

NEW MEXICO
MUNICIPAL LEAGUE

The Municipal Reporter

A Publication of the New Mexico Municipal League

Winter 2025



Two cranes stand in the last light of the day at Bosque del Apache



New Mexico Municipal League



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Municipal Reporter

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Dear members,

Welcome to 2025 and the First Session of the 57th Legislature. As the 60-day legislative session kicks off, I'm feeling optimistic about the opportunities ahead and the critical work we'll do together to advance municipal priorities. With record state revenues once again on the table, there's real potential for meaningful progress. At the same time, revenue growth is slowing, so this year's session will see discussions – and plenty of debate – about how to allocate resources wisely while preparing for the future.

Lawmakers have indicated they plan to tackle thorny issues like crime and public safety, behavioral health, road and water infrastructure, and renewable energy. With a 60-day session, there's bound to be vigorous debate on these topics and a whole lot more—and NMML will be right in the middle of it all, advocating for you.

NMML's legislative priorities this year reflect the issues that you as members have told us matter in your communities. Among our top legislative goals are **modernizing the Inspection of Public Records Act** to streamline the IPRA process while maintaining transparency, **updating the state's Municipal Code** to better reflect today's governance needs, increasing funding for **municipal water infrastructure**, and enabling bonding of **Emergency Medical Services revenues** to help local governments afford the critical equipment and vehicles our EMS teams need.

Mark your calendars for **Municipal Day in Santa Fe on February 28**, an excellent chance to engage with legislators and share your community's stories and needs. Municipal Day is also a wonderful opportunity to see firsthand how the legislative process works and network with colleagues from around the state.

As we head into the legislative session, I encourage you to stay engaged—connect with your legislators, advocate for municipal priorities, and reach out to League staff with your questions. Our legislative success has always come from our unified voice as local leaders and our dedication to making our communities thrive.

I look forward to seeing many of you in Santa Fe next month—bundled up and ready to make a difference!

Lynn Crawford

Mayor, Village of Ruidoso

New Mexico Municipal League President





Join us for the 36th Annual Municipal Day

February 28

**Evening Welcome Reception on February 27
La Fonda Hotel in Santa Fe**

**Register on the NMML events page
on our website**

UPCOMING EVENTS

*For a full list of events, please refer
to the Municipal League website*

**February 27
Municipal Day Evening Reception
Santa Fe**

**February 28
Municipal Day
Santa Fe**

**February 28
NMML Board Meeting
Santa Fe**

**March 3
Aviation and Aerospace Day
at the Capitol
Santa Fe**

Reminder:

New Payment Policy for Event Registration

The New Mexico Municipal League now requires payment at the time of registration for all NMML and NMSIF events. Payment can be made by credit card or ACH transfer. Purchase orders and checks will no longer be accepted.

All registrations must be paid in advance in order to secure attendance at events. This will help us streamline event operations and ensure a smooth and efficient registration and event check-in process for attendees.

We appreciate your understanding and cooperation as we implement this new policy.

Event and registration information can be found on the events calendar on our website (www.nmml.org)

Ask a Clerk!

The Municipal Reporter's **"Ask a Clerk – Your Guide to Local Governance"** will address frequently asked questions by providing informative snippets about processes, policies, and regulations concerning many of the duties fulfilled by Municipal Clerks and other local officials.

Question: Is it necessary to include an item on the Governing Body agenda to obtain approval of the agenda?

Answer: Some municipalities have a standing agenda item on their Governing Body agenda. This approval is not necessary! In fact, it runs contrary to the New Mexico Open Meetings Act, which requires an agenda (a listing of all items to be discussed and deliberated) to be prepared and provided to the public at least 72 hours prior to the Governing Body meeting. Additionally, there are statutes that require specific matters (such as public hearings on proposed zoning regulations) to be published in a newspaper or written notice (to those with a pecuniary interest), prior to the Governing Body meeting.

How can a municipality comply with these advanced notification requirements if their agenda hasn't already been pre-approved prior to the meeting in which the items are scheduled to be heard? Or rather, what would a Governing Body do if the item to approve the agenda fails? I suppose it wouldn't be able to hold the meeting that it went through the trouble of scheduling (publishing notices, etc.). The mayor, council/commission/trustee members and citizens who took the time to come to the meeting, would have done so in vain.

