

United States Department of Agriculture



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February 18, 2009

NEW MEXICO BULLETIN NO. 360-9-05

SUBJECT: PER – PROPOSED CHANGE IN ORGANIZATIONAL STRUCTURE

TO: All Employees

Purpose. To inform all employees of New Mexico’s proposed change in organizational structure.

Expiration date. September 30, 2009

In 2003, New Mexico moved from a “team” concept back to a more traditional “line and staff” organizational structure by establishing four administrative areas and creating area offices led by Area Conservationists in Albuquerque, Carrizozo, Clovis, and Socorro. In addition to the four Area Offices, the current organizational structure includes thirty-five field offices, four soil survey offices, eight RC&D offices, and one Plant Materials Center. While this structure has proven to be the most effective and efficient structure for optimizing conservation delivery, the management/administrative staff ratio to field staffing has gotten out of balance as workload priorities have shifted and declining budgets have resulted in overall decreased staffing.

NRCS New Mexico has requested approval to reduce the number of administrative areas from four to three. Boundaries for the three new areas serviced out of Clovis, Albuquerque, and Las Cruces will be redefined to provide an equitable distribution of work based on resource needs.

When fully implemented, this proposal will increase staffing at the field office level, maintain an acceptable management/administrative support ratio, and recognize the vast geographic challenges of a state the size of New Mexico.

If approved, implementation will be complete by January 2011.



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State Conservationist