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## General Information

All County Board and Commission members must be residents of Los Alamos County.

Once a resident fills out and submits this application, an interview is scheduled with the B&C's County Council liaison, the relevant staff liaison, and the B&C Chair. After the interviews, the applicants' names are presented to the full Council during a regularly scheduled Council meeting, where a vote is taken regarding the appointment of each applicant. Each applicant will be notified if they are appointed or not.

Only on-line applications will be considered.

*If you are interested in applying for the Board of Public Utilities, please contact Jamie Kephart at 505-662-8132.*

*If you are interested in applying for Labor Relations Board, please contact Denise Cassel at 505-662-8047.*

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## Profile

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### Board and Commission Application

Note: Please be aware that as a public entity, the County of Los Alamos, is obligated to furnish this information to the public if requested. Note also that current LANL employees, if appointed to a Board or Commission, may be required by LANL to complete a 701 form.

Cindy

First Name

A

Middle Initial

Hollabaugh

Last Name

Street Address

City

Email Address

Primary Phone

Alternate Phone

Suite or Apt

State

Postal Code

**Party affiliation as registered: (Select one of the following) \***

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☒ Republican

**Registered to vote in Los Alamos?**

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☒ Yes ☐ No

**Facebook**

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How did you learn of this Board/Commission vacancy?

**Do you currently serve on any County Board or Commission?**

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☐ Yes ☒ No

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If yes, which one? (Los Alamos County law prohibits residents from serving concurrently on more than one County board except as expressly approved in writing by the County Council before the appointment is made.)

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## **Interests & Experiences**

**Which Boards would you like to apply for?**

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Community Development Advisory: Submitted

**Why would you like to serve on this particular Board or Commission?**

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I am was born and raised in Los Alamos and o want this community to be the best it can be.

**What volunteer or professional activities have you participated in that could apply to this appointment?**

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I was a Realtor for 12 years and I served on the Los Alamos Housing Partnership for 6 years I was a Girl Scout Leader I was a volunteer and board member of the Aquatomics My family decorates our house at Christmas for the community to enjoy

**The time involved may be 10-15 hours per month or more. Are you able to serve the volunteer hours and attend training needed to perform your duties as an appointee?**

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Yes

**What would you like to accomplish during your tenure on this Board or Commission?  
(Please identify any special interests you have that led you to become interested in serving  
on this Board or Commission.)**

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Improved communication between the county and the community members, development of either volunteers or small businesses paid by the county to help those in need with their yard maintenance, and clear and concise rules.

**Have you had any direct or indirect involvement with this Board or Commission or with the County staff supporting this Board or Commission or County Councilors? If so, please explain.**

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I have worked with Paul Andrus through LAHP, Mr. Arellano has answered questions over the years when I was a Realtor, Rick Reid's as a Realtor, and I was Harry Burgess's Realtor.

**Are there any issue or matters, financial or otherwise, that you are now or might become involved in that may come before the Board or Commission for which you seek appointment?**

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I am not aware of any issues at this time.

If you have any questions, please contact Libby Carlsten at 505-662-8261 or [libby.carlsten@lacnm.us](mailto:libby.carlsten@lacnm.us)



County Manager's Office  
BOARD & COMMISSION INTERVIEW QUESTIONS

Cindy Hollabaugh  
Applicant's Name

CJAB  
Board or Commission

David I.  
Interviewer Name

7/10/18 1pm  
Date/Time of Interview

Interview Conducted:  
☒ Personally  
☐ Telephone

**NOTE TO INTERVIEW PANEL:** Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.

| # | Question/Documented Response   |
|---|--|
| 1 | Describe your experience, education, and training that qualify you for this Board or Commission.<br><u>Born/raised here. Lived several neighborhoods. EL Paso six years. 2004 became rector, several cycles over 12 years.</u>   |
| 2 | What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer appears to be off base with Council's position, please explore a little more.]<br><u>Everyone's subjective opinion of what their house should look like. Very different from the way it was growing up. Change to what people find important.</u> |
| 3 | How do you perceive the role of County Boards and Commissions in local government?<br><u>Place feel free to talk as residents express. Board then goes to council, concise reports.</u>  |
| 4 | What skills do you possess that you feel are important for effective Board or Commission members?<br><u>Good comm. skills. Think outside box to find resolution. With complaint, come with solution.</u>   |
| 5 | What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?<br><u>Back to comm. and getting to know each other. Attend meetings to hear what staff is hearing</u>  |

