

FY2026

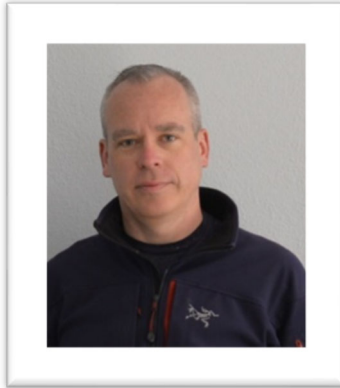
Strategic PLAN

NMED



New
Mexico
Environment
Department

Fiscal Year 2026 Strategic Plan



James C. Kenney
Cabinet Secretary

The New Mexico Environment Department (NMED) started Fiscal Year 2025 by fully implementing a long-term goal to fairly and equitably compensate all employees based on their education and experience. The strength of our agency and our ability to achieve our mission of protecting the public health and environment of New Mexico is entirely dependent on our dedicated and expert staff. For this reason, our priority this year is to continue to address both our staffing shortages through renewed focus on hiring and the insufficient compensation that has historically been the root cause of our staffing shortages. In addition, NMED will continue to aggressively safeguard our state both according to our statutory requirements and by looking at emerging risks to public health. Our strategic plan for FY26 is centered around four agency-wide program goals and objectives:

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

NMED will qualitatively and quantitatively measure our progress through reports to the Legislative Finance Committee and by publishing quarterly performance reports. NMED maintains a webpage on Agency performance that is available to the public, legislators, and our employees. NMED's performance webpage is found here: <https://www.env.nm.gov/performance-measures/>.



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Vision, Mission, Values

Vision

To foster a thriving and trusted, nationally leading organization known for protecting public health and the environment through its dedicated public servants.

Mission

Protect and restore the environment and foster a healthy and prosperous New Mexico for present and future generations.

Values



Science - Embracing the best available science to inform decision-making in support of our vision and mission.



Innovation - Employing creative engineering and technological solutions to address challenges.

