

Fiscal impact reports (FIRs) are prepared by the Legislative Finance Committee (LFC) for standing finance committees of the NM Legislature. The LFC does not assume responsibility for the accuracy of these reports if they are used for other purposes.

Current and previously issued FIRs are available on the NM Legislative Website ([www.nmlegis.gov](http://www.nmlegis.gov)) and may also be obtained from the LFC in Suite 101 of the State Capitol Building North.

## FISCAL IMPACT REPORT

SPONSOR Roybal Caballero ORIGINAL DATE 1/25/19  
LAST UPDATED 2/20/19 HB 193/aHLVMC  
SHORT TITLE State Agency Workforce Diversity Reporting SB \_\_\_\_\_  
ANALYST Jorgensen

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY19	FY20	FY21	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>		\$60.0		\$60.0	Nonrecurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

LFC Files

### SUMMARY

#### Synopsis of HLVMC Amendment

The House Labor, Veterans and Military Affairs Committee amendment requires all state agencies to collect and maintain wage data in addition to statistical data on the racial, ethnic, and gender composition of its workforce.

#### Synopsis of Bill

House Bill 193 proposes all state agencies including departments, institutions, boards, bureaus, commissions, or districts of the executive, legislative, and judicial branches of government, including elected and appointed officers and employees, collect and maintain statistical data on the racial, ethnic, and gender composition of their workforce. Agencies would annually submit this data by July 1 to the State Personnel Office (SPO), and SPO would aggregate and publish the data on the state's sunshine portal.

### FISCAL IMPLICATIONS

The Department of Information Technology (DoIT) operates and maintains the state's sunshine portal and reported in response to a similar bill introduced in 2017 that creating a place on the sunshine portal would require a nonrecurring payment of approximately \$60 thousand to the contract vendor that created and updates the sunshine portal. Maintaining and updating the sunshine portal with the bill's proposed annual reports from SPO would fall under DoIT's normal scope of work.

The state's SHARE system currently collects gender and ethnicity data for most agencies in the executive branch of government. SPO reports on this data annually in its *Classified Service Compensation Report*, which is posted on the SPO website (see p. 34, [http://www.spo.state.nm.us/uploads/FileLinks/71318f529c53473d8573a3a1aae4d58d/2018\\_Compensation\\_Report\\_Draft\\_Revised\\_12.12.2018\\_Final.docx.pdf](http://www.spo.state.nm.us/uploads/FileLinks/71318f529c53473d8573a3a1aae4d58d/2018_Compensation_Report_Draft_Revised_12.12.2018_Final.docx.pdf)).

#### **ADMINISTRATIVE IMPLICATIONS**

Under the provisions of the bill, all state agencies including departments, institutions, boards, bureaus, commissions, or districts of the executive, legislative, or judicial branches of government, including elected and appointed officers and employees, would be required to collect diversity data and submit the data to SPO.

CJ/gb/al