

LFC Requester:

**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**  
[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto: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:** 1/17/2025 *Check all that apply:*  
**Bill Number:** HB0067 Original  Correction   
 Amendment  Substitute

**Sponsor:** Joy Garratt **Agency Name and Code Number:** New Mexico Institute of Mining and Technology 962

**Short Title:** Reasonable Assurance for Employees of Educational Institutions **Person Writing fsdfs** Analysis: The VPAF Office  
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**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		

(Parenthesis ( ) indicate revenue decreases)

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

	<b>FY25</b>	<b>FY26</b>	<b>FY27</b>	<b>3 Year Total Cost</b>	<b>Recurring or Nonrecurring</b>	<b>Fund Affected</b>
Administration Costs	\$98	\$101	\$104	\$303	Recurring	General Fund
Faculty Health Insurance	\$324- \$433	\$350 - \$468	\$378 - \$505	\$1,052 - \$1,406	Recurring	General Fund
Faculty Compensation	\$4,016	\$4,137	\$4,261	\$12,414	Recurring	General Fund
<b>Total</b>	\$4,438 - \$4,547	\$4,588- \$4,706	\$4,743- \$4,870	\$13,769- \$14,123	Recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
 Duplicates/Relates to Appropriation in the General Appropriation Act

**SECTION III: NARRATIVE**

**BILL SUMMARY**

Synopsis:

Relating to unemployment insurance for employees of educational institutions.

The bill primarily proposes to amend the language

From:

A reasonable anticipation that such employment will be available and a reasonable notice or understanding that the individual will be eligible for and offered employment in a similar capacity.

To:

A reasonable assurance requires that all of the following are met:

- 1) The institution has made an offer of employment in the following academic year or term that is written, oral or implied;
- 2) The offer of employment was made by an individual with actual authority;
- 3) The employment offered is substantially the same position as or is in a higher position than the previous employment;
- 4) The consideration for the employment offered is not less than 90% of the amount that the claimant earned in the then-current academic year or term; and
- 5) The offer of employment is not contingent upon the factor(s) that are within the institution's control.

An unemployed individual shall be eligible to receive benefits with respect to any week if they meet the above requirements.

## **FISCAL IMPLICATIONS**

Depends on the intent of the bill, potential fiscal impacts include, but are not limited to:

1. Any increased administrative costs, including administrative oversight in Academic Affairs, Human Resources, Research, and Business Operating offices. This may require up to 1 FTE and has an estimated annual cost of approximately \$98,213. At a 3% annual increase, the total cost over three years is expected to be \$303,565.
2. Based on current institutional policy, employees pay their portion of the health insurance based on their compensation level. If this bill requires the institution to pay for the employee portion of the insurance premium for the unemployment period, the estimated annual costs would be between \$324,284 and \$433,121. At an 8% annual increase, the total cost over three years is projected to be \$1,052,754 - \$1,406,083.
3. If the intent is to provide funding to support the unemployment period (likely 3 months), it may result in about \$4,016,250 additional costs (including fringe benefits) to the institution. At a 3% annual increase, the total cost over three years is estimated to be \$13,668,958 - \$14,022,287. This will be a significant fiscal impact on the institution if it is not fully funded by the state.

## **SIGNIFICANT ISSUES**

Not expected.

## **PERFORMANCE IMPLICATIONS**

1. Academic positions in the institution are currently structured to be 9-months in duration. The bill appears to provide gap funding during the periods outside the appointment term.
2. In many disciplines, individuals in the institution are supported, in part or for all, of this 3-month period with summer teaching appointments, research grants, and/or contract work. If the bill passed, individual incentives to pursue these funding support may be superseded by the support offered through this bill.
3. If implemented, this bill would have a financial impact on the state and potentially affect the workforce pool available to the institution during this 3-month period.

## **ADMINISTRATIVE IMPLICATIONS**

There will be an increase in administrative oversight in offices such as Academic Affairs, Human Resources, Research, and several Administration and Finance offices.

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

None for NMIMT.

## **TECHNICAL ISSUES**

Not Expected.

## **OTHER SUBSTANTIVE ISSUES**

None for NMIMT.

## **ALTERNATIVES**

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

Faculty contracts and other academic service contracts will operate as usual, with minor adjustments if necessary.

**AMENDMENTS**