



County of Los Alamos

Council Meeting Staff Report

May 18, 2022

Agenda No.:

Indexes (Council Goals): DPU FY2020 - 4.0 Sustain a Capable, Satisfied, Engaged, Ethical and Safe Workforce Focused on Customer Service

Presenters: Philo Shelton

Legislative File: 15930-22

Title

Discussion and Approval of Inflation and COVID Pay

Recommended Action

I move that the Board of Public Utilities approve the proposal as presented and forward to Council for final approval.

Utilities Manager Recommendation

The Utilities Manager recommends approval of the motion as presented.

Body

Background

The County's current work environment and our employees' compensation are currently being negatively impacted by both inflation and the ongoing impacts associated with the COVID pandemic. During the past few months, inflation has more than doubled and now has surpassed 8%. As part of this, fuel prices have almost doubled. COVID is still with us and continues to impact our work. In order to partially recognize and address these current impacts, we are proposing a one-time lump-sum Inflation and COVID payment. Because these factors tend to have a larger impact on lower paid employees as well as employees that commute from out of the County, the proposal recommends two tiers of payments, with the higher dollar amount provided to the tier more greatly impacted. In addition, there would be a third tier for temp and casual employees.

County Council gave Staff tentative approval of this proposal for non-union staff and direction for management to discuss with the exclusive representatives all 4 of our collective bargaining units about this concept and asked to return on May 24th to seek final approval from County Council. For DPU, both the International Brotherhood of Electrical Workers and the Plumbers and Pipefitters Unions have agreed to this proposal.

Proposal

Eligibility: Employees (regular, limited-term, temporary, and casual) that are active as of May 29th and remain active, and working or on approved leave, from May 29th through June 25th. The payments below are subject to tax withholding.

Tier 1 - \$2,000

Non-Exempt Employees, and Exempt Employees with base salaries under \$80,000.

Tier 2 - \$1,000

Exempt Employees with base salaries of \$80,000 or higher

Tier 3 - \$250

Temporary and Casual

Alternatives

The BPU could choose to modify the suggested action or not move ahead with this item.

Fiscal and Staff Impact/Unplanned Item

There would be a small amount of staff time needed to process this as an additional pay. The estimated total cost as currently outlined is approximately \$1,150,000 (\$~570K General Fund, ~\$280K Fire, ~\$180K Utilities, ~\$120K other funds). If approved by County Council on May 24th, the Utilities salary vacancy savings will cover the \$180,000 required to implement this proposal and no budget revision would be required.