



County of Los Alamos

Minutes

Personnel Board

1000 Central Avenue
Los Alamos, NM 87544

Tuesday, April 16, 2024

11:30 AM

1000 Central Avenue, Council Chambers

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/83709636120>

By Telephone:

253 205 0468 or 669 444 9171 or 719 359 4580 or 720 707 2699

Meeting ID: 837 0963 6120

1. CALL TO ORDER - ROLL CALL

Chair Bernadine Goldman called the meeting to order at 11:35 a.m.

The following members were in attendance in-person or via Zoom: Bernadine Goldman, Chair; David Hampton, Vice-Chair; Stephanie Haaser, Member; Sara Hoover, Member; and, James Wernicke, Member.

Others in attendance in-person or via Zoom: Keith Lepsch, County Council Liaison; Mary Tapia, Human Resources Manager; Katie Thwait, Deputy County Attorney; and Nadia Martinez, Recruiter.

2. PUBLIC COMMENT

Former Los Alamos County employees, now retired, spoke to the disadvantages of the County not participating in Social Security and are speaking up in hopes that future retirees do not encounter the same issues.

3. APPROVAL OF AGENDA

A motion was made by member Wernicki, seconded by Member Hoover, that the Personnel Board approve the April 16, 2024 agenda as presented.

The motion passed unanimously.

4. APPROVAL OF MINUTES

[18700-24](#)

Minutes from the Personnel Board Meeting on February 20, 2024.

Attachments: [A - Draft Minutes for February 20, 2024](#)

A motion was made by Vice-Chair Hampton, seconded by Member Haaser, that the Personnel Board approve the February 20, 2024 minutes as presented.

The motion passed unanimously.

5. ELECTION OF OFFICERS

Chair Bernadine Goldman has been Chair since 2021. An opportunity to chair the Personnel Board is available to all member's annually in April. The Board discussed whether any member's would like the opportunity to chair the upcoming 2024/2025 year. The board discussed, motioned for approval and approved the new Chair and Vice-Chair appointments.

A motion was made by Chair Goldman, seconded by Member Haaser, that the Personnel Board nominate, appoint and approve David Hampton as Personnel Board Chair; and,

A motion was made by Member Haaser, seconded by Member Wernicke, that the Personnel Board nominate, appoint and approve Bernadine Goldman, as Vice-Chair.

The motions passed unanimously.

6. REPORTS

A. Chair's Report - Bernadine Goldman

Chair Goldman reported to the Personnel Board that she attended the Boards and Commissions Luncheon on Thursday March 14, 2024. Vice-Chair David Hampton was also present. Members of the various County Boards reported on recent updates since the last luncheon. The Board of Public Utilities reported that the County would be phasing out natural gas by 2070. The County is switching to heat pumps for heating and air conditioning and also switching to electric vehicles for transportation. This will involve every occupied county building. For electricity, Foxtail Flats, will bring 170 megawatts of solar power and 80 megawatts of battery storage from the four corners region. This will provide more than half of our electric power by 2026. The BPU will be planning the electric distribution and the electronic vehicle charging infrastructure. The Transportation Board spoke about road improvements and an e-Bike Sharing pilot project, and Bathtub Row reconstruction. The TB announced that Dial-A-Ride has been extended to 9:00 p.m., and that they support electric buses but said that would take a while, and Bike-to-Work Day is May 16, 2024. The Library Board announced that the library would be providing Canopy, a new movie streaming service starting in April. The library will also be re-launching home delivery and the ability to pay fines by credit card. National Library week was from April 13-19, 2024. The Environmental Sustainability Board is working to obtain Department of Energy approval to allow aerated static composting at the Eco Station in order to have municipal food composting. They held a climate action plan meeting on April 2, 2024. Los Alamos was recently named a Bee City community. The Los Alamos Sustainability Alliance is producing a video to show community members taking climate action. Including items such as going solar, adding insulation, driving EV's and eating a plant-based diet. The Los Alamos County Health Council is holding two health resource fairs - Grandparents Raising Grandkids on May 10, 2024 and Older Adults Resource Fair with Los Alamos Retired Senior Organization on May 14, 2024.

B. HR Manager's Report - Mary Tapia

[18699-24](#) HR Manager's Report

Attachments: [A - HR Management Report for March 2024](#)

Human Resources Manager Mary Tapia presented the Human Resources Management Report to the Personnel Board for the months of March and April 2024. The updates included the following HR areas: Administration, Recruitment, Compensation & ERP / MUNIS, Benefits, HR Training/Staff Development, and Safety and Risk Management. She discussed with the Personnel Board the following highlights from the report: Barbara Bachechi is the new Benefits & Pension Manager as of April 1, 2024. Trey Pereyra turned in his resignation. The Compensation Manager position is still vacant. We will begin reviewing applications next week. Collective Bargaining Agreement negotiations started on March 25, 2024 between the County and IUPA and they are going well. IBEW negotiations with Public Utilities will begin soon. The current agreement expires on September 30, 2024. And, IBEW negotiations with Public Works is still ongoing. The Salary Plan from the market study was approved by County Council and implemented, effective March 2024. The changes affect 160 employees and will become effective on the employee's April 4, 2024 paycheck. There are 16 jobs posted. The Fire Department is recruiting for the next Fire Academy with 154 applicants qualifying. The next hire date will be June 10, 2024 for 15 new fire recruits. PD will fill three vacancies. The County will hire 25 students for an 8-week summer program starting June 10, 2024. The Deputy County Manager position has been filled and will be announced soon. An announcement for the new Airport Manager position will be made soon. Election Workers are actively being recruited. The Recruitment team went to three job fairs in March. Benefits will roll out add on medical benefits through Aon and BCBS. The RFP was published on April 10, 2024 and medical services to take effect on January 1, 2025. An RFP for pension, pension records retention, and a financial advisor is in process and will be effective June 1, 2025. We have six new FMLA requests and three donated leave requests and eight exit interviews were conducted in March. The backbone awards and County Wellness Committee are being revamped. A pre-retirement seminar for employees retiring within 5 years will be held on April 26, 2024.. Selection of LMS has been completed and will be implemented in the Spring. Leadership Academy will have new graduates at the end of April 2024. Leadership Power Skills is being offered and the third cohort will start this summer. Funds for Tuition reimbursement FY24 has been encumbered at 120% and expended at 85%. Several employees are taking advantage of this benefit. Performance ratings will mean merit increases in salary for the new fiscal year. The Risk Manager is working on a FTA audit of our drug and alcohol program. The County continues to increase their safety training compliance numbers. Mary Tapia gave a brief history of the County's withdrawal from Social Security.

C. County Council Liaison - Keith Lepsch

County Council Liaison Keith Lepsch reported that the Budget Hearing process has now ended. Budget hearings > coming to end of growth and phasing into maintenance stage.

7. PREVIEW OF UPCOMING AGENDA ITEMS

A. History of LAC Pension Plan vs Social Security Presentation (6-month refresher) - Mary Tapia

8. ADJOURNMENT

The meeting adjourned at 12:17 p.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.