

<b>LFC Requester:</b>	<b>Harry Rommel</b>
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**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**

**[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto:billanalysis@dfa.nm.gov)**

*(Analysis must be uploaded as a PDF)*

**SECTION I: GENERAL INFORMATION**

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

**Date Prepared:** 01/21/2025 *Check all that apply:*  
**Bill Number:** HB 74 Original  Correction   
 Amendment  Substitute

**Sponsor:** Elizabeth "Liz" Thomson **Agency Name and Code:** New Mexico Department of Homeland Security and Emergency Management -79500  
**Short Title:** Firefighter & EMS Provider Peer Support Act **Number:** Management -79500  
**Person Writing:** Matthew Stackpole  
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**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
\$0	\$0	NA	NA

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
\$0	\$0	\$0	NA	NA

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>	\$0	\$0	\$0	\$0	NA	NA

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
Duplicates/Relates to Appropriation in the General Appropriation Act

### **SECTION III: NARRATIVE**

#### **BILL SUMMARY**

Synopsis: HB 74 allows, “any state, local or regional public fire agency,” to establish a peer support program, which shall have at least one peer support team composed of peer support team members, “who offer peer support services to emergency service providers.”

HB 74 states that, “each peer support team member shall complete a training course approved by the state fire marshal’s office.” The training course is required to train peer support team members to provide peer support services for matters that include, “(1) substance use and substance abuse; (2) critical incident stress; (3) grief support; (4) line of duty deaths; (5) serious injury or illness; (6) suicidal thoughts; and (7) workplace issues.” Of note, all communications between emergency service providers and peer support team members are confidential if they are made while the peer support team member is providing peer support services. “An emergency service provider has the right to refuse to disclose, and to prevent another from disclosing, a confidential communication in all civil, administrative or arbitration proceedings, whether or not the emergency service provider is a party to the litigation.” That said, there are certain limited allowances for confidential communications to be disclosed either to a court or to prevent imminent harm or the commission of a crime.

#### **FISCAL IMPLICATIONS**

There is no current appropriation associated with HB 74. Its predecessor, 2024 HB 101, included a \$500,000.00 appropriation for FY 25. The Department of Homeland Security and Emergency Management (DHSEM) is concerned that insufficient funding to support and properly train, or approve the training for peer support team members, may place an undue burden on the program and jeopardize its effective implementation.

#### **SIGNIFICANT ISSUES**

The Fire Marshal’s Office believes that HB 74 is a positive step in supporting New Mexico’s emergency service providers. However, there are also legitimate concerns regarding the lack of funding within this version of the bill and the inherent administrative implications resulting therefrom. These include potential challenges in resource allocation, the need for additional training for emergency personnel, and the administrative burden on local agencies to comply with new regulations.

#### **PERFORMANCE IMPLICATIONS**

HB 74 provides support to emergency service providers who may be dealing with acute or cumulative psychological stress or trauma arising from their high-stress work environments.

#### **ADMINISTRATIVE IMPLICATIONS**

As previously indicated under Fiscal Implications, HB 74 currently lacks funding. The prior legislation, 2024 HB 101, had allocated \$500,000 for FY 25. The Department of Homeland Security and Emergency Management (DHSEM) has some concerns that without adequate funding to support and properly train, or approve the training for peer support team members, the program’s efficacy could be compromised. Furthermore, DHSEM anticipates a substantial administrative workload. This may necessitate either the provision of additional training at the

academy or the engagement of contract staff to manage the program effectively. It remains uncertain whether DHSEM will utilize existing staff or require supplementary resources for this initiative.

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

No conflicts or duplications.

**TECHNICAL ISSUES**

No concerning technical issues.

**OTHER SUBSTANTIVE ISSUES**

No other substantive issues.

**ALTERNATIVES**

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

To not enact this HB 74 removes a potential tool in helping to prevent the long-term psychological and emotional challenges that firefighters and emergency service providers may face without adequate peer support and resources. Proper funding of this initiative will be essential to ensuring its successful implementation.

**AMENDMENTS**

NA