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SENATE MEMORIAL 39

52ND LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2016

INTRODUCED BY

Pete Campos

A MEMORIAL

REQUESTING THE STATE PERSONNEL OFFICE TO STUDY COMPENSATION FOR STATE WORKERS AND PROVIDE A LONG-TERM ANALYSIS OF THE ISSUES THAT AFFECT JOB RETENTION AND RECRUITMENT.

WHEREAS, qualified workers are the backbone of state government, and fair compensation is needed to retain qualified workers; and

WHEREAS, the New Mexico state personnel office creates an annual compensation report that details the results of the state's annual compensation survey and a review of the state's total compensation structure; and

WHEREAS, the state personnel office 2014 *Classified Service Compensation Report* provides an analysis and comparison of specific classification levels and shows New Mexico to be at market for most general classifications, but behind actual

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1 market averages in many hard-to-recruit and -retain
2 classifications for critical occupations such as corrections,
3 information technology and health care; and

4 WHEREAS, the report also notes that the average salary
5 levels for selected benchmark classifications fall more than
6 fifty percent behind market indices, significantly affecting
7 the state's ability to attract, retain, engage, motivate and
8 compensate employees; and

9 WHEREAS, revenue shortfalls in the past few years have
10 restricted the state from improving its competitive position in
11 the marketplace; and

12 WHEREAS, a long-term analysis is needed to better address
13 the classified employee pay grades and salary structure in
14 relation to similar government jobs within the region; and

15 WHEREAS, how to best provide a level of stability for
16 state employees through compensation needs to be studied; and

17 WHEREAS, when funding becomes available, across-the-board
18 pay increases approved by the legislature in the past may no
19 longer provide the best solution to address the pay inequities
20 in state government; and

21 WHEREAS, the identification of job skills needed by the
22 state employee workforce would provide an opportunity for state
23 institutions of higher learning to craft curricula to provide
24 the needed training;

25 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE

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1 OF NEW MEXICO that the state personnel office be requested to
2 study state employee compensation and propose a compensation
3 structure that brings state employee pay grades in line with
4 salaries paid for similar jobs within the region; and

5 BE IT FURTHER RESOLVED that the state personnel office be
6 requested to provide a long-term prognosis of the state's
7 ability to retain, attract and compensate quality employees;
8 and

9 BE IT FURTHER RESOLVED that the state personnel office be
10 requested to work with state universities and colleges to
11 determine what skills and qualifications are needed for state
12 employment positions and to help craft curricula to address
13 those job needs; and

14 BE IT FURTHER RESOLVED that the state personnel office
15 report its findings and recommendations to the appropriate
16 interim committee no later than December 1, 2016; and

17 BE IT FURTHER RESOLVED that copies of this memorial be
18 transmitted to the director of the state personnel office, the
19 secretary of higher education, the public education department,
20 the presidents of New Mexico's post-secondary educational
21 institutions and the legislative finance committee.