

**State Personnel Office
Pamela D. Coleman, Director**

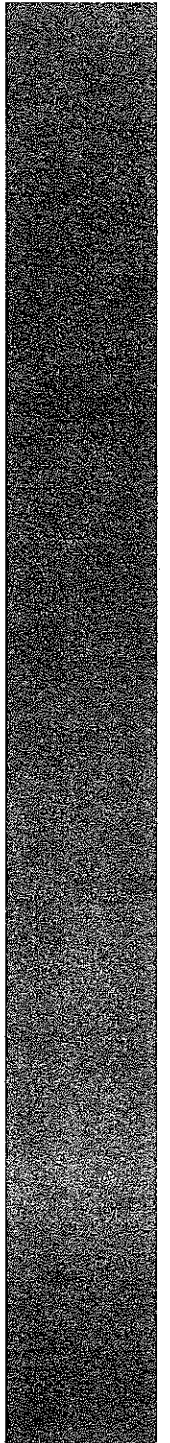
FY21 Appropriation Request

LFC Hearing -- November 20, 2019



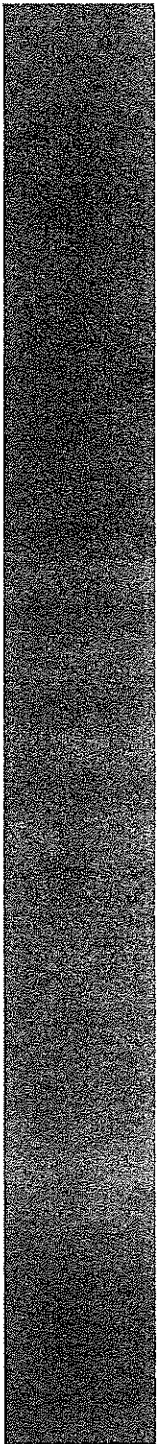
Mission

We are dedicated to the entire employee life cycle, from Recruitment through Retirement, while providing the highest quality customer service to agencies and state employees in our oversight capacity.



Since January 2019:

- **Beyond HR Consolidation**
 - **All HR professionals are back in Agencies as of 7/1/19**
- **Conducting intensive trainings for all HR staff**
- **Piloting new personnel action process**
- **#IServeNM Social Media Challenge**
 - **100k+ impressions since 8/12/19**
- **Completed Health Care Classification Study**
- **Started negotiations on new CBAs**
- **New Intern program**
- **Moved back to Willie Ortiz Building**



FY21 Appropriation Request

<i>General Fund</i>			
Category	FY20 Operating	FY21 Request	Difference
200	3,359.00	3,789.90	430.90
300	71.60	76.80	5.20
400	544.00	529.40	(14.60)
Total	3,974.60	4,396.10	421.50

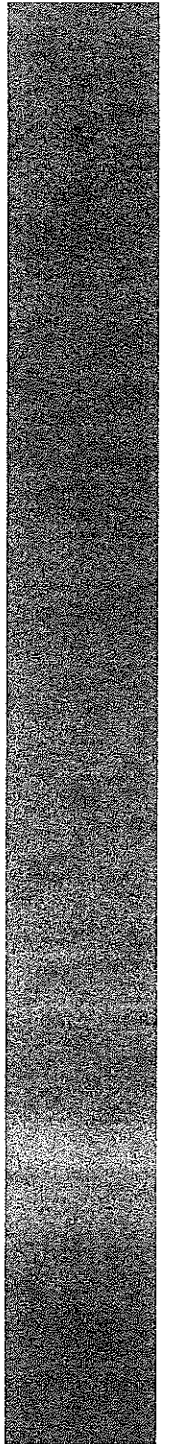
<i>Other Transfers</i>			
Total			
	277.80	261.10	(16.70)

Total Request	4,252.40	4,657.20	404.80
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WHAT WILL WE DO WITH A 5% VERSUS 15% MANDATED VACANCY RATE?

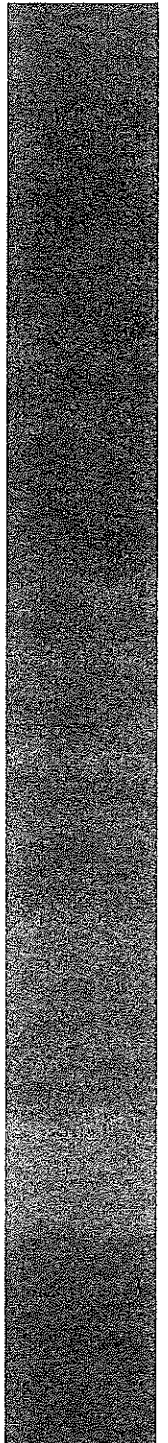
1) Help agencies reduce vacancies

- **Classification studies to align today's work with today's market**
- **Review and update position minimum qualifications**
- **Conduct HR trainings on more compelling advertisements**
- **Demystify application process**
- **Promote total compensation package**
- **More widespread recruiting**
- **Re-enforce the State employment brand**
- **Continue #IServeNM social media presence**
- **Employee and Family Friendly policies**
- **Train Hiring Managers re: outside candidates**
- **Recruit interns – established and implemented 3-tiered system**
- **Rapid Hire events**



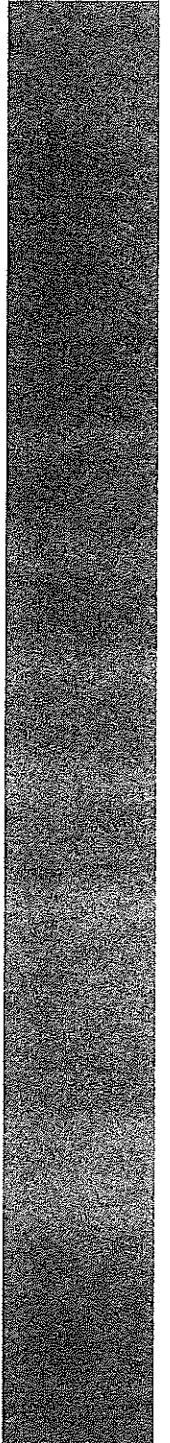
2) Increase trainings for staff, managers & HR professionals

- **Public Service Learning Hub**
- **Positive learning environment that accentuates accountability**
- **Update all current trainings & design additional trainings**
- **Standardize Customer Service for all agencies**
- **ELM, Webinar, YouTube-based as appropriate**



3) Cross-pollinate best practices

- **Revamp and implement streamlined processes for all personnel actions**
- **Partner with DFA to decrease approval timelines**
- **Innovation Lab**
- **More trainers and trainings**
- **Strategic Planning**
- **Leadership Development programs**
- **Manage interagency Detail program**
- **Meaningful LIVE On-Boarding**
- **Employee surveys**
- **Technology updates to SHARE**



Questions

Thank you for your support!