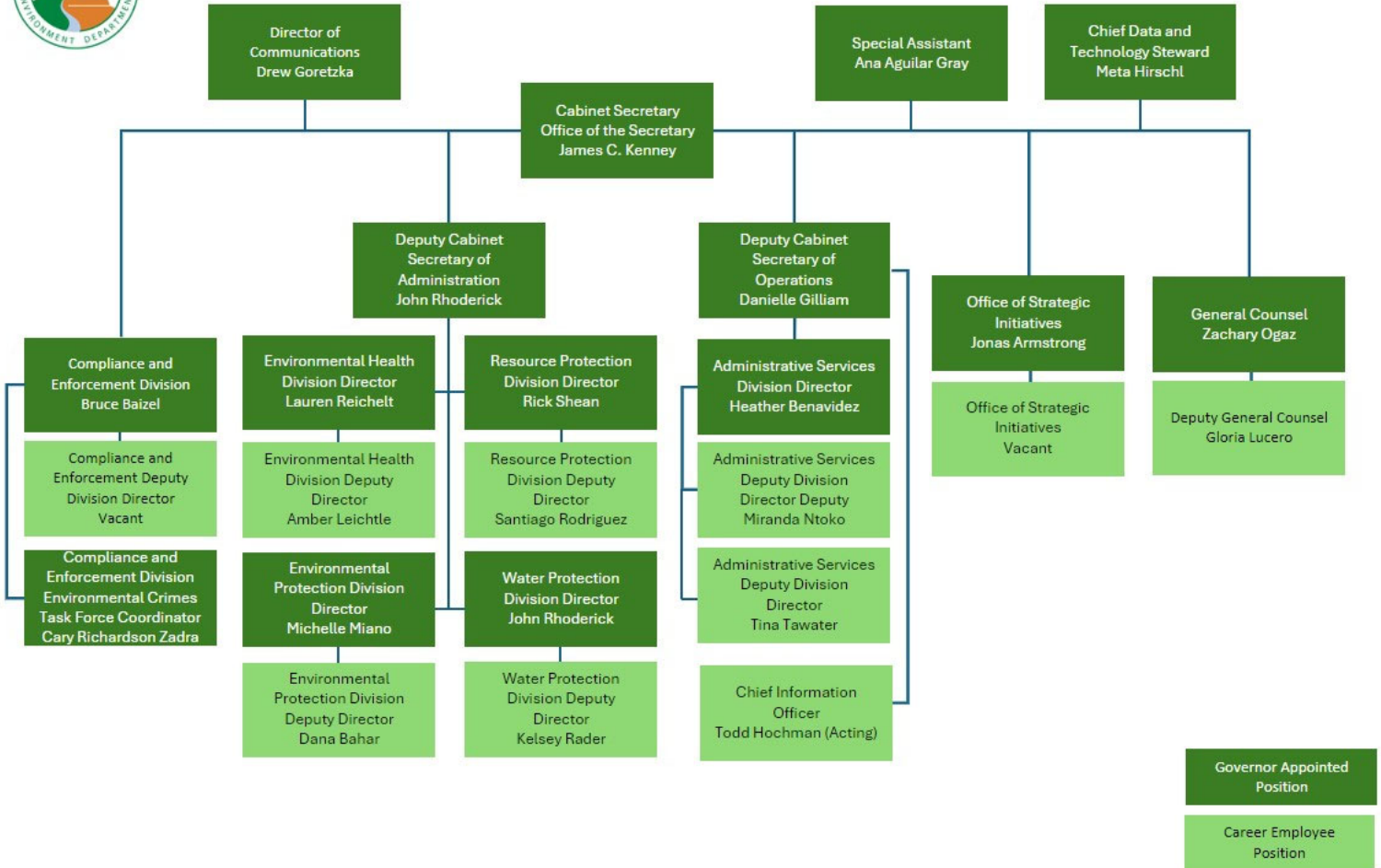


Collaboration - Engaging communities and interested stakeholders in decision-making and outcomes.



Compliance - Ensuring accountability with permits and rules while maintaining a fair and level playing field.

Organizational Structure



Resource Management Division (P567)

Purpose of the Program

The Office of the Secretary (OOTS) is responsible for translating NMED's vision, mission, and values into action. This execution aligns with the Governor's and Secretary's vision, legislative authority, and federal delegation, primacy, and grant agreements.

OOTS not only implements NMED's core principles but also ensures transparent communication and cooperation with Tribal, local, federal, and international governments and stakeholders. Services include strategic leadership and decision-making in all programmatic and policy matters within the agency.

OOTS fosters meaningful relationships with community members, elected officials, governmental agencies, Tribal governments, the business community, industry, and nongovernmental organizations, and Tribal governments to inform sound policy and decision-making and advocate for the Administration's legislative priorities and sustain state investment in services and policies for the betterment of New Mexicans. OOTS plays a pivotal role in ensuring the continuous provision of essential services by actively engaging with and listening to the NMED workforce. Through these efforts, OOTS contributes to the enhancement of workforce culture and its ongoing improvement.

Program Users

Businesses, stakeholders, the public, Tribes and Pueblos. Anyone who places their trust in the air they breathe, water they drink, land on which they live, food they eat, etc. Internally, our employees who work and live across New Mexico to fulfill our mission.

Benefits to New Mexicans

- A well-funded and highly functioning NMED can protect public health and the environment equally for all New Mexicans and communities served.
- Responsive communication of complex scientific and technical issues in a clear manner to all members of the public in multiple languages.
- Timely, accurate, equitable and transparent access to public health and environmental information for community and family-based decision-making.
- Accountability and oversight of public funds.
- Expanded online program delivery that strengthens traditional program access.
- Compliance with public health and environmental protections that provides a level playing field for all businesses and deterrence through vigorous enforcement when violations occur.
- Strong collaborations with all stakeholders and state agencies with a responsive and productive workforce.
- A highly-engaged workforce that advances efficient and safe customer service options.

Budget and FTE

Resources Management Division	FTE	Budget
Office of the Secretary	22.10	\$3,584,520
Office of General Counsel	24.00	\$4,779,190
Office of Information Technology	28.00	\$6,160,640
Administrative Services Division	42.00	\$11,218,030

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Resource Management Division (P567)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Build and retain a skilled and trained team of professional and support staff to implement our mission.
- Prioritize hiring, leadership training, and succession planning.
- Increase spending of funds to support NMED's mission.
- Advocate for increased flexibility of special revenue funds.
- Support all divisions and offices in integrating equity and renewed focus on environmental justice throughout delivery of services and operation of programs by providing clear guidance and staffing support.
- Reduce NMED's vacancy rate through data-driven process improvements supported by implementation of new business technologies (e.g., paperless and automation initiatives).
- Engage in compensation and classification analysis across NMED in order to ensure internal equity and balanced workloads, adjust to market conditions, and orient NMED's staffing strategy to align with strategic growth and career advancement pathways.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

