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SENATE MEMORIAL 71

51ST LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2014

INTRODUCED BY

Jacob R. Candelaria

A MEMORIAL

REQUESTING THE DEPARTMENT OF HEALTH TO UNDERTAKE AN ANALYSIS OF ITS STAFF COMPENSATION POLICIES TO MAXIMIZE THE DEPARTMENT'S POTENTIAL TO ATTRACT AND RETAIN THE HIGHEST QUALITY STAFF.

WHEREAS, the department of health is the state's largest public agency, providing a wide range of essential public functions such as public health, health care services, oversight of health facilities and extensive health and human services programming; and

WHEREAS, to carry out its essential functions, the department of health employs some of the state's and the nation's greatest experts in health and public administration; and

WHEREAS, in order to attract and retain the highest quality employees, the department of health must have personnel

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1 policies in place that provide competitive compensation and a
2 collegial work environment; and

3 WHEREAS, as a state agency, the department of health must
4 balance its need to attract and retain high-quality employees
5 with its role as steward of the state's resources; and

6 WHEREAS, in the wake of the economic downturn that began
7 in 2008, the department of health's budget was greatly affected
8 by cuts; and

9 WHEREAS, to meet its staffing demands under constrained
10 budgetary circumstances, the department of health hired many
11 personnel at compensation levels below the mid-point for their
12 professions; and

13 WHEREAS, since the economic downturn, many of these
14 individuals hired at compensation levels below the mid-point
15 have been unable to obtain pay raises to bring their
16 compensation commensurate with market values; and

17 WHEREAS, in more recent hiring, the department of health
18 has been able to hire personnel at compensation levels that are
19 higher than mid-point; and

20 WHEREAS, as a result of the changing compensation policies
21 at the department of health, there are wide compensation gaps
22 between many of the personnel with comparable qualifications
23 who are providing comparable service to the department,
24 resulting in inequities that may threaten morale and retention
25 at the department of health; and

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1 WHEREAS, the department of health employs personnel among
2 many diverse divisions and facilities in the state; and

3 WHEREAS, compensation levels for department of health
4 personnel who possess similar qualifications and who provide
5 comparable service vary widely among the many diverse divisions
6 and facilities in a manner that differences in local economy
7 and work force do not explain;

8 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE
9 OF NEW MEXICO that the secretary of health be requested to
10 undertake a department-wide analysis of personnel compensation
11 levels to determine current practices in light of the
12 department's goals of efficient stewardship of public funds and
13 employment of the highest-quality personnel for department
14 positions; and

15 BE IT FURTHER RESOLVED that the secretary of health
16 implement compensation policy recommendations resulting from
17 the department-wide analysis of personnel compensation levels;
18 and

19 BE IT FURTHER RESOLVED that the secretary of health report
20 the findings and recommendations of the department-wide
21 analysis of compensation levels, and actions the department of
22 health has taken pursuant to the recommendations resulting from
23 the analysis, to the legislative finance committee by October
24 1, 2014; and

25 BE IT FURTHER RESOLVED that copies of this memorial be

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1 transmitted to the governor, the secretary of health and the
2 chair and vice chair of the legislative finance committee.

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