

COMMITTEE ON BUDGET, APPROPRIATIONS & FINANCE  
36<sup>TH</sup> LEGISLATURE OF THE VIRGIN ISLANDS

# POST AUDIT DIVISION

FISCAL YEAR 2026 BUDGET ANALYSIS

## Virgin Island Labor Management Committee

August 15, 2025



COMMITTEE ON BUDGET, APPROPRIATIONS & FINANCE  
36<sup>TH</sup> LEGISLATURE OF THE VIRGIN ISLANDS

# POST AUDIT DIVISION

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## VIRGIN ISLANDS LABOR MANAGEMENT COMMITTEE'S OVERVIEW

The Virgin Islands Labor Management Committee (VILMC) was established to enhance collaboration between labor and management across the Territory. Created through legislative action, the Committee was designed to serve as a neutral forum for addressing labor-related issues, improving workplace relations, and fostering cooperative problem-solving between employers and employees in both the public and private sectors. Since its inception, the Committee has supported initiatives in workforce development, conflict resolution, and training, helping to strengthen labor-management partnerships and promote economic stability in the Virgin Islands.

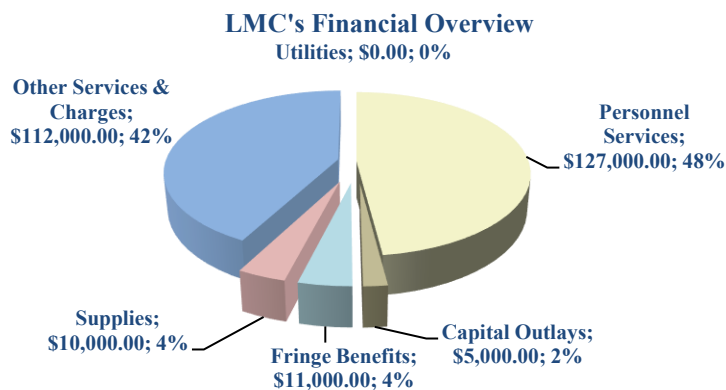
A non-profit with a 501(c) (3) designation, VILMC fosters and promotes the improvement of Labor Management relations for all employees of the Government of the Virgin Islands through:

- Programs
- Lectures
- Seminars
- Outreach
- Publications

A critical component in facilitating dialogue on key labor issues; VILMC hosts workshops, mediating disputes, and supporting training programs aimed at improving productivity and workplace relations. By serving as a bridge between labor unions, government agencies, and private sector employers, the VILMC contributes towards a more cooperative and efficient labor environment in the Territory.

## VIRGIN ISLANDS LABOR MANAGEMENT COMMITTEE AT A GLANCE

The Governor has recommended a **\$200,000** General Fund appropriation for the Virgin Islands Labor Management Committee for Fiscal Year 2026. Separately, the Committee has submitted a projected budget outlining expenditures totaling **\$265,000**, reflecting a *\$65,000 shortfall between the recommended funding and the Committee's anticipated operational needs*.



*Exhibit I*

VILMC further anticipates the following goals for Fiscal Year 2026.

<b>FY 2026 ANTICIPATED GOALS:</b>
Re-organizing Agency Labor Management Committees, in each Agency. (The Master Collective Bargaining Agreement in the VI Government requires that the agencies organize Agency LMC's.
Administrative Hearing Process
Customer Services
Diversity in the Workplace
Contract Administration
Grievance Handling
Shop Steward Grievance Investigating
Grievance Committee
Interpersonal Communication
Unacceptable Behavior in the Workplace
Other specialized training, as deemed appropriate and by request. LMC continues to offer the use of the LMC conference room to the Government of the Virgin Islands department and agencies for meetings, trainings, mediations and arbitrations. We will continue to utilize the Public Employees Relations Board (PERB) training room in St. Croix to conduct these trainings.

*Exhibit II*

## FUND FLOW ANALYSIS

The Virgin Islands Labor Management Committee submitted to the Post Audit Division a line-item comparison of expenditures, outlining its projected spending for Fiscal Year 2026. *Exhibit III* displays the actual expenditures for Fiscal Year 2024 and the year-to-date spending for Fiscal Year 2025

	<b>FY 2024 Actuals</b>	<b>FY2025 as of August 14, 2025</b>	<b>Projected 2026 Budget</b>
Personnel Services	\$112,000.00	\$109,313.15	\$127,000
Capital Outlays	\$0.00	\$0.00	\$5,000
Fringe	\$10,000.00	\$7,690.24	\$11,000
Supplies	\$5,000.00	\$5,000.00	\$10,000
Other Svcs & Chgs.	\$63,000.00	\$58,650.00	\$112,000
Utilities	\$0.00	\$0.00	\$0
<b>Grand Total</b>	<b>\$190,000.00</b>	<b>\$180,653.39</b>	<b>\$265,000.00</b>

*Exhibit III*

The Committee has demonstrated a steady increase in spending over the past three fiscal years, reflecting expanded programmatic goals and operational needs.

- In FY 2024, actual expenditures totalled **\$190,000**.
- As of August 14, 2025, FY 2025 expenditures stand at **\$180,653**, which **represents 95% of the FY 2024 actuals**, **with approximately six weeks remaining in the fiscal year**.
- For FY 2026, VILMC has **projected total expenditures of \$265,000**, which reflects a:
  - **39.5% increase over FY 2024** actual spending, and
  - **46.7% increase over FY 2025** spending to date.

An increase in projection would suggest the VILMC anticipates broader activities or initiatives in FY 2026.

## PERSONNEL SERVICES

The Virgin Islands Labor Management Committee submitted the following personnel listing for Fiscal Year 2026 in *Exhibit IV*.

Position	Salary
Executive Director	\$75,000
Executive Assistant	\$45,000
Custodial (Part-Time)	\$7,000
<b>Total</b>	<b>\$122,000</b>

*Exhibit IV*

## RENTAL

The Virgin Islands Labor Management Committee leases office space from St. Thomas Properties, LLC, located at #8000 Nisky Center, Suite 740B, St. Thomas. The office measures approximately 496 square feet and includes a small conference room used for workshops, union meetings, negotiations, and arbitrations. The **monthly rental cost is \$1,775.68**, which *includes \$218.24 in common area charges* covering electricity and air conditioning.

## CONTRACTS/MONTHLY CHARGES

VILMC has approximately \$532 in monthly charges.

Contracts & Monthly Charges	
ADT	\$32.41
One Communication Services	\$400.00
One Communication (Internet Services)	\$99.95
<b>Total</b>	<b>\$532.36</b>

*Exhibit V*

## VILMC TRAINING PROGRAM

The VILMC conducts various training initiatives aimed at promoting awareness and understanding of labor relations to include the following during Fiscal Year 2025.

### Workshops

- March 27, 2025, Grievance Committee Meeting with VISNA Nurses
- April 7, 2025, Customer Service training with Bureau of Motor Vehicle -STT/STJ
- April 8, 2025, Customer Service training with Bureau of Motor Vehicle- STT/STJ
- April 10, 2025, Customer Service training with Bureau of Motor Vehicle- STX
- April 11, 2025, Customer Service training with Bureau of Motor Vehicle-STX

### Labor Management Activities Union Meetings

- October 28, 2024, Labor Management Committee (ALMC) with Department of Licensing and Consumer.
- February 12, 2024, WEA union meeting.
- February 19-20, 2024, Arbitration with Bureau of Corrections SIU vs. Office of Collective Bargaining.
- March 12, 2024, WEA union meeting.
- March 20, 2024, WEA union meeting.

### **Other Meetings**

- On January 24, 2025, attended OMB Budget Training
- On February 25, 2024, meeting with Commissioner Molly at Department of Labor.
- On March 21, 2025, attended OMB Seminar

The Committed focused attention on addressing issues, and conflict management, with Unions at the union meetings. The unions are allowed to use the VILMC conference room at no cost. Most meetings are conducted after 5:00 p.m.

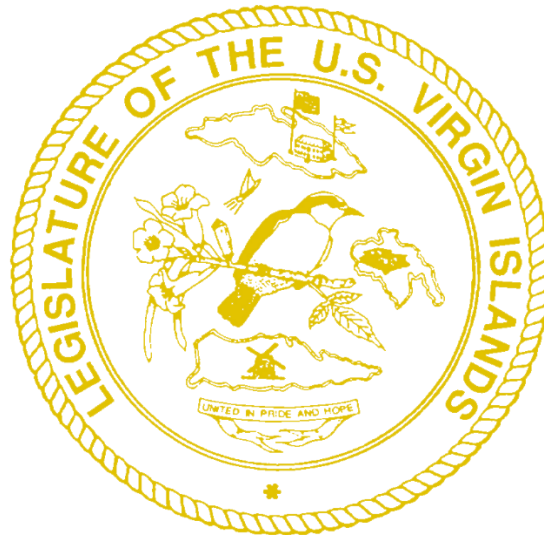
### **SUMMARY**

The Governor has recommended from the General Fund **\$200,000** for Fiscal Year 2026 operating budget for the Virgin Islands Labor Management Committee. This amount is the same as what was appropriated for Fiscal Year 2025.



Theodora Philip, DBA  
Post Auditor





COMMITTEE ON BUDGET, APPROPRIATIONS & FINANCE  
- POST AUDIT DIVISION -

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