



# New Mexico State Personnel Board

## State Personnel Office

Michelle Lujan Grisham  
Governor

Pamela D. Coleman  
Director

**State Personnel Board**  
Christine B. Romero, Chair  
Jerry Manzagol, Vice Chair  
Carmen V. Chavez, Member

State Personnel Board Meeting  
State Personnel Office  
Gary Carruthers State Library Building  
1209 Camino Carlos Rey, Santa Fe, NM 87507  
January 18, 2019  
Minutes

### I. Procedural Items

#### Call to Order

The meeting of the State Personnel Board (SPB) was called to order by Chair Romero at approximately 9:00 a.m. on January 18, 2019, in the Pinon room of the Garrey Carruthers State Library building, 1209 Camino Carlos Rey, Santa Fe, New Mexico.

#### Invocation

David Berry

#### Pledge of Allegiance

Stuart Hamilton

#### Roll Call

Director Pamela D. Coleman called roll and a quorum was established with the following members present:

Christine B. Romero, Chair

Megan Muirhead, Board Member

Jerry Manzagol, Vice Chair

Carmen V. Chavez, Board Member

#### Approval of Agenda

Board Member Muirhead moved to approve the January 18, 2019 State Personnel Board Agenda; seconded by Board Member Chavez. Motion carried unanimously.

#### Approval of Minutes – November 30, 2018

Board Member Muirhead moved to approve the November 30, 2018 State Personnel Board minutes, seconded by Vice Chair Manzagol. Motion carried unanimously.

## **II. 2019 State Personnel Board Election of Officers**

Director Coleman presented the request for State Personnel Board Election of Officers for 2019.

**Vice Chair Manzagol nominated Christine Romero as Chair for 2019; seconded by Board Member Chavez. Motion carried.**

**Board Member Muirhead nominated Jerry Manzagol as Vice Chair for 2019; seconded by Board Member Chavez. Motion carried.**

## **III. Approval of SPO Director Pamela D. Coleman**

Director Coleman thanked the Board for their service thus far and their agreement to serve moving forward. Director Coleman was selected by Governor Michelle Lujan Grisham as Director of the State Personnel Office. Director Coleman is very proud to be considered for this honor. Director Coleman is a lawyer by training and early in her career. She has been in the private sector and the public sector. She had advised people in academia, in government, in private and non-profit in all levels of leadership development. She was most recently in the Obama Administration where she served in four different capacities.

- Presidential Personnel with presidential appointees who were coming from the re-election campaign.
- Homeland Security as the White House Liaison
- Special Assistant to President Obama in charge of Energy & Environment Teams
- Special Assistant to President Obama Leadership Development Team Lead

Director Coleman found each of those positions to be an incredible honor. Director Coleman is familiar with New Mexico because from 2009-2012, she was the Regional Field Director and was promoted to run President Obama's re-election campaign through the summer of 2012. She was then invited to the White House. It is a testament, the great depth of care and feel for New Mexicans and how they volunteer in their communities which is a very important reason why she accepted and to be considered for the role as State Personnel Director. The great state employees who touch every single person in New Mexico seemed to me the best opportunity to serve in the next chapter of her career. She looks forward to serving in this capacity to her best ability in order to help maximize the impact and experience to all state employees so they can be the best public servants of the great members of our State. Chair Romero thanked and congratulated Director Coleman. Chair Romero stated that it is very nice to have a Director that has a broad background in the public sector, private sector, non-profit as it brings a lot of experience to make informed decisions about the items that are in front of the Board. Chair Romero also indicated that it has been an honor to participate on the State Personnel Board. The Board members that serve on the Board are very dedicated and very interested in State employees and in State Government as a whole.

**Board Member Chavez moved to approve the approval of Pamela D. Coleman as the State Personnel Office Director; seconded by Vice Chair Manzagol. Motion carried unanimously.**

**IV. 2019 State Personnel Board Annual Open Meetings Resolution**

Director Coleman presented the request for approval of the State Personnel Board Annual Open Meetings Resolution for annual year 2019 and for fiscal year 2020. The Board will apply the rules that have been adopted and to adopt the rules moving forward. No substantial changes were made; the only change made was to reflect the current year.

**Board Member Muirhead moved to approve the 2019 State Personnel Board Open Meetings Resolution; seconded by Board Member Chavez. Motion carried.**

**V. 2019 State Personnel Board Operating Procedures**

Director Coleman presented the request for the approval of the 2019 State Personnel Board Operating Procedures for annual year 2019 and for fiscal year 2020. Director Coleman requested for the Board to adopt the Operating Procedures, effective date of January 18, 2019. Pursuant to the provisions of the State Personnel Act section 10-9-1 to 10-9-25 NMSA 1978. No substantial changes were made to the Operating Procedures.

**Board Member Chavez moved to approve the 2019 State Personnel Board Operating Procedures; seconded by Vice Chair Manzagol. Motion carried.**

**VI. General Public Comment**

No individuals signed up for General Public Comment.

Director Coleman and Chair Romero both encouraged individuals to sign up for public comment in the future, as it helps the Board and the State Personnel Office make the most informed decisions.

**VII. Director's Report**

Director Coleman provided the following update:

Director Coleman thanked Governor Michelle Lujan Grisham for selecting her as Director of the State Personnel Office, and to the esteemed Board for approving the selection. She stated it is a tremendous honor to serve the State of New Mexico, by helping to maximize the impact and experience of the hard-working and dedicated public servants who are our state employees----her fellow colleagues. She thanked her new and remarkable team in the State Personnel Office. They welcomed her in and made her feel at home right away and have helped her start to learn the intricacies of NM State government that go far beyond what she had the opportunity to learn about the Agency as Agency Team Lead on the Transition. She is grateful for her colleagues on that Team who volunteered their expertise and passion for State government, and who asked meaningful questions, and spent hours analyzing data.

