



County of Los Alamos

1000 Central Avenue
Los Alamos, NM 87544

Minutes

Interview Committee for the Board of Public Utilities

*Tim Glasco, Utilities Manager; Antonio Maggiore, Councilor; Pete Sheehey, Council Liaison;
Carrie Walker, BPU Chair*

Monday, May 13, 2019

1:30 PM

1000 Central Avenue
Conference Room 110

1. CALL TO ORDER

A meeting of the County of Los Alamos Interview Committee for the Board of Public Utilities was held on Monday, May 13, 2019 at 1:30 p.m. at 1000 Central Ave., Room 110. Pete Sheehey called the meeting to order at 1:36 p.m.

Present 3 - **Member Maggiore, Member Sheehey and Member Glasco**

Absent 1 - **Member Walker**

2. APPROVAL OF AGENDA

Mr. Maggiore moved that the agenda be approved as presented. Seconded by Mr. Glasco. The motion passed by the following vote:

Yes: 3 - **Member Maggiore, Member Sheehey and Member Glasco**

Absent: 1 - **Member Walker**

3. BUSINESS

3.A [11966-19](#)

Selection of Candidates for the Board of Public Utilities for Consideration by Council

Presenters: Pete Sheehey, Tim Glasco, Carrie Walker and Antonio Maggiore

In accordance with the "Los Alamos County Council Appointment Process for Selection of Board of Public Utilities Member" (Process), the Board of Public Utilities Member Selection Committee (Committee) interviewed eight candidates who have expressed an interest in being a member of the Board of Public Utilities. The Process specifies that a minimum of two and a maximum of six candidates may be forwarded by the Committee to Council for consideration. The County Attorneys advised that reducing the list of candidates to the number specified in the Process is effectively setting public policy and is therefore required to be performed in an open public meeting. The Committee must therefore decide on the final list to be forwarded to Council in such an open meeting.

Mr. Sheehey asked that the notes of the interview committee be included in the minutes for the record.

FINAL - APPROVED

Interview Committee for the Board
of Public Utilities

Minutes

May 13, 2019

Mr. Maggiore moved that the Selection Committee for the Board of Public Utilities forward David Hampton, Steve Tobin, Robert Gibson, Travis Gibson and Steve Russel to Council for consideration as a member of the Board of Public Utilities. Seconded by Mr. Glasco. The motion passed by the following vote:

Yes: 3 - Member Maggiore, Member Sheehey and Member Glasco

Absent: 1 - Member Walker

4. ADJOURNMENT

The meeting adjourned at 1:41 p.m.

APPROVAL

Pete Sheehey

Interview Committee Chair Name

Pete Sheehey

Interview Committee Chair Signature

May 15, 2019

Date Signed

Robert Gibson
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Tim Glasco
Interviewer Name

5/9/19 2:00 PM
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Resident and utilities customer for 40 yrs. Is a physicist and engineer and is very interested in the technical side. Previous experience on BPU and CC. So knowledgeable about the relationships. Also experienced with relationship with DOE. Practical experience with legal, contracts etc.</i>
2	What do you believe are the greatest issues facing the County? <i>Single biggest is "modernization", of housing stock, infrastructure. Second is broadening our economic and intellectual base of activity in the County and not be totally absorbed with the Lab.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Utility industry is changing, particularly the electric side of the house. Concern about carbon emissions and changing economics must be dealt with. Carbon neutral goal is a challenge and drive to make our utility more environmentally sustainable. Concerned about "leakage" of natural gas from the industry.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Role of BPU is defined by Charter as a semi-autonomous board to oversee the DPU. This relieves Council of need to be an expert on a lot of complicated utility issues. Can also advise Council on related issues such as building codes. Board oversees the Manager who oversees the staff. Board members talk informally with staff, but formal communication is through the VM. Communication is key to BPU/CC relations. Members don't speak for the Board and must be careful.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Knowledge of the subject, which he feels he possesses. Ability to drill down into an issue and understand what it is really about. Ability to think independently and do the homework to establish and back-up your opinion. Also ability to work together and find common ground. Feels he has all these abilities.</i>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Key is the Utility Manager. That allows relationship between board and staff to function well. Hiring the UM is one of the most important functions to foster this collaborative relationship. Informal communication with staff can foster collaboration as well. Want staff to feel respected by the board. CC and BPV are all on the same team. Must maintain effective communication, and know what is important to each. He can see issues from both perspectives.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>He is a citizen and ratepayer and he talks to other citizens and ratepayers. There is not one single means of communication, so must use all available means. He sometimes will drill down into an issue to find out information. Surveys are also valuable.</i>
8	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? <i>Served on CC and also on BPV. Was on a charter review panel. Served as chair of the future energy resources committee, which looked at energy issues (electrical) and carbon neutrality. Greatest contribution to FER was completing a useful product on time.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Yes</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes</i>
11	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? <i>No</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>What about the gas utility and carbon neutral. Feels that we should be working toward eventual elimination of gas usage.</i>
14	Do you have any questions for the interview panel? <i>Of all his previous govt experience, his tenure on the BPV was one of the most enjoyable and fulfilling.</i>

NOTES:

Robert Gibson
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

5/9/19 2pm
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Resident/customer for 40 yrs. Physicist, i.e. technical background. Has served on BPU and Council in the past. Familiar w/ all the relationships b/t board, council, staff, DOE, etc. Familiar w/ the policy & legal aspects of the board's work as well.
2	What do you believe are the greatest issues facing the County? "Modernizing." Housing stock, infrastructure, Broadening economic base, diversity of business.
3	What do you believe are the greatest issues facing the DPU? Utility industry is changing - economics & carbon emission concerns. Carbon neutral goal is a challenge that requires planning. Making electric/gas use more environmentally sustainable (methane emissions concerning.) Connects to cultural & other county issues; DPU can have a role to play.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? BPU role defined by charter; semi-autonomous, oversight, advisory roles. Can be a stakeholder/ advisor in issues relating to utilities but not owned solely by BPU. BPU interacts w/ DPU through manager. Can interact formally & informally. Notes that the charter has no specific mechanism for resolving conflict w/ BPU, Council. Must work to communicate & work together well.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Subject knowledge - though can be developed over time. Ability to drill down to issues, get to the fundamental problems. Ability to think independently. Ability to work in a group. Believes he has the relevant skills.

