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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, August 22, 2025 – 9:00 AM

MINUTES

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

Director Lange led the pledge of allegiance and called roll.

The following members were present in person: Parker, Radosevich, Lopez, Fresquez. Chair Cunningham was present telephonically. A quorum was established.

- Call for Public Comment - Ms. Forlizzi reported there were no requests received for in-person comments or via email.
- Member Radosevich moved to approve the agenda; Member Fresquez seconded; roll call; motion carried.
- Member Fresquez moved to approve the minutes from July 18, 2025 Special Meeting; Member Radosevich seconded; roll call; minutes approved with Lopez abstaining as she was not present.

Public Comment - No requests received

FY27 Budget Presentation

Jaime Trujillo provided an overview of the operating budget for FY27 which showed \$270,600 additional over FY26, primarily due to health insurance cost related to SB 376 which increased the co-pay for employee insurance; contractual services to procure additional mediation specialists and an increase in the annual financial audit expense. Other recurring expense increases to DoIT for Copilot, a premium software to increase efficiency.

Nonrecurring income FY27 reflects year 2 of 3 of GRO fund appropriation of \$950K to fully staffed SPO. It also includes a special appropriation of \$500K for 50 summer intern hires to provide to other agencies as needed, SPO pays the salary and benefits for each intern. The goal is to provide state agencies with smaller budgets the ability to sponsor summer interns.

Member Fresquez said the special request for interns sounds good and asked if that is something new?

Mr. Trujillo said yes, we are focusing on college and high school students for this appropriation. Director Lange added we are proud of our internship program and have developed it more fully so interns receive a certificate which counts toward 6 months of min qual. Budget was highlighted at agencies as the main reason for not bringing interns so there was a sharp decline in interns this past summer. The goal is to double intern participation, and we will find out soon if approved so we can support agencies with this resource. This is a non-recurring expense so are trying it out. Internship is HS, graduate and undergrads creating a variety of relationships we can cultivate, and we're excited about this program.

Fresquez then asked about the increase in mediation expenses. Have you thought of trying to hire another ALJ?

Trujillo said there is an uptick in mediation, not sure it necessitates another FTE. Likes the continuity in mediation.

Chair Cunningham added in the private sector, the parties split the cost of the mediator, why does the state fund the mediation?

Lange said the cost is \$800 per mediator and a practice that is in place now and we can explore sharing that expense.

Member Lopez commented on the reversion for FY25 saying it is the sign of good budget management as it's a fine line between utilizing the budget you have. Sign that what we're asking for is fair and we are using what we're given.

Member Radosevich commented that he likes the intern funding, thank you for creating this opportunity for interns.

Member Radosevich moved to approve the FY27 budget request; Member Lopez seconded; roll call; budget request approved.

Compensation and Classification Adjustments to Pay Grades – Wildlife Biologist, Financial Coordinator, Employee Business Consultant - Request for Approval

Austin Basham presented best strategy to increase the pay band on Employee Business Consultant; updated pay grades for Wildlife Biologist and Financial Coordinator.

Vice Chair Parker asked as we're moving forward with Job Architecture, are we getting to the end of the adjustment requests?

Director Lange replied that SPO is committed to communicating with agency HR. We knew there would be an adjustment period. Two of these were duplicates in the same series. One identified by our team and 1 was identified by DWS.

Chair Cunningham moved to approve the adjustments; Member Fresquez seconded; roll call; motion carried.

Learning and Development FY25 Report and FY26 Work Plan

Jaime Phillips presented an overview of the FY25 accomplishments report; L&D partnered with NMIAD to create an on-demand version of the required State Tribal Collaboration Act course; also created new instructor-led course for managers on the Discipline process.

A lot of growth and positive feedback has been received.

FY26 Work Plan

- Continue to build courses and structures to support and reinforce the learning.
- Empower managers with knowledge and skills needed to lead their employees.
- Grow agency collaborations and course compliance measures.
- Team leadership symposium with strategic completions and setting the expectations.
- Identify courses to encourage additional leadership and management skills.

Vice Chair Parker appreciates the successes in development of courses and the uptick in attendance; the numbers have been marvelous, so congrats on quality and expanding awareness.

Member Fresquez echoed those sentiments. As a retired employee, there wasn't much training available when she was working for the state. L&D has been building stronger managers, which she thinks is important. Curious if they have equated the training on

discipline if we have found an uptick in disciplinary actions.

Phillips said it's early on since the launch; may be challenging to measure the success of the course; hoping to see a lower rate of adjudication overturns.

Chair Cunningham said he applauds what you are doing; after basic courses do you use hypothetical situations? It may be helpful to have managers see other managers' approach. He asked if there was anything at the end to measure the success of the program.

Phillips said continuing the support is a good idea, we do that more generally with ongoing leadership series. Participants value the opportunity to hear from SPO and their peers. We can look at the discipline piece and recurring/ongoing learning opportunities.

Member Lopez thanked Phillips for a great presentation. As a former state employee, this seems like SPO university – it is an incredible program, viable and a good investment. Class for HR leadership development – is there a section on Classification & Compensation with the changes in particular? Or an overarching class on the philosophy?

Ms. Phillips said courses are being updated to match the JA structure; one specifically for HR professionals to help guide them through the process. Another course is specifically for managers, not specific to HR managers. Opportunity to work with teams here on developing and implement training on JA to help with the process changes.

Member Radosevich said the report and plan is very impressive; the training hopefully will reduce the budget when it comes to liability in the long run. Congrats on the great job.

Lange added the team is working hard and amplifying the message; discipline has been the focus; making courses mandatory will increase participation. This reflects what have we done and adjusting to the modern approach to C&C so the team can develop and deliver training to reflect these changes.

SPO Update

Director Lange gave his report saying the budget has been the primary focus; we are celebrating the new hires and have been using the new budget money (GRO Fund) to get to a fully staffed agency, assuring the board we are using the money wisely.

Chair Cunningham thanked Lange noting the quality of written and oral presentations have improved. Excellent presentations and documentation in the binder.

Lange then said we are having multiple conversations with agencies about discipline. Right now, it's hard to gauge success, we are actively working on developing skills to ensure the collaboration is working.

Adjudication Update

Janelle Haught, SPO Adjudication Law Judge, presented the current overview noting the docket has increased by 70%. It was a successful year, noting all the 9 recommended decisions were upheld by the board; 1 case was District Ct. Decisions are out within 2 days – efficient in hearing and deciding cases. 27 hearings through June.

Member Radosevich commented that with the increase in appeals filed, the board wants to be sure that the workload is manageable, and you have the resources needed.

Haught replied that they received 11 new appeals since beginning of FY26; 9 were terminations and they take longer to get the case heard. Has not delayed and anticipates 15-16 cases per judge.

AAG Alsup gave an overview they have set up a pipeline with DOJ and Adjudication – the most recent filing was dismissed.

Vice Chair Parker thanked Allsup saying it is helpful for the board to get updates from DOJ.

Chair Cunningham asked of the 3 cases pending in district court, is there an update?

Alsup replied that 1 stayed pending resolution in the circuit of appeals with DOH and is related to SPO but agency is main party. Pending an appeal.

NMCD new filing and Baca dismissed for inactivity.

Lange clarified that DOH was a disciplinary matter; summary judgement granted on motion to dismiss. Safety Sensitive position testing positive for marijuana and terminated; SPO was a party to the lawsuit. SPO had no liability related to Safety Sensitive.

Administrative Adjudicatory Deliberations

See NMSA 1978, Section 10-15-1(H)(3)

Vice Chair Parker moved to enter closed session to discuss Administrative Adjudicatory matters; Member Lopez seconded; roll call; motion carried. 10:05 board entered closed session and off the record.

Motion on Administrative Adjudicatory Deliberations

At 10:13, the board was back in general session and on the record.

Member Lopez moved to adopt the ALJ Recommended Decision on *Eric Luchetti v. New Mexico Department of Information Technology, Docket No. 24-025*

Chair Cunningham seconded; roll call; motion carried.

Next Meeting October 24, 2025.

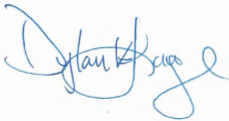
Member Radosevich moved to adjourn; Chair Cunningham seconded; roll call; meeting adjourned at 10:15.

Approved:



State Personnel Board

Attest:



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