

LFC Requester:	SIMON, JOSEPH
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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}

Date Prepared: Feb 17 *Check all that apply:*
Bill Number: SB409 Original Correction
 Amendment Substitute

Sponsor: J. Sanchez **Agency Name and Code** State Personnel Office 378
Short Title: Football Monday – Paid Public Holiday **Number:** _____
Person Writing Dylan K. Lange
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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
None	None		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
None	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	n/a	n/a			

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

SB409 amends section 12-5-2 NMSA 1978 to add “Football Monday”, the second Monday in February, as a legal holiday in addition to the other 11 days currently designated as state holidays. Notably, SB409 would establish a legal holiday on two Mondays in February.

FISCAL IMPLICATIONS

The FY26 budget would not be directly impacted by the additional pay for state workers for the holiday. The estimated current cost for the holiday based on 23,746 employees would be \$6,646,935 for 8 hours, including benefits.

SIGNIFICANT ISSUES

State classified employees observe the 11 holidays currently contained in 12-5-2 NMSA 1978, Adding Football Monday would be the 12th paid holiday for public employees.

SB409 would establish a legal holiday on two Mondays in February. Of note, while President’s Day is a paid holiday, it is observed on the Friday following Thanksgiving as approved by the State Personnel Board per 1.7.6.9.

“Football Monday” would be the only state holiday that is not also a federal holiday.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

The State of New Mexico currently has a benefit package that is “at market” according to the recent Deloitte study. Adding an additional paid holiday may be a tool for recruitment and retention.

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS