

COMMITTEE ON BUDGET, APPROPRIATIONS & FINANCE
36TH LEGISLATURE OF THE VIRGIN ISLANDS

POST AUDIT DIVISION

FISCAL YEAR 2027 BUDGET ANALYSIS

Virgin Island Labor Management Committee

July 24, 2026



COMMITTEE ON BUDGET, APPROPRIATIONS & FINANCE
36TH 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 **\$285,000** General Fund appropriation for the Virgin Islands Labor Management Committee for Fiscal Year 2027.

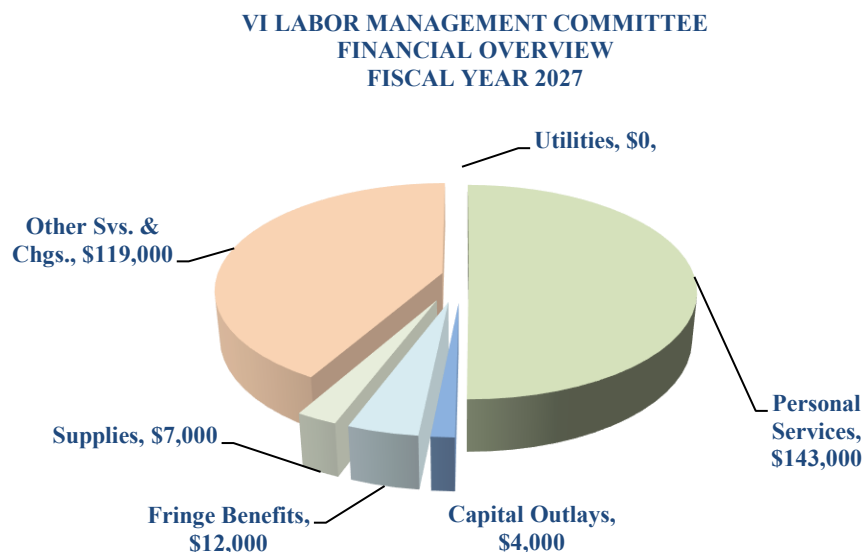


Exhibit I

VILMC further anticipates the following goals for Fiscal Year 2027.

FY 2027 ANTICIPATED GOALS:
Re-organizing Agency Labor Management Committees, in each Agency. (<i>The Master Collective Bargaining Agreement in the VI Government requires that the agencies organize Agency LMC's</i>).
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
Dealing with Difficult People
Managers and Supervisors Labor Relations
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, training, mediations and arbitrations. We will continue to utilize the Public Employees Relations Board (PERB) training room in St. Croix to conduct these trainings.
Getting our presenters and staff training.

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 recommended spending for Fiscal Year 2027. *Exhibit III* displays the actual expenditures for Fiscal Year 2025 and the year-to-date spending for Fiscal Year 2026.

	FY 2025 Actuals	FY 2026 as of June 17, 2026	Recommended FY 2027 Budget
Personnel Services	\$122,000.00	80,345	\$143,000
Capital Outlays	\$0.00	0	4,000
Fringe	\$10,000.00	6,429	12,000
Supplies	\$5,000.00	3,000	7,000
Other Svcs & Chgs.	\$63,000.00	44,982	119,000
Utilities	\$0.00	0	0
Grand Total	\$200,000.00	134,757	\$285,000

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 2025, actual expenditures totalled **their entire budget of \$200,000**.
- As of June 17, 2026, FY 2026 expenditures stand at **\$134,756.52**, which **represents 63% of the FY 2026 actuals**, with approximately thirteen weeks remaining in the fiscal year.

PERSONNEL SERVICES

A total of **\$143,000** has been budgeted for VILMC's personnel services which comprises two full-time employees and one part-time custodial worker to cover the organization's daily operations.

This reflects a \$1,000 difference between the budgeted personnel services allocation and the reported salary expenditures reported by the Committee.

Position	Salary
Executive Director	\$85,000.00
Executive Assistant	\$45,000.00
Custodial (Part-Time)	\$12,000.00
Total	\$142,000.00

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 \$2,153.79**, which *includes \$640.67 in common area charges* covering electricity and air conditioning. The lease agreement was renewed on February 25, 2025, and expires February 28, 2030.

CONTRACTS/MONTHLY CHARGES

VILMC has approximately \$672 in monthly charges.

Contracts & Monthly Charges	
ADT	\$32.41
One Communication Services	\$540.00
One Communication (Internet Services)	\$99.95
Total	\$672.36

Exhibit V

VILMC ACCOMPLISHMENTS

- VILMC Information Brochure – To provide additional information including frequently asked questions, training programs, and other pertinent information.
- VILMC members will continue to act as presenters while providing cost savings to Government agencies.
- Continue to provide essential training programs.

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 2026.

Workshops

- September 4, 2025, Grievance Committee Training with VISNA Nurses
- April 21, 2026, Customer Service training with Bureau of Motor Vehicle – St. Thomas/St. John and St. Croix.
- May 21, 2026, Dealing with difficult people with the Bureau of Motor Vehicle.
- May 26, 2026, Shop Stewart training with WEA and P&T union – St. Thomas.
- June 10, 2026, Shop Stewart training with WEA and P&T union – St. Croix

Labor Management Activities Union Meetings

- February 27, 2026, WEA union meeting
- February 24, 2026, VIPD LESU union meeting
- January 19, 2026, WEA union meeting
- December 18, 2025, WEA union meeting

Other Meetings

- August 19, 2025, met with Federal Mediation Conciliation Services Commissioners and Training team.

The Committee focused attention on labor relations, emphasizing the importance of addressing workplace issues and conflict management during union meetings. The unions are permitted to use the VILMC conference room at no cost for these meetings, which are typically held after 5:00 p.m.

COMPLIANCE, OVERSIGHT & CORRECTIVE ACTION REVIEW

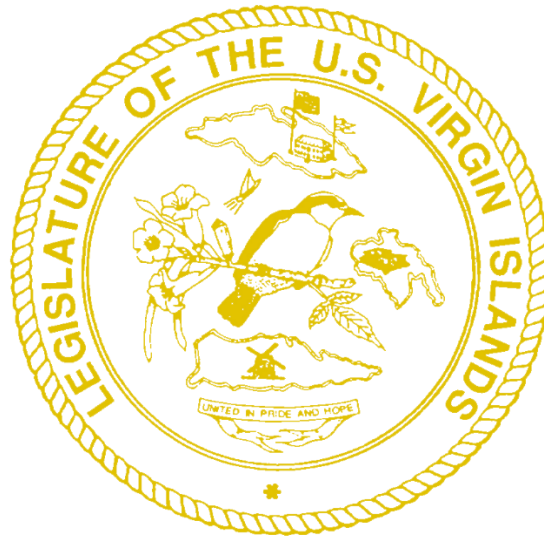
The VI Labor Management Committee was not a part of any federal nor local audit for Fiscal Year 2025 or the current fiscal year.

SUMMARY

The Governor has recommended a General Fund appropriation of **\$285,000** for the Virgin Islands Labor Management Committee's Fiscal Year 2027 operating budget. This recommendation represents an increase of **\$85,000** over the Fiscal Year 2026 appropriation of **\$200,000**.



Theodora Philip, DBA
Post Auditor



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