

1 A MEMORIAL

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

6
7 WHEREAS, the department of health is the state's largest
8 public agency, providing a wide range of essential public
9 functions such as public health, health care services,
10 oversight of health facilities and extensive health and human
11 services programming; and

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

16 WHEREAS, in order to attract and retain the highest
17 quality employees, the department of health must have
18 personnel policies in place that provide competitive
19 compensation and a collegial work environment; and

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

24 WHEREAS, in the wake of the economic downturn that began
25 in 2008, the department of health's budget was greatly

1 affected by cuts; and

2 WHEREAS, to meet its staffing demands under constrained
3 budgetary circumstances, the department of health hired many
4 personnel at compensation levels below the mid-point for
5 their professions; and

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

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

13 WHEREAS, as a result of the changing compensation
14 policies at the department of health, there are wide
15 compensation gaps between many of the personnel with
16 comparable qualifications who are providing comparable
17 service to the department, resulting in inequities that may
18 threaten morale and retention at the department of health;
19 and

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

22 WHEREAS, compensation levels for department of health
23 personnel who possess similar qualifications and who provide
24 comparable service vary widely among the many diverse
25 divisions and facilities in a manner that differences in

1 local economy and work force do not explain;

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

9 BE IT FURTHER RESOLVED that the secretary of health
10 implement compensation policy recommendations resulting from
11 the department-wide analysis of personnel compensation
12 levels; and

13 BE IT FURTHER RESOLVED that the secretary of health
14 report the findings and recommendations of the
15 department-wide analysis of compensation levels, and actions
16 the department of health has taken pursuant to the
17 recommendations resulting from the analysis, to the
18 legislative finance committee by October 1, 2014; and

19 BE IT FURTHER RESOLVED that copies of this memorial
20 be transmitted to the governor, the secretary of health and
21 the chair and vice chair of the legislative finance
22 committee. _____

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