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>Staff & BPU: good relationship with DPU manager. Hiring a good manager is crucial. Know and respect the DPU staff. Professional and friendly.</p> <p>Council & BPU: Effective communication. Identify issues that are important to Council early, open communication quickly - Maintain open lines.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Talking to other residents, whether in supermarket or by email. No one channel. Media outlets important. Know when to solicit more resident input. Staff can assist by doing surveys, etc.</p>
8	<p>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?</p> <p>Council and BPU terms, other boards as well.</p> <p>In 2013 the Carbon Neutral goal was established, and the BPU formed the Future Energy Resources Committee. He chaired that. Proud of the thorough job they did, in a short four months. Document is now board policy.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Yes, very familiar.</p>
10	<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. Yes</p>
11	<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? No</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve? No</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>County could consider carbon neutrality outside of ^{electric} energy production (gas, transportation.) Need community input.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>Enjoyed BPU work most of all county work from past.</p>

NOTES:

Revised 4/29/2019

Department of Public Utilities

Robert Gibson

Applicant's Name

BPU

Board or Commission

ANTONIO MESSIORE

Interviewer Name

5/9/19 2:00

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. 40 year Resident, Physicist & Engineer, Served on County Council & BPU in past. Has perspective & history with County operations.
2	What do you believe are the greatest issues facing the County? Modernizing - housing stock and infrastructure. Broadening intellectual & economic base.
3	What do you believe are the greatest issues facing the DPU? Changing & evolution of Electric generation, how to reach Carbon Neutral goal. Associated problems of Natural Gas and contributing
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Semi autonomous body charged with policy oversight & setting, helps take load off Council. Advisory role to Council w/ BPU hires Utility Manager - Has no problem talking informally w/ staff. Formal Actions come through Utility Manager. Helpful to have 2 separate bodies
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Knowledge of Subject (technical, legal, contractual) ability to drill down into issues and gain fundamental insight/understanding. Ability to think & speak independently - Have to be able to work in group, find common ground. Wouldn't be applying if he thought he didn't have skills

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>Utilities Manager is Key. Board members should know & respect senior staff. to understand information. Hope for professional & friendly interactions. Respect Staff. Council - all on same team, might have different opinions of what is important, may vary important to be able to gauge how the goals of County work in general. Please...</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Is a ratepayer, talks to other rate payers Emails, Media Discussions, Be open to doing additional research, Surveys are a valuable tools gauge public opinion</p>
8	<p>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?</p> <p>2 different Councils w/ 5 years on BPU in between FERC - what does carbon neutrality really mean, wrote final report/draft. Created guiding principles towards Carbon Neutrality.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Yes</p>
10	<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>
11	<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>Yes, not a problem.</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO in favor of livestreaming.</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>Should we look at being overall Carbon Neutral Energy Consumers? (GAS) - Yes - Start by setting a goal, Socialize idea and then move/works towards achievement of Goal. long term thinker.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>Enjoyed serving on BPU more than any of his other public service.</p>

NOTES:

LOS ALAMOS

Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

ROBERT GIBSON
Applicant's Name

BPU
Board or Commission

Interview Conducted:

PETE SHEEHY
Interviewer Name

5/9/2019
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>LIVED HERE 40 YEARS. PHYSICIST/ENGINEER. PREVIOUSLY SERVED ON BPU & COUNTY COUNCIL. FAMILIAR WITH UTILITY CONTRACTS ETC.</u>
2	What do you believe are the greatest issues facing the County? <u>1) MODERNIZING HOUSING STOCK, INFRASTRUCTURE, 2) BROADENING INTELLECTUAL & ECONOMIC BASE - LESS DEPENDENCE ON LABORATORY.</u>
3	What do you believe are the greatest issues facing the DPU? <u>UTILITY INDUSTRY, PARTICULARLY ELECTRIC, IS CHANGING DRIVEN BY ECONOMICS & CARBON EMISSIONS ISSUE. CARBON-NEUTRAL BY 2040 IS A CHALLENGE WITH DIFFERENT WAYS TO ACHIEVE, MAKE OUR UTILITIES MORE SUSTAINABLE. GAS IS A BIG CARBON ISSUE AS WELL AS ELECTRIC GENERATION; GAS LEAKAGE IS AN ISSUE.</u>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>CHARTER DEFINES BPU AS SEMI-AUTONOMOUS OVERSIGHT/ POLICY-SETTING ARM OF LOCAL GOVERNMENT, DOING A LOT OF DETAIL WORK NEEDED ADVISORY ROLE TO COUNCIL ON RELEVANT POLICY (EG BUILDING CODES). BPU HIRES DPU MANAGER, WHO HIRES STAFF. TALK INFORMALLY WITH STAFF, AS LONG AS MANAGER IS OK. WORKING ON CHARTER</u>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>SOME SUBJECT KNOWLEDGE, WHICH I POSSESS. ABILITY TO DRILL DOWN INTO ISSUES FUNDAMENTALLY - THAT'S WHAT I DO AS SCIENTIST. ABILITY TO THINK INDEPENDENTLY. DO THE HOMEWORK. ABILITY TO WORK IN A GROUP, FIND COMMON GROUND & MOVE FORWARD.</u>

REVIEW
SHOWED SOME
POTENTIAL BPU-COUNCIL
CONFLICTS. RESEMBLES
SEPARATE BRANCHES OF GOVT.
BRANCHES HAVE TO
COMMUNICATE WELL. OUR
CHARTER IS INGENIOUS. IF
IMPERFECT. BUSINESS-LIKE

Revised 4/29/2019

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>STAFF & BPU: KEY PERSON IS DPU MANAGER, WHO CAN MAKE GOOD RELATIONS, HIRING IS EXTREMELY IMPORTANT. SOME EXAMPLES I'VE SEEN OF GOOD OR NOT SO GOOD MANAGERS ON COUNTY COUNCIL. GET TO KNOW & RESP. STAFF, AND LEARN HOW TO EVALUATE THEIR INPUT. INFORMAL COMMUNICATION IMPORTANT. GO FOR PROFESSIONAL AND FRIENDLY RELATIONSHIPS. COUNCIL: SAME TEAM BUT SOME</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>USE EVERY CHANNEL OF COMMUNICATION AVAILABLE, FACE-TO-FACE OR MEDIA. ASK FOR MORE INPUT IF NECESSARY. DO RESEARCH AS NECESSARY. LIKES SURVEYS</p> <p>DIFFERENT PERSPECTIVES, GAUGE INTEREST OF COUNCIL ON BPU ISSUES, TO OPEN COMMUNICATION, LOOK AT FROM COUNCIL & BOARD PERSPECTIVE,</p>
8	<p>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?</p> <p>SERVED ON COUNCIL & BPU & OTHER BOARDS. RECENTLY, 2013 2040 C-NEUTRAL GOAL LED TO 2015 'FUTURE ENERGY RESOURCES COMMITTEE'; SERVED AS CHAIR FOR INTENSE 4 MONTH JOB; LOOKED AT ELECTRIC ONLY, NOT GAS OR OTHER; DRAFTED REPORT, MADE THE PROCESS WORK TO PRODUCE A USEFUL REPORT, WHICH IS BEING USED,</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>YES</p>
10	<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>
11	<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>NO</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>WOULD CONSIDER RECOMMENDING COUNTY C-NEUTRAL GOAL TO INCLUDE GAS & TRANSPORTATION AS WELL AS ELECTRICITY GENERATION, WHAT CITIZENS THINK ON THIS IS ONE OF FIRST THINGS TO FIND. THIS IS A LONG-TERM CHALLENGE.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>REALLY ENJOYED BPU WORK PREVIOUSLY & WOULD LOOK FORWARD TO DOING AGAIN.</p> <p>GOALS LIKE THIS VS. FISCAL CONCERNS IS AN IMPORTANT JOB OF THE BPU & COUNCIL TO ADDRESS, NEED TO THINK LONG-TERM.</p>

NOTES:

Revised 4/29/2019

Department of Public Utilities

Travis Gibson

Applicant's Name

BPU

Board or Commission

Interview Conducted:

Tim Glasco

Interviewer Name

5-9-19 4:00 PM.

Date/Time of Interview

____ 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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>ChemE degree from Florida. Has been an engineer, project manager and various other jobs. Worked at a job overseeing a WWT. Has an interest in wastewater treatment. His experience in energy audits and management. Worked in the food industry (Dannon) Currently an ex-home dad and working on becoming a teacher.</p>
2	<p>What do you believe are the greatest issues facing the County?</p> <p>Cost of living, mostly housing.</p>
3	<p>What do you believe are the greatest issues facing the DPU?</p> <p>How we are providing sustainable energy and handling our waste efficiently. Believes utility rates are reasonable and fair.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council?</p> <p>BPU members can interact with the community and keep things fair with rates, etc.</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Is a good listener and willing to research issues. Even willing to go look at things in the field. Empathy with all sides of an issue. Feels he has those skills.</p>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Get to know staff and counselors and board members and work on listening to them and fostering communication.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>Try and get to know stakeholders in any issue and do the research to be on top of the issues. Listen to other points of view.</i>
8	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? <i>Has not. This is his first attempt to get involved. His kids are now old enough that he has time to be on the BPU.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>No</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes, definitely</i>
11	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? <i>No</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel?

NOTES:



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Travis Gibson
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

5/9/19 3pm
Date/Time of Interview

X 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Chem. Eng. degree from FL. Engineer, Manager, Project Manager. Some experience w/ utility work. Worked for various companies & manufacturing facilities. Now getting teaching license, doing reading intervention & math at Mountain Elementary.
2	What do you believe are the greatest issues facing the County? Concerned about environmental impacts from carbon sources, waste generation. Cost of living issues (housing.) Supporting non-lab employees.
3	What do you believe are the greatest issues facing the DPU? Carbon emissions.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Private citizens providing outside perspective. Collect community input and apply it to utilities issues.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Good listener. Willing to do research, "get hands dirty" when needed to understand a problem. Empathetic listening, incorporate into decision making.

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Get to know people and understand their roles/perspectives. Help foster communication.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Get to know all the stakeholders. Do your research/homework/reading.</i></p>
8	<p>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?</p> <p><i>No, not yet. Looking to get involved in local government.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>No.</i></p>
10	<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><i>Yes, certainly</i></p>
11	<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><i>No</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No.</i></p>
13	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p>
14	<p>Do you have any questions for the interview panel?</p>

NOTES:

Revised 4/29/2019



Department of Public Utilities

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Tavis Gibson

Applicant's Name

BPU

Board or Commission

Interview Conducted:

☒ Personally☐ Telephone

ANTONIO NASSORE

Interviewer Name

5/9/19

4:00pm

Date/Time of Interview

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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>Grew up in Florida, Degree in Chemical Engineering. Worked for Pepsi - doing wastewater/stormwater treatment. Also worked for Danmize Mars - doing process improvement - minimizing waste. Has been stay at home dad for 3 years, currently working toward teacher certificate. Works at mountain.</p>
2	<p>What do you believe are the greatest issues facing the County?</p> <p>Cost of living especially for non lab employees.</p>
3	<p>What do you believe are the greatest issues facing the DPU?</p> <p>Sustainable energy production and minimizing waste.</p> <p>Feels rates are fair.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council?</p> <p>Oversight, Interactive public, outside perspective</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>good listener, willing to do research, get hands dirty if necessary. important to see things first hand, empathy.</p>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>work to get to know all people and where they are coming from and work to improve communication between all sides.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>learn the stakeholders, do research seek public input.</i>
8	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? <i>No this is first foray. with young kids hadn't really had the time til now, but has strong desire to serve.</i>
9	Are you familiar with the County Charter and County Code, as they apply to the Board you are applying for? <i>No</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>yes loves to learn.</i>
11	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? <i>Not a deterrent</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel?

NOTES:

Revised 4/29/2019



Department of Public Utilities

 LOS ALAMOS COUNTY
 BOARD OF PUBLIC UTILITIES (BPU)
 INTERVIEW PANEL QUESTIONS, MAY 2019

 TRAVIS GIBSON
 Applicant's Name

 BPU
 Board or Commission

Interview Conducted:

 PETE SHEEHY
 Interviewer Name

 5/9/2019
 Date/Time of Interview

☒ 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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. 11. FLORIDE CHEM. ENGINEERING DEGREE. WORKED AT PEPSI - ENGINEERING, PROTECT MGMT, MANAGEMENT - EXPERIENCE IN WASTEWATER, BUT ALSO ON ENERGY USE. PROCESS ENGINEER/MANAGER IN FOOD PROCESSING, WORK ON MINIMIZING WASTE. WIFE SCHOOLTEACHER, I AM LEARNING TO BE A TEACHER.</p>
2	<p>What do you believe are the greatest issues facing the County? SUSTAINABILITY OF ENERGY & WASTE. COST OF LIVING IS AN ISSUE, ESPECIALLY FOR NON-LAB EMPLOYEES.</p>
3	<p>What do you believe are the greatest issues facing the DPU? SUSTAINABILITY. COSTS SHOULD BE FAIR.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? CITIZEN OUTSIDE OBSERVER ROLE, BRING COMMUNITY INPUT TO LOCAL GOVERNMENT. DO SOME RESEARCH TO HELP UTILITIES DEPT FUNCTION, COMMUNICATE TO COMMUNITY.</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? GOOD LISTENING SKILLS. WILLINGNESS TO LEARN & DO RESEARCH. GET HANDS DIRTY SOMETIMES TO GET FEEL FOR ISSUES & PROBLEMS, EMPATHY.</p>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>GET TO KNOW PEOPLE, UNDERSTAND THEIR ROLES, HELP COMMUNICATION BETWEEN GROUPS,</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>GET TO KNOW STAKEHOLDERS, DO RESEARCH ON ENERGY & OTHER UTILITIES ISSUES, ENJOYS DOING RESEARCH</p>
8	<p>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?</p> <p>NO, THIS IS FIRST FORAY INTO LOCAL GOVERNMENT (HERE FOR 2 YEARS NOW). THREE KIDS ARE A LITTLE OLDER SO TIME IS AVAILABLE,</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>NO</p>
10	<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, ENJOYED LEARNING</p>
11	<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>NO</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>LIKED LIVING IN MOUNTAIN AREAS, FOUND NORTHERN NEW MEXICO, WIFE HAD GOOD TEACHING JOB OFFERED.</p>
14	<p>Do you have any questions for the interview panel?</p>

NOTES:

Revised 4/29/2019

David Hampton

Applicant's Name

Utilities

Board or Commission

Tim Glasco

Interviewer Name

1:00 P.M. 4-30-19

Date/Time of Interview

Interview Conducted:

X 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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>Retired from LANL as a project controller. Last project was the PLW plant at the lab. Has a Bachel. in Business Economics. Served on a Homeowners Assoc. Bd. and started a Truck's Field Assoc. and worked on its Board. Currently on the Board of The Food Coop.</p>
2	<p>What do you believe are the greatest issues facing the County?</p> <p>Economy based on LANL so some uncertainty. Aging infrastructure that we will have to replace. We have not historically had to pay for a lot of that. Would like to see more emphasis on recreational aspects and educational opportunities in Los Alamos.</p>
3	<p>What do you believe are the greatest issues facing the DPU?</p> <p>Issues with billing system until recently. That is being resolved. Next is the aging sewer and water systems.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council?</p> <p>BPU provides some oversight of the DPU. BPU helps make decisions on long term goals and watches over finances. Accountable that County goals are being realized as relates to DPU.</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Communication abilities and ability to get along with people. Need to be able to analyze data. He has good abilities in all these things as well as experience being on Boards.</p>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Must have a relationship with the Manager and some staff to better be informed on what is going on. Is concerned that we are underpaying our DPU staff. Would like to see more LAC employees live in the County.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Go out and meet with citizens face-to-face to get better communication and also hear concerns.</i></p>
8	<p>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?</p> <p><i>Food Coop Board. Is a good conciliator between Board and management. Must remember you are on the Board to serve and help the organization succeed. Was on at Homeowners Assn. Board in Calif. Started a Track Team here and served on the Board. Eventually turned it over to the YMCA.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Looked at it but not well-versed.</i></p>
10	<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><i>Yes</i></p>
11	<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><i>No</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No Is all for transparency.</i></p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p><i>Worked at TA-54 and had to interact with other govt agencies and the public. What do you think of fairness of our rates? Our rates are very fair. Most people get upset at a bill they don't understand rather than high rates.</i></p>
14	<p>Do you have any questions for the interview panel?</p> <p><i>How many people applied? Noticed Jeff Johnson is on Board. Has worked with him at LANL. Also know Bob Westervelt.</i></p>

NOTES:

Revised 4/29/2019

LOS ALAMOS

Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

David Hampton
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

4/30/19 1:00pm
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>LAMU retiree. Project Controller - PLWTP. Capital project experience - schedule, costs. Economics degree. Homeowners Assoc. Board. Currently on LA Food Coop Board.</i>
2	What do you believe are the greatest issues facing the County? <i>Many still the same as in past. One employer town. How to raise revenue - GFT vs DOE direct. Aging infrastructure. How to transition economy to more diversity: recreation, UNM-LA</i>
3	What do you believe are the greatest issues facing the DPU? <i>Billing system is problem for customers, but hopefully a short term problem. Aging infrastructure (sewer + water.)</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Give BPU oversight to DPU. Help establish long-range plans, financial goals. Interact with public to assure oversight is being given.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Communication, getting along w/others. Analytical skills. Dealing w/time pressures. Experience with all of these.</i>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Interacting w/out dictating what staff does. Build relationships. Provide information to Council. For example, discussing advocating for DPU/county staff wages (to make them competitive w/lab.)</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>Be available by email and/or in person. Understand their concerns. Knows what it's like to be on the other end of the interaction.</i>
8	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? <i>Food Coop. Board. Can help people get along, avoid adversarial relationships. Remember the goal to serve customers. Had experience w/legal suits in HOA board. Established a board of directors for a track team he coached. Good way to build involvement.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Read it, but not exhaustively.</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes.</i>
11	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? <i>No.</i>
12	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? <i>No.</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel? <i>Asked about gas find transfer & profit transfer. Says issue is not clear to too public. Facebook could be a good avenue of communication on utilities issues. Notes that he knows Jeff Johnson from work, and has rented from Bob Westervelt.</i>

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

DAVID HAMPTON

Applicant's Name

BPU

Board or Commission

ANTONIO MAGGIORE

Interviewer Name

4/30/19 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. retired from LAB, Project Controller, scheduling & performance controls Bachelor in Economics, Some previous Board experience F&D COOP currently
2	What do you believe are the greatest issues facing the County? Economy based on the lab, making the transition to paying for things in a community that has low property taxes. Would like to see town as both recreation & Education center.
3	What do you believe are the greatest issues facing the DPU? Issues with billing and aging infrastructure especially sewer & water systems Salary discrepancies w/ land.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? BPU provides oversight to DPU Help make decisions, establish long range plans. Important to be the face
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Communication ability to analyze data under pressure ability to work with others How do you fail w/ least amount of damage

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Create informal relationships with both staff and council to keep abreast of issues</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>make email & phone available Often times face to face explanations are the best way to communicate so interactions with the public will be necessary. work to explain things to the public</i>
8	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? <i>FOOD COOP - trying to minimize hostility between board & management. Can be easy to forget that the role is to be there for the public. HOA Board and had to sue developers Started a task team in town in 1999 started a board for that eventually turned over to the YCA</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Glanced at it but not well studied in it.</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes Definitely</i>
11	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? <i>HAS NO PROBLEM WITH THIS</i>
12	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? <i>NOT A PROBLEM</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>Are rates here generally fair? - never had a bill he thought was unfair, has been shocked by it never thought unfair. Often times due to lack of understanding.</i>
14	Do you have any questions for the interview panel? <i>Knows Jeff Johnson & Bob Wadswell.</i>

NOTES:



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

DAVID HAMPTON

Applicant's Name

BPU

Board or Commission

PETE SHEEHY

Interviewer Name

4/30/2019

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. RETIRED FROM LANL, WAS PROJECT CONTROLLER. COULD HELP ON CAPITAL PROJECTS. B.A. BUSINESS ECONOMICS, UCSB. ON SEVERAL BOARDS PREVIOUSLY.
2	What do you believe are the greatest issues facing the County? COMPANY (LAB)-TOWN ECONOMY. HOW TO TRANSITION TO FROM PRESENT LOW TAXATION (PROPERTY) TO RAISE ENOUGH TO TAKE CARE OF AGING INFRASTRUCTURE. ALSO NEED TO TRANSITION TO MORE RECREATION & EDUCATION ECONOMY.
3	What do you believe are the greatest issues facing the DPU? BILLING SYSTEM NEEDS IMPROVEMENT, BUT AGING FACILITIES (PARTICULARLY WATER & SEWER) ARE BIGGEST PROBLEM.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? PROVIDE OVERSIGHT TO DPU, WITHOUT MICRO-MANAGING. HELP MAKE DECISIONS, FINANCES, ESTABLISH LONG-RANGE PLANS. SEE THAT OVERALL COUNTY PRIORITIES ARE OBSERVED.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? COMMUNICATIONS, GET ALONG WITH PEOPLE, ABLE TO ANALYZE DATA (SOMETIMES UNDER PRESSURE WITH LIMITED DATA). MY PREVIOUS BOARD EXPERIENCES SHOW I CAN GET ALONG WITH PEOPLE. SOMETIMES, HOW CAN WE FAIL WITH LEAST AMOUNT OF DAMAGE.

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? HAVE RELATIONSHIP (INFORMAL) WITH STAFF TO KNOW WHAT'S GOING ON. PROVIDE INFORMAL INTERFACE BETWEEN DPU & COUNCIL. CONCERNED THAT COUNTY WAGES MAY NOT KEEP PACE WITH LANL SALARIES. HELP MORE COUNTY WORKERS LIVE UP HERE.
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? MAKE E-MAIL & PHONE NUMBER PUBLICLY AVAILABLE. MEET WITH PEOPLE FACE-TO-FACE REGULARLY. HAD 3 SEWER BACKUPS, & HAD TO REPLACE WATER LINE RECENTLY. RATEPAYERS APPRECIATE FACE-TO-FACE CONTACT. MONITOR FACEBOOK COMMENTS ON DPU.
8	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? FOOD CO-OP BOARD OF DIRECTORS. SOMETIMES ADVERSARIAL RELATIONSHIPS ARISE WHICH NEED TO BE SMOOTHED. BOARD'S JOB IS TO SERVE. IN CALIFORNIA, WAS ON HOMEOWNER'S ASSOCIATION WHICH HAD TO SUE DEVELOPER. STARTED YMCA TRACK TEAM WITH BOARD (WAS COACH) & HOST
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? GLANCED AT, BUT NOT REAL FAMILIAR. CONFLICT OF INTEREST UNDERSTAND, MEETS WITH LOTS OF VOLUNTEERS.
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. SURE.
11	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? OK
12	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? NO
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] EXPERIENCE WITH OTHER GOVT. AGENCIES? YES, EG. ENVIRONMENTAL IMPACT. STAKEHOLDER MEETINGS. GENERAL TAKE ON UTILITY RATES: FAIR, OCCASIONALLY HIGH. MOSTLY RATES ARE COMPETITIVE. MANY PEOPLE
14	Do you have any questions for the interview panel? 8 PEOPLE APPLIED. PEOPLE ARE INTERESTED IN ISSUES AND RATES, GET MAD WHEN THEY DON'T UNDERSTAND. (SIMILAR MISUNDERSTANDINGS ABOUT UTILITY VS GENERAL FUND TRANSFERS). KNEW JEFF JOHNSON LONG TIME AT LAB (HE WAS PROJECT MANAGER) & KNEW BOB WESTERVELT

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Michele Poling
Applicant's Name

Utilities
Board or Commission

Interview Conducted:

Tim Glasco
Interviewer Name

4/29/19 2:00 P.M.
Date/Time of Interview

X 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Graduate degree in urban planning. 28 yrs @ LANL, the last 15 as a construction project manager. All the SMEs reported to her. Was a trouble shooter on projects before she was a CPM. Before CPM was a facilities division employee. Started out at LANL as a health physics technician.
2	What do you believe are the greatest issues facing the County? Roads, sidewalks and utilities infrastructure has deteriorated and we need to look at replacing. Should replace what we have before building a lot of new.
3	What do you believe are the greatest issues facing the DPU? Aging infrastructure.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? BPU proposes and Council disposes. Do not interact with councilors individually, but only as a Board. Board members interact with each other primarily.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Have to listen to what other Board members and public are saying. Have to think in problem identifying and then problem solving modes. She believes she has these abilities.

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Try not to contact the Council directly. Work through the Board and not with staff directly.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>Perhaps writing a column for the newspaper. Haven't thought a lot about it.</i>
8	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? <i>Not within the last five years. Was on some LANL committees (women's committee). Was president of the League of Women Voters when she first came to Los Alamos.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Have read some sections, but not lately.</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes</i>
11	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? <i>No</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>None</i>
14	Do you have any questions for the interview panel?

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

Michele Poling

Applicant's Name

BPU

Board or Commission

Interview Conducted:

☒ Personally

☐ Telephone

Carrie Walker

Interviewer Name

4/29 2:00pm

Date/Time of Interview

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>grad degree - urban planning. LANL CPM. Experience working w/other SMEs. Reduced construction delays, costs. Health physics technician. Site planning for LANL: Navigated lab-wide politics, managed stakeholder interests.</i>
2	What do you believe are the greatest issues facing the County? <i>Roads, sidewalks, utilities (infrastructure.) Amenities vs infrastructure needs. Need to rebalance priorities & address needs.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Also infrastructure.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>BPU should come to conclusions & present those to Council for consideration.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Listening. Observing. Thinking in problem-identifying and then problem-solving modes. Humor helps!</i>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Try not to contact Council directly. Work with/through board and not individually direct the staff.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Could utilize/create newspaper resources.</i></p>
8	<p>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? <i>1) No. 2) Lab committees. Took a big commitment. President of League of Women Voters.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Have read some materials, but otherwise no.</i></p>
10	<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. <i>Yes.</i></p>
11	<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? <i>No.</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve? <i>No.</i></p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
14	<p>Do you have any questions for the interview panel?</p> <p><i>Meeting times/frequency.</i></p>

