

Michelle Lujan Grisham

Governor

Dylan K. Lange

Director



State Personnel Board

David F. Cunningham, *Chair*

Carol A. Parker, *Vice Chair*

Kari Fresquez, *Member*

Sandra D. Lopez, *Member*

Fred Radosevich, *Member*

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State Personnel Rule Hearing and Board Meeting

Willie Ortiz Building

2600 Cerrillos Road, Santa Fe, NM

Friday, February 7, 2025 – 9:00 AM

MINUTES

Vice Chair Parker called the meeting to order at 9:00 AM

Procedural Items:

Director Lange led the Pledge of Allegiance and called roll. A quorum was established with the following members present: Carol Parker, David Cunningham, Fred Radosevich, Sandra Lopez, and Kari Fresquez.

Ms. Forlizzi advised Vice Chair Parker that no requests for public comment had been received via email or in person. Public Comment closed.

Member Cunningham moved to approve the agenda; Member Radosevich seconded; Director Lange called roll; agenda adopted.

Member Cunningham moved to approve the minutes for December 6, 2024 meeting and rule hearing; Member Lopez seconded; roll call; motion carried.

Election of Officers

For the position of board chair, Vice Chair Parker nominated David Cunningham; Member Radosevich seconded; roll call; motion carried.

Chair Cunningham nominated Carol Parker as Vice Chair; Member Radosevich seconded; roll call; motion carried.

General Public Comment

No requests received.

2025 Open Meetings Resolution

AAG Moffatt presented OMA 10.15.1 E to establish notice for 2025. Moffatt stated the document the board has mirrors what is in the OMA regarding notices, agendas, address, etc. No changes to the act since 2024. Chair Cunningham referred to Paragraphs 3, 4, 5 noting executive sessions are not mentioned as an exception. Moffatt stated there are 10 exceptions in the act, so no need to specify because of those exceptions. Members Radosevich and Lopez agreed with chair. Vice Chair Parker moved to amend OMR to add the exception of executive session, notice that the board can move to exec session; Member Radosevich seconded; roll call; motion carried with Member Fresquez voting no. 2025 OMR adopted as amended.

Approval to Initiate the Rulemaking Process

General Counsel Messerer asked the board to review the redlined versions with the proposed rule changes. Minimal changes are generally to clean up citations from previous rule changes. COVID-era policy language removed. Sick leave and FMLA review not needed from the Director; this change will remove review process to come to the Director. With approval, we will publish notice, and the rule hearing will be scheduled. Member Radosevich moved to approve; Member Lopez seconded; roll call; motion carried.

SPO Update

Director Lange gave the following update:

- Legislature in session SPO is called to provide expertise on certain bills – one we are watching closely is shortening probation period to 180 days which passed the first committee. Will see how this develops.
- Another bill is proposing larger leave times.
- The budget hearing went well SPO had an audacious request for almost \$1M which we ended up receiving through the GRO fund – we will receive this for 3 years and then will have to justify those funds becoming part of the annual budget. This is fiscally responsible and will hold SPO accountable to perform the priorities of the budget and utilize the increase.

Implementation of Job Architecture will be the measure.

- PTO is being reviewed in statute and the cost will be discussed when a bill comes forward. Chair Cunningham asked about the \$1M in JA for 6 FTE for SPO funding for vacant positions. Have those positions been identified?

Lange said yes, funds would be prioritized to hire a Deputy Director, a communication person, recruitment focus, manager spots to streamline operations, and training.

- Lange introduced Jeff Peaten as the recently hired labor relations manager and Eve Montoya recently hired on the training team.
- Lange said JA is in phase 4 now. Report shows the status, where we want to go, and the timeline it will take to get there. This will provide the proper framework where jobs, career paths and levels are consistent across the state. \$550K more money approved by the legislature for Deloitte to further the project. We've set career tracks which are broad - 18 job families have been reduced to 14. The goal is to map the jobs and look at job titles as one issue we see is that many have vague or broad classifications. Working on a job leveling guide and a job glossary, so we are sure to match the job and the level. Job title will be driven by what the job does, not the person in it now. What does someone need to accomplish to get in "X" position and then creating a career track for them to get there. Next step is to map current jobs to structure, then match the people. Result will be more structure and transparency. Structure has not been redone since 2001. Compensation philosophy phase has been completed, and the structure is theoretical at this point. The next step is to map, which Deloitte will do. Member Lopez commented that she sees this as a 3-pronged system; once established, recruitment gets tighter; then performance evaluations get better. It all works together and is so important for growth. Member Fresquez asked at what point are the agencies brought in to validate? Lange said that will be the biggest stage of the project. April will be the target point for this piece of the project. No one will be lowered in salary, and we want to have SME's. Certain things that work on a larger scale may not be the same on a smaller scale. Chair Cunningham commented there are 850 classifications and Comp & Class has been cleaning these up within the existing system. Largest gap is the general classifications normally seen in management. He sees

this as a large-scale project and 2 levels of demand. The board wants the classifications to make sense. Director Lange agreed, stating this will be all consuming once it begins and will be all hands on deck. Lange said this is fiscally responsible, we want to be sure we know what each job does.

- Lange continued the update saying the recruitment team went to NMSU and talked with 118 people at that event.
- Chair Cunningham said he would like continuity of Adjudication; would like to have an update at each meeting.
- Cunningham said that JA is complicated and asked to have a working session to understand the suggestions and get a progress report. Lange replied that when Deloitte comes to the validating sessions, we will have them present to the board. This is only about classification and compensation. Vice Chair Parker thanked Director Lange for addressing “New Mexico” as its own unique situation, with values and ways of doing things.

Next meeting, April 18 in person at 9:00. Member Radosevich moved to adjourn; Member Fresquez seconded; roll call. Meeting adjourned at 9:56.

Approved:



**Carol Parker, Vice Chair
State Personnel Board**

Attest:



**Dylan K. Lange, Director
State Personnel Office**

SPB Meeting February 7, 2025

Minutes

4 | Page