

LFC Requester:	Rachel Mercer-Garcia
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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: 02/24/2025 *Check all that apply:*
Bill Number: HM24 Original Correction
 Amendment Substitute

Sponsor: Eleanor Chavez **Agency Name and Code Number:** 770-NMCD
Corrections & CYFD Staffing **Person Writing** Anisa Griego-Quintana
Short Title: Levels **Phone:** 505-479-2296 **Email** anisa.griego-quinta@cd.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
0	0	N/A	N/A

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
0	0	0	N/A	N/A

(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	0	0	0	0	N/A	N/A

(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: House Memorial 24 proposes that the Legislative Finance Committee create a task force to study and recommend solutions for safe and adequate staffing levels at the Corrections Department and the Children and Family Department. The task force would meet monthly from May to November 2025, finalizing a report by December 1, 2025. The report would analyze current staffing, identify reasons for shortages, evaluate recruitment and retention efforts, and recommend actions, including possible new laws and funding, to improve staffing levels. The report would be shared with the departments, the governor, the legislature, and the public.

Task Force Membership would be as follows: 13 members

- One from the State Personnel Office, appointed by the director of the office, with direct knowledge of the Corrections Department and CYFD department job classifications, pay bands and hiring practices
- One from the Corrections Department appointed by the Secretary
- One from CYFD appointed by the Secretary
- Three employed by CYFD, including at least one who works in Child Protective Services and at least one who is a correctional officer in a juvenile detention facility, appointed by the executive director of the union representing the largest number of employees at Corrections and CYFD
- One employed at that union, appointed by the union executive director
- Two state Representatives appointed by the Speaker of the House
- One state Representative appointed by the Minority Leader of the House
- Two state Senators appointed by the Majority Leader of the Senate
- One state Senator appointed by the Minority Leader of the Senate

FISCAL IMPLICATIONS

House Memorial 24 (HM 24) requests the formation of a task force to study safe staffing levels at the Corrections Department and the Children, Youth and Families Department (CYFD). While the memorial does not include an appropriation, convening a task force of this scale will impose costs. The Corrections Department anticipates expenses related to staff time diverted from primary duties, data collection, and travel for appointed members. Responding to repeated data requests, attending monthly meetings from May to November 2025, and preparing information for the final report will require significant administrative resources, potentially leading to increased overtime expenditures. These resources could otherwise be allocated directly to recruitment, retention, and operational improvements that may yield more immediate and impactful results.

SIGNIFICANT ISSUES

The Corrections Department regularly assesses staffing needs through internal reviews. HM 24 could duplicate existing analyses without producing substantially new insights, which may delay the implementation of current recruitment and retention initiatives.

Reallocating department personnel to serve on the task force may exacerbate existing staffing shortages. Frontline staff participation, while valuable, could reduce operational capacity at facilities already operating with significant vacancy rates. Resources dedicated to the task force could instead be directed toward addressing those shortages more directly.

The memorial proposes generalized recommendations across two distinct agencies. Corrections operations differ markedly from those of CYFD, and a one-size-fits-all staffing solution may overlook the complexities inherent in correctional facility staffing, potentially leading to recommendations that do not align with the department's operational realities or security needs.

PERFORMANCE IMPLICATIONS

Participation in the task force will temporarily draw attention away from direct operational priorities, potentially affecting:

- Facility safety if key staff are diverted from critical posts.
- Timeliness of departmental initiatives, including current recruitment and retention efforts that are already underway.
- Responsiveness to other legislative or oversight requirements, as resources shift toward supporting the task force rather than addressing immediate operational concerns.

Redirecting resources to support the task force may slow progress on staffing solutions already being pursued by the department, diminishing the potential effectiveness of existing efforts to improve workforce stability and safety.

ADMINISTRATIVE IMPLICATIONS

HM 24 mandates substantial coordination, including:

- Designating department representatives and facilitating their involvement.
- Preparing detailed staffing analyses, job classification reviews, and vacancy reports.
- Coordinating with the Legislative Finance Committee, CYFD, labor unions, and legislative members.

While the Corrections Department supports data-driven staffing decisions, meeting the memorial's extensive data and meeting requirements will strain existing administrative resources. Staff time devoted to task force participation and data compilation could otherwise be directed toward implementing solutions with more immediate operational benefits.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None for the Corrections Department.

TECHNICAL ISSUES

None for the Corrections Department.

OTHER SUBSTANTIVE ISSUES

Confidentiality Concerns: Sharing detailed staffing information publicly could raise security concerns. Disclosing post assignments or vacancy specifics may inadvertently expose operational vulnerabilities within correctional facilities, compromising safety and security.

Potential for Misaligned Recommendations: Without full consideration of correctional facility realities, recommendations may disrupt current staffing models that balance security, rehabilitation, and fiscal responsibility.

Delay in Implementing Immediate Solutions: The timeline for the task force—meeting monthly from May through November 2025 with a final report due December 1, 2025—may delay urgent staffing solutions already being pursued. The department’s current efforts could be slowed or deprioritized while resources are diverted to the task force, ultimately postponing improvements that could be achieved more promptly through direct action.

ALTERNATIVES

None for the Corrections Department.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

The Corrections Department will continue its current efforts to address staffing shortages through targeted recruitment, retention initiatives, and internal evaluations without the additional administrative burden of the task force.

Resources will remain focused on direct operational improvements rather than diverted to supporting a parallel study process.

The department can explore alternative collaborative solutions with relevant stakeholders on a timeline better aligned with urgent staffing needs, enabling quicker implementation of effective strategies.

AMENDMENTS

None proposed by the Corrections Department.