Some municipalities have stated that the reason why they keep this approval item on their agenda is so that the listed items can be moved around as needed. Please remember, state law makes clear that the mayor (in any form of municipal government) is the presiding officer of Governing Body meetings, and, therefore has the authority to move items around on the agenda, for the efficient conduct of the meeting. Many municipalities have these procedures, as well as instructions on agenda creation and approval, laid out in more detail in their local Governing Body Rules of Procedure or other local regulations. If your municipality has procedures, please follow them, as adopted. If your municipality doesn't have an adopted Rules of Procedure, this is just another example of why one is useful.

In closing, I'd like to share what Robert's Rules of Order in Brief, 3rd Edition, says about the role of the presiding officer. "To keep order, one person is chosen to preside over the meetings. This person enforces the rules and designates who is to speak at any given time."

If your municipality needs further guidance on this subject, the New Mexico Municipal League can help! Please contact Rebecca Martinez at rmartinez@nmml.org or 505-690-3278.

Clerks and Finance Officers Subsection (CFOA) Updates and Events

- The 3rd Annual **Clerks Roundhouse Huddle** will occur on **Thursday, February 27, 2025, from 3 – 5 PM at the La Fonda Hotel** in the Stiha Room. This gathering was established in 2021 as a venue for Municipal Clerks to review and discuss proposed legislation that could impact clerks. This year, the primary focus will be on bills related to the Inspection of Public Records Act and the Municipal Code.
For more information, please visit www.nmml.org.
- The CFOA will be hosting its **Annual Spring Meeting from April 8 – 11 in Taos**. The first portion of the meeting will be devoted to education that can be used toward certification of either a CMC or MMC, with the second part as the general session.
More details, including the hotel accommodations and agenda will be provided on the website soon.
- Please be on the lookout for the announcement and application process for **nominations of the Clerk of the Year Award**. This award is presented each year at the CFOA Spring Meeting to recognize and celebrate the extraordinary accomplishments of a Municipal Clerk.

For more information on the CFOA, including how to become a member, please [click here](#)



Municipal League News & Events

NMML Goes Solar

The New Mexico Municipal League is set to install a solar and battery system at its Santa Fe office, a project that aims to improve the facility's resilience by enabling operations to continue during power outages.

The solar installation, carried out by Albuquerque-based SunState Solar, will include 36 roof-mounted panels with a total capacity of 15.15 kW. The system will feature SolarEdge Home Batteries, which offer 9.7 kWh of usable energy and are designed for grid-tied and backup power applications. Consumption monitoring will provide real-time performance data.

The resilience benefits of the system are significant. By integrating battery storage with solar power, NMML's headquarters will be able to maintain essential functions during power outages; for example, during severe weather events or other emergencies. This capability reduces dependence on the grid, ensuring critical operations can continue without disruption.

Project construction is scheduled to begin soon, with completion anticipated in late spring or early summer, pending permitting and inspection timelines.

NMML plans to document the process, from planning and permitting to installation and system performance. This documentation will include technical considerations, permitting challenges, and cost assessments, with the goal of providing member municipalities with detailed insights and practical guidance for undertaking similar solar and battery projects. We encourage members to reach out with any questions!



New Mexico Counties President Annie Hogland and NMML President Lynn Crawford at the organizations' joint legislative meeting

NMML and New Mexico Counties Collaborate on Legislative Priorities

The New Mexico Municipal League (NMML) and New Mexico Counties convened their annual joint meeting at the Drury Plaza Hotel in Santa Fe on November 20. The meeting provided an opportunity for the two organizations to discuss and align their legislative priorities ahead of the 2025 legislative session. Executive board members and staff from both organizations also enjoyed mingling at a dinner the evening before the meeting.

During the meeting, NMML presented its legislative priorities, which included amplifying emergency medical services funding, modernizing the Municipal Code and Inspection of Public Records Act, and securing increased investment in water and road infrastructure. New Mexico Counties highlighted their focus on continued funding for the Detention Reimbursement Fund, courthouse construction, and recruitment and retention programs for detention officers and firefighters.

Both organizations endorsed each other's legislative agendas, emphasizing the importance of ongoing collaboration, particularly in addressing preemption efforts and securing resources for public safety and infrastructure improvements. Continued collaboration between the two organizations underpins a unified approach to state-level advocacy for local governments.

