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FISCAL IMPACT REPORT

SPONSOR Gonzales/De La Cuz/ Sanchez/Hernandez, JF/Abeyta LAST UPDATED _____
ORIGINAL DATE 2/19/25
BILL
SHORT TITLE Volunteer Firefighter SVC. & Training NUMBER House Bill 405
ANALYST Klundt

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT*

(dollars in thousands)

Agency/Program	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
		No fiscal impact				

Parentheses () indicate expenditure decreases.

*Amounts reflect most recent analysis of this legislation.

Sources of Information

LFC Files

Agency Analysis was Solicited but Not Received From
Association of Counties

Agency Declined to Respond
Department of Health

SUMMARY

House Bill 405 (HB 405) creates a volunteer firefighter service and training act. The bill defines eligible employee, employer, and time in service. Under the bill, an employer shall provide an eligible employee a leave of absence not to exceed 112 hours per calendar year to attend firefighter training, provided that the eligible employee requests the leave and provides 30 days' notice to the employer. The bill allows the leave to be unpaid but does not allow the employee to be terminated or demoted or allow the employer to reduce the employee's accrual of leave, sick leave, or seniority.

The effective date of the bill is July 1, 2025.

FISCAL IMPLICATIONS

No significant fiscal impact was identified.

SIGNIFICANT ISSUES

Several communities statewide have volunteer fire fighter programs. These firefighters respond to emergencies, often in rural or smaller communities. Volunteers may undergo training similar

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to career firefighters, covering fire suppression techniques, search and rescue, emergency medical response, and equipment operation.

According to the National Fire Department Registry, 52 percent of active firefighting personnel in the United States are volunteers. It is unclear how many New Mexico volunteers would regularly be eligible for leaves of absence as a result of this bill.

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