

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

POST AUDIT DIVISION

FISCAL YEAR 2027 BUDGET ANALYSIS

Office of Collective Bargaining

June 24, 2026



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

POST AUDIT DIVISION

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OFFICE OF COLLECTIVE BARGAINING’S OVERVIEW

Pursuant to Title 24 V.I.C. Section 377(b), the Office of Collective Bargaining (OCB) has the power and duty to represent the executive branch of government and its departments, agencies and divisions in all collective bargaining proceedings and labor disputes. This includes mediation, arbitration, civil court proceedings, appeal proceedings and administrative proceedings before the Public Employees Relations Board (PERB). Consequently, OCB also functions as would a small law office, coordinating and defending the government’s legal position and defence in a variety of matters. This requires the close supervision and direction of a legal staff, including Attorneys, Paralegals and Labor Relations Specialists by the Chief Negotiator.

To fulfill our legal mandate to fairly engage in the collective bargaining process and enhance the relationship between labor and management is the Office’s mission.

OFFICE OF COLLECTIVE BARGAINING AT A GLANCE

During the Office’s Fiscal Year 2026 budget hearing, testimony was given on the following. *Exhibit I* contains an update on the status of the initiatives:

FY 2026 INITIATIVES	UPDATE
Goals:	
Reduce labor disputes, continue training management in labor relations, and improve relations between management and labor.	Ongoing
Receive inquiries daily from agencies seeking guidance on legal issues, organizational plans, or OCB’s intervention in various collective bargaining matters.	Ongoing
Receive calls from union seeking an amicably resolve for issues without filing grievances or other formal complaints.	Ongoing
367 Pending Cases:	473
<ul style="list-style-type: none"> • 294 Rights Arbitration (RA) Cases • 36 Unfair Labor Practice Charges • 27 Civil Cases • 7 Unit Clarification (UC) Cases • 1 Equal Employment Opportunity (EEOC) Cases • 1 Government Service Appeal Case • 1 Recertification Case (RC) 	390 46 26 8 1 1 1
Negotiations:	
OCB engaged in fifteen (15) labor unions that represent thirty-three (32) bargaining units. OCB manages the following: <ul style="list-style-type: none"> • 32 Collective Bargaining Agreements 	16 Labor Unions represent 31 bargaining units. Of the 31 Agreements 30 are Collective Bargaining Agreements.

Exhibit I

The Office of Collective Bargaining received a Fiscal Year 2026 appropriation of \$1,263,391. As of June 8, 2026, \$804,414 has been allotted, representing approximately 64% of the total appropriation. Of the amount allotted, \$18,954 has been obligated, representing approximately 2.4% of allotments, while \$484,969 has been expended, accounting for approximately 60% of allotted funds and 38% of the total appropriation.

A remaining \$458,977, or 36% of the appropriation, has yet to be allotted. Additionally, \$18,954 remains obligated but unexpended. Within the allotted amount, approximately \$300,491 remains available for obligation or expenditure.

Exhibit II provides a detailed visual depiction of the appropriation, allotment, obligation and expenditure levels for OCB.