NOTES:



Department of Public Utilities

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Michele Poling

Applicant's Name

Utilities

Board or Commission

Interview Conducted:

☒ Personally☐ Telephone

ANTONIO MASSIORE

Interviewer Name

4/29/19 - 2:00pm

Date/Time of Interview

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Grad degree Urban Planning, 28 yrs at the lab, last 15 as Construction Project manager. troubleshoot projects before she was a project manager. Started as a health science tech. Site planning experience 8 yrs. Helped divide the entire lab into TA's, and helped create the Utilities group at the lab. Worked on Tiger TEAM.
2	What do you believe are the greatest issues facing the County? Roads, Gutters, Curbs infrastructure and Utilities aging more than we can care for Subsidizing General fund through Utilities dept.
3	What do you believe are the greatest issues facing the DPU? Aging infrastructure
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? "We propose, they dispose" limited interaction w/county Council, work together with board & Utilities Dept to present to Council.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? have to be able to pay attention and listen to all sides have to identify - think & solve problems

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? Try hard not to contact council directly Work with and through the board initially to develop ideas with staff before present
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? Feel Council is more there to represent citizens & ratepayers Hu
8	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? Not within last 5 years, won't been available due to health. Lab Women's Committee for about 5 years (Was on Committee to vote to approve interest in Hydro plant) Past president of League of Women Voters.
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? hasn't read them lately (NO)
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. Yes
11	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? Yes. Not a deterrent.
12	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? No - (but sometimes swears)
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel?

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

MICHELLE POLING

Applicant's Name

BPU

Board or Commission

Interview Conducted:

PETE SHEEHY

Interviewer Name

4/29/2019

Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>URBAN PLANNING GRADUATE DEGREE (M), 28 YRS @ LAB, CONSTRUCTION PROJECT MANAGER. WORKED TO GET DESIGNS FINALIZED BEFORE STARTING PROJECTS, TO AVOID PRODUCTION DELAYS. PREVIOUSLY WORKED AS HEALTH PHYSICS PERSON AT NUCLEAR FACILITIES. A LOT OF SITE PLANNING EXPERIENCE. HELPED GET LAB UTILITIES GROUP STARTED, TROUBLESHOOTER FOR LAB PROBLEMS.</u>
2	What do you believe are the greatest issues facing the County? <u>ROADS, UTILITIES HAVE BEEN SHORTCHANGED, WHILE NEW FACILITIES ARE ADDED, THINGS WEAR OUT - SHOULD NOT SUBSIDIZE GEN'L FUNDS WITH UTILITIES' PROFITS, OVERHEAD CONTINUES TO INCREASE.</u>
3	What do you believe are the greatest issues facing the DPU? <u>AGING INFRASTRUCTURE: WATER, GAS, ETC.</u>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>BPU PROPOSES, COUNCIL DISPOSES. NOT HAPPY ABOUT TRINITY NEW ROUNDABOUTS (LANDSCAPING TORN UP). BPU TRY TO PUT UNITED FRONT TO COUNCIL, AFTER BPU WORKS WITH EACH OTHER.</u>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>LISTENING SKILLS. PAY ATTENTION AT MEETINGS. HAVE PROBLEM-IDENTIFYING AND PROBLEM-SOLVING MODES OF THINKING. SENSE OF HUMOR AND CIVILITY.</u>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? AVOID DIRECT CONTACT WITH COUNCIL, BRING ALL ISSUES TO BOARD, DON'T GET TOO MUCH INVOLVED WITH STAFF BUT KNOW SUBJECT MATTER EXPERTS,
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? COLUMN IN PAPER "CURMUDGEON'S CORNER". COUNCIL SHOULD REPRESENT CITIZENS, RATEPAYERS HAVEN'T THOUGHT ABOUT TOO MUCH.
8	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? ^{ALSO ON BOARD THAT STARTED HYDRO ELECTRIC PROJECT,} NO, VERY CAREFUL ABOUT WHAT YOU COMMIT TO. WAS ON LAB WOMEN'S COMMITTEE & OTHERS, LAB WORK WAS PRETTY ALL-CONSUMING, AND LAB COMMITTEES OFTEN DIDN'T ACCOMPLISH MUCH. WAS LWV RESIDENT YEARS AGO.
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? NO; READ SOME, BUT NEED TO REVIEW.
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. SURE
11	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? NO
12	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? NO, BUT SOMETIMES SWEAR.
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] I EXPLAINED ABOUT PARTY BALANCE, OTHER CONSIDERATIONS ON SELECTION OF BOARD MEMBERS.
14	Do you have any questions for the interview panel? MEET 530 WED, ONCE A MONTH, PLUS EXTRA MEETINGS; THERE IS A SUBCOMMITTEE WITH SOME SOME BPU & COUNCIL MEMBERS, VOLUNTARY.

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Steven Russell

Applicant's Name

BPU

Board or Commission

Tim Glasco

Interviewer Name

5-10-19 2:00 PM

Date/Time of Interview

Interview Conducted:

X 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Came in 1990 as a summer student, then went to work for LANL. Physics PhD. Has been a homeowner for almost 30 yrs. Has no prior utilities exp. or knowledge. Just wants to help our community.</i>
2	What do you believe are the greatest issues facing the County? <i>Housing is at the top of the list.</i>
3	What do you believe are the greatest issues facing the DPU? <i>If the county is going to grow we will need to add utilities facilities. Aging infrastructure is a big issue.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>BPU is an independent board that oversees DPU, watches rates and DPU operations.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Independence and not coming in with an agenda. Must be able to work well in groups or not antagonize people who may have a different opinion. He has a good ability to get along with everybody.</i>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>There is always a little bit of friction because BPU is in an oversight role. This role can sometime be somewhat antagonistic.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>First he must learn how it all works and what is going on. Main public interface will be at the public meetings.</i>
8	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? <i>Was on the LAYSH board of directors. Otherwise, he serves on a number of work-related committees. His best contribution is independence of thought and recommendations.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Familiar but not intimately.</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes</i>
11	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? <i>No</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>Works on accelerator physics at TA-53, mostly free electron laser work. Now works at DAHRT.</i>
14	Do you have any questions for the interview panel? <i>How does arrangement between BPU and CC work. How independent.</i>

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

Steve Russell
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

4/10 2pm
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Resident since 1992. LANL staff. Has been renter, homeowner. Physics background. "Clean slate" perspective on utilities.
2	What do you believe are the greatest issues facing the County? Housing.
3	What do you believe are the greatest issues facing the DPU? Growth in population does affect utilities needs. Aging infrastructure is problem across the country.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Independent voice, oversight.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Independence, not having an agenda. Work well in groups. Not being antagonistic. Welcoming contrary views. Has demonstrated this during career at lab.

