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| LFC Requester: | Connor Jorgensen |
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**AGENCY BILL ANALYSIS
2024 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO:

AgencyAnalysis.nmlegis.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}

Check all that apply:

Original **Amendment**
Correction **Substitute**

Date 02/02/2024

Bill No: SB 270

Sponsor: Senator Pete Campos
Short Title: UNM Medical Residents Compensation

Agency Name and Code: University of New Mexico-952
Number: _____
Person Writing: Lenaya Montoya
Phone: 5052771670 **Email:** lenayamontoya@unm.edu

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

| Appropriation | | Recurring or Nonrecurring | Fund Affected |
|----------------------|-------------|----------------------------------|----------------------|
| FY24 | FY25 | | |
| | \$5,000.00 | Non-recurring | General fund |
| | | | |

(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: SB 270 appropriates five million dollars (\$5,000,000) to the board of regents at the University of New Mexico (UNM) to be expended over 5 fiscal years, up to one million per year, to increase compensation for residents in the graduate medical education programs of the University of New Mexico.

FISCAL IMPLICATIONS

An annual increase of one million per year for resident compensation would be supported for five years; at the end of that time, those increased salaries would have to be supported from other

sources that have not currently been identified.

SIGNIFICANT ISSUES

The residents in graduate medical education programs at the University of New Mexico are represented by the Council of Interns and Residents (CIR). CIR's members ratified a collective bargaining agreement with UNM providing for an average 5% wage increase in FY24. Any compensation increases intended to be provided with the funding made available under SB 270 will need to be bargained with the CIR.

Currently the negotiations for the collective bargaining agreement have concluded for FY24, and the final collective bargaining agreement has now been ratified and signed by all parties. The collective bargaining agreement includes the following:

- 5% wage increase
- \$600 one-time retention payment
- Two additional paid holidays: Day after Thanksgiving and Christmas Eve (align with UNMH holidays)
- 2 additional weeks of parental leave
- Additional flexibility in use of annual leave days
- 10% increase in meal funds at UNM Hospital (UNMH)
- Increase from 5 to 8 days of professional leave per program (used by residents and fellows for interviewing for fellowships / jobs towards end of training program).
- Additional flexibility in use of provided educational funds for relevant electronics

PERFORMANCE IMPLICATIONS

UNMH and UNM do not recognize any performance implications associated with this bill.

ADMINISTRATIVE IMPLICATIONS

Any compensation increases intended to be provided with the funding made available under SB 270 will need to be bargained with the CIR.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Compensation for residents in the graduate medical education programs at UNM will remain at the collectively bargained rates. This additional funding would bring compensation to the national 50th percentile of the American Association of Medical Colleges (AAMC) for FY24.

AMENDMENTS