- Maximize federal Bipartisan Infrastructure Law and Inflation Reduction Act funding and spending to create jobs and support economic development.
- Coordinate across state, local, federal, and Tribal governments to maximize the quantity and effectiveness of federal funds benefiting the people of New Mexico.
- Ensure services provided to New Mexicans are easy to access and modernize business processes making it easier to conduct business online where possible. Streamline and modernize administrative processes to improve public health and environmental outcomes and transparency of operations.
- Lead and coordinate New Mexico's work to clean up uranium sites among state agencies and with impacted communities, other states, federal agencies, and Native Nations, Tribes and Pueblos.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Take every necessary measure to safeguard communities from newly arising contaminants that pose risks to public health and the environment, encompassing a range of activities such as establishing and maintaining laws and regulations, adherence to these regulations, and their diligent enforcement.
- Build robust partnerships to increase collaboration including in rulemaking or permitting processes, grantmaking, and surrounding NMED action in other areas of interest.

Resource Management Division (P567)

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

- Ensure accountability for violations through strong and consistent enforcement policy and actions through NMED's Compliance and Enforcement unit.
- Increase consistency and timeliness in compliance across programs to ensure a level playing field.
- Provide strategic, innovative, and effective legal advice and representation to NMED management and staff.
- Facilitate exceptional customer service to the public and ensure public participation in docketed matters of the boards and commissions that the Office of Public Facilitation administers (including the Water Quality Control Commission and Environmental Improvement Board), public hearings assigned by the Secretary as a result of significant public interest, and due process compliance orders served on respondents by bureaus that benefit from public participation.

Water Protection Division (P568)

Purpose of the Program

To ensure reliable, clean and safe water supplies for New Mexicans today and into the future through the protection of surface water and groundwater quality. To provide financing for and oversight of water infrastructure projects across the state with added emphasis on projects related to the impacts of climate change, emerging contaminants, etc.

Program Users

A public that expects to consume clean and safe drinking water whether in an urban or rural community. A public that recreates in and along New Mexico's lakes, rivers, and streams. Regulated entities who rely on relationships with regulators to provide technical and consistent expertise. Local governments, municipalities, and private utilities in need of technical and/or financial assistance to repair, update, or add water and wastewater infrastructure. Tribes, Pueblos, and Nations whose water quality may be impacted by others. All others who ensure our accountability to our mission, including: the Governor, Legislature, Federal Government, and the public.

Benefits to New Mexicans

- Safe, clean, and reliable sources of drinking water for today's growing economy and future generations of New Mexicans.
- Healthy rivers and lakes that fully support recreation, tourism, and agriculture, which are essential components of a thriving state economy.
- Modernized and reliable infrastructure for our counties, cities, and towns that fosters healthy communities.
- Economic development opportunities on formerly contaminated properties that reinvigorate communities.
- Easily accessible information about drinking water, groundwater, and surface water quality, including in the aftermath of catastrophic events, such as devastating wildfires.

Budget and FTE

Water Protection Division	FTE	Budget
Office of the Director	16.25	\$10,341,400
Construction Programs Bureau	23.00	\$17,256,800
Drinking Water Bureau	51.00	\$19,173,100
Ground Water Quality Bureau	72.00	\$20,035,700
Surface Water Quality Bureau	40.00	\$9,346,800

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Water Protection Division (P568)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Build and retain a skilled and trained team of professional and support staff to implement our mission.
- Prioritize hiring, leadership training, and succession planning.
- Increase spending of funds to support WPD's mission.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

- Leverage available federal and state funding to maximize financing opportunities for water, wastewater, surface water infrastructure investments, and assist communities in utilizing available funding.
- Lead action-oriented discussions with key partners and stakeholders to develop needed reforms to capital outlay funding for water infrastructure projects to improve outcomes for communities.
- Leverage innovative partnerships and conduct marketing outreach for water infrastructure financing programs to increase loan utilization rates, including federal Bipartisan Infrastructure Law funding.
- Work with local governments, agency partners, other service providers to develop regionalization partnerships between public drinking water and wastewater systems to enhance resiliency, viability, and ability to provide safe drinking water and functional wastewater systems to the public.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Implement water reuse regulations.
- Support the ongoing work of the New Mexico Produced Water Research Consortium to fill science and technology gaps related to treatment and use of produced water for purposes outside the oil and gas sector.
- Implement the Produced Water Act to preserve freshwater resources, protect water quality and public health, and provide regulatory certainty.
- Implement state surface water permitting program by FY27 to protect from fluctuations in the definition of "Waters of the United States" under the federal Clean Water Act.
- Identify and implement innovative approaches to leverage existing authorities to build communities and natural resource systems that are resilient to the impacts of climate change, consistent with the Governor's Executive Order 2019-003 on addressing Climate Change and Energy Waste Prevention and the 50 Year Water Action Plan.
- Develop and implement strategic actions to identify and address water contaminated with per- and polyfluoroalkyl substances (PFAS) and other emerging contaminants.



