

**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*

Address: 2600 Cerrillos Road, Santa Fe, NM 87505-3258

Phone: (505) 476-7759 | Fax: (505) 476-7949 | Web: <https://www.spo.state.nm.us/>

## **State Personnel Rule Hearing and Board Meeting**

**Willie Ortiz Building**

**2600 Cerrillos Road, Santa Fe, NM**

**Friday, April 18, 2025 – 9:00 AM**

### **MINUTES**

- The SPB meeting was called to order at 9:00 am by Vice Chair Parker.
- Director Lange led the Pledge of Allegiance and called roll with the following present: Carol Parker, Fred Radosevich, Sandra Lopez and Kari Fresquez. Absent: David Cunningham. A quorum was established.
- Vice Chair Parker asked if requests for Public Comment had been received? Board Administrator, Ms. Forlizzi, stated there were no requests received either via email or in person.
- Member Radosevich moved to approve the meeting agenda; Member Fresquez seconded; roll call. Agenda adopted.
- Member Lopez moved to approve the minutes from the February 7, 2025 meeting; Member Fresquez seconded; roll call. Minutes approved.

#### **Public Comment**

No requests received.

**Public Hearing:** Vice Chair Parker stated the board is moving from the general session to the Rule Hearing to discuss proposed rule changes. Parker moved to designate Dylan Lange as the Hearing Officer; Member Radosevich seconded; roll call. Director Lange appointed Hearing Officer and called the public hearing to order at 9:03.

SPO General Counsel Leigh Messerer presented the exhibits for the rulemaking and

recapped the proposed changes to rules 1.7.1 NMAC, 1.7.7 NMAC, 1.7.8 NMAC, and 1.7.10 NMAC.

Comment by interested parties – Ms. Forlizzi confirmed that there were no requests received for public comment via email or requested in person.

Closure of hearing - Hearing Officer Lange adjourned the hearing at 9:13.

**Discussion and Potential Adoption of Rule Changes** open meeting resumed at 9:13.

1. 1.7.1 NMAC – General Provisions – Vice Chair Parker moved to approve 1.7.1 NMAC as presented; Member Fresquez seconded; Director Lange called roll; rule adopted.
2. 1.7.7 NMAC – Absence and Leave – Vice Chair Parker moved to approve 1.7.7 NMAC as presented; Member Radosevich seconded; Director Lange called roll; rule adopted.
3. 1.7.8 NMAC - Drug and Alcohol Abuse Vice Chair Parker moved to approve 1.7.8 NMAC as presented; Member Lopez seconded; Director Lange called roll; rule adopted.
4. 1.7.10 NMAC – Furlough, Reduction in Force, Reemployment, Separation Without Prejudice Vice Chair Parker moved to approve 1.7.10 NMAC as presented; Member Radosevich seconded; Director Lange called roll; rule adopted.

**SPO Update** – Director Lange presented the director report beginning with SPO Vision/Mission/Values and the agency structure. Lange presented the authority for and highlights of each division at SPO. He reported that Job Architecture (JA) is moving forward and all agencies are doing their part to get the job catalog current and accurate within the JA structure. Lange noted that agencies using SPO HR Services will be asked to pay in advance rather than at the end of the fiscal year so that the payments are supporting the work HRS is doing throughout the year.

Lange gave a legislative update with an explanation of the GRO fund for the next 3 years. We will be charged with ensuring that the money is used for performance and making a difference with recruitment and retention. With that funding, 6 new employees will be hired at the beginning of the fiscal year. Quarterly performance measures mentioned and included in the report.

Exciting session for the SPO and all state employees which included a 4% salary increase for state employees across the board. Investing in our human capital. Another important benefit is Longevity pay is being implemented for continuous state service beginning July 1, 2025. Additionally, a big win for employees and signed into law, the legislature passed a bill

where the state pays 80% of the premium for health care. No questions from board members.

**Adjudication Update**

Debra Poulin, SPO Administrative Law Judge, presented the adjudication update with Q1-Q3 statistics. Poulin highlighted the 45 appeals filed which is 50% more than a year ago along with 32 appeals disposed. No questions from the board.

**Executive Session**

Administrative Adjudicatory Deliberations See NMSA 1978, Section 10-15-1(H)(3) Vice Chair Parker moved to enter executive session; Member Radosevich seconded; roll call. Meeting closed and off the record at 9:39.

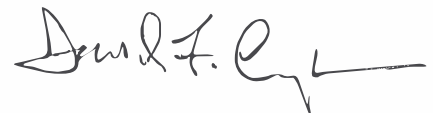
**Motions on Administrative Adjudicatory Deliberations**

Vice Chair Parker stated the board was back in open session and on record at 10:00 am.

- *Jose L. Marquez v. New Mexico Children, Youth & Families*; Docket No. 24-016  
Member Fresquez moved to adopt the ALJ recommended decision; Member Radosevich seconded; roll call; motion carried.
- *Rosemarie Valdez v. New Mexico Department of Health*; Docket No. 24-023  
Member Lopez moved to adopt the ALJ recommended decision; Member Radosevich seconded; roll call; motion carried.

Next Meeting June 13, 2025. Member Radosevich moved to adjourn; Member Fresquez seconded; roll call; meeting adjourned at 10:02.

**Approved:**



**State Personnel Board**

**Attest:**



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