

LFC Requester:

AGENCY BILL ANALYSIS

SECTION I: GENERAL INFORMATION

Check all that apply:

Original x Amendment
Correction Substitute

Date 2/19/2025
Bill No: HB405

Sponsor: Rep. Anita Gonzales, Art De La Cruz, Joseph Sanchez, Joseph Hernandez, Michelle Abeyta
Short Title: Volunteer Firefighter Training Job Retention Act
Agency Name and Code: EMNRD 521
Number:
Person Writing: Laura McCarthy
Phone: 505-490-2954 Email: Laura.mccarthy@emnrn.dnm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Table with columns: Appropriation (FY25, FY26), Recurring or Nonrecurring, Fund Affected. Values are n/a.

(Parenthesis ( ) Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Table with columns: Estimated Revenue (FY25, FY26, FY27), Recurring or Nonrecurring, Fund Affected. Values are n/a.

(Parenthesis ( ) Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

Table with columns: FY25, FY26, FY27, 3 Year Total Cost, Recurring or Nonrecurring, Fund Affected. Values are n/a.

(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**

HB405 requires employers to provide leaves of absence to employees who are volunteer firefighters for time in service responding to an emergency fire as a volunteer firefighter during their normal work hours.

Section 3 provides that a volunteer firefighter is eligible for a leave of absence from their employer to attend training related to their duties as a volunteer firefighter provided the employee has a statement signed by the chief of a certified fire department verifying the employees' volunteer firefighter status.

Section 4 establishes that a leave of absence is not to exceed 112 hours per calendar year provided the employee provides thirty-day notice to their employer.

Section 5 outlines employment protections during a leave of absence.

**FISCAL IMPLICATIONS**

None

**SIGNIFICANT ISSUES**

None

**PERFORMANCE IMPLICATIONS**

HB405 will enable eligible employees to be provided with leave of absence to receive training related to their status as a volunteer fire department firefighter, up to 112 hours per year. Training may include wildland fire training which could increase participation in wildland fire training sponsored by the Forestry Division. Currently most wildland firefighter training for volunteer fire departments is conducted on weekends. Enactment of HB405 could mean the Forestry Division has more attendees at wildland firefighter training offered on weekdays.

The more volunteer firefighters are trained in wildland firefighting, the greater the number of firefighters who can respond to wildland fire emergencies. The net effect could be to increase the number of available resources for emergency wildfire response statewide and to reduce the severity and duration of wildland fires because they are suppressed while still small.

**ADMINISTRATIVE IMPLICATIONS**

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None.

**TECHNICAL ISSUES**

None

**OTHER SUBSTANTIVE ISSUES**

None

**ALTERNATIVES**

None

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

If HB405 does not pass, eligible employees who participate as volunteer fire department members may not have the ability to acquire essential training including for wildland fire.

**AMENDMENTS**