



**STATE OF NEW MEXICO
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

MICHELLE LUJAN GRISHAM
Governor

Mark Myers, Chair
Nan Nash, Vice-Chair
Peggy J. Nelson, Member

2929 Coors Blvd. N.W. Suite 303
Albuquerque, NM 87120
(505) 831-5422
(505) 831-8820 (Fax)

THOMAS J. GRIEGO
Executive Director

September 1, 2024

Ariana Vigil, Budget Analyst
New Mexico State Budget Division
190 Memorial Building
407 Galisteo Street
Santa Fe, New Mexico 87501

Joseph Simon, LFC Analyst
Legislative Finance Committee
State Capitol North
325 Don Gaspar, STE 101
Santa Fe, New Mexico 87501

RE: FY2026 Appropriation Request

Dear Ms. Vigil and Mr. Simon:

Enclosed is the Public Employee Labor Relations Board's Fiscal Year 2026 Budget Appropriation Request. The Public Employee Labor Relations Board is requesting an 8% increase to ensure that PELRB can meet its core statutory functions.

In our FY25 Appropriation Request, this year we are requesting an 8% increase in General Fund to maintain sufficient funds in the 200 Personnel Service and Benefits, with additional funds to address competitive salary negotiations to place new Executive Director at mid-point of a range 32, an increase in the 300 Contractual category to contract with another state entity to adjudicate our cases on an as-needed basis and funding for our yearly audit adjusted to reflect the consolidated rate schedule outlined by DFA. There is a slight increase in the 400 Other category due to an increase in costs associated with the IT needs for tele-conference/live hearings and needed expenses to maintain operations associated with increases due to consolidated rate schedule.

In summary, our FY26 budget appropriation request is requesting an 8% increase of \$25,500, in which \$17,700 for Personnel Service and Benefits, \$3,300 increase for Contractual, and \$8,600 in our Other category to maintain current staffing levels necessary to meet PELRB's core mission. Please do not hesitate to contact me with any questions or concerns.

Sincerely,

Tanya Montoya-Ramirez, Chief Financial Officer
Public Employee Labor Relations Board
Tanya.ramirez@state.nm.us
505-383-0312

Agency Name: Public Employee Labor Relations Board

Business Unit: 37900

APPROPRIATION REQUEST CERTIFICATION FORM S-1

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the arithmetic accuracy of all numeric information has been verified.

- Yes, this agency provides behavioral health services
- No, this agency does not provide behavioral health services

DocuSigned by: Thomas J Griep 8/30/2024
 AGENCY HEAD

Director
TITLE

Signed by: Mark Myers 9/3/2024
 APPROVED (Board/Commission Chairperson)

Chairperson
TITLE

DocuSigned by: Tanya Montoya-Ramirez 8/30/2024
 AGENCY CONTACT (CFO)

CFO
TITLE

2929 COORS BLVD. NW STE. 303, ABQ, NM 87120
 ADDRESS

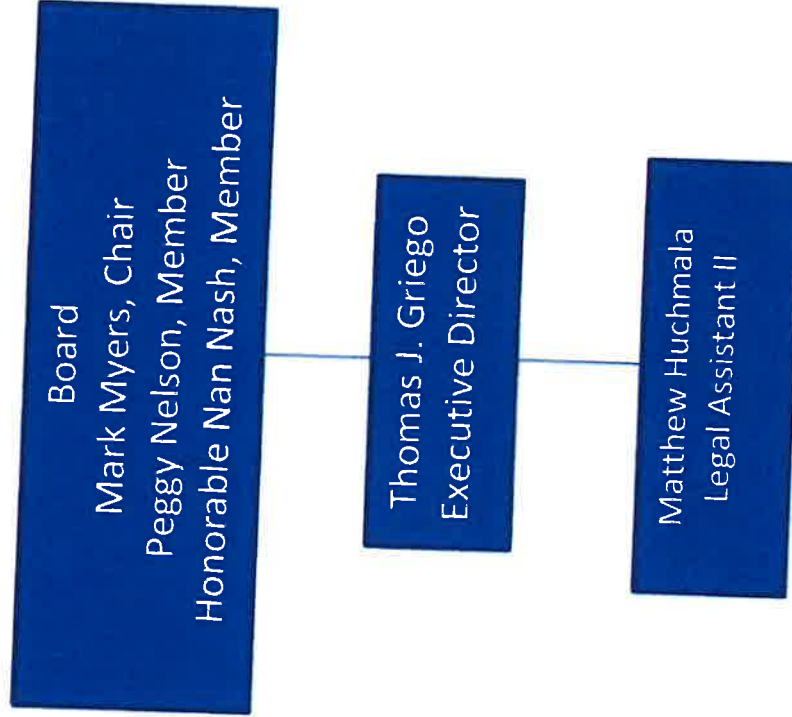
505-827-3789
PHONE NUMBER

Note: Appropriation Requests for agencies headed by a board or commission must be approved by the board or commission by official action and signed by the chairperson. Operating Budgets of other agencies must be signed by the director or secretary. Appropriation Requests not properly signed will be returned.

Agency Name: Public Employee Labor Relations Board
Program Name: General Fund

Business Unit: 37900
Program Code: P738

**APPROPRIATION REQUEST
ORGANIZATION CHART
FORM S-2**



Check Box if this form is a revision

Revision no:

Revision Date:

Page

P-1 Program Overview

BU PCCode
37900 P738

Program Description:

The Public Employees Labor Relations Board is tasked with implementing the Public Employee Bargaining Act currently covering over 15,000 public employees. The agency hears prohibited practices complaints, monitors contract impasses, processes petitions for recognition of appropriate bargaining units and service as a clearinghouse for information pertaining to public employee collective bargaining for the State and its political subdivisions. The agency also approves local boards for school districts, counties, cities universities and other public authorities.

Primary Service

The Public Employee Labor Relations Boards serves as the decision-maker of first resort for public employees', public employers' and unions' disputes under the Public Employee Bargaining Act. The Board also provides training in steward and supervisor duties, interest-bases bargaining, and other conflict resolution methods that serve as an integral part of creating harmony among public employers, public employees and the unions who represent them. The Board also ensures that those public employers other than the State that opt to operate under a local public employee collective bargaining ordinance or resolution comply with the PEBA in enacting and operating under those local ordinances or resolutions.

