SENATE JOINT MEMORIAL 2

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

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

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

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