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? Some conflict is expected, the nature of an oversight board, which does not lend itself to collaboration. But should always work/interact in a respectful way.
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? First must educate self on all the details of the issues. Public meetings are chance to gather input.
8	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? LAYSLE board of directors (treasurer.) Regularly serves on review, hiring committees at work. Independence is greatest strength he brings – an outside perspective.
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? Familiar but not intimately – there is a lot!
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. Yes.
11	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? No.
12	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? No.
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] Accelerator physics, free electron lasers. DART now. Manages senior staff, technicians, a wide variety. Experience navigating safety, environmental standards.
14	Do you have any questions for the interview panel?

NOTES:

Revised 4/29/2019



Department of Public Utilities

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

STEVEN RUSSELL

Applicant's Name

BPU

Board or Commission

ANTONIO MAGGIORE

Interviewer Name

5/16/2019 2:00pm

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Resident since 1970 PhD - physics renter & Homeowner Manager @ LANL Coming in as a clean slate, been looking for volunteer options was recommended by Chait Scott.
2	What do you believe are the greatest issues facing the County? HOUSING, LIMITED ROOM
3	What do you believe are the greatest issues facing the DPU? Aging infrastructure and growth
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? independent advisory voice. oversight.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Independence, ability to understand complex issues, ability to work in groups Listening respectfully to differing points of view. able to get along with everybody

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>? <u>is there a problem now?</u> Won't always be collaborative, board is an oversight role - that can sometimes be antagonistic but should always be respectful</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Deep dive into the issues first. Board meetings are public but not envisioned going door to door.</p>
8	<p>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?</p> <p>LAYS - board of directors (treasurer) Otherwise lots of LAB review/hiring committees → greatest contribution would be an independent voice.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Familiar but not intimately.</p>
10	<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. Absolutely</p>
11	<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>No not a deterrent.</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>Not a deterrent.</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] PS - more about science background accelerator physics. Free electron lasers. 3 yrs in Space science - GPS satellites. Now helps manage DAHRT oversees 35-40 people.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>wanted more info on history of relations between Council & BPU.</p>

NOTES:

Revised 4/29/2019

LOS ALAMOS

Department of Public Utilities

LOS ALAMOS COUNTY BOARD OF PUBLIC UTILITIES (BPU) INTERVIEW PANEL QUESTIONS, MAY 2019

STEVEN RUSSELL
Applicant's Name

BPU
Board or Commission

Interview Conducted:

PETE SHEEHEY
Interviewer Name

5/10/2019
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>HERE SINCE 1990, STAFF OF LAB SINCE 1992 (PHYSICS PH.D), NOW MANAGER AT LAB. COACHED SOCCER, VOLUNTEER WORK, OPEN TO NEW OPPORTUNITY LIKE THIS.</i>
2	What do you believe are the greatest issues facing the County? <i>HOUSING WITH BIG LAB HIRING GOING ON, LIMITED ROOM.</i>
3	What do you believe are the greatest issues facing the DPU? <i>GROWTH, RE HOUSING ETC, WILL AFFECT UTILITIES NEEDS. AGING INFRASTRUCTURE IS BIG ISSUE HERE AS AROUND THE COUNTRY.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>INDEPENDENT VOICE THAT OVERSEAS RATES, IMPROVEMENTS, ETC,</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>INDEPENDENCE, COMING IN WITHOUT AX TO GRIND IS IMPORTANT UNDERSTAND COMPLEX SYSTEMS & PROBLEMS WORK WELL IN GROUPS, LISTEN WELL TO DIFFERENT POINTS OF VIEW. ABLE TO GET ALONG WITH (ALMOST) EVERYBODY.</i>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>ROLE OF BPU MAY INCLUDE SOME FRICTION BECAUSE OF OVERSIGHT ROLE. DOESN'T NEED TO BE FEISTY, BUT OVERSIGHT MAY BRING CONFLICT (HOPEFULLY IN A RESPECTFUL WAY).</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>FIRST, 'DEEP DIVE' TO LEARN INS & OUTS OF DPU. BPU HAS PUBLIC MEETINGS, THAT'S MAIN INTERFACE.</p>
8	<p>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?</p> <p>LAST WAS LAYSL (YOUTH SOCCER LEAGUE) AS TREASURER; PLAYER, COACH. MANY COMMITTEES AT WORK - REVIEW, HIRING, ETC. BEST CONTRIBUTION IS INDEPENDENCE (NOT IN DOE OFFICE OF SCIENCE, SO HAS INDEPENDENT PERSPECTIVE).</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>MILDLY FAMILIAR.</p>
10	<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; BIG CHANGES ON POWER SIDE, WATER IS ISSUE THROUGHOUT WEST</p>
11	<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>NO</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>ACCELERATOR PHYSICIST, ALSO WORKED ON FREE ELECTRON LASER RESEARCH, MICROWAVE SOURCES, SPACE SCIENCES (GPS). NOW DEPUTY GROUP LEADER FOR DAHRT FACILITY, SUPERVISE 48 PEOPLE. SOME EQUIPMENT IS DANGEROUS, SO DEAL WITH SAFETY DOCUMENTATION & ENVIRONMENTAL DOCUMENTATION.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>A LITTLE MORE ON BPU ROLE? SEMI-INDEPENDENT, SOMETIMES</p>

NOTES:

Steve Tobin
Applicant's Name

Utilities
Board or Commission

Interview Conducted:

Tim Glasco
Interviewer Name

4-30-19 2:00 p.m.
Date/Time of Interview

☒ 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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>Physics degrees specializing in nuclear fusion energy. Familiar with French nuclear energy. Now working in nuclear safeguards at LANL. Extensive experience w/ DOE at IAEA. Good experience with Swedish and French power grids.</p>
2	<p>What do you believe are the greatest issues facing the County?</p> <p>Reduction of carbon footprint and impact on rates, etc.</p>
3	<p>What do you believe are the greatest issues facing the DPU?</p> <p>Economic pressure on the utility and the need to create rates that do not oppress the members who are not so affluent.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council?</p> <p>BPU digs into issues in detail. Then engage DPU employees for research and data. Sees BPU doing smaller issues or bringing larger issues to CC.</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Getting along with other board members by respecting and listening to them. Always be civil, and make decisions with grace. Feels he has those skills.</p>

