

Michelle Lujan Grisham

Governor

Dylan K. Lange

Director

Cynthia Sandoval

Deputy Director



State Personnel Board

Sandra D. Lopez, *Chair*

Carol A. Parker, *Vice Chair*

Kari Fresquez, *Member*

L. Teresa Padilla, *Member*

Fred Radosevich, *Member*

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**State Personnel Board Meeting
Willie Ortiz Building
2600 Cerrillos Road, Santa Fe, NM
Friday, June 12, 2026 – 9:00 AM
MINUTES**

Chair Lopez called the meeting to Order at 9:01 AM.

Director Lange led the Pledge of Allegiance and called roll. A quorum was established with the following members present: Lopez, Parker, Fresquez, Padilla and Radosevich.

Call for Public Comment – SPO board administrator, Denise Forlizzi, advised Chair Lopez that no requests had been received in person or via email.

Vice Chair Parker moved to approve the meeting agenda; Member Padilla seconded; roll call; agenda adopted.

Member Padilla moved to approve the minutes of April 17, 2026; Member Fresquez seconded; roll call; minutes adopted as written.

General Public Comment – no requests received.

Wildland Firefighter Series Class Study and Wildland Fire Management Officer

Series Class Study

Alyssa Ashbacher, SPO Lead Comp & Class Analyst, requested approval. Subject Matter Expert (SME), Energy Minerals and Natural Resources Department, Division Director, Laura McCarthy.

Various changes were requested to maintain competitiveness in the markets, meet national standards, support operational readiness and ensure that each functional area has an appropriate career path.

Chair Lopez thanked Director McCarthy for the work that she does to help protect all of us in the state and asked about current staffing in the series.

Director McCarthy said hot shot or wildfire crews respond from a 20-person crew. Forestry division has 6 districts state-wide each has fire management officer responsible for the initial attack of a fire. The manager needs to do their part for the accounting of resources. McCarthy thanked the board members who were present during the initial request years ago. The board worked with the agency so well, this request is really for fine tuning. She thanked SPO staff for listening, understanding the needs and implementing the new job series.

Lopez asked if they are able to recruit for these jobs?

McCarthy replied that recruitment and retention are better than ever. Helped by the changes at a federal level, more federal firefighters are applying in New Mexico.

Member Radosevich moved to approve; Member Fresquez seconded; roll call; motion carried.

Tax and Revenue Representative Series Class Study and Supervisor, Tax Reevaluation Study

Austin Basham, SPO Compensation & Classification supervisor, requested approval for a consolidated series market reevaluation.

SMEs from TRD are Director of Audit and Compliance, Tiffany Smyth and Human Resources Director, Max Rodriguez.

Fresquez asked if MVD will be on same track as TRD, seems like different expertise is needed.

Tiffany Smyth said the work product is different, but working off the same system, records and transactions. Tax & Rev has 5 offices, serving public in person in addition to the call center for the same tasks.

Chair Lopez asked about the lead Tax & Rev examiner at level 12. How many are currently at level 12 will be impacted.

Basham said pay band 12 was not being used, so no impact.

Member Padilla asked what recruitment and retention issues this will solve?

Smyth said putting all classifications together will create a path for retention and opportunities for upward movement as they become qualified for more positions.

Member Fresquez moved to approve; Member Radosevich seconded; roll call; motion carried.

Director Lange thanked the SPO staff saying this was a SPO-led request based on what they noticed when reviewing the classifications. Reevaluated to ensure alignment. Celebrated the team and the board for making this happen.

FY27 Salary Structure Aging Adjustment

Melanie Morgan, SPO Executive Manager requested approval.

Chair Lopez asked if this is an annual request.

Morgan said yes and next year we will have a more robust request because of the new software program we are implementing.

Vice Chair Parker moved to approve the FY27 Salary Structure Aging Adjustment; Member Radosevich seconded; roll call; motion carried.