Green Hydrogen Project in Questa Secures \$231 Million in Federal Funding

The Village of Questa is set to become a leader in renewable energy innovation with a major green hydrogen project, supported by \$231 million in federal funding. The initiative represents a significant step for the region's energy future and economic development.

This funding, part of the USDA's Empowering Rural America (New ERA) Program, was awarded to Kit Carson Electric Cooperative (KCEC) to develop the green hydrogen facility. The project will repurpose reclaimed water from the closed Chevron molybdenum mine to produce green hydrogen using renewable energy sources. Unlike traditional hydrogen production methods, green hydrogen is generated through electrolysis powered by renewable electricity, emitting zero greenhouse gases. The project is intended to improve the KCEC system's resilience and reduce costs for its members. The Questa green hydrogen project is expected to deliver significant benefits to the local community and the broader region. During construction and operation, the facility is expected to create over 300 jobs, providing vital economic opportunities for Questa residents. Additionally, it will serve as a model for rural innovation, demonstrating how small communities can lead the way in renewable energy development, reducing carbon emissions and enhancing energy resilience.

The New ERA program is part of a \$9.7 billion federal effort to enhance clean and affordable energy infrastructure in rural areas. It focuses on projects that promote sustainability, job creation, and energy independence. Questa's green hydrogen facility is one of several initiatives selected to demonstrate how rural communities can contribute to the transition to renewable energy.



Legislature Opens for 60-Day Session with Record Revenue Levels Once Again; League Priorities Focus on Modernization of the Inspection of Public Records Act and the State's Municipal Code

The First Session of the 57th Legislature opened on January 21. For the fourth year in a row, the Legislature convenes with record revenues, totaling an estimated \$13.6 billion. Topics likely to dominate the session include crime and public safety, behavioral health, clean energy, and child welfare reform. Municipal League priorities for the 60-day session focus on clarifying and modernizing the Inspection of Public Records Act (IPRA), updating the state's Municipal Code, amplifying the impact of Emergency Medical Services (EMS) funding, and increasing funding for municipal water infrastructure.

Budget Outlook. The state projects record general fund revenue for a fourth consecutive year,

primarily a result of continued record oil and gas productions, along with secondary factors including inflation, strong demand for employment, and wage growth. Recurring general fund revenues are projected to reach \$13.6 billion in Fiscal Year 2026, which represents almost \$900 million of "new money." However, revenue growth is plateauing with FY25 revenue expected to grow 1.6 percent, 2.6 percent in

FY26, and a projected 3 percent in FY27. The current revenue growth environment is notably different from the one seen a few years ago when revenue growth was around 20 percent in FY22 and FY23. The moderating revenue growth reflects slowing oil production growth and moderate oil prices, along with wages and employment growth returning to pre-pandemic trends.

Both the Executive and Legislative Finance Committee (LFC) budgets approach \$11 billion in recurring general fund spending, with the LFC budget recommending a 5.7 percent increase from last year, at \$10.8 billion, and the Executive budget recommending a \$10.9 billion budget, a 7 percent increase. The LFC budget maintains general fund reserves at 33 percent of proposed spending, while the Executive budget keeps general fund reserves at 30 percent.

The LFC budget continues a focus on improving "quality of life" for New Mexicans and setting up long-term investments for the state. LFC is proposing an average 4 percent raise for state employees and educators, \$56 million in increased funding for public education through changes to the state's public school funding formula, \$222 million for the water project fund, and \$3 billion in non-recurring appropriations to invest in projects such as \$50 million for regional recreation centers, \$350 million for transportation projects, and \$1.7 billion in transfers to endowments and other funds. Additional funding (\$79 million) is earmarked for the Health Care Authority, mostly for the Medicaid program, and for the Government Results and Opportunity (GRO) fund (\$600 million) created in the 2024 legislative session for three-year demonstration projects.

Priorities in the Executive budget include a total of \$300 million for both road construction and maintenance, \$75 million for the "Strategic Water Supply" to treat brackish water and oil and gas byproducts, \$45 million to expand pre-kindergarten slots, \$50 million to support rural health care providers and facilities, and \$100 million for behavioral health expansion.