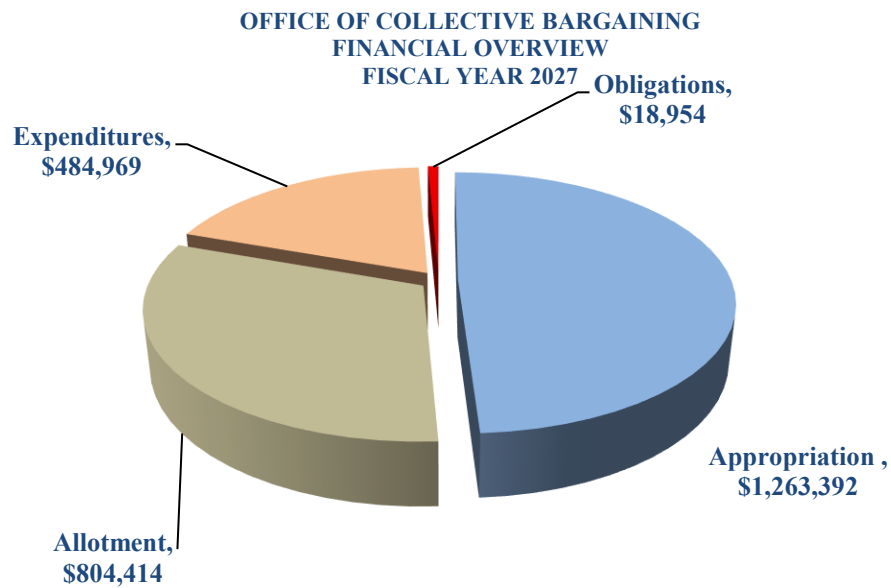


Exhibit II

FUND FLOW ANALYSIS

The Office’s Fiscal Year 2026 fund flow analysis outlines the Office of Collective Bargaining budget across five (5) key components: appropriation, allotment amount, obligations, expenditures, and balance available; and notes that the obligations reflect commitments made through September 30, 2026. This analysis can be viewed as *Exhibit III*.

Dept.	Fund Source	Appropriation	OCB Allotted as of June 8, 2026	Obligated	Expended as of June 10, 2026	Balance	Remarks
OCB	General	\$1,263,391	\$804,414	\$18,954	\$484,969	\$759,468	\$458,977 unallotted/\$300,491 allotted but remains unspent

Exhibit III

FISCAL YEAR 2027 BUDGET SUMMARY

The Governor has recommended a General Fund appropriation of **\$1,574,728** for Fiscal Year 2027. *Exhibit IV* provides a three-year financial summary for the Office of Collective Bargaining. The Office’s budget ceiling was not reduced for the removal and transfer of utility costs to the Single Payer Utilities Fund according to the Office of Management and Budget Fiscal Year 2026 Allotment Log. However, the Office pays CPTC Investments, LLC, for water usage directly. While the electricity cost is paid through the Single Payer Utility Fund.

Description	FY 2025 Actuals	FY 2026 Budget Act No. 9035	FY 2027 Recommendation	Variance	% Change
General Fund:					
Personnel Services	\$508,999.49	\$692,487	\$867,215	\$174,728	25.23%
Fringe Benefits	\$207,895.14	\$299,645	\$371,168	\$71,523	23.87%
Supplies	\$29,308.72	\$89,500	\$40,000	-\$49,500	-55.31%
Other Service and Charges	\$120,376.36	\$168,759	\$163,345	-\$5,414	-3.21%
Utilities	\$458.32	\$13,000	\$13,000	\$0	0.00%
Capital Outlays	\$0.00	\$0	\$120,000	\$120,000	100.00%
Total General Fund	\$867,038.03	\$1,263,391	\$1,574,728	\$311,337	24.64%

Exhibit IV

PERSONNEL SERVICES

The Governor’s Fiscal Year 2027 General Fund recommendation for Personnel Services is **\$867,215**, reflecting an increase of \$174,728, a 25.23% difference from the FY 2026 appropriation of **\$692,487**.

Personnel data for the Office of Collective Bargaining submitted by the Office of Management and Budget is consistent with figures published in the Fiscal Year 2027 Executive Budget:

- According to the OMB’s Fiscal Year 2027 personnel listing, the Office has received an allocation of 12 positions funded by the General Fund.