Water Protection Division (P568)

- Implement federal grant for Emerging Contaminants in disadvantaged communities including sampling, evaluation, solution development, and deployment.
- Develop and maintain informative and interactive public facing tools, including story maps on drought and other water related emergencies and PFAS, to provide resources and current public health information to regulated entities, community leaders, and other stakeholders.
- Oversee and support lead service line inventory by October 10, 2024.
- Expand assessment of neglected contamination sites around the state and develop mechanisms for site remediation where no responsible party exists.
- Improve efficiency of coordination on Abandoned Uranium Mine sites and subsequent remediation activities.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

- Improve the consistency and efficiency of the groundwater discharge permit program to better serve the public.
- Improve the consistency and efficiency of enforcement on wastewater systems to ensure protection of the environment and consumers.
- Improve the consistency and efficiency of enforcement on public drinking water systems that fail to provide safe drinking water to their customers.
- Continue to work closely with federal, state, tribal, and local partners to assess, manage, and mitigate contamination from legacy mine and mill sites, generating stations, and listed CERCLA (superfund) sites around the state.

Resource Protection Division (P569)

Purpose of the Program

Preventing new contamination and expeditiously addressing legacy pollution in New Mexico for the protection of public health and the environment. Ensuring there is environmental justice for the equal protection and meaningful involvement of all people with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies and the equitable distribution of environmental benefits. Ensuring that all hazardous waste is managed – from cradle to grave – and contaminated sites are cleaned up as quickly as possible to lessen the burden to communities, their health, and our environment. Effectively monitoring the environment within and around U.S. Department of Defense (DOD) and U.S. Department of Energy (DOE) facilities in New Mexico, taking swift and meaningful compliance actions when warranted. Ensuring that petroleum storage tanks are managed to prevent releases and that any releases are remediated as expeditiously as possible and as eligibility and the Corrective Action Fund allows. Ensuring that all solid waste – including infectious waste – and recyclable materials are responsibly managed.

Program Users

A public that trusts and expects that New Mexico's natural resources will not diminish their family's health, safety, or economic prosperity regardless of where they live, work, or play. This includes New Mexico's service members who are stationed at U.S. Air Force installations, employees and contractors at DOE facilities and the residents who live in proximity to these installations. Regulated entities who rely on relationships with regulators to provide technical and consistent expertise. County and municipal governments who rely on our expertise for emergency response and technical guidance, including best management practices to minimize costs to taxpayers where possible. Tribes, Pueblos, and Nations whose natural resources may be impacted by others. All others who ensure our accountability to our mission, including: the Governor, Legislature, Federal Government, and the public.

Benefits to New Mexicans

- Timely responses to hazardous substance releases to prevent exposure to people and environment.
- Accountability and consequences for those who put New Mexicans at risk from improper management of waste.
- Federal facilities that comply with regulations and properly manage and clean up their waste.
- Robust surveillance of DOE facilities to confirm environmental results and inform communities.
- Financial assurance and incentives for the petroleum industry to prevent or clean up petroleum spills/releases.
- Landfills that are designed, operated, and monitored to safely isolate waste from the environment, thereby protecting human health and the environment.
- Timely response to illegal dumping of trash.
- Reuse and recycling programs that encourage New Mexicans to turn their trash into treasures.

Budget and FTE

Resource Protection Division	FTE	Budget
Office of the Director	5.00	\$1,248,100
DOE Oversight Bureau	16.00	\$3,630,100
Hazardous Waste Bureau	30.00	\$5190,200
Petroleum Storage Tank Bureau	49.00	\$23,948,000
Solid Waste Bureau	12.00	\$3,370,200

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Resource Protection Division (P569)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Build and retain a skilled and trained team of professional and support staff to implement our mission.
- Prioritize hiring, leadership training, and succession planning.
- Increase spending of funds to support RPD's mission.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

- Maximize federal bipartisan infrastructure law and inflation reduction act funding and spending to create jobs and support a circular economy in New Mexico.
- Coordinate across state, local, federal, and Tribal governments to maximize the quantity and effectiveness of federal and state funds benefiting the people of New Mexico.
- Maximize use of the Corrective Action Fund including for clean-up petroleum storage tank release sites and other contaminated facilities.
- Provide funding for local governments to develop recycling programs and abate illegal dumpsites.
- Create opportunities to reduce waste streams while growing New Mexico's participation in the circular economy.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Further the state's climate change and emissions reductions goals by exploring emerging technologies that reduce waste streams and encourage use of waste as feedstock for other valuable products.
- Protecting New Mexicans by reducing their exposure to nonessential PFAS-containing products.
- Create greater flexibility in protecting the environment from emerging contaminants by allowing New Mexico to enforce cleanup of newly listed hazardous constituents and hazardous wastes.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

- Provide increased regulatory oversight and accountability over hazardous waste generators, hazardous waste permittees, solid waste facilities, and petroleum storage tank operators.
- Strengthen corrective action, compliance assurance, and enforcement response so it is consistent and timely.
- Hold federal agencies accountable for their contamination sites and corrective action activities.
- Strengthen the Compliance Order on Consent to provide greater accountability and enforcement for the legacy waste clean-up activities at Los Alamos National Laboratory.
- Increase enforcement of Resource Conservation and Recovery Act and Hazardous Waste Act violations discovered during inspections of hazardous waste generators through the Hazardous Waste Bureau, decreasing referrals to abatement under the Water Quality Regulations.

Environmental Protection Division (P570)

Purpose of the Program

To mitigate and prevent the impacts of climate change on our population, industries and infrastructure by decarbonizing our thriving economy. To protect New Mexico's inhabitants and our natural beauty through clean and clear air for all to breathe. To prevent unnecessary risks to public health when medical or veterinary services are needed. To protect communities and the environment by assuring the proper licensing and financial assurance of industrial activities that use or concentrate radioactive materials.

Program Users

A public that breathes air and receives radiologic exams. The regulated community, including oil and gas producers. Other state agencies and institutions, county and local governments, including Tribes and Pueblos who participate in consultation. All others who ensure our accountability to our mission, including: the Governor, Legislature, Federal Government, and the public.

Benefits to New Mexicans

- Clean air for all New Mexicans, including children, elderly and other vulnerable populations.
- Clear air for tourism and recreational opportunities from improved visibility at national and state parks and wilderness areas.
- Decreased greenhouse gas emissions to reduce the adverse effects of climate change.
- Increased access clean energy and clean transportation infrastructure and jobs through investments.
- Protection for workers and the public from the ill effects on human health and natural resources of radioactive materials in academic, medical, and industrial applications.
- Reduced exposure to indoor radon.
- Critical assistance to current and former DOE or DOE-contracted facility nuclear workers who are ill because of exposure to radiation, chemicals, or both.

Budget and FTE

Environmental Protection Division	FTE	Budget
Office of the Director	5.25	\$887,200
Air Quality Bureau	81.00	\$24,485,000
Climate Change Bureau	13.00	2,191,800
Radiation Control Bureau	21.00	\$3,610,800

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Environmental Protection Division (P570)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Build and retain a skilled and trained team of air quality scientists, climate scientists, and radiation specialists, including permit writers, environmental analysts, monitoring, and regulatory specialists.
- Prioritize hiring, leadership training, and succession planning.
- Increase spending of funds to support EPD's mission.
- Ensure EPD programs have sufficient funding via fee increases to support program objectives.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

- Encourage and implement clean fuel development strategies, including promulgating Clean Transportation Fuel Standard rules to ensure decarbonizing occurs in alignment with economic development and protects public health.
- Coordinate with local and Tribal governments, community-based organizations and other state agencies to obtain and implement federal grant opportunities.
- Reduce exposure to and increase knowledge about the dangers of indoor radon to the public.
- Support implementation of the Climate Change Task Force's Equity Principles across applicable program and policy actions, including the Climate Pollution Reduction Grant and all other state climate initiatives.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Implement federal requirements that reduce methane and other harmful pollutants from oil and gas facilities.
- Implement Advanced Clean Cars II/Advanced Clean Trucks rules, the Clean Transportation Fuel Standard rules, and other programs focused on transportation equity and decarbonization.
- Coordinate with local and Tribal governments, community-based organizations and other entities to refine and implement priority climate actions under the Climate Pollution Reduction Grant to achieve the state's greenhouse gas reduction goals.
- Plan for and implement federal requirements lowering the National Ambient Air Quality Standard for fine particulate matter.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

- Increase state agency coordination and data sharing, including on methane, as a basis to inform compliance work. Upgrade systems to ensure maximum transparency of air quality information.
- Implement and enforce regulations to control volatile organic compounds and nitrogen oxides in areas that exceed 95 percent of the 2015 National Ambient Air Quality Standard for ozone. Ensure ongoing compliance with the Naturally Occurring Radioactive Materials regulations for the oil and gas industry.

