

State Personnel Office
Pamela D. Coleman, Director

FY22 Appropriation Request

LFC Hearing – November 16, 2020





Diversity. Partnership. Consistency.

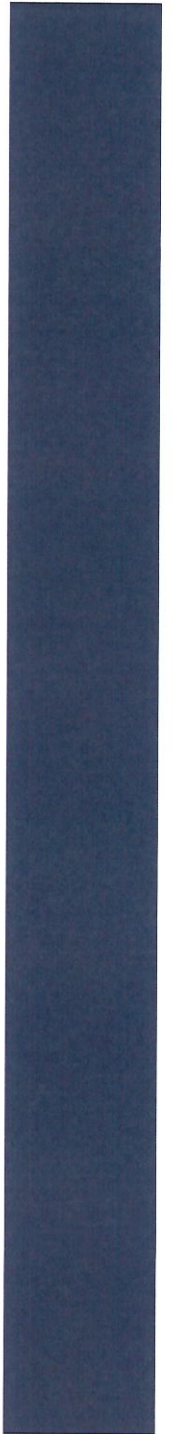
Mission

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



Services

- Compensation and Classification
- Workforce Planning
- Recruitment
- Training
- HR Services
- Quality Assurance and Data Analytics
- Labor Relations
- Adjudication



Notable Initiatives & Accomplishments - 2020

- Statewide guidance & administration of Federal Families First Coronavirus Response Act
- First agency to fully telework after the declaration of Public Health Emergency
- Developed and rolled out Statewide Emergency Telework Policy
- Developed and streamlined processes for hiring & personnel actions freeze and exemptions
- Developed process for inactivation of positions vacant 2+ years
- Reinvigorated renewed partnerships with DFA and DoIT
- Reduced personnel action approval times
- Increased use of data analytics to inform agency personnel decision-making
- Spearheaded Trainers UNITE to maximize best-in-government programming
- First ever Employee Engagement Survey – results to follow
- Ongoing partnership facilitated between Unions and Agencies to streamline processes and encourage partnership
- Negotiations on new CBAs nearly complete
- Anti-Institutional Racism Training in development
- Invited & recognized by UNM Mentoring Institute
- Co-hosted ADA 30-year anniversary training with Southwest ADA Center and USDOL
- Developed and rolled-out statewide Paid Parental Leave Policy
- Hosted Innovation Lab with Deputies
- First-ever statewide Rapid Hire in December and continued partnership with agencies to host virtual Rapid Hires
- Partnership with DoIT to develop e-system for personnel transactions using existing capabilities

Looking ahead...

- New era of agency partnership
- Continued flexible collaboration to help agencies manage personnel issues during COVID
- Development of policies to meet the moment
- Continued close partnership with DFA and agencies on hiring & personnel actions
- Integration of technology wherever appropriate to streamline processes
- Increased use of data analytics to inform agency personnel decision-making
- Training on the administration of new CBAs
- Anti-Institutional Racism Training
- Developing additional programming and training more state employees via Zoom, MS Teams & ELM modules
- Mentor program pilot
- Virtual Rapid Hires
- Maximize best-in-government ideas and programming

FY22 Appropriation Request

<i>General Fund</i>			
Category	FY21 Operating	FY22 Request	difference
200	3,605.9	3,353.3	(252.60)
300	74.0	51.0	(23.00)
400	467.6	295.8	(171.80)
)Total	4,147.5	3,700.1	(447.40)

<i>Other Transfers</i>			
Total	262.1	111.4	(150.70)

Total Request	4,252.40	3,811.5	(598.1)
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Thank you for your support.

QUESTIONS