Legislative and Executive Priorities. In addition to passing a state budget, top issues in the 60-day session include revisiting crime and public safety proposals seen during both the 2024 regular and special legislative sessions, child welfare reform including a comprehensive package endorsed by the LFC, and creating emergency funds for wildfire prevention and response. In a 60-day session lawmakers can consider bills on any topic, unlike in 30-day sessions when bills must be either budget-related or at the Governor's call.

League Priority Legislation. The League is supporting several key bills in the 2025 legislative session (at the time of writing, these bills did not yet have a bill number):

Remember that bills are subject to change as they make their way through committees. By the time you read this, these bills may look different!

Modernizing the Inspection of Public Records Act (IPRA) through statutory updates. This House bill, sponsored by Representatives Christine Chandler and Alan Martinez and Senator Linda Trujillo, adds a statutory notice provision, requiring that public bodies be notified of alleged violations before legal action is taken and allowing them to address the issue within 15 business days, similar to the required notice provision in the Open Meetings Act. A two-year statute of limitations for filing complaints related to IPRA violations is also added, along with allowing records custodians to impose fees for record requests for commercial purposes. Finally, the bill establishes a committee to study the feasibility of an administrative appeals process to resolve IPRA disputes efficiently, avoiding costly litigation where feasible, and providing clear guidance to records custodians. The proposed changes were informed by an in-depth evaluation on IPRA and its impact on local governments conducted by the League over the past several months. For more detail, see following section.

Updating the state's Municipal Code in matters related to the roles of mayors and councilors in mayor-council forms of government.

The Municipal League supports long-term modernization of the state's Municipal Code, which has seen minimal updates since its inception in 1978, to reflect the current needs and challenges of municipalities. Recommended changes for 2025 are intended to address clarification on 1) Powers, role and responsibilities of governing bodies, including clarification on filling appointive offices and employment/personnel matters, 2) procedures for cross-commissioning of police officers by governing bodies in times of crisis or increased need, 3) organization and voting procedures to provide more specificity about quorums, voting, and recusal/abstention, and 4) additional clarity on filling of vacancies for appointed and elected roles. The updates are intended to provide clear operational guidance to municipal elected officials and staff and align the Municipal Code with current governance practices and other sections of law. Bill sponsors are Representatives Christine Chandler and Mark Duncan and Senator Bill Sharer.



Allow bonding of Emergency Medical Services Act (EMS) fund revenues. This Senate Bill, sponsored by Senator Pete Campos and Representative Harlan Vincent, enables local EMS departments to pledge EMS Fund revenues for debt service to purchase emergency vehicles, mirroring the Fire Protection Fund. EMS funding increased significantly with the passage of SB 151 in 2024, increasing revenues for the EMS Fund from nearly \$3 million annually to approximately \$14 million, providing critical funding for EMS training, equipment, and other needs. EMS capital costs are very high and increasing, often making it cost-prohibitive for smaller local governments to purchase vehicles and equipment outright. As an example, ambulances often cost over \$250,000. The bill allows recipients of EMS Fund monies to pledge those funds for debt service through the New Mexico Finance Authority's Public Project Revolving Fund (PPRF).

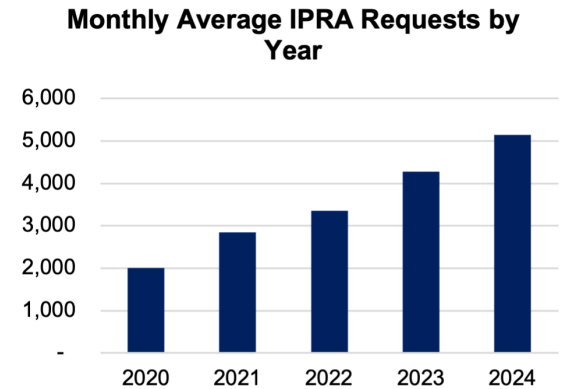
NMML Releases Comprehensive Report on IPRA and Local Governments to Inform Legislative Proposals

The New Mexico Municipal League (NMML) is excited to announce the release of its comprehensive report evaluating the state's Inspection of Public Records Act (IPRA) and its impact on local governments. The report, which reflects several months of in-depth research and analysis by NMML staff and extensive input from NMML members and other stakeholders, aims to inform legislative work on modernizing IPRA during the upcoming session.