Environmental Health Division (P571)

Purpose of the Program

To develop and implement preventive strategies to mitigate threats posed by emerging environmental health hazards. To promote and regulate New Mexico businesses, products and services in a manner that prevents adverse impacts and risks to public health and the environment; this includes commercially prepared foods, manufactured foods, hemp-finished products, adult use and medical edible cannabis products, public swimming pools and spas and liquid waste systems. To prevent workplace illnesses, injuries and fatalities to move our economy forward. To develop and implement preventive strategies to mitigate threats posed by emerging environmental health hazards related to public health.

Program Users

Residents of New Mexico who are impacted by environmental conditions negatively influencing the health of their communities. A public that eats at restaurants, purchases manufactured foods for their family, enjoys public pools and spas and expects and requires a safe working environment, as well as on-site septic system/property owners. The regulated community, including hemp and cannabis product manufacturers and food establishment owners. Other state agencies and institutions, county and local governments, and Tribes, Pueblos, and Nations who participate in consultation. All others who ensure our accountability to our mission, including: the Governor, Legislature, Federal Government, and the public.

Benefits to New Mexicans

- A more engaged public that is aware of the positive and negative impacts of environmental conditions on their future health.
- Safe food in restaurants and from New Mexico manufacturing facilities.
- Economic development, job growth, and human health protection through responsible hemp and cannabis manufacturing.
- Safe public swimming pools and spas for recreation, fitness and medical care.
- Septic tanks for onsite liquid waste that protect local ground water supplies and residents.
- Workers and workplaces that are safe and protected from hazards both day-to-day and during public health emergencies.
- Successful businesses with safe and productive workplaces.

Budget and FTE

Environmental Health Division	FTE	Budget
Office of the Director	5.00	\$921,000
Environmental Health Bureau	100.0	\$10,978,500
Cannabis and Hemp Bureau	5.00	\$693,900

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Environmental Health Division (P571)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Build and retain a skilled and trained team of professional and support staff to implement our mission.
- Prioritize hiring, leadership training, and succession planning.
- Ensure EHD has sufficient and stable funding via fee increases to support program objectives.

Program Goal and Objective 2: Create and support economic development opportunities that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, and ensure environmental justice for marginalized communities.

- Increase engagement for State of New Mexico and local government health agencies to identify key areas of environmental concern.
- Deploy the liquid waste assistance fund to help low-income residents with the cost to repair, replace, construct wastewater systems, alternative systems, or connect to sewer systems.
- Provide free and confidential compliance assistance to businesses at their request by identifying workplace hazards, analyzing safety and health management systems.
- Expand and retain NMED's skilled and trained team of food safety inspectors to keep pace with growth in food establishments across New Mexico and support local economies.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Implement heat standards for Occupational Health and Safety Bureau.
- Hire State of New Mexico Heat Officer to oversee response to emerging heat stress threat.
- Maintain a timely and flexible response capacity to emergent public health risks that create workplace hazards.
- Identify hazards specific to the Cannabis and Hemp industry, engaging other agencies as needed in mitigation and policy development.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance assurance activities.

- Develop and implement standard operating procedures to ensure consistency in enforcement.
- Publish all permits and findings online.
- Strive to align with the federal Food and Drug Administration goals for a highly effective and responsive program for regulating food service and retail food establishments bringing the State into compliance with (the Voluntary National Retail Food Program Standards), as budget allows.

Compliance and Enforcement Division (P566)

Purpose of the Program

The Compliance and Enforcement Division protects public health and the environment by assuring business, industry and federal facility compliance with federal and state rules, permits, and licenses. The CED develops compliance assurance strategies based on federal and state priorities, as well as other data that shapes more effective ways to improve public health and environmental outcomes for communities. At its core, the CED is responsible for promptly enforcing against entities when violations occur. The CED oversees compliance and enforcement activities for applicable air, water, food, radiation, petroleum storage tanks, and hazardous and nonhazardous waste permits and regulations, and occupational health and safety. Additionally, the CED oversees and manages the agency's Emergency Operations and Response efforts, a critical function given the rising frequency of climate-related emergencies statewide. This enhancement bolsters NMED's ability to respond rapidly to environmental crises while maintaining its commitment to ongoing regulatory functions.

Program Users

Residents of New Mexico who are impacted by environmental conditions negatively influencing their health and the land, water and air of their communities. The regulated community, including public drinking water system operators, oil and gas producers, workers and employers. Other state agencies and institutions, county and local governments, and Tribes, Pueblos, and Nations who participate in consultation. All others who ensure our accountability to our mission, including: the Governor, Legislature, Federal Government, and the public.

