



State Personnel Office

FY28 Budget Appropriation Request

October 20, 2026

Dylan K. Lange, Director

Cynthia Sandoval, Deputy Director

Jaime Trujillo, Administrative Services Director

Vision, Mission and Values

Vision To create an inclusive workforce supporting innovation and achievement while serving the state of New Mexico.

Mission A trusted partner expertly leading the way in human resources practices and services that enhance the employee experience.

Values Diversity, Partnership, Consistency, Balance, Innovative, Resourceful, Credible, Engaged, Responsive, and Respectful

Agency Priorities

- Partners directly with Agency leadership to set the HR vision, culture and priorities that deliver the overall human resources strategy to support all State services.
- Conducts strategic planning meetings using data and insights to deploy workforce solutions that ensure agencies can achieve their overall mission.
- Updates and maintains competitive market compensation and classifications.
- Conduct and develop training course offerings to ensure state employees are supported to enhance retention and develop skills for emerging needs of agencies.
- Negotiate and advise on all Collective Bargaining Agreements between the State and Unions.

Budget Categories

Revenues

111- General Fund Transfers

112 – Other Transfers – HR Shared Services and Compensation Increases

Expenses

200 – Costs for employee salaries and benefits

300 – Contracts and professional services (audit and legal services)

400 – Operating costs (office supplies, travel, training, IT and telecom services)

Recurring Appropriation Request: Revenue

The State Personnel Office (SPO) is requesting an increase of \$786,500 from the General Fund for the FY28 budget, representing an approximate 15% rise over the previous year. This additional funding will primarily support:

- Employment and marketing initiatives for the “State Jobs are Great Jobs” campaign
- Expansion of the HR Apprentice Program
- Implementation of a digital accessibility tool
- Anticipated increases in employee health, liability, and unemployment insurance premiums

In addition, the FY28 request includes \$240,000 in revenue for HR Shared Services. SPO currently provides HR services to 13 state agencies. The average annual cost per agency for these services is approximately \$18,000, compared to the cost of hiring an HR Manager, which exceeds \$100,000 per year (including salary and benefits). By providing HR services to state agencies in need, SPO enables significant cost savings for the State of New Mexico—estimated at over \$1,000,000 annually.

Revenue Category	FY25 Authorized	FY26 Authorized	FY27 Authorized	FY28 Request
111	\$4,474.8	\$4,744.2	\$4,998.2	\$5,787.1
112	\$198.2	\$216.4	\$242.4	\$240.0
Total Budget	\$4,673.0	\$4,960.6	\$5,240.6	\$6,027.1

Recurring Appropriation Request: Expense

FY28 Personal Services and Benefits (Category 200) requesting an increase of \$423,500.

- \$110,000 – To fund a Program Manager to assist with the State Jobs are Great Jobs campaign.
- \$243,000 – To fund three temporary employees of the HR Apprentice Program.
- \$70,500 – To fund expected increases in employee health, liability, and unemployment insurance premiums.

FY28 Contractual Services (Category 300) request an increase of \$335,000.

- \$300,000 – To fund marketing and media buys in support of the State Jobs are Great Jobs campaign.
- \$35,000 - To fund a digital accessibility tool to produce a more inclusive website and other communications.

FY28 Other Expenses (Category 400) request an increase of \$28,000.

- \$12,000 – To fund training and equipment for the HR Apprentice Program.
- \$16,000 – To fund expected increases in services we receive from the Department of Information Technology.

Expense Category	FY25 Authorized	FY26 Authorized	FY27 Authorized	FY28 Request
200	\$4,362.6	\$4,561.0	\$4,841.0	\$5,264.5
300	\$76.0	\$116.0	\$103.0	\$438.0
400	\$234.4	\$283.6	\$296.6	\$324.6
Total Budget	\$4,673.0	\$4,960.6	\$5,240.6	\$6,027.1

SPO Expansion Request Details

HR Apprentice Program

SPO is requesting \$255,000 to fund and equip three temporary employees for the HR Apprentice Program. These individuals will receive training and mentorship from SPO staff, after which they will be placed in HR roles at agencies seeking to hire, following a nine-month apprenticeship period.

SPO offers training and the NM Certified Human Resource Professional (CHRP) program pathway, but agencies still struggle to onboard entry-level HR staff with practical experience across Recruitment, HR Services, Learning and Development, Compensation & Classification, Labor Relations, Quality Assurance & Data Analytics (QADA), Adjudication, and Workforce Planning. The proposed Apprenticeships formalize rotations, coaching, and deliverables mapped to SPB rules and CBAs for nine months, creating a job-ready HR generalist pipeline.

