



# County of Los Alamos

## Council Meeting Staff Report

November 18, 2020

**Agenda No.:** 6.B

**Indexes (Council Goals):** DPU FY26 - 4.0 Sustain a Capable, Satisfied, Engaged, Ethical and Safe Workforce Focused on Customer Service

**Presenters:** Bob Westervelt

**Legislative File:** 13429-20

### Title

Approval of Budget Revision 2021-17 for Increases to Salaries and Benefits for the International Brotherhood of Electrical Workers (IBEW) Local 611 Agreement with the Incorporated County of Los Alamos

### Recommended Action

**I move that the Board of Public Utilities approve Budget Revision 2021-17. I further move that the budget revision be included in the minutes as an attachment and forwarded to Council for approval.**

### Staff Recommendation

Staff recommends approval of budget revision 2021-17.

### Body

In September 2020, the Board of Public Utilities recommended approval, and County Council approved the Agreement Between the Incorporated County of Los Alamos and The International Brotherhood of Electrical Workers (IBEW) Local 611, for the period of October 1, 2020 through September 30, 2024. The agreement was ratified, signed and became effective on October 1, 2020.

The significant changes to the contract include:

1) Staff and the Union are proposing a four year contract that will begin October 1, 2020 and run through September 31, 2024; 2) Effective the first full pay period following ratification and signature of the Agreement, a five (5)% salary increase will be applied to all members of the unit; 3) Effective the first full pay period in fiscal year 2022, a five (5)% increase will be applied to all members of the unit; 4) Effective the first full pay period in fiscal year 2023, a three (3)% increase will be applied to all members of the unit; 5) Effective the first full pay period in fiscal year 2024, a one (1)% increase or an increase equal to the difference between 14% and the aggregate percentage amount appropriated by the County Council incorporated into the County's Salary Plan for FY2021 through FY2024, which ever is greater; 6) A one-time lump sum of \$300 to be paid on the second pay period following ratification; 7) Boot allowance increased to \$200 per year;

8) Under the Grievance Procedures, language was added that more clearly identifies the process steps and timelines; Further language has been included that if a court reporter is used for arbitration, the cost is split between the two parties and if a party requests a transcript, the requesting party will pay for the transcript; 9) Under Meals and Expenses, if an employee is called out, the employee will be entitled a meal after four hours and every five hours after until released from work. If the meal is earned but not eaten, they get \$20 to be filed through an expense claim.

The attached budget revision 2021-17 reflects the changes to salaries and benefits impacted by the approval of the agreement highlighted in item #2 and item #6 above. The total change in salaries and benefits for Electric Distribution is \$35,709 and Water Production \$9,685. A total of \$45,394 to FY21

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approved budgets for the DPU.

**Alternatives**

If the budget revision is not approved, the changes to salaries and benefits could be funded by cuts to projects and operating budgets approved in FY2021.

**Fiscal and Staff Impact**

Increase of \$45,394 to FY21 approved budgets.

**Attachments**

A - Budget Revision 2021-17

B - Budget Revision 2021-17 Detail