Benefits to New Mexicans

- A more engaged public that is aware of the positive and negative impacts of environmental conditions on their future health.
- Safe, clean, and reliable sources of drinking water for today's growing economy and future generations of New Mexicans.
- Clean air for all New Mexicans, including children, elderly and other vulnerable populations.
- Accountability and consequences for those who put New Mexicans at risk from improper management of waste.
- Federal facilities that comply with regulations related to air, water, soil, and waste.
- Successful businesses with safe and productive workplaces.

Budget and FTE

Environmental Health Division	FTE	Budget
Office of the Director	5.0	\$150,000
Environmental Protection Bureau	34	\$4,336,200
Resource Protection Bureau	26	\$2,479,100
Water Protection Bureau	25	\$3,777,900
Occupational Health and Safety Bureau	52	\$3,295,500

See Appendix A for our performance measures and Appendix B for a comprehensive listing of our statutory authority.

Compliance and Enforcement Division (P566)

Program Goals, Objectives, and Strategic Actions

Program Goal and Objective 1: Ensure robust staffing and resources to improve the implementation of our mission.

- Recruit, build and retain a skilled and trained team of professional and support staff to implement our mission.
- Prioritize hiring, leadership training, and succession planning.
- Develop the funding to support CED's mission.

Program Goal and Objective 2: Ensure a level playing field for businesses through robust, consistent, and comprehensive enforcement of environmental regulations that mitigate climate change, improve air quality, protect freshwater resources, reduce wastes, enforce health and safe workplaces and ensure environmental justice for marginalized communities.

- Increase engagement of local governments and regulated business communities in ensuring self-compliance with environmental regulations.

Program Goal and Objective 3: Protect communities from emerging public health and environmental contaminants.

- Further the state's climate change and emissions reductions goals by employing emerging technologies that identify the release of excess emissions of methane and other contaminants.
- Protect New Mexicans by reducing PFAS contamination and increasing the clean-up of PFAS contamination by responsible parties.
- Ensure swift and effective action during environmental emergencies, safeguarding public health and the environment while sustaining regulatory enforcement and compliance efforts.

Program Goal and Objective 4: Protect the public health and the environment through innovative and traditional compliance and enforcement activities.

- Modify, develop and implement consistent penalty and enforcement policies for all divisions.
- Publish all violations on Enforcement Watch to increase public transparency of compliance and enforcement efforts.
- Develop and implement standard operating procedures to ensure consistency in enforcement.
- Publish all permits and findings online.

Appendix A: Performance Measures

Public Health

Percent of the population breathing air meeting federal health standards
Percent of the population served safe and healthy drinking water
Number of drinking water systems serving drinking water that did not meet at least one standard compared to the total number of drinking water systems
Number of community water system violations returned to compliance as a result of NMED assistance
Number of superfund sites cleaned up as compared to the number of superfund sites remaining
Employers that did not meet occupational health and safety requirements for at least one standard

Environmental Protection

Amount of volatile organic compounds emitted statewide, in tons
Amount of volatile organic compounds emitted illegally, in tons
Amount of nitrogen oxides emitted statewide, in tons
Amount of nitrogen oxides emitted illegally, in tons
Quantity of nutrient-based pollutants reduced due to implementation of watershed restoration and on-the-ground improvement projects, in pounds
Reduction in nonpoint source sediment loading attributed to implementation of watershed restoration and on-the-ground improvement projects
Number of nonpoint source impaired waterbodies restored by the Department relative to the number of impaired water bodies
Number of underground storage tank sites cleaned up compared to the total number of leaking underground petroleum storage tank sites remaining
Number of completed cleanups of petroleum storage tank release sites that require no further action
Number of zero-emission vehicles registered in New Mexico

Economic Investment

Total investment of grants dollars awarded to communities, year to date
Number of brownfield acres of contaminated land cleaned up and available for reuse
Investments in water infrastructure, in dollars
Number of new water infrastructure projects

