

HOUSE JOINT MEMORIAL 1

**56TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2023**

INTRODUCED BY

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A JOINT MEMORIAL

REQUESTING THE LEGISLATIVE, EXECUTIVE AND JUDICIAL BRANCHES OF THE STATE TO CONVENE A JOINT TASK FORCE TO STUDY EMPLOYEE CLASSIFICATION AND COMPENSATION SYSTEMS AND BENEFITS PRACTICES ACROSS ALL BRANCHES OF STATE GOVERNMENT.

WHEREAS, the ability of the state to hire and retain a stable, quality workforce is key to ensuring that government can deliver services and benefits that keep New Mexicans safe, healthy and able to thrive; and

WHEREAS, cumbersome processes and uneven pay raises have exacerbated personnel struggles across the three branches of state government and have resulted in an alarming lack of parity between and within the branches; and

WHEREAS, the state is now competing to fill vacancies from a shrinking labor pool; and

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1           WHEREAS, the three branches of government would benefit  
2 from competitive pay structures, longevity pay for employee  
3 retention and a reduction of the employee probationary period;  
4 and

5           WHEREAS, cost-of-living adjustments and improved working  
6 conditions, including annual and sick leave, health and safety  
7 and work-life balance considerations, are critical to employee  
8 retention; and

9           WHEREAS, the state government should develop a more  
10 equitable way to distribute future legislated pay increases  
11 based on merit and filling critical, hard-to-staff positions;  
12 and

13           WHEREAS, agencies across the state government should use  
14 national and evidence-based benchmarks to determine staffing  
15 levels as the basis of full-time-equivalent budget requests as  
16 opposed to only relying on vacancies; and

17           WHEREAS, the legislative, executive and judicial branches  
18 should consider following best practices set by the government  
19 finance officers association and using the United States bureau  
20 of labor statistics' employment cost index to build cost-of-  
21 labor increases into salary budget requests; and

22           WHEREAS, pay bands should be reworked into wider widths to  
23 ensure the equitable potential for in-pay-band increases and  
24 ensure that the pay bands include employees with salaries  
25 currently above their authorized pay bands; and

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1           WHEREAS, job classifications have resulted in an inflated  
2 system of more than one thousand two hundred different  
3 positions that are inflexible to the needs of government; and

4           WHEREAS, the branches should develop an action plan for  
5 reviewing all classifications annually in accordance with  
6 guidelines from the society for human resource management,  
7 deauthorize unused classifications and adjust pay bands where  
8 necessary to eliminate the use of alternative pay bands; and

9           WHEREAS, human resources transaction times have caused  
10 delays in hiring and resulted in unnecessary bureaucracy across  
11 the three branches; and

12           WHEREAS, mandatory systemwide teleworking policies have a  
13 direct impact on state employee recruitment and retention and  
14 should be marketed as a benefit when and where appropriate;

15           NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE  
16 STATE OF NEW MEXICO that the legislative council service be  
17 requested to commission a governmentwide study of employee  
18 classification and compensation systems and benefits practices  
19 across all branches of state government; and

20           BE IT FURTHER RESOLVED that the legislative council  
21 service be requested to appoint a joint task force to include  
22 representatives from all three branches of government that will  
23 support and monitor the progress of the governmentwide study;  
24 and

25           BE IT FURTHER RESOLVED that the task force shall report

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1 its findings and recommendations to the legislative, executive  
2 and judicial branches by December 1, 2024, including a  
3 mechanism requiring the regular updating of the classification  
4 and compensation system; and

5 BE IT FURTHER RESOLVED that the legislative, executive and  
6 judicial branches commit to act on the recommendations of the  
7 joint task force; and

8 BE IT FURTHER RESOLVED that copies of this memorial be  
9 transmitted to the director of the legislative council service,  
10 the governor, the chief justice of the supreme court, the  
11 director of the state personnel office, the secretary of  
12 general services, the executive director of the public  
13 employees retirement association, the attorney general, the  
14 director of the administrative office of the courts and the  
15 director of the administrative office of the district  
16 attorneys.