

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 Jan 21, 2026
Bill Number: HB102

Check all that apply:

Original ☒ Correction ☐
 Amendment ☐ Substitute ☐

Sponsor: Parajon, C

**Agency Name and
Code Number:**

State Personnel Office 00378

Short

Title: Legislative Compensation

Person Writing

Analysis: Dylan K. Lange, SPO Director

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SECTION II: FISCAL IMPACT**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
None	None		

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
None	None	None	None	

(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	N/A	N/A	Unknown			

(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:

HB102 proposes compensation for Legislators based on prior year annual median household income in New Mexico. Legislators are free to choose not to receive compensation or an increase in compensation. HB102 requires amending the Constitution to provide for compensation.

HB102 also specifies that Legislators shall not be considered state employees for any purpose.

FISCAL IMPLICATIONS

SIGNIFICANT ISSUES

The State Personnel Office (“SPO”) states upfront that SPO and the SPO Board is statutorily authorized to govern the classified service employees in the executive branch only. SPO has no authority over regulating the Legislative Branch related to classification or compensation. The Legislative Branch determines its own pay and salaries.

HB102 requires an amendment to Article 4, Section 10 of the constitution of New Mexico. This requires publication costs required by the election code.

HB102 specifies that Legislators shall not be considered state employees for any purpose, so they would be outside the classified service of the state of New Mexico.

PERFORMANCE IMPLICATIONS

HB102 is unclear as to the source of the funding for compensation and how it is administered.

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

As noted above, a conflict potentially exists in the administration of compensation as tied to amending the constitution.

TECHNICAL ISSUES

Subsection C (Line 10-22, pg. 2) should be clarified. It appears the intent is not that Legislators are not State Employees, as they receive benefits and retirement through the state, but rather they are not subject to the State Personnel Act.

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL
AMENDMENTS**