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}

Date Prepared: Feb 10   *Check all that apply:*
Bill Number: SB321   Original ___ X Correction __
          Amendment __ Substitute __

Sponsor: M. Padilla

Agency Name and Code Number: State Personnel Office 378

Short Title: NM State Police As Highest Paid Law Enforcement in State

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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	**FY26**		
N/A	100K	Nonrecurring	General

(Parenthesis ( ) indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	**FY26**	**FY27**		
N/A	None	None		

(Parenthesis ( ) indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	**FY26**	**FY27**	**3 Year Total Cost**	**Recurring or Nonrecurring**	**Fund Affected**
Total	N/A	Unknown	Unknown			

(Parenthesis ( ) Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:
Requires that the salaries of the New Mexico state police be adjusted annually as necessary to ensure that they are the highest-paid law enforcement officers in the state. $100,000 appropriation from the General Fund to the Department of Public Safety for use in FY26 to study state police salaries. Unused funds, if any, will revert at the end of FY26.

SPO does not oversee or administer the State Police salary plan. However, we do administer the state classified salary plan and can serve as a resource to the Department of Public Safety to ensure competitive market salaries for NM State police.

FISCAL IMPLICATIONS

SB321 does not define "other law enforcement agencies in the state" as comparators for salary adjustments. This term is broad and somewhat vague which could lead to challenges with implementation and benchmarking the law enforcement classification with the market.

SIGNIFICANT ISSUES

There is no date stated for implementation of the salary adjustments once the funded study has concluded.

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