



State of New Mexico

Michelle Lujan Grisham
Governor

EXECUTIVE ORDER 2019-011

RETURN OF HUMAN RESOURCES OPERATIONS TO CERTAIN PREVIOUSLY CONSOLIDATED DEPARTMENTS AND AGENCIES WITHIN THE EXECUTIVE BRANCH OF STATE GOVERNMENT

WHEREAS, Section 4 of Article V of the New Mexico Constitution vests the executive power of the State of New Mexico in the Governor; and

WHEREAS, the purpose of the State Personnel Act [Chapter 10, Article 9 NMSA 1978] pursuant to NMSA 1978, Section 10-9-2, is to establish for New Mexico a system of personnel administration based solely on qualification and ability, which will provide greater economy and efficiency in the management of state affairs; and

WHEREAS, Executive Order 2017-002, dated February 22, 2017 sought to centralize and consolidate the State's human resource functions under the State Personnel Office for classified employees (the "HR Consolidation"); and

WHEREAS, on January 17, 2018, the Board of Finance authorized the temporary transfer of certain human resources employees and positions from certain state departments and agencies to the State Personnel Office pursuant to NMSA, 1978, Section 10-7-1; and

WHEREAS, HR Consolidation has not optimized or enhanced human resources services for departments and agencies nor has HR Consolidation augmented state government's ability to deliver human resources operations; and

WHEREAS, it is no longer necessary to temporarily transfer employees from

departments and agencies to the State Personnel Office to further the economical and efficient operation of state human resources operations as contemplated by NMSA 1978, Section 10-7-1; and

WHEREAS, it is necessary in the interest of effective administration of government to return human resources operations to those departments and agencies that provided human resources employees and positions to the State Personnel Office for the purpose of the HR Consolidation; and

NOW, THEREFORE, I, Michelle Lujan Grisham, Governor of the State of New Mexico, by the virtue of authority vested in me by the Constitution and the laws of the State of New Mexico, do hereby order as follows:

1. The State Personnel Office shall work with departments and agencies that transferred their HR operations to the State Personnel Office pursuant to the HR Consolidation to identify and return known duties, functions, responsibilities, personnel, and equipment relating to human resource operations, as mutually agreed between the State Personnel Office and the receiving department or agency.
2. Going forward, the State Personnel Office shall serve as a hub for human resources expertise, solutions, collaboration and training to meet the evolving needs of the State's departments and agencies.
3. The State Personnel Office shall continue providing human resources services for those departments and agencies with which the State Personnel Office has agreements to provide such services, to the extent that such agreements are not terminated pursuant to this Order.
4. The State Personnel Office shall continue its role in promoting efficiency and

consistency of human resources operation across state departments and agencies within the classified service personnel system and administering the State Personnel Act, which covers all classified employees except those exempted pursuant to NMSA 1978, Section 10-9-4.

5. The State Personnel Office shall continue to provide leadership and oversight of the classified service personnel system and administration of the State Personnel Act.
6. The State Personnel Office and the departments and agencies shall use lessons learned from the HR Consolidation and continue to work together to enhance human resources operations for the greater good of the State and the people it serves.
7. All transfers contemplated herein shall be completed as soon as practicable.
8. Upon the completion of the transfers authorized by this Executive Order, duties, functions, responsibilities, personnel, and equipment, relating to human resource operations shall be conducted and managed by the receiving department or agency.

I DIRECT that every executive state department or agency affected by this Executive Order shall cooperate with the State Personnel Director in implementing this Order.

I FURTHER DIRECT that this Executive Order shall not be construed to restrict a cabinet secretary or executive state agency head from exercising every power expressly enumerated in law to that cabinet secretary or executive state agency head.

THIS EXECUTIVE ORDER supersedes any other previous orders, proclamations, or directives to the extent they are in conflict. This Executive Order shall take effect immediately and shall remain in effect until such time as it is rescinded by the Governor.

ATTEST:

Maggie Toulouse Oliver

MAGGIE TOULOUSE OLIVER
SECRETARY OF STATE



DONE AT THE EXECUTIVE OFFICE

THIS 20 DAY OF MAY, 2019

WITNESS MY HAND AND THE GREAT
SEAL OF THE STATE OF NEW MEXICO

Michelle Lujan Grisham
MICHELLE LUJAN GRISHAM
GOVERNOR