Major Issues and Accomplishments:

The issues the Board will face in FY26 represent issues outlined below:
 We continue improving and updating in-house publications such as the key work index and phrase digest found in the Board's Practice Manual as well as current case statistics and local board information posted on-line. We continue summarizing and posting all PELRB decisions, relevant arbitration decisions as well as tracking and posting appellate court decisions and all of which will assist the public with proceedings before our Board.
 Additional time and resources will be dedicated in FY26 to monitoring the uniform application of the 2020 amendments to the PEBA concerning continuing existence of local boards, particularly the affirmation requirements of NMSA Sections 10-7E-10(D) and (E) to be submitted by local boards between November 1 and December 31 of each odd-numbered year. (A local board that fails to timely submit the affirmation required by this subsection shall cease to exist as of January 1 of the next even-numbered year.)
 Additionally, the Board will continue to monitor vacancies on local boards for compliance with NMSA Sections 10-7E-10(F) providing that a local board with a membership vacancy exceeding sixty days shall cease to exist. Furthermore, a local board may cease to exist upon repeal of the local ordinance, resolution or charter amendment authorizing the local board, or a vote of a local board. See NMSA Sections 10-7E-10(G). Upon dissolution of a local Board for any of the above reasons, any pending matter are transferred to the State PELRB.
 The Board schedules at least one training session for anyone interested in learning about the structure of PELRB, the PELRB model of case resolution and the proper application of PEBA. More of this type of training needs to be done in FY26 as well training for union and management representatives practicing before the Board, all of which requires renewed commitment of economic resources to accomplish.

Overview of Request:

We are requesting a \$25,500 increase, \$17,700 for salary and benefits, \$3,300 increase for contractual, and \$8,600 in our other category.

Programmatic Changes:

There are no programmatic changes anticipated.

Base Budget Justification:

Our agency is requesting an 8% increase in General Fund to maintain sufficient funds in the 200 Personnel Service and Benefits with additional funds to address competitive salary negotiations to place New Executive Director at mid-point of a range 32. An increase in the 300 Contractual category to contract with another state entity to adjudicate Public Employee Labor Relation cases on a needed basis and funding for our yearly audit adjusted to reflect the consolidated schedule outlined by DFA. Then there is a slight increase in the 400 Other category due to increase in costs associated with the IT needs for tele-conference/live hearings and needed expenses to maintain operations associated with increases due to consolidated schedule.

Public Employee Labor Relations Board

State of New Mexico

S-8 Financial Summary

(Dollars in Thousands)

BU PCode Department
37900 0000 0000000000

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	Base	----- FY 2026 Agency Request ----- Expansion	Total
REVENUE							
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	0.0	330.3
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0	0.0
REVENUE, TRANSFERS	285.3	285.3	304.8	0	330.3	0.0	330.3
REVENUE	285.3	285.3	304.8	0	330.3	0.0	330.3
EXPENSE							
200 Personal Services and Employee Benefits	203.3	201.7	210.2	206.1	223.8	0.0	223.8
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
400 Other	62.8	50.6	63.1	0.0	71.7	0.0	71.7
EXPENDITURES	285.3	275.8	304.8	206.13	330.3	0.0	330.3
EXPENSE	285.3	275.8	304.8	206.13	330.3	0.0	330.3
FTE POSITIONS							
8:10 Permanent	2.00	2.00	2.00	2.00	2.00	0.00	2.00
FTEs	2.00	2.00	2.00	2.00	2.00	0.00	2.00
FTE POSITIONS	2.00	2.00	2.00	2.00	2.00	0.00	2.00

Public Employees Labor Relations Board

State of New Mexico

S-8 Financial Summary

(Dollars in Thousands)

BU PCode Department
37900 P738 000000

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	Base	FY 2026 Agency Request Expansion	Total
REVENUE							
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	0.0	330.3
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0	0.0
REVENUE, TRANSFERS	285.3	285.3	304.8	0.0	330.3	0.0	330.3
REVENUE	285.3	285.3	304.8	0.0	330.3	0.0	330.3
EXPENSE							
200 Personal Services and Employee Benefits	203.3	201.7	210.2	206.1	223.8	0.0	223.8
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
400 Other	62.8	50.6	63.1	0.0	71.7	0.0	71.7
EXPENDITURES	285.3	275.8	304.8	206.13	330.3	0.0	330.3
EXPENSE	285.3	275.8	304.8	206.13	330.3	0.0	330.3
FTE POSITIONS							
810 Permanent	2.00	2.00	2.00	2.00	2.00	0.00	2.00
FTEs	2.00	2.00	2.00	2.00	2.00	0.00	2.00
FTE POSITIONS	2.00	2.00	2.00	2.00	2.00	0.00	2.00

Public Employees Labor Relations Board

State of New Mexico

BU PCode
37900 P738

E4 PCode Detail
(Dollars in Thousands)

Fund	Account	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request				Total	Justification
					GF	OSF	ISF/IAT	FF		
84800	520000 Payroll	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
84800	520100 Exempt Perm Positions P/T&F/T	150.8	158.1	157.14	163.3	0.0	0.0	0.0	163.3	Per PSF projection for current staffing levels and a request to add additional funding for New Executive Director to be at mid-point of a Range 32.
84800	521100 Group Insurance Premium	6.2	10.2	6.03	12.0	0.0	0.0	0.0	12.0	To fund current staffing levels and new Executive Director for Group Insurance with 1 employee coverage.
84800	521200 Retirement Contributions	29.0	29.2	30.12	31.4	0.0	0.0	0.0	31.4	To fund current staffing levels and additional funds to fund mid-point of a range 32.
84800	521300 F I C A	11.4	11.6	9.71	12.5	0.0	0.0	0.0	12.5	To fund current staffing levels and additional funds to fund mid-point of a range 32.
84800	521400 Workers' Comp Assessment Fee	0.0	0.1	0	0.1	0.0	0.0	0.0	0.1	Per Usage needed every year that does not get charged to 521410.
84800	521410 GSD Work Comp Insur Premium	0.2	0.2	0	0.2	0.0	0.0	0.0	0.2	Amount requested is directed to be consistent with the published schedule.
84800	521600 Employee Liability Ins Premium	1.0	0.5	0	1.0	0.0	0.0	0.0	1.0	Amount requested is directed to be consistent with the published schedule.
84800	521700 RHC Act Contributions	3.0	0.3	3.13	3.3	0.0	0.0	0.0	3.3	To fund current staffing levels and additional funds to fund mid-point of a range 32.
200	Personal Services and Employee Bene	201.7	210.2	206.13	223.8	0.0	0.0	0.0	223.8	
84800	540000 Other Expenses	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
84800	542100 Employee I/S Mileage & Fares	0.8	3.1	0	2.5	0.0	0.0	0.0	2.5	Instate Mileage and Fares- Necessary to support existing staffing levels.
84800	542200 Employee I/S Meals & Lodging	0.4	1.0	0	1.0	0.0	0.0	0.0	1.0	Instate Meals and Lodging- Necessary to support existing staffing levels.
84800	542300 Brd & Comm Mbr Meals & Lodging	1.5	3.5	0	3.5	0.0	0.0	0.0	3.5	It is required by Statute that 12 meetings and one emergency meeting done every year but due to prior Covid-19 the majority have been held via tele-conference. In the current FY25 we are transitioning to in-person and should be fully in-person in FY26.

