

LFC Requester:	Simon
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AGENCY BILL ANALYSIS - 2026 REGULAR SESSION
WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO
AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov
(Analysis must be uploaded as a PDF)

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Date Prepared: 1/21/26 *Check all that apply:*
Bill Number: HB 98 Original Correction
 Amendment Substitute

Sponsor: Rep. Patricia Roybal Caballero **Agency Name and Code** AOC 21800
Short Title: Minimum Salary Rate **Person Writing** Celina Jones
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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
None	Unknown		General

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
Unknown	Unknown	Unknown		General

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	None	\$13,421			Rec.	General

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

Section 1 – Minimum salary rate: HB 98 amends Section 10-7-9 NMSA 1978, Chapter 10, Section 2, and proposes future increases based on the Consumer Price Index (CPI) starting July 1, 2027.

[Section 1 is the only section of the bill that applies to the New Mexico Judicial Branch (NMJB). The other sections of this bill: *State Employee Annual Leave Accrual Rates*, *State Employee Paid Parental Leave*, and *State Employee Remote Work Policy*, do not apply to the NMJB. The NMSA § 10-9-4 1978 – Coverage of service, states the Personnel Act and the service covers all state positions except: “those in the judicial branch of government.” The definition of “State Employee” excludes the judicial branch.]

FISCAL IMPLICATIONS

The fiscal impact on the NMJB is anticipated to be minimal. As of January 21, 2026, the NMJB has five (5) employees whose hourly rate would need to be adjusted. Based on the calculation within the bill, the minimum wage effective July 1, 2027 is estimated to be \$16.66 per hour.

AOC calculated the amount by applying the CPI for September 2025 (3.0)/the CPI for September 2024 (2.7) = 1.111 X \$15.00/hour = \$16.666. The total annual cost to adjust five (5) judicial employees is approximately \$13,420.60. This annual cost includes benefits [28.89%= 19.24% PERA, 2% RHC, & 7.65 & FICA].

SIGNIFICANT ISSUES

None

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

None.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None.

TECHNICAL ISSUES

None.

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL