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## FISCAL IMPACT REPORT

SPONSOR Sanchez LAST UPDATED \_\_\_\_\_  
ORIGINAL DATE 2/19/2025  
BILL  
SHORT TITLE "Football Monday" as Public Holiday NUMBER Senate Bill 409  
ANALYST Simon

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT\* (dollars in thousands)

Agency/Program	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
State Agencies Personnel Costs		\$8,602.7	\$8,860.8	\$17,463.5	Recurring	General Fund, Other State Funds, and Federal Funds

Parentheses ( ) indicate expenditure decreases.

\*Amounts reflect most recent analysis of this legislation.

Relates to Senate Bill 200

### Sources of Information

LFC Files

Agency Analysis Received From  
State Personnel Office (SPO)

## SUMMARY

### Synopsis of Senate Bill 409

Senate Bill 409 (SB409) creates a new public holiday in New Mexico on the second Monday in February.

This bill does not contain an effective date and, as a result, would go into effect 90 days after the Legislature adjourns if enacted, or June 20, 2025.

## FISCAL IMPLICATIONS

Rules adopted by the Personnel Board require that full-time state employees be paid for authorized holidays and require the annual publication of the legal public holidays as designated in Section 12-5-2 NMSA 1978 for observation. As a result, adding an additional public holiday to Section 12-5-2 NMSA 1978 would increase personnel costs for state agencies. Data from the State Personnel Office (SPO) indicates there are currently 24,178 state employees with aggregate hourly pay of \$834 thousand. For an eight hour work day this would total \$8.6 million in salaries and benefits costs. This includes all state employees, including both classified and exempt employees of the executive branch, as well as employees of the judicial and legislative branches.

## **SIGNIFICANT ISSUES**

State employees currently receive 11 paid holidays: the 10 state holidays included in Section 12-5-2 NMSA 1978 and Juneteenth National Independence Day, which was designated a federal holiday in 2021 and has been observed since that year. Notably, SB409 would add a second holiday in February, one week before Washington's and Lincoln's birthday. However, this holiday is typically observed the day after Thanksgiving, based on SPO's published holiday schedule for 2025 and recent years.

Analysis from SPO note an additional paid holiday could promote state employment by offering a more generous total compensation package. A recent study of the state's benefits package found the 11 paid holidays to be comparable to the broader market's offering of 10 paid holidays.

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

SB409 related to Senate Bill 200, which proposes an additional holiday on the day of the general election.

JS/sgs/hg/sgs