

Modernize the Legislature: HJR5 Fair Pay for New Mexico Lawmakers

Fair pay that matches the year-round work of public service.

The Problem

- Year-round responsibilities, no pay. Constituent help, interim hearings, oversight, and community meetings don't stop when the session ends.
- Outside-work pressure. Many members must juggle other jobs, creating time constraints for committee work and district service.
- Uneven capacity across districts. Rural and working-family members face higher barriers, reducing continuity and institutional memory.

HJR 5: Tie Legislative Pay to New Mexico's Median Household Income

- Sets salary equal to the annual NM median household income. Per diem remains at the IRS Santa Fe rate and mileage at the IRS standard rate for session and interim committee work.
- Moves with the economy. Pay increases only if median household income rises and decreases if it falls.
- Timing & voter approval. Effective with the 59th Legislature after voter approval at the 2028 general election.

Why It Matters—for Members and Constituents

- Plannable time for service. Members can schedule interim work, casework, and oversight with fewer conflicts.
- Retention and continuity. Sustainable service preserves committee expertise and district relationships.
- Stronger public trust. Transparent, objective benchmarks align compensation with the job's responsibilities.

What This Bill Does Not Do

- Not a shift to a full-time legislature; terms and session length remain.
- Not new perks or pensions beyond salary and standard per diem/mileage.
- Not a change to ethics rules—transparency and disclosures remain.

Data Snapshot

- New Mexico is the only state without legislative salaries—even as duties are year-round.
- 64% of voters support compensation when tied to NM median household (CCP Landscape poll, Oct 2025).
- Costs are modest and predictable under a formula-driven approach.

Our Ask(s) Today

- Vote YES in committee(s) and on the floor.
- Speak with colleagues/caucus to build support.
- Share a short statement we can cite publicly.
- Designate a staff contact for follow-up and materials.

Bill #: HJR5

Sponsor(s): _____

Committee path: _____

Next hearing/date: _____

Staff POC (office): _____