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## FISCAL IMPACT REPORT

SPONSOR Campos ORIGINAL DATE 2/12/16  
LAST UPDATED \_\_\_\_\_ HB \_\_\_\_\_

SHORT TITLE Study State Worker Compensation and Retention SM 39

ANALYST Jorgensen

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY16	FY17	FY18	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>		minimal				

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

LFC Files

Responses Received From  
State Personnel Office (SPO)

### SUMMARY

#### Synopsis of Bill

Senate Memorial 39 requests SPO to study state employee compensation and propose a compensation structure that brings state employee salaries in line with the region as well as determine what skills and qualifications are most needed within state government. SPO is requested to work with New Mexico higher educational institutions to develop curricula to address the skill shortage.

### FISCAL IMPLICATIONS

SPO states it has already developed a compensation structure to align employee salaries with the broader labor market. SPO would have to absorb the cost of working with higher educational institutions on curricula development in the existing base budget.

CJ/jle