

Personnel Board Report to Los Alamos County Council, October 26, 2021

- 1) Personnel Board has 5 members:
 - a. Bernadine Goldman, Chair
 - b. Terry Priestley, Vice Chair
 - c. Larry Warner, Member
 - d. Trey Pereyra, Member
 - e. Ed McDaris, Member
- 2) Purpose of Personnel Board, as in Section 8 of the County Code, to serve:
 - a. In an Advisory Capacity in the administration of the County's personnel program, including review of the personnel rules and regulations, the compensation system, and employee recognition and communications.
 - b. In an Appellate Capacity for any employee appeals or hearings of disciplinary actions for employees not covered by collective bargaining agreements, although there were no appeal or hearings this year due to the good work of HR
 - c. To report annually to the County Council
 - d. To provide citizen input on ways and means for improving the County's personnel program, which we do by welcoming public comment at our meetings.
- 3) Meetings: 4th Tuesday of each month, except for November and May
 - a. In this past year, we have had 7 meetings, 6 over Zoom, and starting in July, we have been meeting in person.
 - b. HR Manager, Ty Ryburn, reports to us on HR activities, recruitments, staff development, compensation, and safety and risk management, as well as the impact of the COVID-19 pandemic on County staffing.
- 4) Trainings:
 - a. All Personnel Board members have had County Anti-Harassment Training
 - b. All Personnel Board members have completed the annual conflict of interest forms.
- 5) Accomplishments:
 - a. We reviewed the County's Affirmative Action Plan.
 - b. We reviewed the results of the County Employee Survey, which was held at the end of 2020. We continue to follow up to make sure employee concerns expressed in the survey will be addressed.
- 6) Upcoming Challenges
 - a. Ensuring that the County addresses concerns expressed in the Employee Survey
 - b. Helping to address impacts to the County workforce due to the COVID-19 pandemic
 - c. Helping new HR Manager, Ty Ryburn, in any way we can