The program advances SPO's strategy to strengthen talent, access and opportunity through skills-based hiring, expand the STARS pipeline statewide, and reduce HR vacancies and time-to-fill. It also consolidates capacity for ADA compliance, records, and labor/adjudication readiness identified in SPO operations.

Statewide Recruitment Marketing & Program Management "State Jobs are Great Jobs"

The State Personnel Office (SPO) is requesting \$410,000 in support of the State Jobs are Great Jobs program. This funding will be allocated with \$80,000 for the salary of a Program Manager, plus \$30,000 for fringe benefits, and \$300,000 to contract with a vendor for marketing and media buys.

New Mexico continues to face elevated vacancies and hard-to-fill roles across agencies, particularly in public safety, healthcare, IT, maintenance trades, and rural service hubs. Fragmented recruitment efforts and limited outreach have hindered talent acquisition and retention. The Legislature's commissioned study and related briefings identified the need for unified employer branding and modern, data-driven marketing approaches.

SPO has launched and validated the "State Jobs are Great Jobs" brand with measurable gains in applicant interest and media traction. Sustained investment is crucial to expand awareness, target critical roles, and grow out-of-state reach. A dedicated Program Manager will ensure consistent brand governance, stronger partner coordination, and analytics-driven adjustments across platforms.

Historically, job advertising has been decentralized and inconsistent across agencies. This request funds a centralized statewide campaign with unified messaging, analytics, and media partnerships.

SPO Nonrecurring Appropriation Requests

State Personnel Office: FY28 Special and GRO Fund Appropriations

The State Personnel Office (SPO) has submitted two **Special Appropriation** requests for Fiscal Year 2028:

- **Statewide Internship Program (\$500,000):**
This appropriation will fund salaries and benefits for 50 interns employed across state agencies. Agencies lacking budgetary capacity for internship positions may request support directly from SPO. The program is structured as a progressive consortium, enabling interns to advance through six curriculum levels. Each stage builds upon the previous, fostering continuous skill development. Advancement is determined by completion of prior levels and meeting minimum qualifications, regardless of educational background.
- **Skills Based Candidate Matching Platform (\$500,000):**
SPO proposes the implementation of an AI-driven candidate matching platform. Operational evidence demonstrates benefits such as accelerated shortlisting, consistent decision-making, improved candidate-job alignment, enhanced candidate experience, and increased visibility and explainability for hiring teams. Expected outcomes include reduced time-to-fill for state positions, decreased vacancy durations, increased representation of STARs candidates, and improved state employment metrics.

Additionally, SPO has been awarded an appropriation from the **Government Results and Opportunity (GRO) Fund**, totaling \$950,000 annually for Fiscal Years 2026, 2027, and 2028. This funding will support the implementation of recommendations from the 2024 Personnel Act Study, primarily by filling six vacant positions. SPO will promptly address challenges identified in the Deloitte Compensation Study, reinforcing its role as a strategic leader in market-based workplace innovation.



Skills-Based Hiring

Strengthening Talent, Access, and Opportunity Across New Mexico



What is skills-based hiring?

A holistic review of an applicant's skills, knowledge, and abilities without placing a premium on education.

Who are STARs?

STAR: Skilled Through Alternative Routes

Working adults who have gained skills through military service, community college, talent development programs and bootcamps, partial college completion, or most commonly on-the-job experience, instead of through a bachelor's degree.

Benefits of Skills-Based Hiring

Expands the talent pool across all regions of the state

Shortens time-to-fill and saves on unnecessary hiring costs

Promotes diversity, equity, and inclusion

Invests in our current workforce

Builds a more competitive workforce

Helps agencies identify the best fit based on real capabilities

New Mexico is number one and leading the way in its share of job postings that request a non-degree credential.

- Only 30% of New Mexicans hold a bachelor's degree or more
- 7.6% of our 847 classifications require a specific or related degree
- 93% of classified positions do not require a bachelor's degree or more
- 57% of classified employees are STARs
- 52% of candidates interviewed are STARs