Office of Collective Bargaining			Position Classification				Adjustments
Fiscal Year 2027			Unclassified		Classified		
Fund Name	Pos #	FY 2027 Budget	Pos #	Total	Pos #	Total	Total
General Fund – 0100	12.00	\$867,215	3.00	\$344,400	9.00	\$523,215	\$0
Grand Total	12.00	\$867,215	3.00	\$344,400	9.00	\$523,215	\$0

Office of Collective Bargaining			Position Classification				Adjustments
Fiscal Year 2026			Unclassified		Classified		
Fund Name	Pos #	FY 2026 Budget	Pos #	Total	Pos #	Total	Total
General Fund – 0100	12.00	\$692,487	9.00	\$413,687	3.00	\$278,800	\$0
Grand Total	12.00	\$692,487	9.00	\$413,687	3.00	\$278,800	\$0

Exhibit V

The Office of Collective Bargaining reported the following activity for Fiscal Year 2026:

- 0 New Hires
- 0 Separations
- 0 Retirements

OTHER SERVICES & CHARGES

Exhibit VI presents a comparative analysis of expenditures for Fiscal Year 2025, the revised budget of Fiscal Year 2026, and the Governor’s recommendations for Fiscal Year 2027 under the Other Services and Charges line item.

Description	FY 2025 Actuals	FY 2026 Revised Budget	FY 2027 Recommendation	Variance	% Change
General Fund					
Credit Card Expenses	\$27,725	\$25,000	\$30,000	\$5,000	0.00%
Repairs and Maintenance	\$39,113	\$12,500	\$9,000	(\$3,500)	-28.00%
Automotive Repair & Maintenance	\$89	\$10,000	\$10,000	\$0	0.00%
Rental of Land/Buildings	\$25,161	\$31,759	\$30,345	(\$1,414)	-4.45%
Professional Services	\$7,606	\$0	\$0	\$0	0.00%
Security Services	\$1,204	\$2,000	\$2,000	\$0	0.00%
Training	\$0	\$20,000	\$0	(\$20,000)	-100.00%
Communication	\$17,997	\$30,000	\$30,000	\$0	0.00%
Advertising & Promotion	\$490	\$1,000	\$1,000	\$0	0.00%
Printing and Binding	\$0	\$1,000	\$1,000	\$0	100.00%
Transportation - Not Travel	\$2,672	\$3,000	\$5,000	\$2,000	100.00%
Travel	\$11,689	\$10,500	\$20,000	\$9,500	90.48%
Travel/Cash Advance	\$0	\$5,000	\$0	(\$5,000)	-100.00%
Purchase Bulk Airline	\$5,476	\$15,000	\$25,000	\$10,000	66.67%
Other Services NOC	\$3,206	\$2,000	\$0	(\$2,000)	-100.00%
Total General Fund	\$142,428	\$168,759	\$163,345	(\$10,414)	-3.21%

Exhibit VI

LEASES/RENTAL

Exhibit VII lists all leased properties currently leased by the Office of Collective Bargaining.

Lessor	Address	Terms	Annual Rent	Funding Source
CPTC Investments, LLC	5001 Chandler's Wharf Suite 10, Christiansted, VI 00820	6/1/2022 - 5/31/2027	\$18,000.00	General Fund
PERB	5001 Chandler's Wharf C'sted, VI 00820	1/1/2024 - 1/1/2027	\$1,200.00	General Fund
Prime Storage St. Thomas, LLC	9160 Estate Thomas, St. Thomas, VI 00802	1/1/2026 - 12/31/2027	\$10,425.00	General Fund
GERS	3438 Kronprindsens Gade, St. Thomas, VI 00802	1/1/2024 - 12/31/2028	\$720.00	General Fund
		Total	\$30,345.00	

Exhibit VII

PROFESSIONAL SERVICES CONTRACTS

Displayed below in *Exhibit VIII* is OCB’s Professional Service Contracts for Fiscal Year 2027.

Vendor/Name	District	Annual Payment	Period	Purpose	Type of Service	Funding Source
Real Tech Exterminating	STX	\$480.00	10/1/25-9/30/26	Exterminating Service	Maintenance	General Fund
		\$480.00				

Exhibit VIII

VEHICLE

The Office of Collective Bargaining maintains one (1) vehicle in the St. Croix District. *Exhibit IX* provides the vehicle inventory. As of the reporting period, gasoline expenditures for the St. Croix District total \$200.00, while vehicle maintenance expenditures total \$0.00.