Public Employees Labor Relations Board

BU PCode
37900 P738

State of New Mexico

E4 PCode Detail
(Dollars in Thousands)

Fund	Account	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request				Total	Justification
					GF	OSF	ISF/IAT	FF		
84800	542310	0.3	1.2	0	2.5	0.0	0.0	0.0	0.0	2.5 It is required by Statute that 12 meetings and one emergency meeting done every year but due to prior Covid-19 the majority have been held via tele-conference. In the current FY25 we are transitioning to in-person and should be fully in-person in FY26. Some Board Members are outside the Albuquerque area so mileage and fares are needed in the reimbursement process.
84800	543400	0.0	0.1	0	0.0	0.0	0.0	0.0	0.0	0.0 No fee associated with the published schedule.
84800	544000	0.1	2.0	0	7.0	0.0	0.0	0.0	0.0	7.0 Supplies needed to support current staffing levels and to update our tele-conference equipment since most board meetings are in house but viewed virtually.
84800	544100	0.4	1.2	0	1.2	0.0	0.0	0.0	0.0	1.2 Office Supplies needed to support current staffing levels.
84800	544900	0.3	1.5	0	1.5	0.0	0.0	0.0	0.0	1.5 Supply Exempt Inventory needed to support current staffing levels.
84800	545700	6.5	6.1	0	7.0	0.0	0.0	0.0	0.0	7.0 Amount requested is consistent with the published schedule.
84800	545710	0.7	0.7	0	0.7	0.0	0.0	0.0	0.0	0.7 Amount requested is consistent with the published schedule.
84800	545900	0.7	1.0	0	1.0	0.0	0.0	0.0	0.0	1.0 Printing and photo necessary throughout the year.
84800	546100	0.3	0.7	0	0.5	0.0	0.0	0.0	0.0	0.5 Estimated postage needed throughout the year.
84800	546400	24.3	25.6	0	26.9	0.0	0.0	0.0	0.0	26.9 Lease agreement on office space at FY25 levels and will be up for negotiations later in the year. This amount includes a 5% increase of \$1,280 above FY25.
84800	546610	10.1	8.9	0	9.7	0.0	0.0	0.0	0.0	9.7 Amount is consistent with the published schedule.
84800	546700	1.0	1.9	0	1.9	0.0	0.0	0.0	0.0	1.9 Funds used to maintain memberships for organizations needed for training and license purposes.
84800	546800	0.6	1.5	0	1.5	0.0	0.0	0.0	0.0	1.5 Funds used to attend labor relations trainings.
84800	546900	0.3	0.6	0	0.6	0.0	0.0	0.0	0.0	0.6 To advertise meetings and rule making in the NM Register.
84800	549600	1.1	1.0	0	1.2	0.0	0.0	0.0	0.0	1.2 Mileage and Fares requested for out of state trainings and conferences.
84800	549700	1.2	1.5	0	1.5	0.0	0.0	0.0	0.0	1.5 Meals and lodging requested for out of state trainings and conferences.

Public Employees Labor Relations Board

State of New Mexico

BU 37900
PCode P738

E4 PCode Detail
(Dollars in Thousands)

Fund	Account	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request					Total	Justification
					GF	OSF	ISF/IAT	FF	Total		
400	Other	50.6	63.1	0	71.7	0.0	0.0	0.0	0.0	71.7	
TOTAL EXPENSE		252.3	273.3		295.5	0.0	0.0	0.0	0.0	295.5	

BU PCCode
37900 P738

Contract by PCCode Detail
(Dollars in Thousands)

Fund	Account	#	Contract Purpose	Actuals	FY 2026 Agency Request				Total	Justification
					GF	OSF	ISF/IAT	FF		
84800	535209	Professional Svcs - Interagen 1000		0.0	10.0	0.0	0.0	0.0	10.0	MOU between another State Agency to adjudicate Public Employee Labor Relations cases
84800	535300	Other Services 1000		12.2	12.2	0.0	0.0	0.0	12.2	MOU with another State Agency for Chief Financial Service.
84800	535400	Audit Services 1000		8.5	9.6	0.0	0.0	0.0	9.6	FY25 Fiscal audit contract required by The Audit Act with gross receipts tax included. (12-6-3 NMSA 1978) and consistent with the published schedule.
84800	535500	Attorney Services 1000		2.7	3.0	0.0	0.0	0.0	3.0	Attorney services to update Public Employee practice manual to current legal standards, procedures and best practices.
TOTAL EXPENSE				23.4	34.8	0.0	0.0	0.0	34.8	

Public Employee Labor Relations Board

State of New Mexico

BU PCode Department
37900 0000 0000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

	2023-24	2023-24	2024-25	2025-26	FY 2026 Agency Request		Total
	Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	
499105 General Fd. Appropriation	285.3	273.5	304.8	0.0	330.3	0.0	330.3
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	0.0	330.3
499905 Other Financing Sources	0.0	11.8	0.0	0.0	0.0	0.0	0.0
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUE	285.3	285.3	304.8	0	330.3	0.0	330.3
520000 Payroll	0.0	0.0	0.0	0.0	0.0	0.0	0.0
520100 Exempt Perm Positions P/T&F/T	152.4	150.8	156.1	157.1	163.3	0.0	163.3
521100 Group Insurance Premium	6.4	6.2	10.2	6.0	12.0	0.0	12.0
521200 Retirement Contributions	28.5	29.0	29.2	30.1	31.4	0.0	31.4
521300 FICA	11.7	11.4	11.6	9.7	12.5	0.0	12.5
521400 Workers' Comp Assessment Fee	0.1	0.0	0.1	0.0	0.1	0.0	0.1
521410 GSD Work Comp Insur Premium	0.2	0.2	0.2	0.0	0.2	0.0	0.2
521600 Employee Liability Ins Premium	1.0	1.0	0.5	0.0	1.0	0.0	1.0
521700 RHC Act Contributions	3.0	3.0	0.3	3.1	3.3	0.0	3.3
200 Personal Services and Employee Bene	203.3	201.7	210.2	206.1	223.8	0.0	223.8
530000 Contracts	0.0	0.0	0.0	0.0	0.0	0.0	0.0
535209 Professional Svcs - Interagenc	0.0	0.0	10.0	0.0	10.0	0.0	10.0
535300 Other Services	10.6	12.2	12.4	0.0	12.2	0.0	12.2
535400 Audit Services	8.6	8.5	9.1	0.0	9.6	0.0	9.6
535500 Attorney Services	0.0	2.7	0.0	0.0	3.0	0.0	3.0
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
540000 Other Expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.0
542100 Employee I/S Mileage & Fares	3.1	0.8	3.1	0.0	2.5	0.0	2.5
542200 Employee I/S Meals & Lodging	1.0	0.4	1.0	0.0	1.0	0.0	1.0
542300 Brd & Comm Mbr Meals & Lodging	6.9	1.5	3.5	0.0	3.5	0.0	3.5
542310 Brd & Comm Mbr Mileage & Fares	0.0	0.3	1.2	0.0	2.5	0.0	2.5
543400 Maint - Property Insurance	0.1	0.0	0.1	0.0	0.0	0.0	0.0
544000 Supply Inventory IT	1.4	0.1	2.0	0.0	7.0	0.0	7.0
544100 Supplies-Office Supplies	2.0	0.4	1.2	0.0	1.2	0.0	1.2
544900 Supplies-Inventory Exempt	1.5	0.3	1.5	0.0	1.5	0.0	1.5
545700 ISD Services	5.7	6.5	6.1	0.0	7.0	0.0	7.0
545710 DOJT HCM Assessment Fees	0.7	0.7	0.7	0.0	0.7	0.0	0.7
545900 Printing & Photo Services	0.1	0.7	1.0	0.0	1.0	0.0	1.0

