

LFC Requester:	LFC
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**AGENCY BILL ANALYSIS
2025 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Click all that apply:

Original Amendment
Correction Substitute

Date 2025-02-05
Bill No: HB264

Sponsor: Roybal Caballero, Patricia **Agency Name and Code** NMHED
Short INCREASE MINIMUM **Number:** _____
Title: WAGE **Person Writing** Martinez, Tana
Phone: 5056298407 **Email** tana.martinez@hed.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 Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(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

House Bill 264 (HB264) introduces measures for New Mexico state employees by amending relevant sections of NMSA 1978, including future increases to the minimum wage, enhanced annual leave accrual rates, and paid parental leave. The bill also addresses recruitment and retention strategies for state employees. The proposed changes are set to take effect on July 1, 2025.

The New Mexico Higher Education Department's (NMHED) analysis of this bill focuses on the higher education implications of the proposed legislation. Additional analysis should be obtained from other agencies.

FISCAL IMPLICATIONS

HB264's amendments do not provide an impact to higher education institutions (HEIs).

SIGNIFICANT ISSUES

Additional analysis should be obtained from other agencies.

PERFORMANCE IMPLICATIONS

Additional analysis should be obtained from other agencies.

ADMINISTRATIVE IMPLICATIONS

Additional analysis should be obtained from other agencies.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

HB264 relates to Senate Bill 125 (SB125). Additional analysis should be obtained from other agencies.

TECHNICAL ISSUES

N/A

OTHER SUBSTANTIVE ISSUES

Further analysis should be obtained from other agencies.

ALTERNATIVES

N/A

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Current legislation at the HEIs will remain in place.

AMENDMENTS

In FY2022 there was an increase to minimum wage for all state employees, during this time all HEI's increased the minimum wage to fifteen (\$15.00) dollars an hour.