



New Mexico State Personnel Board

State Personnel Office

Michelle Lujan Grisham
Governor

Ricky A. Serna
Acting Director

L. Teresa Padilla
Deputy Director

State Personnel Board
Laura A. Liswood, Chair
David F. Cunningham, Vice Chair
Cristin M. Heyns-Bousliman, Member
Carol A. Parker, Member

State Personnel Board
Working Session
Willie Ortiz Building
Tuesday, January 11, 2022
MINUTES

- Call to Order –Chair Liswood called the working session to order at 3:03 p.m.
- Acting Director Serna called roll – all members present; and a quorum established. Serna thanked the members for agreeing to be here on short notice.
- Approval of Agenda Member Heyns-Bousliman moved to approve the agenda as presented, Vice Chair Cunningham second. Acting Director Serna called roll, Agenda adopted unanimously

2021 Annual Compensation Report Max Cordova walked the board through the report and explained the overall guide to the philosophy explaining pay plans and how we consistently apply the philosophy to compensation.

Mr. Cordova reviewed the summary and results of annual compensation survey. Governor and LFC will receive the report upon board approval. Mr. Cordova walked the board through the various elements of the report and emphasized the philosophy - job evaluations, compensation using a system to identify pay bands and jobs evaluated for the right size. Mr. Cordova noted that we use due diligence to ensure we are competitive regionally, nationally and locally.

Wrap Up - Outstanding Questions & Answers – Final questions were addressed, Chair Liswood requested another working session to see how the board can work better together and more efficiently. Being no further questions,

Adjournment Chair Liswood moved to adjourn; Member Parker second. Roll call, Meeting adjourned at 4:35 pm.