Public Employee Labor Relations Board

State of New Mexico

BU PCode Department
37900 0000 00000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

	2023-24	2023-24	2024-25	2025-26	FY 2026 Agency Request		Total
	Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	
546100 Postage & Mail Services	0.9	0.3	0.7	0.0	0.5	0.0	0.5
546400 Rent Of Land & Buildings	25.2	24.3	25.6	0.0	26.9	0.0	26.9
546610 DOIT Telecommunications	8.6	10.1	8.9	0.0	9.7	0.0	9.7
546700 Subscriptions/Dues/License Fee	1.1	1.0	1.9	0.0	1.9	0.0	1.9
546800 Employee Training & Education	1.5	0.6	1.5	0.0	1.5	0.0	1.5
546900 Advertising	0.5	0.3	0.6	0.0	0.6	0.0	0.6
549600 Employee O/S Mileage & Fares	1.0	1.1	1.0	0.0	1.2	0.0	1.2
549700 Employee O/S Meals & Lodging	1.5	1.2	1.5	0.0	1.5	0.0	1.5
400 Other	62.8	50.6	63.1	0.0	71.7	0.0	71.7
TOTAL EXPENSE	285.3	275.8	304.8	206.13	330.3	0.0	330.3
810 Permanent	2.00	2.00	2.00	2.00	2.00	0.00	2.00
810 Permanent	2.00	2.00	2.00	2.00	2.00	0.00	2.00
TOTAL FTE POSITIONS	2.00	2.00	2.00	2.00	2.00	0.00	2.00

Public Employees Labor Relations Board

State of New Mexico

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

BU PCode Department
37900 P738 000000

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	----- Base	----- Expansion	----- Total
499105 General Fd. Appropriation	285.3	273.5	304.8	0.0	330.3	0.0	330.3
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	0.0	330.3
499905 Other Financing Sources	0.0	11.8	0.0	0.0	0.0	0.0	0.0
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUE	285.3	285.3	304.8	0.0	330.3	0.0	330.3
520000 Payroll	0.0	0.0	0.0	0.0	0.0	0.0	0.0
520100 Exempt Perm Positions P/T&FT	152.4	150.8	158.1	157.1	163.3	0.0	163.3
521100 Group Insurance Premium	6.4	6.2	10.2	6.0	12.0	0.0	12.0
521200 Retirement Contributions	28.5	29.0	29.2	30.1	31.4	0.0	31.4
521300 F I C A	11.7	11.4	11.6	9.7	12.5	0.0	12.5
521400 Workers' Comp Assessment Fee	0.1	0.0	0.1	0.0	0.1	0.0	0.1
521410 GSD Work Comp Insur Premium	0.2	0.2	0.2	0.0	0.2	0.0	0.2
521600 Employee Liability Ins Premium	1.0	1.0	0.5	0.0	1.0	0.0	1.0
521700 RHC Act Contributions	3.0	3.0	0.3	3.1	3.3	0.0	3.3
200 Personal Services and Employee Bene	203.3	201.7	210.2	206.1	223.8	0.0	223.8
530000 Contracts	0.0	0.0	0.0	0.0	0.0	0.0	0.0
535209 Professional Svcs - Interagenc	0.0	0.0	10.0	0.0	10.0	0.0	10.0
535300 Other Services	10.6	12.2	12.4	0.0	12.2	0.0	12.2
535400 Audit Services	8.6	8.5	9.1	0.0	9.6	0.0	9.6
535500 Attorney Services	0.0	2.7	0.0	0.0	3.0	0.0	3.0
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
540000 Other Expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.0
542100 Employee I/S Mileage & Fares	3.1	0.8	3.1	0.0	2.5	0.0	2.5
542200 Employee I/S Meals & Lodging	1.0	0.4	1.0	0.0	1.0	0.0	1.0
542300 Brd & Comm Mbr Meals & Lodging	6.9	1.5	3.5	0.0	3.5	0.0	3.5
542310 Brd & Comm Mbr Mileage & Fares	0.0	0.3	1.2	0.0	2.5	0.0	2.5
543400 Maint - Property Insurance	0.1	0.0	0.1	0.0	0.0	0.0	0.0
544000 Supply Inventory IT	1.4	0.1	2.0	0.0	7.0	0.0	7.0
544100 Supplies-Office Supplies	2.0	0.4	1.2	0.0	1.2	0.0	1.2
544900 Supplies-Inventory Exempt	1.5	0.3	1.5	0.0	1.5	0.0	1.5
545700 ISD Services	5.7	6.5	6.1	0.0	7.0	0.0	7.0
545710 DOIT HCM Assessment Fees	0.7	0.7	0.7	0.0	0.7	0.0	0.7
545900 Printing & Photo Services	0.1	0.7	1.0	0.0	1.0	0.0	1.0

