

LFC Requester:	Noah Montano
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AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to 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: 1-30-2025 *Check all that apply:*
Bill Number: HB 155 Original Correction
 Amendment Substitute

Sponsor: Martin R. Zamora **Agency Name and Code:** NM Gaming Control Board 00465
Short Title: Relating to Gaming Control **Person Writing:** Angela M. Armstrong
Title: Relating to Gaming Control **Phone:** 505-263-3346 **Email:** angela.armstrong@gcb.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total		20 – 30 plus 38% benefits	20-30 plus 38% benefits		Recurring	General

(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:

Changing the qualifications which the Board is required to consider when hiring and appointing an Executive Director for the Gaming Control Board and allowing the Board to set the salary for the Executive Director position.

FISCAL IMPLICATIONS

Note: major assumptions underlying fiscal impact should be documented.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.

The salary range for Executive Directors of agencies of similar size varies between 20 to 30 thousand dollars higher than what the GCB is legally able to pay now. Additionally, the Executive Director of every other state agency, board and commission is qualified to receive the pay raises granted by the legislature to every other state employee without limitation.

SIGNIFICANT ISSUES

Broadening the required qualifications and removing the salary cap will invite a wider range of applicants, creating a more competitive applicant pool, and ultimately permitting the agency to employ the best person for the position.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

As the gaming industry nationally and potentially in New Mexico evolve or change, a broader knowledge, education and experience in this position would greatly benefit the agency and State.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

The Governor can accept or reject pay increases or adjustments. A Governor could potentially decline to take a salary at all. This would leave the Gaming Control Board unable to fill and pay the Executive Director position.

OTHER SUBSTANTIVE ISSUES

The New Mexico Gaming Control Board is the only agency, board, or commission in the state with a cap on the salary of an Executive Director. The New Mexico Gaming Control Board has the only Executive Director salary that is tied to the salary of the Governor of New Mexico. This makes that position ineligible for merit pay increases once the current salary cap has been reached. Additionally, they aren't eligible for pay increases granted by the state legislature once the salary cap established by the current Governor's salary has been reached.

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Status Quo

AMENDMENTS