

LFC Requestor: LFC Contractor

2025 LEGISLATIVE SESSION
AGENCY BILL ANALYSIS

Section I: General

Chamber: House

Category: Bill

Number: 15

Type: Introduced

Date (of THIS analysis): 01/29/2025

Sponsor(s): Marianna Anaya

Short Title: Health Care Strategic Recruitment Program

Reviewing Agency: Agency 665 - Department of Health

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Section II: Fiscal Impact

APPROPRIATION (dollars in thousands)

Appropriation Contained		Recurring or Nonrecurring	Fund Affected
FY 25	FY 26		
\$ 0.00	\$2,000.00	N/A	General Fund

The appropriation in this bill would go to Workforce Development to assist in recruiting healthcare providers in New Mexico for staff, equipment, furniture and supplies and other start-up costs for the health care strategic recruitment program.

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY 25	FY 26	FY 27		
\$ 0.00	\$ 0.00	\$ 0.00	N/A	N/A

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY 25	FY 26	FY 27	3 Year Total Cost	Recurring or Non-recurring	Fund Affected
Total	\$ 0.00	\$ 0.00	\$ 0.00	\$0	N/A	N/A

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Section III: Relationship to other legislation

Duplicates: None

Conflicts with: None

Companion to: None

Relates to: SB 46 (Interstate Medical Compact, which seeks to expand the number of physicians licensed to practice medicine in New Mexico)

Duplicates/Relates to an Appropriation in the General Appropriation Act: None

Section IV: Narrative

1. BILL SUMMARY

a) Synopsis

House Bill 15 (HB 15) proposes to establish a new program entitled the “Health Care Strategic Recruitment Program.” This program would assist in recruiting health care providers to serve in health care fields where shortages exist.

Rules would be promulgated to enumerate the health care professions and allied health practices that would be targeted for recruitment efforts. In addition to the eligibility established by these rules, those who would be targeted for these recruitment efforts would be limited to those who were recent graduates (within the last 10 years) from a New Mexico public post-secondary institution in an educational program in a health care shortage field who do not currently work in health care in the state.

The bill specifies the types of activities that would be required to be completed as part of the recruitment efforts to include sharing information about recruitment incentives, assisting in the licensing and credentialing process, and sharing information about job openings. It also specifies the data and other information that would need to be reported annually, to include recommendations for improvements to the program.

Funding would be for salaries and for equipment, furniture, supplies and other start-up costs.

Is this an amendment or substitution? Yes No

Is there an emergency clause? Yes No

b) Significant Issues

The State of New Mexico continues to see a shortage in medical providers, especially those specialist providers including neurologists, cardiologists, and gynecologists.

(https://digitalrepository.unm.edu/nmhc_workforce/10/

HB 15 is intended to help alleviate the shortages of health care providers that exists across the state by establishing a program to actively recruit such providers. The shortage of providers and the aging provider network in New Mexico has created burnout among many providers. While New Mexico is not alone in this shortage, the fact that we have a large rural area makes recruitment and retention more difficult. This program could serve as a component in a comprehensive approach to recruitment, retention, and continued investment in a provider friendly environment.

2. PERFORMANCE IMPLICATIONS

- Does this bill impact the current delivery of NMDOH services or operations?

Yes No

If yes, describe how.

- Is this proposal related to the NMDOH Strategic Plan? Yes No

Goal 1: We expand equitable access to services for all New Mexicans

Goal 2: We ensure safety in New Mexico healthcare environments

Goal 3: We improve health status for all New Mexicans

Goal 4: We support each other by promoting an environment of mutual respect, trust, open communication, and needed resources for staff to serve New Mexicans and to grow and reach their professional goals

3. FISCAL IMPLICATIONS

- If there is an appropriation, is it included in the Executive Budget Request?

Yes No N/A

- If there is an appropriation, is it included in the LFC Budget Request?

Yes No N/A

- Does this bill have a fiscal impact on NMDOH? Yes No

4. ADMINISTRATIVE IMPLICATIONS

Will this bill have an administrative impact on NMDOH? Yes No

NMDOH would be required to participate alongside HCA, Higher Education, and Workforce Solutions to develop rules to enumerate the health care professions and allied health practices that would be targeted for recruitment efforts.

5. DUPLICATION, CONFLICT, COMPANIONSHIP OR RELATIONSHIP

None.

6. TECHNICAL ISSUES

Are there technical issues with the bill? Yes No.

1. LEGAL/REGULATORY ISSUES (OTHER SUBSTANTIVE ISSUES)

- Will administrative rules need to be updated or new rules written? Yes No
- Have there been changes in federal/state/local laws and regulations that make this legislation necessary (or unnecessary)? Yes No
- Does this bill conflict with federal grant requirements or associated regulations?
 Yes No
- Are there any legal problems or conflicts with existing laws, regulations, policies, or programs? Yes No

8. DISPARITIES ISSUES

None.

9. HEALTH IMPACT(S)

By increasing the number of health care providers, especially in underserved areas, more people would have access to health care services. This has the potential to improve access to preventive health care, acute and chronic disease management as well as behavior, mental health and substance abuse care, thereby improving health status of the population.

10. ALTERNATIVES

None.

11. WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL?

If HB 15 is not enacted, there would be no program with a specific mandate to actively recruit health care providers who were recent (within the last 10 years) graduates of New Mexico public post-secondary institutions in an education program in a health care shortage field who currently do not work in health care in New Mexico to serve in a health care shortage field.

12. AMENDMENTS

None.