The report draws on data from over 210,000 IPRA requests submitted to 28 municipalities and counties between 2017 and 2024. It also incorporates survey responses from 54 local governments, offering a detailed view of trends in request volume, staffing, and resource allocation. To provide further context, NMML reviewed public records laws from all 50 states, identifying best practices and statutory differences.

Key findings highlight significant challenges faced by local governments in administering IPRA:

- **Rising Request Volumes:** IPRA requests have more than doubled since 2020, with some municipalities experiencing increases exceeding 200%. Police records, particularly body-worn camera footage, account for a large portion of these requests, rising 270% since 2020.
- **Resource Strain:** Handling IPRA requests has required a 46% increase in staffing and a 71% rise in related compensation costs. This has placed pressure on other essential local services, such as public safety and infrastructure.
- **Commercial Requestors:** Commercial entities, especially data brokers like LexisNexis, represent a significant portion of requests, with some cities reporting that over one-third of all requests come from these organizations.
- **Operational Challenges:** Processing body-worn camera footage is particularly time-intensive, requiring hours of review for every hour of footage. Additionally, the lack of consolidated statutory exemptions and administrative appeal mechanisms further complicates compliance efforts.
- **Privacy Concerns:** Current statutes may inadequately protect sensitive information, including juvenile and victim records, and discrepancies in disclosure requirements create additional confusion.



Top Ten IPRA Requestors Among 29 Local Governments in New Mexico by Number of Requests (2023)

Description of Requestor	# of IPRA Requests in 2023*	Location where requests were made
Data broker requesting accident reports	7,190	Albuquerque, Bernalillo County, Carlsbad, City of Las Cruces, City of Santa Fe, Corrales, Farmington, Hobbs, Rio Rancho, Roswell, Ruidoso, San Juan County, San Miguel County, Santa Fe County
Large law firm	625	Albuquerque
Hospital billing company	387	Farmington
Federal agency conducting background checks	387	Carlsbad, Farmington
Federal agency conducting background checks	216	Carlsbad, Farmington
Data broker requesting accident reports	187	City of Santa Fe, Farmington
Large law firm	176	Albuquerque
Private Investigator	173	Bernalillo County, Corrales, Española, Rio Rancho, Valencia County
Data broker requesting accident reports	144	Albuquerque
YouTube posting footage from incidents captured on police body cameras	136	Bernalillo County, Carlsbad, City of Las Cruces, Dona Ana County, Farmington, Rio Rancho, Roswell, Santa Fe

* Numbers are approximate because companies sometimes submit IPRA requests under different names and contact information, making it difficult to aggregate all requests associated with a single company.

To address these issues, the report outlines potential statutory updates, including establishing administrative appeals, implementing a notice provision for resolving disputes before litigation, and allowing fees for commercial use of records. These recommendations aim to enhance IPRA's efficiency while preserving its core values of transparency and accountability.

The report's findings will also inform NMML's ongoing training and guidance for members, helping municipalities better navigate IPRA compliance.

NMML encourages members and stakeholders to review the report and join us in discussing potential solutions to modernize and enhance IPRA.

The full report is available on NMML's website, under the Publications section, and hard copies have been sent to all NMML member municipalities. For questions, please contact Alison Nichols (anichols@nmml.org) and Rebecca Martinez (rmartinez@nmml.org).

Letter from the Chair

Linda Calhoun, NMSIF Board Chair, Mayor, Town of Red River

As the 60-day legislative session moves forward, the New Mexico Municipal League remains hard at work advocating for the priorities you helped define last summer. This annual gathering of policymakers is a time when ambitious ideas take shape, setting the stage for meaningful improvements to our communities. The NMML policy team is fully committed to advancing these initiatives and ensuring your voices are heard.

Meanwhile, the New Mexico Self-Insurers' Fund (NMSIF) continues its focus on delivering stability and excellence. For the Fund, success is measured by program consistency and quality service. To achieve this, we hold ourselves, our staff, and the organizations we work with to high standards. This year, we're asking even more of our contractors and partners, using in-depth requests for proposal and rigorous expectations to ensure top-tier results—even in areas where we already excel. Guided by the belief that there's always room to improve, NMSIF remains focused on delivering the best for its members.

We are pleased that our general counsel program, launched just six months ago, is already filling critical gaps in managing claims that weren't previously addressed. This is just one example of how the Fund continues to evolve in response to the needs of its members.

