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SENATE MEMORIAL 21

53RD LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2017

INTRODUCED BY

Pete Campos

A MEMORIAL

REQUESTING THE STATE PERSONNEL OFFICE TO STUDY COMPENSATION FOR STATE WORKERS AND PROVIDE A LONG-TERM ANALYSIS OF THE ISSUES THAT AFFECT JOB RETENTION AND RECRUITMENT.

WHEREAS, qualified workers are the backbone of state government, and fair compensation is needed to retain qualified workers; and

WHEREAS, the New Mexico state personnel office creates an annual compensation report that details the results of the state's annual compensation survey and a review of the state's total compensation structure; and

WHEREAS, the state personnel office's 2015 *Classified Service Compensation Report* provides an analysis and comparison of specific classification levels and shows New Mexico to be at market for most general classifications, but behind actual

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1 market averages in many hard-to-recruit and -retain
2 classifications for critical occupations such as corrections,
3 information technology and health care; and

4 WHEREAS, the report also notes that the average salary
5 levels for selected benchmark classifications fall more than
6 fifty percent behind market indices, significantly affecting
7 the state's ability to attract, retain, engage, motivate and
8 compensate employees; and

9 WHEREAS, revenue shortfalls in the past few years have
10 restricted the state from establishing and maintaining its
11 competitive position in the marketplace, attracting and
12 retaining high-quality employees and addressing the need for a
13 salary structure adjustment that may occur when funding becomes
14 available; and

15 WHEREAS, a long-term analysis is needed to better address
16 the classified employee pay grades and salary structure in
17 relation to similar government jobs within the region; and

18 WHEREAS, how to best provide a level of stability for
19 state employees through compensation needs to be studied; and

20 WHEREAS, when funding becomes available, across-the-board
21 pay increases approved by the legislature in the past may no
22 longer provide the best solution to address the pay inequities
23 in state government; and

24 WHEREAS, the identification of job skills needed by the
25 state employee workforce would provide an opportunity for state

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1 institutions of higher learning to craft curricula to provide
2 the needed training;

3 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE
4 OF NEW MEXICO that the state personnel office be requested to
5 study state employee compensation and propose a compensation
6 structure that brings state employee pay grades in line with
7 salaries paid for similar jobs within the region; and

8 BE IT FURTHER RESOLVED that the state personnel office be
9 requested to provide a long-term prognosis of the state's
10 ability to retain, attract and compensate quality employees;
11 and

12 BE IT FURTHER RESOLVED that the state personnel office be
13 requested to work with state universities and colleges to
14 determine what skills and qualifications are needed for state
15 employment positions and to help craft curricula to address
16 those job needs; and

17 BE IT FURTHER RESOLVED that the state personnel office
18 report its findings and recommendations to the appropriate
19 legislative interim committee no later than December 1, 2017;
20 and

21 BE IT FURTHER RESOLVED that copies of this memorial be
22 transmitted to the director of the state personnel office, the
23 secretary of higher education, the public education department,
24 the presidents of New Mexico's post-secondary educational
25 institutions and the legislative finance committee.

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