

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, February 6, 2026 – 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. A quorum was confirmed with the following members present: Ms. Parker, Mr. Radosevich, Ms. Lopez, Ms. Fresquez and Ms. Padilla.

Call for Public Comment – Ms. Forlizzi advised the board that no request for public comment had been received either on email or in person.

Member Fresquez moved to approve the meeting agenda; Member Lopez seconded; Director Lange called roll – agenda adopted.

Member Padilla moved to approve the minutes of the December 12, 2025 meeting as written; Member Fresquez seconded; roll call; minutes adopted.

Election of Officers

Vice Chair Parker asked for nominations for the Chair position, nominating Sandra Lopez; Member Radosevich seconded; roll call; Ms. Lopez elected Chair.

Fresquez nominated Carol Parker for vice chair position; Chair Lopez seconded; roll call; Parker elected vice chair.

General Public Comment - none received.

Open Meetings Resolution – 2026

AAG Harrington asked the board to adopt the 2026 Open Meetings Resolution (OMR) noting no changes from the 2025 OMR; Chair Lopez moved adoption; Vice Chair Parker seconded; roll call; 2026 OMR adopted.

Medical Biller Series Class Study

Michaela Apodaca, SPO Compensation & Classification Analyst, requested approval to create the Medical Biller and Senior Medical Biller classifications as requested by Miners Colfax Medical Center (MCMC). Veronica Sanchez, Department Manager from MCMC present as SME.

Member Fresquez asked if this change impacts other agencies.

Apodaca replied DOH may have use for these classifications in the future.

Member Radosevich moved to approve; Vice Chair Parker seconded; roll call; motion carried.

Disability Adjudicator Series Reevaluation Study

Alyssa Ashbacher, SPO Senior Compensation & Classification Analyst, requested approval to realign the pay bands for entry-level and intermediate Disability Adjudicator positions; DVR wants to ensure that compensation reflects the work to attract and retain qualified staff. JA limits the progression of this group. Does not align with prevailing market. Angela Martinez, Operations Manager with DVR is present as SME.

No questions from the board. Vice Chair Parker moved to approve the request; Member Fresquez seconded; roll call; motion carried.

Senior Rehabilitation Counselor Reevaluation Study

Austin Basham, SPO Compensation & Classification Supervisor requested approval to realign the pay band; DVR has requested the study due to max pay band being reduced during JA; current paygrade not commensurate with work required. Antoinette Holmes, Deputy Director at DVR was present as SME.

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

Highway Maintenance Worker Series Reevaluation Study

Austin Basham requested approval to realign pay bands based on a study requested by DOT. Monica Acevedo, HR Director at DOT present as SME.

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

Construction Inspector Series Title Change

Mr. Basham requested approval of series title change requested by RLD as title did not accurately reflect the purpose of the role. This is in the best interest to

accurately classify this work. Nicholas Glowinski from RLD is present as SME. Director Lange highlighted the good work our team does with agencies and where this was inhibiting recruitment, the goal was achieved in collaboration. Chair Lopez thanked the team for the work. Easy to get through and helpful to get us where we need to be. Member Radosevich moved to approve; Vice Chair Parker; roll call; motion carried.

Recruitment Update

Mark Dominguez, SPO Executive Manager, highlighted the accomplishments from FY25:

- Integration of SHARE HCM and Indeed which gives agencies access to an expanded talent pool.
- SPO has had enhanced local job fair presence strengthening the employer brand.
- Providing agencies with quarterly recruitment data.

Dominguez then presented FY26 Goals:

- Data driven recruitment with monthly metrics for agencies intended to help teams improve outcomes sooner.
- Proactive outreach with strategic partnerships with universities, colleges both in NM and neighboring states.
- Implementation of Deloitte recommendations: unified marketing campaign/outreach; new employee feedback surveys; user-friendly career landing page redesign on the website.
- Internships – SPO has requested additional funding from the legislature to help with equitable distribution of summer internships, particularly for the smaller agencies who have no budget for internships.
- Media Campaign – SPO will be rolling out the “State Jobs are Great Jobs” campaign across the state with billboards, radio and TV adds.

Fresquez asked how do the intern positions work? Are there opportunities for internships in rural communities? She said many of the HS kiddos would grab those types of opportunities.

Director Lange said right now we are in 18 counties and want to expand. The legislature support is for 15 interns, so we are reaching out to agencies encouraging them to use this resource; \$20/hr. for a high schooler is significant. SPO has the positions, and we pay and assign them.

Fresquez commented that in a rural community, an intern could easily turn into an employee.

Chair Lopez said it's more about finding the right fit and not just a body in a position.

Adjudication Update

Debra Poulin presented the update noting the adjudication docket is flourishing. They have 38 appeals since July with 33 hearings scheduled through December. Eight mediations; 6 appeals pending settlement. No questions.

SPO Update

Director Lange presented the update.

- Celebrated three newest board members confirmed by the Senate on Monday February 2, 2026. Members Lopez, Fresquez and Padilla were confirmed.
- The legislature budgeted 1% wage increase for state employees.
- SPO received our budget request in addition to \$150,000 to fund 15 summer internships.
- We have worked diligently on a state-wide marketing campaign.

Member Fresquez said she is curious about the HR chatbot work.

Lange said SPO is poised to be a pilot agency for CoPilot (AI platform) for use in the state. Looking at how we can use that in a way that is human-centered, safe and efficient. Internal tool will be used to help ensure uniformity.

Public facing could be used to go to the rules; chatbot could interact with skills and experience to give recruiting recommendations based on experience and would interact with the jobs on our website with a link to apply. We are exploring this currently.

Member Fresquez thanked Lange and said she is often struck by the proactive nature in how we approach training, recruitment, and participation in projects in partnership with National Governor's Association (NGA).

Lange replied that as we move to skills-based hiring, we are ahead of the game as we are focused on our class descriptions for substitutions for certain degrees. We have partnered with a skills-based workstream organization Opportunity@Work and they are helping us implement skills-based hiring. This will help reinforce that we have the resources to move to the future and are a leader in best practices.

Member Radosevich commented on the follow-up and binder material saying great strides have been made between Teresa and Dylan; all that we are doing and the information the board gets makes it easier to vote. Thank you to you and the staff for putting this together so when he votes, he feels comfortable.

Lange celebrated the staff – teams interact with the agencies, reaffirming the approach. Spoke to the slides the board was given on the summer internship program and marketing campaign. State-wide communication with a unified campaign highlighting that the State is a great place to work. Down the road, agencies can plug in for specific jobs in specific areas of the state.

Public Hearing: Proposed Rule Changes to 1.7.1 NMAC, 1.7.3 NMAC, 1.7.4 NMAC

Chair Lopez said it was time to begin the Public Hearing and moved to appoint Dylan Lange as hearing officer; Member Radosevich seconded; roll call.

Director Lange called the public hearing to order at 10:02 a.m. and described the process of the formal proceeding.

Leigh Messerer, SPO General Counsel, presented the following exhibits:

1. Notice of rulemaking published NM Reg
2. Notice posted on Sunshine Portal
3. Notice posted on website and front door of SPO
4. Notice of rule hearing emailed to LCS/Simon via email
5. Agenda for February 6, 2026
6. Proposed rule changes to 1.7.1 NMAC, 1.7.3 NMAC and 1.7.4 NMAC

Ms. Forlizzi advised that no public comment had been received either in person or via email.

Chair Lopez instructed Lange to post these exhibits on the Sunshine Portal along with other required documentation as soon as practical.

Lange concurred and adjourned the hearing at 10:08 a.m.

Discussion and Potential Adoption of Rule Changes

Chair Lopez moved back to the public meeting at 10:08 a.m. and called for questions from the board.

Member Fresquez asked if there were any differences in any of the sections compared to what was in the initial request.

Messerer said language was struck in 1.7.4.12.C stating employee's base salary may increase "once per fiscal year" as Job Architecture was implemented, there was concern that adjustments may be required more than once per year.

1.7.1 NMAC – General Provisions – no comments from board; Vice Chair Parker moved to adopt rule changes; Member Radosevich seconded; roll call; motion carried.

1.7.3 NMAC – Classification – no comments from board. Member Radosevich moved to adopt rule changes; Vice Chair Parker seconded; roll call; motion carried.

1.7.4 NMAC – Pay –

Member Radosevich referred to 1.7.4E asking if there is a requirement in the rule to receive additional money.

Messerer explained that agency compensation policy in the CBAs allows for multilingual

pay with 5 or 6 agencies currently using it, adding that this pay is budget driven and gives agency's flexibility. If the skill is not used by the agency, they don't have to automatically give additional pay.

Lange said if an agency finds an inconsistency, they have tools for a commonsense approach.

Member Radosevich moved to adopt rule changes; Member Fresquez seconded; roll call; motion carried.

Next Meeting April 17, 2026. Vice Chair Parker moved to adjourn; Member Radosevich seconded; roll call; meeting Adjourned at 10:21.

Approved:



**Sandra Lopez, Chair
State Personnel Board**

Attest:

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