Thanks to our members' trust and word-of-mouth support, interest in NMSIF membership is stronger than ever. Today, our organization is the largest it has been in over four decades, and we remain dedicated to evaluating and refining coverage guidelines to ensure that new municipalities have the best opportunities to join and benefit from the security that risk pooling offers.

As we look ahead, however, we also face challenges. Severe weather events globally are raising the costs of reinsurance, leading to higher costs for NMSIF to secure adequate reinsurance for our property program. At the same time, major claims within our program, coupled with increases in property values, are also driving up program costs. Members should anticipate – and budget for – FY26 property premium increases of up to 40%. We've included more information on these cost factors below and encourage you to reach out to staff with any questions.

We also encourage you to leverage the breadth of expertise and resources we've assembled. Our team is here not only to assist with claims but to help you meet challenges in broader areas of municipal governance and risk management. Together, we can navigate an ever-changing landscape and build a stronger future for all.

If you'd like to learn more about what we're working on and what the future holds, we invite you to join us for Municipal Day on February 28 in Santa Fe. We look forward to seeing you there!

New Mexico Self Insurers' Fund Update

Severe Weather Events, Other Factors Leading to Higher Reinsurance, Program Costs for NMSIF

Widespread weather events captured headlines in 2024 and early 2025. Three domestic hurricanes making landfall and most recently, damaging wildfires in Southern California have strained the resources of insurance carriers and the capacity of the global reinsurers that are their coverage “backstops.” Reinsurance is insurance for insurance carriers; the reinsurer pays claims above the “retention” of a carrier, much like how an insurance company pays a personal auto or homeowners claim above a deductible paid by a policyholder.

Large scale claims have been putting pressure on the availability and pricing of global reinsurance carriers, including those that reinsure NMSIF, resulting in higher rates and a larger percentage of NMSIF members’ premiums going to pay for reinsurance premiums.

Factors driving property premium increases in the NMSIF program include:

- **Reinsurance Cost Increases and Structural Changes.**

Payments to reinsurers have surged by 920% since FY15. The Fund increased its self-insured retention from \$50,000 to \$250,000 in FY23, offering more control over claims but also requiring higher loss absorption before reinsurance attaches to each loss. The property program was restructured in 2023 to eliminate flood insurance aggregates, ensuring coverage for multiple flood events within a year.

- **Increases in Property Values.**

The valuation of properties covered under insurance policies often appreciates over time. As property values rise, the cost of insuring these assets increases proportionally.

- **Newly Acquired Assets.** When new buildings, vehicles, and other physical assets are added to the schedule of values, they contribute to an expanded rate basis. This expansion requires higher premium payments to ensure adequate coverage for the growing portfolio of insured assets.

- **Changes in Loss Experience.** Insurance premiums are heavily influenced by an organization's historical loss experience. A higher frequency or severity of claims in a specific line of coverage can lead to recalculated loss expectations, resulting in increased premiums to account for potential future risks.

- **Significant Increase in Incurred Losses.** Since FY15, the total incurred loss five-year average for the NMSIF property fund has increased by 799%, reflecting a 23% annual compounded growth rate. In comparison, between FY95 and FY15, the five-year average of total incurred losses increased by only 14%. Contributing factors include increased frequency and severity of weather events, including major claims such as a FY17 hailstorm and FY24 structure fire, as well as aging buildings with lagging maintenance.

- **Premium Growth Lagging Behind Losses.** Over the past decade, incurred losses have increased at an average rate of 23% annually, whereas premiums have only increased by 12% annually. Premiums remained flat during the COVID-19 pandemic, contributing to a financial gap where annual incurred losses exceeded total annual premiums multiple times.



New Mexico Self Insurers' Fund Update

- **Major Claims Impacting Future Costs.** The devastating fires and floods in 2024 will likely lead to increases in future reinsurance premiums.

Property premium increases are driven by a complex mix of market dynamics, asset growth, rising losses, and strategic changes in coverage. To ensure long-term stability of this vital line of coverage, NMSIF members should anticipate potential FY26 property premium increases of up to 40%. The Fund will continue to develop risk mitigation strategies, including novel approaches to implementing structural improvements, satellite and drone technology to identify potential weather-related claims in real time to reduce future losses, while integrating innovative reinsurance structures to expand coverage, spread risk and control costs.



