

LFC Requester:	Ruby Ann Esquibel
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**AGENCY BILL ANALYSIS
2017 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply: **Date** 2/18/17
Original **Amendment** _____ **Bill No:** SM21
Correction **Substitute** _____

Sponsor: Senator Pete Campos **Agency Code:** 924
Short Title: STUDY STATE WORKER **Person Writing** Aguilar/Saiz
COMPENSATION **Phone:** 505-827-6519 **Email** Paulj.aguilar@state.nm.us

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY17	FY18		
	None Noted		

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: Senate Memorial 21 requests the state personnel office to study compensation for state workers and provide a long-term analysis of the issues that affect job retention and recruitment.

Senate Memorial 21 is requiring the New Mexico state personnel office to create an annual compensation report and then present these findings to the appropriate legislative committee by no later than December 1, 2017. The report will detail the results of the state's annual compensation survey and review the state's compensation structure. The bill is seeking to identify job skills needed by the state employee workforce and working with institution of

higher learning to craft curriculum to provide the needed training.

FISCAL IMPLICATIONS

The fiscal implications will need to be analyzed once the study has been conducted and a new compensation structure is implemented. Other costs associated with the results of the study include developing curriculum at state universities and colleges to address job needs.

SIGNIFICANT ISSUES

Based on the 2015 Classified Service Compensation Report the state is behind in classifications for critical occupations such as corrections, information technology and health care. The bill points out that the analysis is needed to compare employee pay grades and salary to similar jobs within the region. The 2015 report also indicates that the state is behind market indices by more than 50% which significantly affects the state's ability to attract, retain, engage, motivate and compensate employees.

With no funding available, the long-term analysis may be obsolete before it can be implemented.

ADMINISTRATIVE IMPLICATIONS

The state personnel office has been tasked to report its findings and recommendations by no later than December 1, 2017.