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SENATE MEMORIAL 65

51ST LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2014

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 2013 *Classified Service Compensation Report* provides an analysis and comparison of specific classification levels and shows New Mexico to be well below actual market averages; and

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

6 WHEREAS, revenue shortfalls in the past few years have
7 restricted the state from improving its competitive position in
8 the marketplace; and

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

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

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

18 WHEREAS, the identification of job skills needed by the
19 state employee work force would provide an opportunity for
20 state institutions of higher learning to craft curricula to
21 provide the needed training;

22 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE
23 OF NEW MEXICO that the state personnel office be requested to
24 study state employee compensation and propose a compensation
25 structure that brings state employee pay grades in line with

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1 salaries paid for similar jobs within the region; and

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

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

11 BE IT FURTHER RESOLVED that the state personnel office
12 report its findings and recommendations to the appropriate
13 interim committee no later than December 1, 2014; and

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