Appendix A: Performance Measures

Compliance	
Air	Percent of air emitting sources inspected
	Percent of air emitting source inspections showing compliance
	Percent of air emitting sources with active/ongoing violations
Groundwater	Percent of groundwater permittees inspected
	Percent of groundwater permittee inspections showing compliance
	Percent of groundwater permittees with active/ongoing violations
Hazardous Waste	Percent of hazardous waste facilities inspected
	Percent of hazardous waste facility inspections showing compliance
	Percent of hazardous waste facilities with active/ongoing violations
Restaurants and Food Manufacturing	Percent of restaurants/food manufactures inspected
	Percent of restaurants/food manufacturer inspections showing compliance
	Percent of restaurants/food manufactures with active/ongoing violations
Septic Systems	Percent of new or modified liquid waste systems inspected
	Percent of new or modified liquid waste system inspections showing compliance
	Percent of new or modified liquid waste systems with active/ongoing violations
	Number of liquid waste system violations resulting from complaints
Solid and Infectious Waste	Percent of solid and infectious waste management facilities inspected
	Percent of solid and infectious waste management facility inspections showing compliance
	Percent of solid and infectious waste management facilities with active/ongoing violations
Surface Water	Percent of surface water permittees inspected
	Percent of surface water permittee inspections showing compliance
	Percent of surface water permittees with active/ongoing violations
Radiation Sources in Medical Equipment	Percent of ionizing/non-ionizing radiation sources inspected
	Percent of ionizing/non-ionizing radiation source inspections showing compliance
	Percent of ionizing/non-ionizing radiation sources with active/ongoing violations

Appendix A: Performance Measures

Compliance (Continued)	
Occupational Health and Safety	Percent of high-hazard facilities inspected
	Percent of all employers inspected
Cannabis and Hemp	Percent of cannabis and hemp permittees inspected
	Percent of cannabis and hemp permittee inspections showing compliance
	Percent of cannabis and hemp permittees with active/ongoing violations
Petroleum Storage Tanks	Percent of petroleum storage tank permittees inspected
	Percent of petroleum storage tank permittee inspections showing compliance
	Percent of petroleum storage tank permittees with active/ongoing violations
Operational	
Total dollars collected by NMED and transferred to the general fund resulting from successful prosecutions and/or settlements stemming from non-compliance with laws, rules, or permits administered by the Department	
Vacancy rate by month	
Percent of NMED financial transactions completed online by the public or regulated community	

Appendix B: Statutory Authority & Duties

- NMSA 1978, §§ 3-29-1 to -21
 - NMSA 1978, §§ 9-7A-1 to -17
 - NMSA 1978, §§ 11-18-1 to -5
 - NMSA 1978, §§ 10-15-1 to -4
 - NMSA 1978, §§ 13-1-1 to -199
 - NMSA 1978, §§ 14-2-1 to -12
 - NMSA 1978, §§ 14-3-1 to -24
 - NMSA 1978, §§ 14-4-1 to -11
 - NMSA 1978, §§ 14-4A-1 to -6
 - NMSA 1978, §§ 14-16-1 to -21
 - NMSA 1978, §§ 25-1-1 to -16
 - NMSA 1978, §§ 25-2-1 to -21
 - NMSA 1978, §§ 26-2C-1 to -42
 - NMSA 1978, §§ 50-9-1 to -25
 - NMSA 1978, §§ 61-33-1 to -10
 - NMSA 1978, §§ 70-13-1 to -5
 - NMSA 1978, §§ 71-8-1 to -8
 - NMSA 1978, §§ 74-1-1 to -18
 - NMSA 1978, §§ 74-2-1 to -22
 - NMSA 1978, §§ 74-3-1 to -16
 - NMSA 1978, §§ 74-4-1 to -14
 - NMSA 1978, §§ 74-4G-1 to -12
 - NMSA 1978, §§ 74-4H-1 to -4
 - NMSA 1978, §§ 74-6-1 to -17
 - NMSA 1978, §§ 74-6A-1 to -15
 - NMSA 1978, §§ 74-6B-1 to -14
 - NMSA 1978, §§ 74-9-1 to -43
 - NMSA 1978, §§ 74-13-1 to -20
 - NMSA 1978, §§ 76-24-1 to -10
- Sanitary Projects Act
 - Department of Environment Act
 - State Tribal Collaboration Act
 - Open Meetings Act
 - Procurement Code
 - Inspection of Public Records Act
 - State Records Act
 - State Rules Act
 - Small Business Regulatory Relief Act
 - Uniform Electronic Transactions Act
 - Food Service Sanitation Act
 - Adulterated or Misbranded Food Act
 - Cannabis Regulation Act
 - Occupational Health and Safety Act
 - Utility Operators Act
 - Produced Water Act
 - Sustainable Development Testing Site Act
 - Environmental Improvement Act
 - Air Quality Control Act
 - Radiation Protection Act
 - Hazardous Waste Act
 - Voluntary Remediation Act
 - San Juan Generating Station Facility and Mine Remediation and Restoration Study Act
 - Water Quality Act
 - Wastewater Facility Construction Loan Act
 - Ground Water Protection Act
 - Solid Waste Act
 - Recycling and Illegal Dumping Act
 - Hemp Manufacturing Act