Public Employees Labor Relations Board

State of New Mexico

BU PCode Department
37900 P738 000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	----- FY 2026 Agency Request ----- Base Expansion Total
546100 Postage & Mail Services	0.9	0.3	0.7	0.0	0.5 0.0 0.5
546400 Rent Of Land & Buildings	25.2	24.3	25.6	0.0	26.9 0.0 26.9
546610 DOIT Telecommunications	8.6	10.1	8.9	0.0	9.7 0.0 9.7
546700 Subscriptions/Dues/License Fee	1.1	1.0	1.9	0.0	1.9 0.0 1.9
546800 Employee Training & Education	1.5	0.6	1.5	0.0	1.5 0.0 1.5
546900 Advertising	0.5	0.3	0.6	0.0	0.6 0.0 0.6
549600 Employee O/S Mileage & Fares	1.0	1.1	1.0	0.0	1.2 0.0 1.2
549700 Employee O/S Meals & Lodging	1.5	1.2	1.5	0.0	1.5 0.0 1.5
400 Other	62.8	50.6	63.1	0.0	71.7 0.0 71.7
TOTAL EXPENSE	285.3	275.8	304.8	206.1	330.3 0.0 330.3
810 Permanent	2.00	2.00	2.00	2.00	2.00 0.00 2.00
810 Permanent	2.00	2.00	2.00	2.00	2.00 0.00 2.00
TOTAL FTE POSITIONS	2.00	2.00	2.00	2.00	2.00 0.00 2.00

S-9 Account Code Revenue Summary
 (Dollars in Thousands)

Provider PCode	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	----- FY 2026 Agency Request -----	
					Base	Expansion Total
499105 General Fd. Appropriation	285.3	273.5	0.0	0.0	330.3	330.3
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	330.3
499905 Other Financing Sources	0.0	11.8	0.0	0.0	0.0	0.0
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0
TOTAL REVENUE	285.3	285.3	304.8	0	330.3	330.3

Public Employees Labor Relations Board

BU PCode Department
37900 P738 000000

State of New Mexico

S-9 Account Code Revenue Summary
(Dollars in Thousands)

Provider PCode	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request	
					Base	Expansion
499105 General Fd. Appropriation	285.3	273.5	304.8	0.0	330.3	330.3
111 General Fund Transfers	285.3	273.5	304.8	0.0	330.3	330.3
499905 Other Financing Sources	0.0	11.8	0.0	0.0	0.0	0.0
112 Other Transfers	0.0	11.8	0.0	0.0	0.0	0.0
TOTAL REVENUE	285.3	285.3	304.8	0.0	330.3	330.3

Public Employee Labor Relations Board

BU PCode Department
37900 0000 0000000000

State of New Mexico

S-9 Account Code Expenditure Summary
(Dollars in Thousands)

	2023-24	2023-24	2024-25	2025-26	FY 2026 Agency Request		Total
	Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	
520000 Payroll	0.0	0.0	0.0	0.0	0.0	0.0	0.0
520100 Exempt Perm Positions P/T&F/T	152.4	150.8	158.1	157.1	163.3	0.0	163.3
521100 Group Insurance Premium	6.4	6.2	10.2	6.0	12.0	0.0	12.0
521200 Retirement Contributions	28.5	29.0	29.2	30.1	31.4	0.0	31.4
521300 F I C A	11.7	11.4	11.6	9.7	12.5	0.0	12.5
521400 Workers' Comp Assessment Fee	0.1	0.0	0.1	0.0	0.1	0.0	0.1
521410 GSD Work Comp Insur Premium	0.2	0.2	0.2	0.0	0.2	0.0	0.2
521600 Employee Liability Ins Premium	1.0	1.0	0.5	0.0	1.0	0.0	1.0
521700 RHC Act Contributions	3.0	3.0	0.3	3.1	3.3	0.0	3.3
200 Personal Services and Employee Benefits	203.3	201.7	210.2	206.1	223.8	0.0	223.8
530000 Contracts	0.0	0.0	0.0	0.0	0.0	0.0	0.0
535209 Professional Svcs - Interagency	0.0	0.0	10.0	0.0	10.0	0.0	10.0
535300 Other Services	10.6	12.2	12.4	0.0	12.2	0.0	12.2
535400 Audit Services	8.6	8.5	9.1	0.0	9.6	0.0	9.6
535500 Attorney Services	0.0	2.7	0.0	0.0	3.0	0.0	3.0
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
540000 Other Expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.0
542100 Employee IS Mileage & Fares	3.1	0.8	3.1	0.0	2.5	0.0	2.5
542200 Employee IS Meals & Lodging	1.0	0.4	1.0	0.0	1.0	0.0	1.0
542300 Brd & Comm Mbr Meals & Lodgin	6.9	1.5	3.5	0.0	3.5	0.0	3.5
542310 Brd & Comm Mbr Mileage & Fares	0.0	0.3	1.2	0.0	2.5	0.0	2.5
43400 Maint - Property Insurance	0.1	0.0	0.1	0.0	0.0	0.0	0.0
44000 Supply Inventory IT	1.4	0.1	2.0	0.0	7.0	0.0	7.0
44100 Supplies-Office Supplies	2.0	0.4	1.2	0.0	1.2	0.0	1.2
44900 Supplies-Inventory Exempt	1.5	0.3	1.5	0.0	1.5	0.0	1.5
5700 ISD Services	5.7	6.5	6.1	0.0	7.0	0.0	7.0
5710 DOIT HCM Assessment Fees	0.7	0.7	0.7	0.0	0.7	0.0	0.7
5900 Printing & Photo Services	0.1	0.7	1.0	0.0	1.0	0.0	1.0
6100 Postage & Mail Services	0.9	0.3	0.7	0.0	0.5	0.0	0.5
6400 Rent Of Land & Buildings	25.2	24.3	25.6	0.0	26.9	0.0	26.9
3610 DOIT Telecommunications	8.6	10.1	8.9	0.0	9.7	0.0	9.7
3700 Subscriptions/Dues/License Fee	1.1	1.0	1.9	0.0	1.9	0.0	1.9

Public Employee Labor Relations Board

State of New Mexico

BU PCode Department
37900 0000 0000000000

S-9 Account Code Expenditure Summary
(Dollars in Thousands)

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request	
					Base	Expansion
						Total
546800 Employee Training & Education	1.5	0.6	1.5	0.0	1.5	0.0
546900 Advertising	0.5	0.3	0.6	0.0	0.6	0.0
549600 Employee O/S Mileage & Fares	1.0	1.1	1.0	0.0	1.2	0.0
549700 Employee O/S Meals & Lodging	1.5	1.2	1.5	0.0	1.5	0.0
400 Other	62.8	50.6	63.1	0.0	71.7	0.0
TOTAL EXPENSE	285.3	275.8	304.8	206.13	330.3	0.0
						71.7
						330.3

Public Employees Labor Relations Board

BU PCode Department
37900 P738 000000

State of New Mexico

S-9 Account Code Expenditure Summary
(Dollars in Thousands)

