



NEWS RELEASE **For Immediate Release**

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The Environment Department's mission is to protect and restore the environment and to foster a healthy and prosperous New Mexico for present and future generations.

NMED employees report highest job satisfaction in six years *2025 survey shows significant gains in pay satisfaction and resources*

SANTA FE — New Mexico Environment Department (NMED) employees are more satisfied with their jobs than at any time in the past six years, according to results from the agency's 2025 Employee Engagement Survey.

Launched in 2020, the survey measures NMED staff opinions on the department's work culture and helps the agency identify areas for improvement. This year's report is [available here](#).

"Throughout the Lujan Grisham administration, our leadership team has worked tirelessly to improve our workplace culture for our dedicated employees as they perform essential services for the people of New Mexico," said **Environment Secretary James Kenney**. "By addressing our employees' concerns as measured through our annual survey over the last six years, our department is stronger, and our employees are more engaged and happier than at any time in our recent history."

Key findings from the report include:

- **67%** of NMED employees are engaged in their work — more than double the national average of 32% and the highest rate since the survey's launch in 2020.
- **93%** said they believe their work is important.
- **94%** said they are willing to put in extra effort to get the job done.
- **91%** said they like their job.

This year's report also shows notable improvement in categories related to pay and resources. The share of employees satisfied with their pay rose 23 percentage points between 2020 and 2025, and 16% more employees reported having sufficient resources — such as budget and materials — to perform their jobs effectively.

NMED employees enjoy and remain committed to their work, with 91% saying they like the work they do. Nearly eight out of ten are satisfied with their job (a 9% increase from 2024 results) and 64% said they were not considering leaving the Department in the next year (a 10% increase from 2024 results).

These results reflect the efforts of Gov. Michelle Lujan Grisham, the New Mexico Legislature and Secretary Kenney to increase NMED's general fund allocation and establish appropriate placement for all employees — ensuring staff are paid at rates proportional to their experience and education. Secretary Kenney has also championed workplace culture initiatives that have helped grow the department's workforce from about 500 employees in 2019 to 675 in 2025.

For those seeking a career that makes a tangible difference in communities across New Mexico and offers a supportive, engaging workplace culture, find NMED's [open positions here](#).

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