### Consolidation

Consolidation was the number one topic on everyone's minds going into Transition and into the new Administration. Director Coleman is learning more and more about what Consolidation means for State Personnel, for other Agencies, and, most importantly, for the people that State Personnel is designed to serve, our state employees. Director Coleman indicated to the staff and the agencies that she has already started met with---that together we will examine the benefits and the challenges of Consolidation, and the incredible opportunity we have right now to reimagine what State Personnel can be. She will continue to update this Board on those findings.

### LFC Recommendation

Our State Personnel FY20 Budget was submitted to both DFA and LFC. DFA's recommendation was to reduce our budget submission by \$5000. In contrast, LFC's recommendation is to reduce our budget by \$180,000 to just about \$4 million. Director Coleman will testify before the HFAC on Tuesday afternoon (January 22, 2019) and vigorously advocate for the Executive's recommendation.

### Willie Ortiz Building

Director Coleman has walked through the Willie Ortiz Building and already met several times with our liaisons at FMD and GSD. She is grateful to them for their professionalism and responsiveness to the changing conditions that can be a construction and remediation zone. State Personnel staff are all now planning and eagerly looking forward to a July 1 completion date and to move back into the building. It is possible that SPO staff may move-in before July 1, but she wanted a realistic date.

### Union Dues

On June 27, 2018, the Supreme Court ruled in *Janus vs AFSCME Council 31*, that the procedure for public-sector unions to extract agency fees from nonconsenting employees is a violation of one's First Amendment rights. We are tracking this closely with the Labor Division who is in contact with AFSCME, the other Unions and with the Governor's Office. Director Coleman will continue to update the Board as it moves through.

Director Coleman ended her first report as Director by saying (as said when the Governor introduced her last Monday, January 7, 2019)

State employees are super heroes. In Director Coleman's world, she can imagine them going into work in a cape every day, doing the work of the people, every day, regardless of what challenges and obstacles that they are presented with and that what they might encounter through no fault of their own. Director Coleman is deeply grateful for the honor to be able to have any part in helping them live and work in a way that is as productive as they can be, which they can be immensely proud and Director Coleman is immensely proud to be the Director of the State Personnel Office.

Chair Romero stated that she is a retired State Government employee and she knows that it is so important for the employees know that they have a champion in the Office. Chair Romero indicated she is currently in non-profit and unfortunately, she has not seen a salary increase in eight years.

The State Personnel Office has done a tremendous job in the increasing the pay spectrum and the employees wonderful. State employees are very fortunate and State employees just want to do a great job for the State of New Mexico.

#### VIII. Legislative Update

Director Coleman reported that the State Personnel Office is currently tracking a number of bills both pre-filed bills and filed bills, in general. Some of the bills that are currently being tracked are regarding the minimum wage for State workers and also a number of bills including a diversity workforce counsel. To date we have not responded, but did say to the Legislative Finance Counsel that we are prepared and ready in the Compensation and Class Division, as well as the Training Division to address any legislation that does move forward.

Chair Romero asked if a team was already in place to track the bills.

Director Coleman stated that Stuart Hamilton, CFO to the State Personnel Office is currently tracking the bills daily. This is a 60 day Session and the Board will be updated at the March Board meeting with a complete overview and summary.

#### IX. Executive Session

**Board Member Muirhead moved that the State Personnel Board meeting be closed. The authority for closing the meeting is under the Open Meetings Act NMSA 1978, Section 10-15-1(H)(3), for deliberations in connection with an administrative adjudicatory proceeding, for the matters listed on the agenda; and to include NMSA 1978, Section 10-15-1(H)(7) for pending litigation; seconded by Board Member Chavez.**

Director Coleman called roll and all members voted in the affirmative.  
**Motion carried unanimously.**

The Board met in Executive Session from approximately 9:21 a.m. to 9:39 a.m.

**For the record, the matters discussed in closed session were limited to those specified in the Motion to close.**

##### **1.) Orozco v. New Mexico Corrections Department; Docket No. 18-013**

After careful consideration of the Administrative Law Judge's proposed findings of fact, analyzes of the relevant law and/or policies in light of the proposed findings of fact of the Recommended Decision and the parties' exceptions to the Recommended Decision, if any, in Orozco v. New Mexico Corrections Department; Docket No. 18-013, **Board Member Muirhead moved to adopt the Administrative Law Judge's Recommended Decision. Motion seconded by Vice Chair Manzagol. Motion carried unanimously.**

**X. Litigation Update**

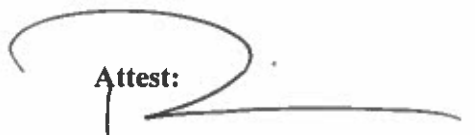
Jessica Cooper, Administrative Law Judge for the Board, presented a brief Litigation Update. In the second quarter of FY19, Adjudication received 16 new appeals and disposed of 13. There are currently 31 appeals pending. No new appeals of Board decisions have been filed, and no dispositive action to report in the eight Board decisions currently on appeal.

No questions from the Board.

**XI. Other Business – Next Meeting Date: Friday, March 22, 2019**

**XII. Adjournment**

With no further business, Board Member Muirhead moved to adjourn the State Personnel Board meeting at approximately 9:40 a.m.; seconded by Board Member Chavez. Motion carried unanimously.

Attest:  
  
Pamela D. Coleman, Director

Approved by:  
  
Christine B. Romero, Chair  
State Personnel Board