District	Make	Model	Year	License Plate No.	Funding	Lease/ Own	Conditions/ Comments	Maintenance Cost Amount FY 2026	Gas Amount
STX	Chevy	Equinox	2015	CHZ-293	General	Own	Fair	\$0.00	\$200.00
							Total	\$0.00	\$200.00

Exhibit IX

COMPLIANCE, OVERSIGHT & CORRECTIVE ACTION REVIEW

The Office of Collective Bargaining was not a part of any federal nor local audit for Fiscal Year 2025 or the current fiscal year.

OUTSTANDING VENDOR PAYMENTS

The Office of Collective Bargaining does not have any outstanding vendor payments.

SUMMARY

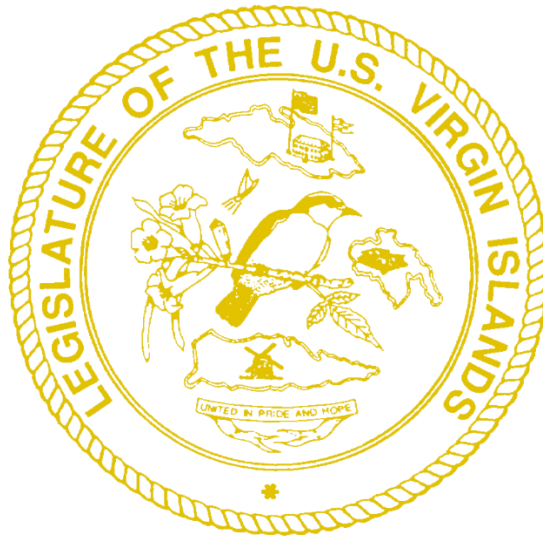
The Office of Collective Bargaining Fiscal Year 2027 Governor’s recommended budget is as follows:

\$867,215.00	Personnel Services
\$371,168.00	Fringe Benefits
\$40,000.00	Supplies
\$163,345.00	Other Services and Charges
\$13,000.00	Utilities
\$120,000.00	Capital Outlay
\$1,574,728.00	Fiscal Year 2027 Recommended Budget

Theodora Philip, DBA
Post Auditor

**APPENDIX I
PERSONNEL LISTING**

POSITION NAME*	FTE*	FUNDS	STATUS	TYPE	SALARIES TOTAL
ADMINISTRATIVE SECRETARY II	1	0100	FILLED	CLASSIFIED	\$49,436.03
ADMINISTRATIVE SERVICES COORDINATOR	1	0100	FILLED	CLASSIFIED	\$95,116.47
FINANCIAL SPECIALIST	1	0100	FILLED	CLASSIFIED	\$74,882.83
LABOR RELATIONS SPECIALIST	1	0100	FILLED	CLASSIFIED	\$52,964.41
LABOR RELATIONS SPECIALIST	1	0100	FILLED	CLASSIFIED	\$55,612.63
PARALEGAL OFFICER	1	0100	FILLED	CLASSIFIED	\$61,606.29
CLASSIFIED FILLED	6				\$389,618.66
ADMINISTRATIVE SECRETARY II	1	0100	VACANT	CLASSIFIED	\$38,734.43
FINANCIAL MANAGEMENT OFFICER	1	0100	VACANT	CLASSIFIED	\$46,191.52
PARALEGAL OFFICER	1	0100	VACANT	CLASSIFIED	\$48,270.14
CLASSIFIED VACANT	3				\$133,196.09
CHIEF NEGOTIATOR	1	0100	FILLED	EXEMPT	\$135,000.00
UNCLASSIFIED FILLED	1				\$135,000.00
LEGAL COUNSEL	1	0100	VACANT	EXEMPT	\$129,400.00
SPECIAL ASSISTANT	1	0100	VACANT	EXEMPT	\$80,000.00
UNCLASSIFIED VACANT	2				\$209,400.00
TOTAL OFFICE OF COLLECTIVE BARGAINING	12				\$867,214.75



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- POST AUDIT DIVISION -

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