24 Agency Budget Proposal:

Base Budget [Recurring Funding]:

+ \$3.2M in general fund or a 16.4% increase over FY23.

The increase starts to mitigate:

- \$4.6M shortfall in payroll that was created by the 7% employee raises between FY22 and FY23.
- \$1.79M for inflation-related expenses.

Special Appropriation [Non-Recurring Funding]:

+ \$32.1M in one-time funding for the following projects:

- \$8.5M for community revitalization through environmental clean-up of contaminated groundwater sites.
- \$5.5M to implement water reuse strategies, including the Water Task Force recommendations and the Produced Water Act.
- \$4.1M for climate-related work, including required U.S. DOE clean hydrogen hub cost-share funding and reducing carbon emissions from the transportation sector.
- \$3.0M to assess business operations, workforce needs, and optimize leased spaces.
- \$2.8M for non-federal match for Superfund sites.
- \$2.0M for required air quality regulatory changes stemming from southeast New Mexico’s violation of federal air quality standards.
- \$1.5M for increased compliance assurance activities related radioactive material licenses.
- \$1.25M to benefit New Mexicans who cannot afford to replace/repair leaking septic systems (i.e., implement Liquid Waste Indigent Fund).

FY23 vs. FY24 Budget Comparison

	FY23	FY24
Base Operating Budget	\$114.0M	\$119.1M
✓ General Fund	\$20.3M	\$23.7M
✓ Special Revenue Funds	\$57.4M	\$60.4M
✓ Federal Grants	\$36.3M	\$35.0M
Special Appropriations	\$1.9M	\$32.1M

Learn more about our Agency’s performance on our website:





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FY24 Agency Budget Proposal:

Special Appropriation [Non-Recurring Funding]:

- \$825K to improve core business operations.
- \$750K for broad workplace safety education training regarding heat stress and specific workplace safety education related to the cannabis and film industries.
- \$680K to develop a surface water discharge program that meets federal requirements to allow NMED to issue permits.
- \$650K to establish a retiree worker program.
- \$360K to improve wastewater utility operator certification services.
- \$150K to support/improve internal financial services.

Recruitment and Retention

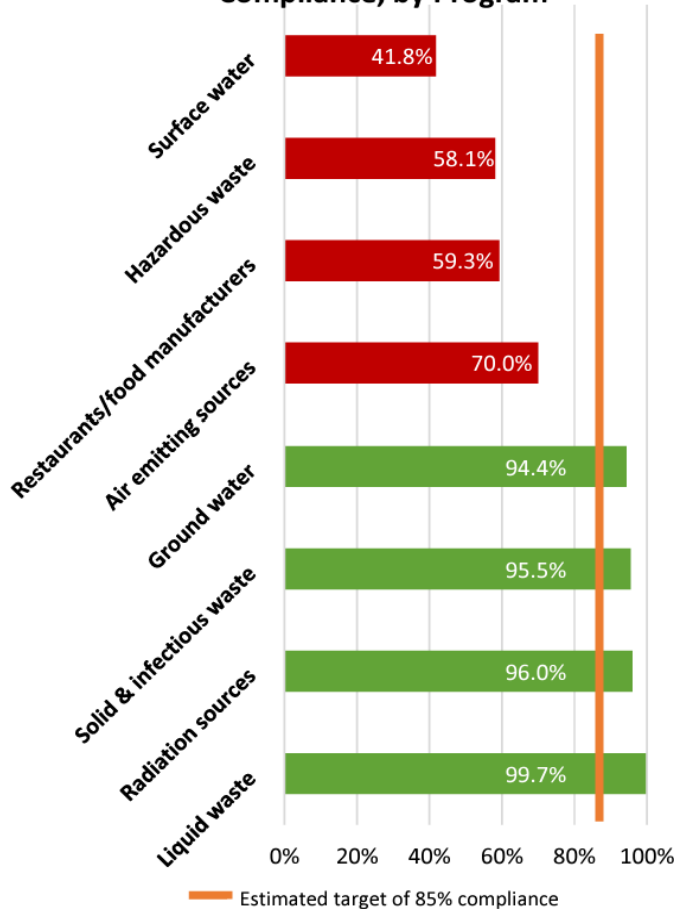
Propelled by high vacancy rates and long human resource action processing times, the New Mexico State Personnel Office (SPO) delegated authority to NMED to approve certain personnel transactions, including in-band pay adjustments, without the need for SPO approval. As a part of the delegation, SPO audits transactions to ensure the department meets personnel rules.

- From January 2022 - June 2022, NMED processed approximately 63 personnel actions that would have otherwise needed SPO approval.
- From July 2022 - September 2022, NMED processed over 275 personnel actions.
- The time to fill new and vacant positions has been significantly reduced from over 200 days on average in FY22 before the delegation to as little as seven days after a mission-critical position became vacant.

NMED also initiated a department-wide recruitment and retention effort providing recruitment and referral incentives such as voluntary duty station changes, personal days granted upon referral by current employees of candidates who are hired, extra personal days to the new employee, and cash incentives to eligible retirees who provide 12 months' notice before retiring.

Non-Discretionary Duties - Permitting and Compliance Assurance

Percent of Inspections Showing Compliance, by Program



Employee Exit Interview Data:

- Private/public sector opportunities with greater compensation
- Greater earning potential for less complex work at other state agencies
- Employee frustration over compensation for the volume, pace, and complexity of work
- Employee retirements