|         |   |
|---------|---|
| 6       | <p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>Grid scout board, Aquatics board, High swim team board. as<br/>realtors, prez LA Realtor board + LA HP board, chair experience.</p>   |
| 7<br>7A | <p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?<br/>Describe your knowledge or understanding of the County's property maintenance code.</p> <p>Familiar with code from Realtor &amp; had presentation made to Realtor board.<br/>Make code more readable &amp; less legalistic.</p>  |
| 8       | <p>What are the elements of a good neighborhood?</p> <p>Know your neighbors &amp; be able to talk to them. Depends on street what makes<br/>a neighborhood. Most <del>7</del> neighborhoods are 7 houses or so on each side.<br/>We are the "Christmas" house.</p>  |
| 9       | <p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p>Yes.</p>  |
| 10      | <p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p>OK.</p> |
| 11      | <p>Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>No.</p>                             |
| 12      | <p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>NOV experience? Friend got work for ornamental grasses - frustrating<br/>Know people well on both sides.</p>  |
| 13      | <p>Do you have any questions for the interview panel?</p>   |

Notes:





County Manager's Office  
BOARD & COMMISSION INTERVIEW QUESTIONS

Cindy Hollabaugh  
Applicant's Name

CDAB  
Board or Commission

Antonio Maggiore  
Interviewer Name

7/10/2018 1:00 pm  
Date/Time of Interview

Interview Conducted:  
☒ Personally  
☐ Telephone

**NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.**

| # | Question/Documented Response   |
|---|--|
| 1 | Describe your experience, education, and training that qualify you for this Board or Commission.<br>Born and raised in LA lived in variety of neighborhoods both LA & W.R.<br>Worked as a realtor seen a large % of homes & yards in towns.  |
| 2 | What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to appears to be off base with Council's position, please explore a little more.]<br>Subjective opinions of what people's yards are versus what they want them to be. |
| 3 | How do you perceive the role of County Boards and Commissions in local government?<br>Venue for people to talk without the formality & emotion of council.   |
| 4 | What skills do you possess that you feel are important for effective Board or Commission members?<br>Outside the box thinker, if you are going to complain you better be willing to fix  |
| 5 | What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?<br>Communication   |

|         |   |
|---------|---|
| 6       | Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?<br>girl scout leader, board of Aquatics<br>board of swimming in El Paso LA Realtor Association, LAHP, NM Real estate board<br>Chair   |
| 7<br>7A | Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?<br>Describe your knowledge or understanding of the County's property maintenance code.<br>Has read it. Does not know it line by line<br>but can see the difference between what is perceived vs intended.<br>Code should be more readable vs less legalese  |
| 8       | What are the elements of a good neighborhood?<br>need to know and be able to talk to your neighbors.<br>most neighborhoods are smaller and organic (like 7-10 houses)   |
| 9       | Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?<br>yes  |
| 10      | Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?<br>NO |
| 11      | Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?<br>NO                                 |
| 12      | [Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]<br>know people well on both sides.  |
| 13      | Do you have any questions for the interview panel?  |

Notes:



County Manager's Office  
BOARD & COMMISSION INTERVIEW QUESTIONS

Cindy  
Applicant's Name

CDAB  
Board or Commission

Paula  
Interviewer Name

\_\_\_\_\_  
Date/Time of Interview

Interview Conducted:

\_\_\_\_ Personally

\_\_\_\_ Telephone

**NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.**

| # | Question/Documented Response   |
|---|--|
| 1 | Describe your experience, education, and training that qualify you for this Board or Commission.<br><u>Born &amp; raised here; lived all over town</u><br><u>Realtor for 12</u>  |
| 2 | What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to appears to be off base with Council's position, please explore a little more.]<br><u>Subjective opinion; ability to make it 'pretty' or not pretty</u> |
| 3 | How do you perceive the role of County Boards and Commissions in local government?<br><u>People can voice their concerns; can be more concise with less emotion.</u>   |
| 4 | What skills do you possess that you feel are important for effective Board or Commission members?<br><u>Good communication; think outside box, find resolutions</u><br><u>'go in with solution'</u>  |
| 5 | What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?<br><u>Communication; getting to know each other; find out what staff is hearing.</u>   |



|         |   |
|---------|---|
| 6       | Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?<br><br>LAHP, Girl Scouts; aqua tonics; alot   |
| 7<br>7A | Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?<br>Describe your knowledge or understanding of the County's property maintenance code.<br><br>Read it; had code present to Realtor's Assoc.<br>Need code more understanding   |
| 8       | What are the elements of a good neighborhood?<br><br>know your neighbors - need to be able to talk to them.   |
| 9       | Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?<br><br>Yes  |
| 10      | Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?<br><br>No |
| 11      | Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?<br><br>No                                 |
| 12      | [Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]   |
| 13      | Do you have any questions for the interview panel?  |

Notes: