

1 A MEMORIAL

2 REQUESTING THE STATE PERSONNEL OFFICE TO STUDY COMPENSATION
3 FOR STATE WORKERS AND PROVIDE A LONG-TERM ANALYSIS OF THE
4 ISSUES THAT AFFECT JOB RETENTION AND RECRUITMENT.

5
6 WHEREAS, qualified workers are the backbone of state
7 government, and fair compensation is needed to retain
8 qualified workers; and

9 WHEREAS, the New Mexico state personnel office creates
10 an annual compensation report that details the results of the
11 state's annual compensation survey and a review of the state's
12 total compensation structure; and

13 WHEREAS, the state personnel office's 2015 *Classified*
14 *Service Compensation Report* provides an analysis and
15 comparison of specific classification levels and shows New
16 Mexico to be at market for most general classifications, but
17 behind actual market averages in many hard-to-recruit
18 and -retain classifications for critical occupations such as
19 corrections, information technology and health care; and

20 WHEREAS, the report also notes that the average salary
21 levels for selected benchmark classifications fall more than
22 fifty percent behind market indices, significantly affecting
23 the state's ability to attract, retain, engage, motivate and
24 compensate employees; and

25 WHEREAS, revenue shortfalls in the past few years have

1 restricted the state from establishing and maintaining its
2 competitive position in the marketplace, attracting and
3 retaining high-quality employees and addressing the need for
4 a salary structure adjustment that may occur when funding
5 becomes available; and

6 WHEREAS, a long-term analysis is needed to better
7 address the classified employee pay grades and salary
8 structure in relation to similar government jobs within the
9 region; and

10 WHEREAS, how to best provide a level of stability for
11 state employees through compensation needs to be studied; and

12 WHEREAS, when funding becomes available,
13 across-the-board pay increases approved by the legislature
14 in the past may no longer provide the best solution to
15 address the pay inequities in state government; and

16 WHEREAS, the identification of job skills needed by the
17 state employee workforce would provide an opportunity for
18 state institutions of higher learning to craft curricula to
19 provide the needed training;

20 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE
21 STATE OF NEW MEXICO that the state personnel office be
22 requested to study state employee compensation and propose a
23 compensation structure that brings state employee pay grades
24 in line with salaries paid for similar jobs within the
25 region; and

1 BE IT FURTHER RESOLVED that the state personnel office
2 be requested to provide a long-term prognosis of the state's
3 ability to retain, attract and compensate quality employees;
4 and

5 BE IT FURTHER RESOLVED that the state personnel office
6 be requested to work with state universities and colleges to
7 determine what skills and qualifications are needed for state
8 employment positions and to help craft curricula to address
9 those job needs; and

10 BE IT FURTHER RESOLVED that the state personnel office
11 report its findings and recommendations to the appropriate
12 legislative interim committee no later than December 1, 2017;
13 and

14 BE IT FURTHER RESOLVED that copies of this memorial be
15 transmitted to the director of the state personnel office,
16 the secretary of higher education, the public education
17 department, the presidents of New Mexico's post-secondary
18 educational institutions and the legislative finance
19 committee.

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