	2023-24	2023-24	2024-25	2025-26	FY 2026 Agency Request		Total
	Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	
520000 Payroll	0.0	0.0	0.0	0.0	0.0	0.0	0.0
520100 Exempt Perm Positions P/T&FT	152.4	150.8	158.1	157.1	163.3	0.0	163.3
521100 Group Insurance Premium	6.4	6.2	10.2	6.0	12.0	0.0	12.0
521200 Retirement Contributions	28.5	29.0	29.2	30.1	31.4	0.0	31.4
521300 F I C A	11.7	11.4	11.6	9.7	12.5	0.0	12.5
521400 Workers' Comp Assessment Fee	0.1	0.0	0.1	0.0	0.1	0.0	0.1
521410 GSD Work Comp Insur Premium	0.2	0.2	0.2	0.0	0.2	0.0	0.2
521600 Employee Liability Ins Premium	1.0	1.0	0.5	0.0	1.0	0.0	1.0
521700 RHC Act Contributions	3.0	3.0	0.3	3.1	3.3	0.0	3.3
200 Personal Services and Employee	203.3	201.7	210.2	206.1	223.8	0.0	223.8
530000 Contracts	0.0	0.0	0.0	0.0	0.0	0.0	0.0
535209 Professional Svcs - Interagenc	0.0	0.0	10.0	0.0	10.0	0.0	10.0
535300 Other Services	10.6	12.2	12.4	0.0	12.2	0.0	12.2
535400 Audit Services	8.6	8.5	9.1	0.0	9.6	0.0	9.6
535500 Attorney Services	0.0	2.7	0.0	0.0	3.0	0.0	3.0
300 Contractual services	19.2	23.4	31.5	0.0	34.8	0.0	34.8
540000 Other Expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.0
542100 Employee I/S Mileage & Fares	3.1	0.8	3.1	0.0	2.5	0.0	2.5
542200 Employee I/S Meals & Lodging	1.0	0.4	1.0	0.0	1.0	0.0	1.0
542300 Brd & Comm Mbr Meals & Lodgin	6.9	1.5	3.5	0.0	3.5	0.0	3.5
542310 Brd & Comm Mbr Mileage & Fares	0.0	0.3	1.2	0.0	2.5	0.0	2.5
543400 Maint - Property Insurance	0.1	0.0	0.1	0.0	0.0	0.0	0.0
544000 Supply Inventory IT	1.4	0.1	2.0	0.0	7.0	0.0	7.0
544100 Supplies-Office Supplies	2.0	0.4	1.2	0.0	1.2	0.0	1.2
544900 Supplies-Inventory Exempt	1.5	0.3	1.5	0.0	1.5	0.0	1.5
545700 ISD Services	5.7	6.5	6.1	0.0	7.0	0.0	7.0
545710 DOIT HCM Assessment Fees	0.7	0.7	0.7	0.0	0.7	0.0	0.7
545900 Printing & Photo Services	0.1	0.7	1.0	0.0	1.0	0.0	1.0
546100 Postage & Mail Services	0.9	0.3	0.7	0.0	0.5	0.0	0.5
546400 Rent Of Land & Buildings	25.2	24.3	25.6	0.0	26.9	0.0	26.9
546610 DOIT Telecommunications	8.6	10.1	8.9	0.0	9.7	0.0	9.7
546700 Subscriptions/Dues/License Fee	1.1	1.0	1.9	0.0	1.9	0.0	1.9
546800 Employee Training & Education	1.5	0.6	1.5	0.0	1.5	0.0	1.5

Public Employees Labor Relations Board

State of New Mexico

BU PCode Department
37900 P738 000000

S-9 Account Code Expenditure Summary
(Dollars in Thousands)

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	Base	FY 2026 Agency Request Expansion	Total
546900 Advertising	0.5	0.3	0.6	0.0	0.0	0.6	0.6
549600 Employee O/S Mileage & Fares	1.0	1.1	1.0	0.0	0.0	1.2	1.2
549700 Employee O/S Meals & Lodging	1.5	1.2	1.5	0.0	0.0	1.5	1.5
400 Other	62.8	50.6	63.1	0.0	0.0	71.7	71.7
TOTAL EXPENSE	285.3	275.8	304.8	206.13	330.3	0.0	330.3

REV EXP COMPARISON

(Dollars in Thousands)

37900 - Public Employee Labor Relations Board

	General Fund	Other Funds	Other Transfers	Federal Funds	Total
SOURCES	330.3	0.0	0.0	0.0	330.3
Personal Services and Employee Benefits	223.8	0.0	0.0	0.0	223.8
Contractual services	34.8	0.0	0.0	0.0	34.8
Other	71.7	0.0	0.0	0.0	71.7
USES Total:	330.3	0.0	0.0	0.0	330.3
Net:	0.0	0.0	0.0	0.0	0.0

REV EXP COMPARISON

(Dollars in Thousands)

37900 - Public Employee Labor Relations Board

P738 - Public Employees Labor Relations Board					
	General Fund	Other Funds	Other Transfers	Federal Funds	Total
SOURCES Totals	330.3	0.0	0.0	0.0	330.3
Personal Services and Employee Benefits	223.8	0.0	0.0	0.0	223.8
Contractual services	34.8	0.0	0.0	0.0	34.8
Other	71.7	0.0	0.0	0.0	71.7
USES Total:	330.3	0.0	0.0	0.0	330.3
Net:	0.0	0.0	0.0	0.0	0.0

Public Employee Labor Relations Board

Performance Measures Summary

P738 Public Employees Labor Relations Board

Purpose: The purpose of the public employee labor relations board program is to ensure all state and local public body employees have the option to organize and bargain collectively with their employer.

Performance Measures:		2022-23 Actual	2023-24 Actual	2024-25 Budget	2025-26 Request	2025-26 Recomm
Outcome	Percent of determinations of approval of local labor relations boards, bargaining unit recognition petitions and prohibited practice complaints processed and completed within the applicable regulatory deadlines	85%	94%	100%	100%	

DFA Performance Based Budgeting Data System

Annual Performance Report

Program: P640 Pension Administration

Performance Measures:	2023-24 Target	2023-24 Result	Met Target	Year End Result Narrative
Outcome Public employees retirement association's total investment cost comparable to an industry median cost of peers adjusted for differences in fund size and asset mix	85	49	Yes	When measuring success in implementation against key strategic goals, PERA's experience continues to mark favorably. First, long-term absolute returns have outpaced PERA's discount rate (7.25%) across the 30-year and Since Inception periods at 7.74% and 8.59%, respectively. Second, relative results are exceeding PERA's diversified Policy benchmark across all horizons. Most notably, outpacing this benchmark by 163 basis points, 94 bps, 82 bps and 33 bps for the 3-, 5-, 7- and 10-year periods; displaying strong implementation and manager selection attribution. And finally, when measuring PERA's portfolio to national pension peers, on a risk-adjusted basis (Sharpe Ratio), results rank above the top third of the national universe >\$1b, for the 3-, 5-, 7- and 10-year periods.