From the Archives: Las Vegas Optic, January 16, 1913

Numerous New Mexico Cities Send Delegates to Santa Fe to Boost State

Declaring that municipalities are corporations and that they must seek legislation for the good of the entire community so that "the city beautiful, the city wholesome and the city useful" may be a reality instead of a glittering assertion. Dr. J. J. Shuler, mayor of Raton, today opened the meeting of the Municipal League.

The sessions are being held at the Santa Fe courthouse and are well attended by mayors, ex-mayors, city attorneys and representatives from city councils. The following cities sent delegates or lengthy communications encouraging the league: Las Vegas, Artesia, Raton, Albuquerque, Santa Fe, Carlsbad, Farmington, Silver City, Clayton, Clovis, Alamogordo, and Roswell.

In his opening address Mayor Shuler said: "I congratulate this league on having so many

cities of New Mexico represented here today. It is true that several places were not able to have delegates come here at this time, but the letters of encouragement and advice they sent instead cannot be but an inspiration to us in our deliberations."

"Much has been said in recent months about planning of cities and the 'ideal' every city maker should have in view. We are all in favor of a city beautiful but we want also a city practical and to carry out our ideas we must not neglect helpful legislation. Banded together, the head and officers of cities can do much toward procuring helpful legislation and I am convinced that the legislation such a league as ours will ask will be for the best of the communities we represent."



NMSIF Risk Management Tools

New Mexico Self-Insurers' Fund members receive complimentary access to the NMSIF Risk Management Center – a comprehensive platform that contains a wide range of high-value tools and interactive applications designed to help members with a variety of risk management, HR, compliance, and safety-related issues. *Below is a sampling of what you can expect to find within the platform.*

Searchable Content Library



Round-the-clock access to thousands of industry-leading resources that span everything from safety, loss control, and risk management to HR, employment law, cyber, and compliance.

Custom Job Description Builder



Job descriptions are such an important tool for your employees, but developing them can be stressful. The 'Custom Job Description Builder' helps you make the most complete job description so your employees can achieve their true potential, which ultimately contributes to the success of their business.

HR Self-Assessment Tool



Analyze your human resource competencies to ensure you are creating an environment for employees to thrive. With this tool, you can access your HR management practices, employee relations, recruiting process, training and development process and more. Once a module is completed, explanations will be provided to highlight where improvements can be made.

Salary Benchmarking



Using this tool, you can search compensation and pay structure reports either annually or by the hour. What's more, salary benchmarking survey information can be viewed and compared nationally, by state or within a state (narrowed by region or metro area). You will have access to salary data on over 800 job positions right at your fingertips.

Sample Job Descriptions



A well-written job description is one of the main ways you connect qualified applicants to positions at your organization. Using sample job descriptions, you can effectively and accurately highlight an employment opportunity to potential candidates.

Employee Handbook Builder



Create and communicate your organization's HR policies and procedures quickly and conveniently. Generate custom employee handbooks, branded to any organization, by simply answering a few quick questions. State and federal content is available along with the ability to upload any custom content.

Phishing Security Testing



With 91% of data breaches originating from an email spear fishing attack, it's important to gauge how your workforce would respond to a potential cyber-attack. Use this module to engage with an industry-leading cyber security firm to conduct a simulated spear fishing attack so you can find out current risk levels and benchmark results against industry norms.

For more information, contact Erica Olguin (eolguin@nmsif.org)



Building *Homes*, Empowering *New Mexico*

Housing New Mexico | New Mexico Mortgage Finance Authority (MFA) is a self-supporting quasi-governmental entity that provides financing to make quality affordable and workforce housing available for low- to moderate- income New Mexicans. Housing New Mexico administers the full continuum of housing programs from homelessness to homeownership.

2024 Production Highlights



18,981
5,769
940
\$736,970,000

Families served
Homes produced, financed or preserved
New rental and single-family homes financed
Total funding administered

Production Pipeline



4,765

Apartment homes at various stages of development

Representing **51** different **housing developments**
Located in **20 municipalities** in **15 counties** across the state

\$357,716,795

Total funding from tax credits, bonds and loans

To learn more about how we're shaping New Mexico's future one home at a time, visit: housingnm.org



1229 Paseo de Peralta
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The Municipal Reporter

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