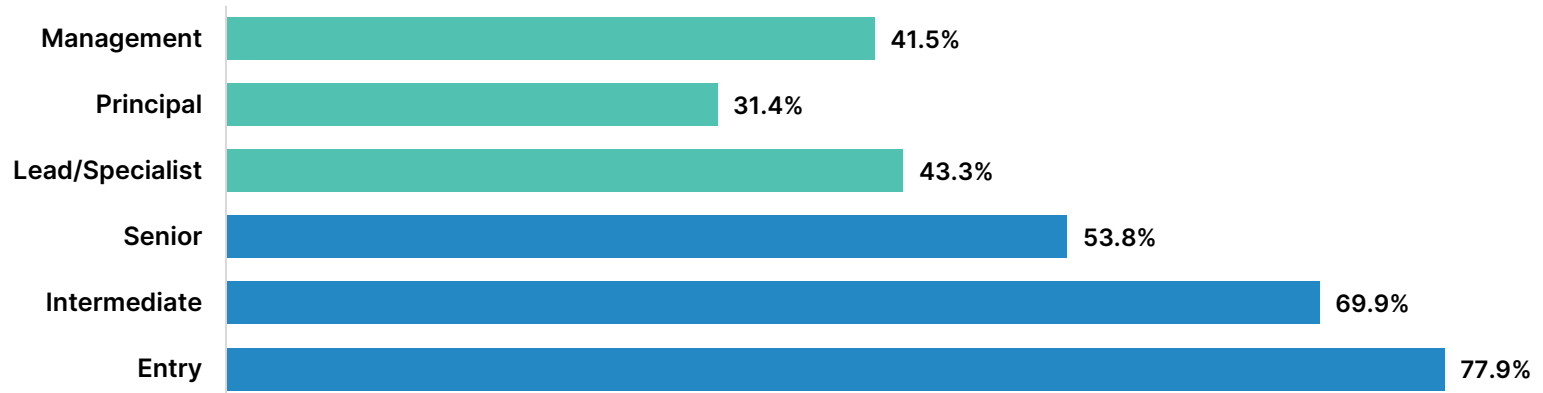
Prioritizing skills builds a more agile and capable state workforce, while delivering on our promise that

State jobs are great jobs for New Mexicans.

STAR Hires by Job Family

Job Family	Bachelor's or More	STAR	Job Family	Bachelor's or More	STAR
Administrative Operations	36.93%	62.28%	Information Technology	58.38%	40.54%
Architecture, Engineering, & Planning	34.38%	62.50%	Legal & Compliance	59.92%	39.69%
Arts, Culture, Education, & Library Sciences	89.06%	7.81%	Life & Physical Sciences	87.01%	11.86%
Business Operations	39.58%	60.42%	Natural Resources Management	77.53%	21.35%
Finance	38.77%	59.89%	Property, Facilities & Maintenance	6.21%	92.66%
Healthcare & Social Services	45.64%	53.34%	Public Safety	18.38%	78.43%
Human Resources	48.02%	51.41%	Skilled Trades	1.55%	94.57%
			Total	40.81%	57.81%

Percentage of STARs, by Level



Justification for Budgeting 50 SPO Interns

By centrally funding these positions, SPO can ensure equitable access to internship opportunities across the state, helping to develop a homegrown workforce and strengthen public service delivery in communities that need it most.

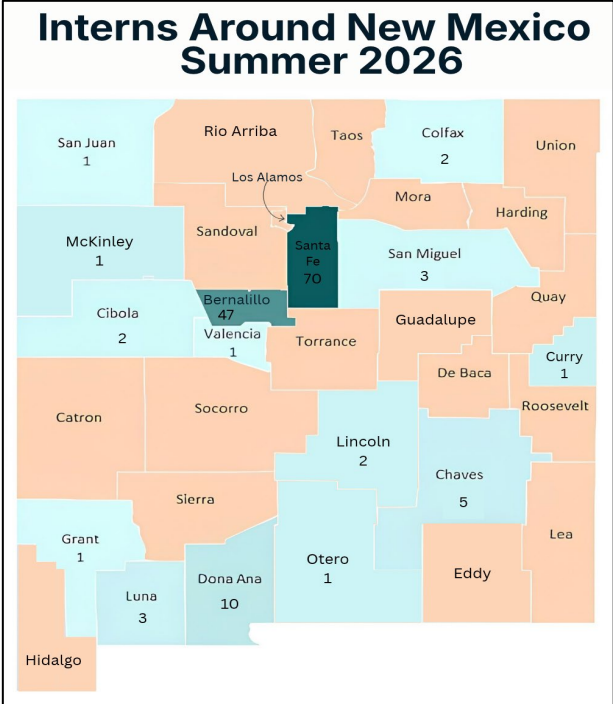
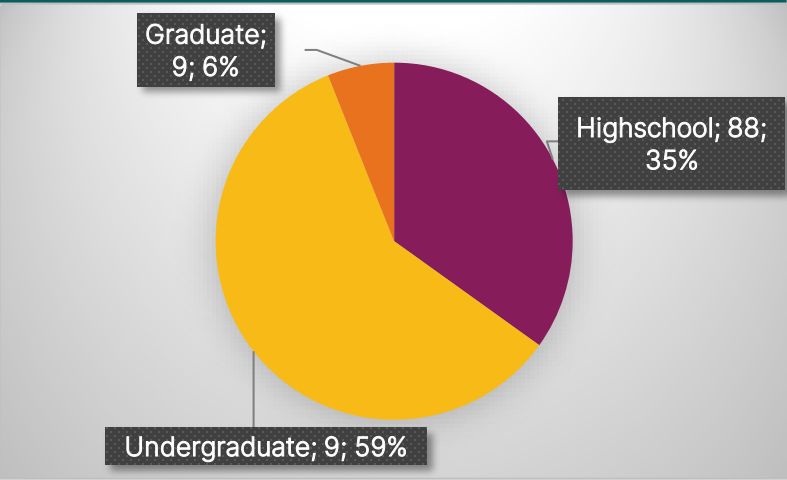
Impact across State Agencies:

