

# Personnel Board

## **Human Resources Division**

**May 2026**

### **Administration**

- The Personnel Board has one (1) vacant position that we are currently recruiting for.
- HR / Risk attended a team building retreat in Glorieta.
- Recognized six members of the HR staff for their individual accomplishments in professional development, leadership, and collaboration and cooperation.
- HR is working on updating policies to be more consistent with County Code and Personnel Rules.
- HR plans on updating the Personnel Rules in 2026, which will involve the Personnel Board and Council Approval.

### **Safety & Risk Management**

- **Training Stats:**
  - Safety training is at 94% compliance.
  - Risk Management held 2 Heavy Equipment Academy trainings.
  - The NM Self Insurer's Fund Loss Control Department was on site to conduct facility safety walk throughs.
  - The NM Self Insurer's Fund, Aon Insurance, and Starr Insurance conducted a safety inspection of the Abiquiu and El Vado Hydro Plants.

### **Compensation & HRIS/Munis**

- The Compensation team continues to partner with the Training division to ensure timely completion of all employee evaluations.
- Preparations are underway for annual pay increases which include a 1% structure along with applicable merit increases for General County employees.
- The single – rate salary tables for Casual and Temporary employees, introduced in the updated Compensation Policy, have been implemented within Munis in advance of the scheduled pay increase effective the first full pay period of June.

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## **HR Training/Staff Development**

- The Training and Compensation teams are wrapping up the annual PPA cycle, ensuring timely completion of all outstanding PPAs.
- Training has been working on rolling out two new trainings, which will be available in June: Manager Need to Know and Antiharassment Training. Employees required to take these trainings will see the assignments in LAC University.
- We are wrapping up tuition reimbursements for FY26 and are currently accepting applications for tuition reimbursement for the fall 2026 semester.

## **Recruitment**

- 13 Jobs posted in May, 70 YTD (Calendar Year)
- 192 Applications received in May, 993 YTD (Calendar Year)
- Average applications per posting for May is 15 and 14 YTD
- 19 new hires in May and 64 YTD
- 6 promotions in May and 63 YTD
- Vacancy Rate is 5.98% (Excluding Temps, Casuals and Limited Terms)

## **Benefits**

- Benefits is currently soliciting responses to four RFPs for Dental, Vision, and Long-Term Disability Insurance, as well as an Employee Benefits Consultant. These items expire at the end of 2026.
- Benefits conducted 5 retirement planning meetings in May.
- The Benefits Team conducted 7 exit interviews in May.

Congratulations to the following individuals on their service anniversaries with Los Alamos County:

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## **10 years**

- Carlos Martinez

## **15 years**

- Timoteo Martinez

## **20 years**

- Catherine D'Anna
  
- Congratulations to the following team members who earned Recognition Coins this month:

Matthew Martinez – Leadership and Personal Development

Victoria DeVargas – Personal Development

Mia Casados – Personal Development

Jennifer Rodgers - Cooperation

Jason Trujillo- Leadership

Sonya Ortiz - Cooperation

Your hard work directly demonstrates the County's values, and we congratulate you on striving to meet the mission and vision of the County. Thank you for your exceptional efforts and for being an inspiring part of our team.

- Retirements: We would like to congratulate the following individuals on their retirement from the County in May and thank them for their service:
  - Gilbert L. Padilla: Police after 3 Years
  - John Fesser: DPU Water Production after 27 Years
  - Mary Tapia: CM Human Resources after 7 Years

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## **Employee & Labor Relations:**

- Negotiation with UAPP is complete. The contract has been ratified. It will go to BPU on June 3<sup>rd</sup>.