DFA Performance Based Budgeting Data System

Annual Performance Report

Agency: 37900 Public Employee Labor Relations Board

Program: P738 Public Employees Labor Relations Board

The purpose of the public employee labor relations board program is to ensure all state and local public body employees have the option to organize and bargain collectively with their employer.

Performance Measures:		2023-24 Target	2023-24 Result	Met Target	Year End Result Narrative
Outcome	Percent of determinations of approval of local labor relations boards, bargaining unit recognition petitions and prohibited practice complaints processed and completed within the applicable regulatory deadlines	100%	94%	No	Falling short of the goal is attributable to 3 cases involving the same public employer UNM - Sandoval Regional Medical Center, whose extensive Motion Practice and appeals to the District Court for interim relief, has delayed completion of the cases.

PUBLIC EMPLOYEE LABOR RELATIONS BOARD
STRATEGIC PLAN FY25
AGENCY 37900

- I. **Vision Statement** - The Agency will remain a leading collective expert on public employee bargaining in New Mexico, the preferred source for the resolution of labor/management disputes, and the recognized clearinghouse for information on pending issues and developing trends in labor law in order to promote “harmonious and cooperative relationships between public employers and public employees.”

- II. **Mission Statement** - The New Mexico Public Employee Bargaining Act (PEBA), (§§ 10-7E-1 through 10-7E-26 NMSA 1978), reinstated in 2003 collective bargaining for public employees after the former public employee collective bargaining law expired in 1999. As the agency responsible for executing PEBA, the Public Employee Labor Relations Board has authority over all general collective bargaining matters between public employee labor organizations or individual public employees under the Act and either state agencies or units of local government that that have not established a local labor board. The Board’s mission is to guarantee public employees the right to organize and bargain collectively with their employers; promote harmonious and cooperative relationships between public employers and employees; and protect the public interest by assuring the orderly operation and functioning of the state and its political subdivisions as required by the PEBA, § 2.

As part of its mission the Board also ensures that local labor boards comply with the 2020 amendment to § 10-7E-10 whereby no new labor boards may be created and existing local boards that continued after July 1, 2021, would cease to exist unless by December 31, 2021, and each odd numbered year thereafter, they submit to the PELRB an affirmation that the public employer and each labor organization representing employees of the public employer subject to the local board affirmatively elects to continue to operate under the local board. See § 10-7E-10(D). A local board that fails to timely submit the affirmation shall cease to exist as of January 1 of the next even-numbered year. See § 10-7E-10(E). A local board may also cease to exist if it has a membership vacancy exceeding sixty days in length (§ 10-7E-10(F)), if it repeals its authorizing ordinance, resolution or charter amendment, or by a vote of the local board, which vote is filed with the PELRB (§ 10-7E-10(G)).

Once a local board ceases to exist for any reason, it may not be revived. See § 10-7E-10(H). The Board’s staff monitors local board compliance with the above provisions on a continuing basis.

III. **Program Purposes** – As one of the State’s smallest agencies, the PELRB has only one budgeted purpose – to fulfill the mission set by statute for the agency as outlined above. That purpose will be achieved by accomplishing the goals set forth in this plan.

IV. **Program Goals** – The primary goal of this strategic plan must be to meet the continuing need for promptly scheduling hearings and providing involved parties with timely notice of hearings and related deadlines. Following amendment of the Public Employee Bargaining Act in 2020 that effectively eliminated many of the then-existing local boards and made it easier for a petitioning labor representative to achieve recognition by a “card check” rather than by election, it is more important than ever that staff monitor case progress and scheduling carefully.

Equally as important is the ongoing need for processing the Board’s day-to-day business in a timely manner, such as paying its bills and exercising budget control, so that the existing Memorandum of Understanding with the state’s Administrative Hearings Office to provide fiscal support must be preserved and serviced.

A second goal of the agency’s program is to maintain updated information posted on the Board’s website. The Board recently contracted with a paralegal service to update its Practice Manual and Key word Digest, and the case status report and Hearings Calendar posted on the website is updated weekly.

As its third goal, the Board must monitor developing trends as expressed in decisions by local labor boards, the National Labor Relations Board and the Federal Labor Relations Authority. Monitoring local board decisions will also serve the purpose of ensuring local board compliance with PEBA requirements.

A fourth goal is to conduct interagency training on application of the Public Employee Bargaining Act as needed and as time and budget permits given the priority of processing complaints and petitions and to increase public awareness through public speaking teaching and writing.

The Board’s fifth goal of training its own staff and Board to develop expertise in the substantive law of public employee bargaining generally and PEBA specifically is on hold due to budgetary constraints. Staff will be fully trained in the software programs and equipment needed to complete the tasks necessary to accomplish each of the goals referenced herein, including teleconferencing equipment and techniques that will allow the Agency to improve its remote meeting/hearings capabilities.

V. **Objectives Specific to Each Goal**

• **Goal: Scheduling hearings, providing timely notice processing the business of the Board.**

○ Objectives:

- a. The board shall: (1) hold hearings and make inquiries necessary to carry out its functions and duties; (2) conduct studies on problems pertaining to employee-employer relations; and (3) request from public employers

and labor organizations the information and data necessary to carry out the Board's functions and responsibilities. Within thirty days of a disagreement arising between a public employer and a labor organization concerning the composition of an appropriate bargaining unit, the board or local board shall hold a hearing concerning the composition of the bargaining unit before designating an appropriate bargaining unit. See NMSA 1978 § 10-7E-13(B).

- Strategies/Tasks for accomplishing the objective:
 - a. The agency has already established a shared, centralized calendaring system and has established routine procedures for maintaining the hearing calendar. Staff compliance with those procedures is ongoing. The agency will work with DoIT personnel to improve the shared calendaring and tickler system by having it interact with the case contact and tracking database.
 - b. Staff will also work with DoIT to update the agency website, posting the calendar on the site, linking to reported cases and making the forms interactive. Ongoing maintenance of electronic files will continue hereby reducing paperwork and file space while simultaneously easing access to working files and speeding production monitoring and performance.
 - c. The agency has already established uniform performance expectations, policies and procedures in addition to incorporating those existing by statute or rule along with the State's performance measures. Work will continue on standardizing procedures and evaluation criteria throughout FY25 and the Administrative Assistant's performance review measures comply with these procedures.
 - d. The Board's Executive Director, assisted by the Administrative Assistant, will continue to hold hearings as required by the deadlines set in statute and the Board's rules for designating appropriate bargaining units, certifying and decertifying exclusive representatives and determining prohibited practices complaints as well as maintain proper records of all proceedings before the Board.
 - e. The Board's Executive Director, assisted by the Administrative Assistant, will continue to hold hearings as needed upon request of the Board for the purposes of information gathering and inquiry, adopting rules pursuant to PEBA § 10-7E-12. Toward this end, staff has engaged in cross-training with the Administrative Hearings Office to provide a deeper pool of trained Hearing Officers if needed.
- **Applicable FY25 Performance Measures**
 - a. Percent of decisions overturned on appeal;
 - b. Percent of Petitions and Prohibited Practices Complaint processed within the applicable deadlines.

