

<b>LFC Requester:</b>	<b>Joseph Simon</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:** 2/6/2025 *Check all that apply:*  
**Bill Number:** H264 Original  Correction   
 Amendment  Substitute

**Sponsor:** Patricia Roybal Caballero **Agency Name and Code** NMSBVI 979  
**Short Title:** State employee salaries, leave, and retention **Number:** \_\_\_\_\_  
**Person Writing** Heather Miller  
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**SECTION II: FISCAL IMPACT**

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

	<b>FY25</b>	<b>FY26</b>	<b>FY27</b>	<b>3 Year Total Cost</b>	<b>Recurring or Nonrecurring</b>	<b>Fund Affected</b>
<b>Total</b>	NFI	NFI	NFI			

(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: RELATING TO STATE EMPLOYEES; PROVIDING FOR A FUTURE INCREASED MINIMUM SALARY, ANNUAL LEAVE ACCRUAL RATES AND PAID PARENTAL LEAVE; PROVIDING FOR STATE EMPLOYEE RECRUITMENT AND RETENTION; AMENDING AND ENACTING SECTIONS OF THE NMSA 1978

**FISCAL IMPLICATIONS**

It appears there will be minimal to no fiscal impact on NMSBVI.

**SIGNIFICANT ISSUES**

This bill outlines a minimum \$15/hr pay with planned increased, note leave accrual amounts and requires paid parental leave, and addressed recruitment and retention.

NMSBVI already pays above a minimum of \$15/hr. 12 weeks of paid parental leave is provided for the birth/adoption of a child for parents(s)/domestic partner(s). The only notable impact would be a change to meet the standard of leave by small amounts for employees working beyond 7 and 14 years. NMSBVI already accounts for remote working opportunities, as staff are employed from around the state across different departments and their positions are accommodated for based on location and the services being provided.

#### **PERFORMANCE IMPLICATIONS**

#### **ADMINISTRATIVE IMPLICATIONS**

#### **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

#### **TECHNICAL ISSUES**

#### **OTHER SUBSTANTIVE ISSUES**

#### **ALTERNATIVES**

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

#### **AMENDMENTS**