

LOS ALAMOS
PERSONNEL BOARD
Regular Meeting Minutes
January 25, 2022

I. Call to Order & Attendance

Ms. Goldman called the meeting to order at 11:35 am. The following individuals were in attendance:

A. Board Members

Bernadine Goldman, Chair
Terry Priestley, Vice Chair
Trey Pereyra, Member

B. Others

Ty Ryburn, Human Resources Manager
Mary Tapia, Assistant Human Resources Manager
Katie Thwaites, Deputy County Attorney

C. Public

None

II. Chair's Report

Ms. Goldman had no formal report.

No action was taken on this item.

III. HR Manager's Report

Mr. Ryburn greeted the board. Mr. Ryburn reviewed the HR Managers Report that was included in the meeting packet. Mr. Ryburn gave an overview of the staffing at Los Alamos County. Mr. Ryburn explained that due to the rise in Covid cases, departments have increased teleworking at their discretion. Mr. Ryburn explained that a personnel rule change regarding holidays would be brought to Council on February 1, 2022. Mr. Ryburn announced that County Manager Lynne revised our recruitment policy to require all new employees be fully vaccinated as a condition of employment with Los Alamos County. Mr. Priestley asked if there would be a provision for medical and religious exemptions. Mr. Ryburn said that the County will work through those requests as they come. Mr. Priestley asked why the Personnel Board was not presented with this policy change. Mr. Ryburn explained that this is a County Managers Administrative Policy which does not require anything procedural from the Personnel Board. Mr. Ryburn informed the board of the minimum wage increase from \$10.50 to \$11.50. Mr. Priestley brought up that he believed the County had passed through Council that the minimum wage for a full time County employee was \$15.00. Ms. Tapia explained that a lot of the positions were brought up to that minimum, but the student positions were not apart of that. Ms. Goldman thanked Mr. Ryburn for his report.

No action was taken on this item.

IV. Approval of Minutes – December 7, 2021

Ms. Goldman mentioned that County Manager Steve Lynne's name is spelled incorrectly and asked for the corrections to be made. Ms. Tapia stated that the corrections would be made. Ms. Goldman called for comments or corrections to the minutes; there were none.

Mr. Priestley made a motion to approve the minutes as corrected. Mr. Pereyra seconded; The roll-call vote was unanimous; the motion passed.

V. Discussion and/or Possible Action Items

A. Reviewing the 2022 Personnel Board Meeting Calendar:

Ms. Goldman asked the board if there was flexibility to change dates for the calendar. Ms. Thwaites mentioned that dates could be changed if needed. Mr. Pereyra commented that the work plan had to be completed by the end of February. Ms. Thwaites stated that if we were unable to meet for our regularly scheduled meeting, we could call a special meeting to complete the work plan at a later date. Ms. Goldman suggested that the date be changed to February 15, 2022, at 10:30am.

Mr. Priestley made a motion to approve the 2022 Personnel Board Meeting calendar as presented with the exception of moving the February meeting to February 15, 2022, at 10:30am. Mr. Pereyra seconded; The roll-call vote was unanimous; the motion passed.

B. Personnel Rule Change for Holidays (Rule 720 and 720.1):

Mr. Ryburn explained that the County is proposing a change to the personnel rules with the addition of Juneteenth and Indigenous Peoples Day. Mr. Ryburn explained that many years ago Indigenous Peoples Day formerly known as Columbus Day was changed into a floating personal holiday. This enabled employees to use this day any day of the year. For Calendar year 2022 the personal holiday will remain. Mr. Ryburn stated that this was also brought before the Racial Inclusivity Task Force, and they supported this change. Mr. Priestley asked for clarification of what this change would bring the County and the cost impact it would have. Mr. Ryburn stated that public safety would be paid overtime for the hours worked on these new holidays. The cost for paying the county on a non-working day would be around \$130,000.00. Ms. Goldman was supportive of the holiday change and commented that she was glad that for FY22 the personal holiday would stay in place. Mr. Ryburn explained that the 4 unions at the county were approached about this change and 3 of the 4 unions responded in opposition. Mr. Priestley asked for clarification on how this opposition is taken into consideration if this is approved. Mr. Ryburn explained that we are obligated to notify them of personnel rule changes and allow a time period to respond. Their response will not necessarily affect the outcome. Mr. Priestley asked a clarifying question about the board's approval. Mr. Ryburn was able to answer his question. Ms. Goldman asks if a motion is required. Ms. Thwaites suggested a motion be passed.

The Personnel Board moves to approve the proposed changes to Rule 720 and 720.1 and make a recommendation to county council for approval. Ms. Goldman made the motion, Mr. Pereyra seconded; The roll-call vote was 2 to 1; the motion passed.

VI. Informational Items:

A. Ed McDaris resigned from the Personnel Board.

B. Next Meeting: The next meeting will be held on February 15, at 10:30 a.m. via Zoom Platform.

VII. Adjournment

Ms. Goldman adjourned the meeting at 12:36 p.m.

Approved:

Bernadine Goldman

8/23/2022

Bernadine Goldman, Chair

Date