- **Goal: Processing the Board's day-to-day business in a timely manner.**

- Objectives:
 - a. The Board has made substantial advancement toward maintaining achievement of this goal after first entering into an MOU for fiscal assistance with the State's Administrative Hearings Office. Maintaining

that MOU, by which we contract for the assistance of an AHO employee to serve as our CFO, is essential in meeting this goal.

- Strategies/Tasks for accomplishing the objective:
 - a. Staff will continue to meet weekly with its CFO to discuss all fiscal pending and anticipated fiscal matters.
 - b. On a quarterly basis, the CFO will report to the Board of Directors all her activities and present budget projections.
- **Goal: Improve the Board's website.**
 - Objectives:
 - a. The Board has made improvements to its website during the preceding fiscal year, updating information and making it easier to navigate. Much remains to be done however, primarily creating a new website to make adding or editing content easier, restructuring the tabs and linked items. These updates are ongoing and will be improved during FY25.
 - Strategies/Tasks for accomplishing the objective:
 - a. Court and arbitration decisions as well as Board statistics regarding the number and types of cases heard or other Board action taken are routinely monitored and updated on the Board's website weekly. On a monthly basis, as the Board meets and acts, updates to the website must be posted informing the public of the Board's activities. This is done by calendaring a task in proximity to each Board meeting requiring staff to post the meeting minutes reflecting outcome of each board decision on a case as it occurs. With regard to the court decisions, once notice of each decision is made known to the Executive Director either through the courts' electronic filing notice system or through the Board's legal advisor, staff standard operating procedures will require posting of a .pdf version of each decision under the appropriate tab on the website.
 - b. Maintaining public access through the website to PELRB decisions with regular posting of those decisions as they occur will be ongoing throughout the fiscal year on a monthly schedule. This plan will ensure the public has electronic access to the most accurate and up to date information on New Mexico Public Employee Bargaining.
 - Applicable FY25 Performance Measures:
 - a. There is no specific performance measure associated with this goal and objective. It will be self-evident whether this goal has been achieved.
- **Goal: Monitor developing trends.**
 - Objectives:
 - a. Pursuant to PEBA § 10-7E-9(B)(2) one of the Board's duties is to conduct studies on problems pertaining to employee-employer relations. The Board is empowered to request from public employers and labor organizations the information and data necessary to carry out that duty. This objective is to anticipate trends and educate the Board about them in order to be prepared to modify the Board's procedural rules if necessary or to remain informed about cases across New Mexico and the nation in order to make better decisions as issues are brought before the Board.

- Strategies/Tasks for accomplishing the objective:
 - a. The Executive Director and one or more members of the Board should attend the National Judicial College to increase proficiency as administrative law judges.
 - b. Staff will maintain the Board's membership in two professional organizations — Association of Labor Relations Agencies (ALRA) and National Association of Administrative Law Judiciary (NAALJ). The Agency expects that at least the Executive Director if not one or more members of the Board will have attended one or more training session and/or the NAALJ or ALRA conferences by the end of fiscal year 2024. The Agency subscribes to ALRA and NAALJ newsletters online, which analyze cases and trends in Public Employee labor law. Relevant information from those publications will be transmitted to the Board via e-mail. Staff will maintain these subscriptions and regularly send relevant material to the Board members on a regular basis.
 - c. As the Board identifies issues or areas of interest that are relevant to its mission it will direct staff to undertake the kind of studies contemplated by the Act. The staff will issue subpoenas as necessary to fulfill its investigatory function.
 - d. Staff will track existing performance measures on a quarterly basis.
- Applicable FY25 Performance Measures:
 - a. Percent of decisions overturned on appeal
- **Goal: Conduct training.**
 - Objectives:
 - a. Conduct interagency training on application of the Public Employee Bargaining Act as needed and as time permits given the priority of processing complaints and petitions. The agency will conduct at least one interagency training session in FY25 and the Director will solicit opportunities to address labor relations groups on matters of public interest concerning the Board and its role.
 - Strategies/Tasks for accomplishing the objective:
 - a. Staff will update the PowerPoint presentation outlining the PEBA and put on a presentation using invited speakers and panel discussion moderated by experienced practitioners before the Board and/or members of the judiciary involved in PEBA related cases.
 - b. Once the presentation is prepared staff will notify interested parties via the Board's website and individual invitation to attend the seminar and will be responsible for scheduling and securing a convenient location.
 - c. The ongoing Board statistical tasks being undertaken in connection with other goals and objectives will provide presentation material for presentation to other interested groups as invitations for public speaking are received.
 - Applicable FY25 Performance Measures:
 - a. There is no specific performance measure associated with this goal and objective. It will be self-evident whether this goal has been achieved.

- **Goal: Improve Staff and Board training.**
 - Objectives:
 - a. It is important to the Board's mission that its staff and the Board develop expertise in the substantive law of public employee bargaining generally and PEBA specifically.
 - b. The Agency's goal is to continue training for Board staff related to the computer software used by the Board as well as the state SHARF network with an emphasis on budgeting and reporting procedures.
 - Strategies/Tasks for accomplishing the objective:
 - a. Responsible staff should be fully trained in the software programs and equipment needed to complete the tasks necessary to accomplish each of the goals referenced herein. If budget permits, the Executive Director and one or more members of the Board should attend the National Judicial College to increase proficiency as administrative law judges and in the area of alternative dispute resolution.
 - b. Staff has identified training seminars, at a minimal cost. Staff will pursue these training opportunities as the budget and time permits.
 - Applicable FY25 Performance Measures:
 - a. There is no specific performance measure associated with this goal and objective. It will be self-evident whether this goal has been achieved.

VI. **Conclusion:**

This plan supports the overall mission of the Board to "to guarantee public employees the right to organize and bargain collectively with their employers" by improving the timeliness of hearings and reducing or eliminating errors in notice and scheduling. The collateral effect of improving the speed and number of hearings being held with fewer errors supports the Board's mission of promoting "harmonious and cooperative relationships between public employers and public employees" because it would encourage cooperation as an alternative to Board imposed solutions, and where such cooperation is not possible, a timely Board decision will provide the parties with clarity and a sense of direction with regard to public policies to be pursued. This in turn protects the public interest by ensuring a more orderly operation.