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FISCAL IMPACT REPORT

SPONSOR <u>Hall II/Lundstrom</u>	LAST UPDATED <u>3/15/25</u>	ORIGINAL DATE <u>3/14/25</u>
SHORT TITLE <u>Law Enforcement Recruitment & Retention</u>	BILL NUMBER <u>57</u>	House Memorial
		ANALYST <u>Sanchez</u>

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT* (dollars in thousands)

Agency/Program	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
DPA/PERA	No fiscal impact	No fiscal impact	No fiscal impact	No fiscal impact	Recurring	General Fund

Parentheses () indicate expenditure decreases.
 *Amounts reflect most recent analysis of this legislation.

Sources of Information

LFC Files

Agency Analysis Received From
 Department of Public Safety (DPS)

Agency Analysis was Solicited but Not Received From
 Public Employee Retirement Association (PERA)

Because of the short timeframe between the introduction of this bill and its first hearing, LFC has yet to receive analysis from state, education, or judicial agencies. If that analysis is received, this analysis could be updated.

SUMMARY

Synopsis of House Memorial 57

House Memorial 57 (HM57) requests a collaborative study on the recruitment and retention of New Mexico Law Enforcement Academy instructors. The memorial calls for participation from a designee of the Department of Public Safety, the director of the New Mexico Law Enforcement Academy, the deputy director of training for the New Mexico Law Enforcement Academy, and a designee from the Public Employees Retirement Association. The group is tasked with formulating a consensus recommendation and presenting its findings to the legislative interim committee charged with reviewing investments and pensions no later than September 15, 2025.

FISCAL IMPLICATIONS

Because HM57 is a memorial, it does not carry a direct fiscal impact. However, the requested study may result in indirect costs associated with staff time, administrative support, and potential travel expenses for stakeholder meetings. If the study leads to policy recommendations affecting compensation, benefits, or training funding, future appropriations could be required.

SIGNIFICANT ISSUES

The memorial aligns with ongoing efforts to strengthen public safety workforce retention. Recent reports indicate the number of certified law enforcement officers in New Mexico increased by approximately 27 percent between 2020 and 2024, rising from 4,024 to 5,111 officers. Despite this growth, vacancy rates in public safety agencies remain a challenge, and strengthening training programs is essential to maintaining workforce quality. Recent statutory changes have increased the standards for certification and decertification of law enforcement officers, raising the demand for highly qualified instructors. If instructor retention is affected by compensation or benefits, the inclusion of the Public Employees Retirement Association in the study suggests that retirement incentives may be a factor in recruitment challenges.

If the study identifies salary competitiveness as a primary barrier to instructor retention, policymakers may need to consider increased funding for instructor salaries. In addition to state appropriations, federal or state grants could be explored to support instructor training and retention efforts. To ensure timely legislative action, an interim progress report from the study group could provide valuable insight before the final recommendations are presented to the legislative committee.

SS/hj/SS/SL2