- ❖ 150 interns were placed this fiscal year to date
- ❖ 36 agencies hosted an intern this summer
- ❖ 15 counties: Bernalillo, Chaves, Cibola, Colfax, Curry*, Doña Ana, Grant*, Lincoln, Luna, Mckinley, Otero, San Juan*, San Miguel, Santa Fe, Valencia*
- ❖ 49 interns have accepted full-time positions total since January 1st, 2023

2026 Special Funding Impact

- 13 interns hired: 4 high school interns and 9 College Undergraduate interns
 - 7 positions extended into the fall
 - 5 host agencies: DCA, OSE, ALTSD, DVS, SPO
- *Special funding provided the only available internships in these counties: Curry, Grant, San Juan, and Valencia

Summer 2026 Positions Filled



Summer 2026 Feedback

- ✓ 98.7 of interns would recommend this internship to other students
- ✓ 97% of Interns are excited to have gained experience in state government
- ✓ 89% of Interns agreed that this internship positively influenced their opinion of government work
- ✓ 73% of Interns agreed that this internship helped them decide if government work is right for them

Skills-Based Powered Applicant Matching Tool

The Problem

- **Candidates applying for the wrong roles** when there are other open roles where they would be a stronger match.
- **Lack of candidate knowledge** regarding what career levels they qualify for.
- **Loss of connection** to past candidates who would be strong fits for newly posted roles.
- **No standardized evaluation and visibility system** across candidates, roles, and teams, leading to inconsistent hiring outcomes.

Value & Impact

- **Faster shortlisting**
- **Consistent decisions**
- **High-quality matches**
- **Better candidate experience**
- **Strong hiring visibility and explainability**
- **Insight into common skill gaps**
- **Alignment between candidate and hiring team** regarding location, salary, etc.

The Solution

- **Resume upload capabilities with filter driven targeting** to provide the candidate and hiring team with custom insights.
- **AI generated fit report** that clearly communicates to the candidate what **gap indicators** for each recommended role and **actionable recommendations** for bridging these gaps.
- **Record the candidate match report** for review by the hiring team, aggregating data across roles and candidates.

Additional Features

- **Notify candidates** when a new role is added to the job database that they are a strong match for.
- **External Apply** – Directly link the candidate to any external job application site.
- **PDF viewer for hiring team** - View the candidate's resume and their match report side-by-side for maximum human-in-the-loop capability.
- **Additional matching capabilities** such as college credit equivalency.

Anonymous

Recommended Career Level: P4

The candidate has over 10 years of progressive experience in financial analysis, accounting, and reporting roles across multiple companies including Citi, Marsh & McLennan, and Hewlett Packard Enterprise. They have expertise in financial statement review, financial modeling, internal controls, and team leadership with experience supervising small teams.

Filter Results

Match Level: All Matches (12) Job Family: All Families Subfamily: All Subfamilies Level: All Levels Pay Band: All Pay Bands

Sort by: Match Level

Financial Analysis Specialist

Finance · Financial Planning & Analysis · Level: P4 · Lead / Specialist · Series: Financial Analyst · Pay Band: 9

✓ Matches Recommended Level

Strongly Recommended

Match Level: High Match

Match Rationale

The candidate has over 10 years of relevant financial analysis experience including 4+ years as a Senior Financial Statements Analyst at Citi. Their experience with financial statement review, financial modeling, and resolving complex reporting issues directly aligns with the specialist-level responsibilities of this position.

✓ Match Indicators

✓ Extensive experience reviewing financial statements across multiple jurisdictions

✓ Strong background in financial analysis and modeling

✓ Experience identifying inefficiencies and implementing process improvements

✓ History of managing reporting deadlines and liaising with external auditors

✓ Experience with internal controls and risk management

⚠ Gap Indicators

→ May need to adapt to specific governmental financial regulations

→ Limited direct experience with state-specific budgeting processes

Transferable Skills

Financial statement review and analysis

Financial modeling and forecasting

Process improvement implementation

Risk assessment and management

Stakeholder relationship management

Internal controls expertise