

LFC Requester:	
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AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO AgencyAnalysis.nmlegis.gov and email to 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}

Check all that apply:

Original **Amendment**
Correction **Substitute**

Date Prepared: 2025-02-03
Bill No: HB129

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Agency Name and Code CYFD 69000
Number:
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PROBATION PERIOD

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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY24	FY25		

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY24	FY25	FY26		

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ESTIMATED ADDITIONAL OPERATION BUDGET (dollars in thousands)

	FY24	FY25	FY26	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

Duplicates/Conflicts with/Companion to/Relates to:

Duplicates/Relates to Appropriation in the General Appropriation Act:

SECTION III: NARRATIVE

BILL SUMMARY

HB 129 amends section 10-9-13 (E) to limit the probationary period of an employee to 180 days (6 months). It will also allow employees to keep their permanent status when transferring or moving to another service assignment.

FISCAL IMPLICATIONS

No Fiscal Impact

SIGNIFICANT ISSUES

The agency may face potential challenges by restricting the time supervisors have to evaluate new employees. Given the steep learning curve associated with CYFD positions, it often takes more than six months for individuals to become fully acclimated to the complexities of their roles. This limitation could lead to CYFD supervisors hesitating to dismiss employees prior to the six-month mark, which may result in retaining individuals who are not suitable for the position.

Employees often require more than six months to fully acclimate to a position, and certain habits and decision-making patterns may not become evident until later in the one-year probationary period. A six-month probationary period would significantly hinder CYFD's ability to identify these behaviors and address them through improvement plans or targeted training opportunities, ultimately affecting the effectiveness and development of staff. Due to the nature of the cases handled by CYFD, employees, particularly those within the Protective Services Division, require more than six months to effectively process and manage the secondary trauma that often arises from these roles. The one-year

probationary period is crucial to ensure the well-being and mental health of staff.

PERFORMANCE IMPLICATIONS

None.

ADMINISTRATIVE IMPLICATIONS

None.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None.

TECHNICAL ISSUES

None.

OTHER SUBSTANTIVE ISSUES

None.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Status quo

AMENDMENTS

None.