

<b>LFC Requester:</b>	<b>Scott Sanchez</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:** 10 February 2025 *Check all that apply:*  
**Bill Number:** SB 321 Original  Correction   
 Amendment  Substitute

**Sponsor:** Michael Padilla **Agency Name and Code** 790 – Department of Public Safety  
**Short Title:** State Police as Highest Paid Law Enforcement **Number:** \_\_\_\_\_  
**Person Writing** Carolyn Huynh  
**Phone:** 5056812861 **Email:** Carolynn.huynh@dps.

**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
\$0.0	\$100.0	Nonrecurring	General Fund

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
\$0.0	\$0.0	\$0.0	N/A	N/A

(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	\$0.0	\$0.0	N/A	N/A

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to: 2024 SB75  
 Duplicates/Relates to Appropriation in the General Appropriation Act

### **SECTION III: NARRATIVE**

#### **BILL SUMMARY**

Requires that the Secretary of the Department of Public Safety annually review the salaries of New Mexico State Police and law enforcement statewide, and if necessary, adjust New Mexico State Police salaries to ensure that members of the State Police are the highest-paid law enforcement officers in the State. Appropriates \$100,000 (GF) to the Department of Public Safety for use in FY2026 to study State Police salaries.

#### **FISCAL IMPLICATIONS**

The Department of Public Safety conducted a salary study in FY 2019 with Kenning Consulting for \$51,000. The appropriation of \$100,000 should be sufficient to cover the cost of this expanded study.

#### **SIGNIFICANT ISSUES**

DPS would present the contractor's findings and recommendations to the Legislative Finance Committee (LFC) upon completion of the review. No mention of future funding to implement recommendations in FY 2026 or beyond is made in the bill.

A statute mandating State Police be the highest paid is not unique in the region. Colorado law mandates that the Colorado State Patrol's (CSP) salaries be among the highest in the state. Colorado Revised Statutes § 24-50-104(1)(a)(III)(A) mandates salaries for CSP officers must be at least ninety-nine percent (99%) of the actual average salary provided to the top three law enforcement agencies within the state that have both more than 100 commissioned officers and the highest actual average salary.

#### **PERFORMANCE IMPLICATIONS**

DPS believes this law would likely have a positive impact on recruiting for the New Mexico State Police. The agency would benefit from an emergency clause with this appropriation to begin work immediately in order to have the project completed by the ending appropriation date of June 30, 2026.

#### **ADMINISTRATIVE IMPLICATIONS**

No administrative implications to DPS.

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

2024 SB75 "State Police as Highest Paid Law Enforcement".

#### **TECHNICAL ISSUES**

None identified by DPS.

#### **OTHER SUBSTANTIVE ISSUES**

No other substantive issues to DPS.

#### **ALTERNATIVES**

None for DPS

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

Status quo will remain.

#### **AMENDMENTS**

Add an emergency clause with this appropriation to begin work immediately in order to have the project completed by the ending appropriation date of June 30, 2026.