



# County of Los Alamos

## Council Meeting Staff Report

June 25, 2024

<b>Agenda No.:</b>	G.
<b>Indexes (Council Goals):</b>	Quality Excellence - Employee Recruitment and Retention, Quality of Life - Public Safety
<b>Presenters:</b>	Anne Laurent; Linda Matteson
<b>Legislative File:</b>	18880-24

### Title

Approval of the Collective Bargaining Agreement Between the Incorporated County of Los Alamos and the International Union of Police Associations (IUPA), AFL-CIO, Local No. 14

### Recommended Action

**I move that the Council approve the Collective Bargaining Agreement between the Incorporated County of Los Alamos and The International Union of Police Associations (IUPA), AFL-CIO, Local No. 14 and direct the County Manager to execute the Agreement on behalf of the County.**

### County Manager's Recommendation

The County Manager recommends that Council approve the Agreement as requested.

### Body

Los Alamos County and the International Union of Police Associations (IUPA), AFL-CIO, Local No. 14 entered into negotiations on April 1, 2024, and through a series of mutually agreed upon meetings, came to a tentative agreement on June 3, 2024. Attachment A shows the proposed collective bargaining agreement (CBA). The highlights of the CBA include:

1. Term of July 1, 2024 to June 30, 2028.
2. The Bargaining Unit Employees will have a step adjustment effective the first full pay period following ratification and signature of agreement and through FY2028 as follows:
  - 2A. Step Adjustments (Exhibit A in CBA)
    - a. Officer beginning step will be adjusted to FY24 step 5, or roughly 4% and collapsed to a maximum of 10 steps.
    - b. Corporal beginning step will be adjusted to FY24 step 5, or roughly 4%.
    - c. Sergeant beginning step will be adjusted to FY24 step 4, or roughly 3%.
3. Bargaining Unit Employees may earn salary increases of 1%, 2%, or 3% for "Meets Expectations", "Exceeds Expectations", or "Far Exceeds Expectations", respectively, on their performance appraisal evaluation.
4. Uniform allowance of \$500 annually for purchase footwear, shirt, holsters, pants, gloves, outer vest carrier with accessories, jacket, hats or beanies, knives, duty belts, under belts, rain gear, business suits or business attire.
5. Description of grievance process.
6. Salary structure increases of 2% in FY2026, FY2027, and FY2028

The IUPA members of Local No. 14 ratified the CBA on June 17, 2024.

### Alternatives

The alternative is to not approve the negotiated Agreement and direct the County to return to the negotiations table.

This proposed CBA is the result of good-faith negotiations between the County and IUPA. Although

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the parties could continue to negotiate different terms, the staff believes that approval of this contract is in the parties' best interests.

**Fiscal and Staff Impact/Unplanned Item**

The fiscal impact of this agreement is approximately \$132,000/year which will be recurring in FY26, and an additional 1-5% increase based on agreed upon Merit and Structure Increases in FY26, FY27, and FY28. A budget revision may be necessary and will be brought to Council since the funding is not part of the FY25 adopted budget, after carryover budget savings are analyzed.

**Attachments**

A - IUPA CBA - Final