Approval to Initiate Rulemaking

Leigh Messerer, SPO General Counsel, requested approval to initiate rulemaking for 1.7.1 NMAC; 1.7.4, 1.7.5 NMAC, 1.7.6 NMAC 1.7.7 NMAC. Lange referred to the summary provided saying that will receive a red-lined version, but this summary is preliminary for approval only.

Vice Chair Parker moved to approve the request to initiate rulemaking; Member Fresquez seconded; roll call; motion carried.

Appointment to NM Retiree Health Care Authority (RHCA)

Dylan Lange discussed the RHCA board saying that this board needs to select 1 classified SPO employee to serve on this board. Lange recommended Heather Vigil Clark for this post saying she is now an Executive Manager, so she has taken an expanded role and will be a good representative for the classified employees. The RHCA board has monthly meetings, so there will be consistent presentations for the board on issues related to state employees.

Member Fresquez commented and advocates for Ms. Vigil Clark. Fresquez has worked with her over the years, and her resume illustrates her advancement, and she will be a good representative for this position.

Chair Lopez said as a grateful recipient of retirement benefits, she thinks it's an extremely important role saying thank you for representing retirees. Lopez asked about her perspective in representing state employees?

Vigil Clark said her goal is to ensure that she is participating in a beneficial way. She will be an appropriate representative not only for current retirees, but also for future employees that will retire.

Member Parker emphasized what Lange mentioned about communication between board and SPO, important to understand how decisions are being made as it relates to current information.

Member Fresquez moved to appoint Heather Vigil Clark to the RHCA board; Member Padilla seconded; roll call; Vigil Clark appointment approved.

Adjudication Update

Janelle Haught, SPO Administrative Law Judge reported 63 new appeals filed; 47 disposed to date. 2015 AG let go of employees; 14 have been settled, so no more AG appeals outstanding.

SPO Update

Dylan Lange, SPO Director, noted the comprehensive review the board had received; highlighting staff announcements; SPO has stretched the staff with onboarding interns with the additional funds received. We now have interns in many

counties that we have not had before. Excited about the opportunity; HS interns showed up, agencies showed up; interviews happened; we do so many great things in the state that we don't often highlight. We've had real successes and are celebrating the stories that are special. The Legacy accomplishments are for the board to see how far we have come under this current administration.

Member Fresquez congratulated Lange and the SPO team for their hard work.

Chair Lopez added it was very humble making it a one-pager; the work this office does for the citizens has made it a joy to be on the board.

Lopez said the key metrics on Q3 have been informative. Commented that when she reviewed, the agencies that have the most OT pay also has the highest vacancy rates and higher rates of those who do not complete probation period.

Lange replied there are agencies that have federal deadlines and agencies that are 24-hour facilities, making it hard to recruit for those positions. Our team will try to help in the ways we can; by modernizing rules, we give agency flexibility in recruitment, particularly agencies that deal with emergencies.

Chair Lopez thanked staff and audience member for being here.

Administrative Adjudicatory Deliberations

Chair Lopez moved to enter executive session; Member Radosevich seconded; roll call; off the record at 9:52.

Lopez called the meeting back to open session and on the record at 10:34.

Motions on Administrative Adjudicatory Deliberations

- Cheryl Tafoya v. New Mexico Taxation and Revenue Department; Docket No. 25-024.
- Cheryl Tafoya v. New Mexico Taxation and Revenue Department; Docket No. 25-036.

AAG Alsup advised the board on Tafoya Docket Nos. 25-024 and 25-036; Member Radosevich moved that both matters be tabled to the next meeting; Vice Chair Parker seconded; roll call; motion carried.

- Elizabeth King v. New Mexico Regulation & Licensing Department; Docket No. 25-027

Member Padilla moved to adopt the ALJ recommended decision; Member Fresquez seconded; roll call; motion carried.

Next meeting will be held Friday, August 28, 2026. Vice Chair Parker moved to adjourn; Padilla seconded; roll call; meeting adjourned at 10:36 am.

DRAFT