



County of Los Alamos

Minutes

Personnel Board

1000 Central Avenue
Los Alamos, NM 87544

Tuesday, August 20, 2024

11:30 AM

1000 Central Avenue, Suite 110

NOTE: This meeting is in person and open to the public. However, for convenience, the following Zoom meeting link and/or telephone call in numbers may be used for public viewing and participation:

<https://us06web.zoom.us/j/81157720746>

Or telephone; Dial by your location:

US +1 253 215 8782 US or +1 346 248 7799 or +1 720 707 2699 or +1 301 715 8592 or +1 312 626 6799

Webinar ID: 811 5772 0746

1. CALL TO ORDER - ROLL CALL

Chair David Hampton called the meeting to order at 11:31 a.m.

The following members were in attendance in-person or via Zoom: David Hampton, Chair; Bernadine Goldman, Vice-Chair; Sarah Hoover, Member.

Others in attendance in-person or via Zoom: Mary Tapia, Human Resources Manager; Katie Thwait, Deputy County Attorney; and Sonja Martinez, Staff Liaison.

Absent: Stephanie Haaser, Member; James Wernicke, Member; and Keith Lepsche, County Council Liaison.

2. PUBLIC COMMENT

None.

3. APPROVAL OF AGENDA

A motion was made by Chair Hampton, that the Personnel Board approve the June 18, 2024 agenda as presented.

The motion passed unanimously.

4. APPROVAL OF MINUTES

A motion was made by Chair Hampton, that the Personnel Board approve the June 18, 2024 minutes.

The motion passed unanimously.

5. REPORTS**A. Chair's Report - David Hampton**

Chair Hampton will be presenting the Personnel Board's Work Plan to Council tonight.

B. HR Management Report - Mary Tapia

Human Resources Manager Mary Tapia presented the Human Resources Manager Report to the Personnel Board for the months of June and July, 2024. The updates included all areas in HR.

Ms. Tapia also stated that the Compensation Manager position was filled with the Payroll Manager, Sonya Ortiz, and Feliz Esparza has also joined HR as an HR Analyst to work in compensation. The salary increase process was completed and several County staff coordinated to complete the process.

Bernadette Martinez, Deputy HR Manager, was the lead negotiator for the Police Union negotiations, which were completed in record time; the new CBA takes effect July 1, 2024. Union negotiations will begin with IBEW soon. Fiscal year end processes are underway. Other updates were shared with the board, as noted in the HR Manager's Report.

The tuition reimbursement program was discussed, which has a high utilization rate by employees.

C. County Council Liaison - Keith Lepsch

County Councilor Keith Lepsch was not present to give a report to the board.

6. PREVIEW OF UPCOMING AGENDA ITEMS

Recruitment metrics will be added to a future meeting.

7. ADJOURNMENT

The meeting was adjourned at approximately 11:35 a.m.

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 505-662-8040 at least one week prior to the meeting or as soon as possible.

Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Human Resources Division at 505-662-8040 if a summary or other type of accessible format is needed.