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6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Engage with each other and respect them. Listen to others' opinions and give them time to make their opinions and feelings on a matter understood.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Is open to whatever is appropriate for a Board member to do. Attend meetings and listen when citizens approach with questions and concerns.</i></p>
8	<p>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?</p> <p><i>Currently on religious education committee of Unitarian church. Have been on committees at LANL. Has a lot of experience in collaborative atmospheres. Served on the Habitat for Humanity board more than 5 yrs ago.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Is not familiar with either.</i></p>
10	<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><i>Yes</i></p>
11	<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><i>No</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No</i></p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
14	<p>Do you have any questions for the interview panel?</p> <p><i>None</i></p>

NOTES:

Revised 4/29/2019

LOS ALAMOS

Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

Steve Tobin
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

4/30/19 2pm
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Nuclear Engineering PhD. Fusion research. No board experience per se, but worked with DOE, federal sponsors. Familiar w/working w/bureaucracies, collaborative environments. Dealing w/ personal, cultural, other differences. Experience w/ energy conservation practices/ initiatives while living in Sweden. Habitat for Humanity Board.</i>
2	What do you believe are the greatest issues facing the County? <i>Carbon neutral goal. Impacts county planning. Technical issues, economic issues, "human"/PR issues.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Pressure to keep rates economical. How to serve full community, which may include both affluent and non-affluent residents.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Board will dig into utility issues on behalf of county.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Attitude of working through differences. Dysfunction does not serve the community. Thinks he has a positive temperament.</i>

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6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Respectful listening, questions. Being generous with your time.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Wants to interact appropriately w/public. Be available and open to discourse.</i></p>
8	<p>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?</p> <p><i>Religious Education Committee @ Unitarian Church. Provided sex education for youth. At work, technical and ad hoc committees, often international collaborations. Making work plans, communicating effectively, managing people and budget.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Not really.</i></p>
10	<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. <i>Yes.</i></p>
11	<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? <i>No.</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve? <i>No.</i></p>
13	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p>
14	<p>Do you have any questions for the interview panel?</p> <p><i>Had questions about status of SMP project.</i></p>

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Steve TOBIN

Applicant's Name

BPU

Board or Commission

ANTONIO MAGGIORE

Interviewer Name

4/30/2019

2:00 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Graduate degree in fusion energy 10 yrs experience, 17 years in Nuclear Safeguards (fusion), lived globally France & Sweden, works with DOE, DC And various levels of bureaucracy especially different cultures.
2	What do you believe are the greatest issues facing the County? Inspired by Goal of becoming Net Zero Carbon goal - how do we move forward on that goal both technically & through community engagement.
3	What do you believe are the greatest issues facing the DPU? Always under economic pressures. how do you match and work with both economic extremes (very rich/very poor)
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Board digs into the issues, engage staff to do the work, AND AS ADVISORY TO COUNCIL.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Initial Goal should be CONSENSUS, OK to disagree but have to be able to do so with grace never bring anger to the table

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>How Do you ask questions & interact w/others is important to show respect to all parties.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? Is open to suggestions on how to gauge what is "enough". Showing up to all meetings and reading all into a bare minimum. Be open to public comment.</p>
8	<p>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? religious education committee @ Unitarian Church. —</p> <p>- Especially providing sexual health info to youth. technical ad hoc committees at the lab. everything is collaborative. Habitat for Humanity board</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>NO</p>
10	<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>
11	<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>Not a deterrent</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>Not a deterrent</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
14	<p>Do you have any questions for the interview panel?</p>

NOTES:

Revised 4/29/2019

LOS ALAMOS

Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

STEVE TOBIN
Applicant's Name

BPU
Board or Commission

Interview Conducted:

PETE SHEEHY
Interviewer Name

4/30/2019
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>XAUER BS PHYSICS, GRADUATE NUC. ENGR/FUSION SPECIALTY.</u> <u>~10 YEARS ON FUSION, THEN IN NUCLEAR FISSION SAFEGUARDS 17 YRS</u> <u>W/IAEA. WORKED WITH DOE, ADVOCACY, VARIOUS BUREAUCRACIES,</u> <u>EXPERIENCE WITH SWEDISH & FRENCH NUCLEAR REGULATORY</u> <u>AGENCIES, SWEDEN IS 45% NUCLEAR, 45% HYDRO, VERY HIGH EFFICIENCY</u> <u>NEAR NET CARBON-ZERO, INTERESTING EXPERIENCE. BOOK 'THE TRUTH</u> <u>BEHIND SWEDISH UTOPIA.'</u>
2	What do you believe are the greatest issues facing the County? <u>GOAL TO BECOME NET CARBON-ZERO IS IMPORTANT, HOW TO</u> <u>DO THIS ECONOMICALLY, TECHNICAL AND HUMAN-RELATIONS</u> <u>CHALLENGES.</u>
3	What do you believe are the greatest issues facing the DPU? <u>ECONOMIC PRESSURE, KEEP RATES AFFORDABLE, PARTICULARLY</u> <u>FOR LOWER INCOMES, SWEDISH EXAMPLE (EFINAND) INTERESTING.</u>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>BPU WORK DEEPLY ON ISSUES, WITH STAFF, MAKE RECOMMENDATIONS</u> <u>TO COUNTY COUNCIL. RECOMMENDATIONS</u>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>IN 20 YEARS IN LA, HAVE SEEN DYSFUNCTIONAL /ANGRY COUNTY</u> <u>COUNCILS - THAT DOESN'T WORK. NEED TO WORK TOWARD CONSENSUS,</u> <u>WITH CIVILITY. TAKE WINS/LOSSES WITH GRACE. HAVE SEEN BOTH,</u> <u>BEING A FATHER HAS BEEN GOOD EXPERIENCE RE TEMPERAMENT.</u>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>PHRASE QUESTIONS RESPECTFULLY, LISTEN WELL, SPEAK CLEARLY. EVERY INTERACTION REQUIRES RESPECT.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>OPEN TO RECOMMENDATION. BE BE OPEN TO PUBLIC COMMENT. SHARE RELEVANT KNOWLEDGE & EXPERIENCE WITH PUBLIC.</p>
8	<p>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?</p> <p>UNITARIAN CHURCH EDUCATION COMMITTEE, "OUR WHOLE LIVES" SEXUAL EDUCATION GROUP. AT WORK, COLLABORATION WITH RUSSIAN NUCLEAR REGULATORS. PROPOSALS ETC. IN SCIENCE WORK. COMMUNICATIONS VITAL. LED T-LAB COLLABORATION FOR 10 YEARS. HABITAT FOR HUMANITY.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>NO</p>
10	<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>
11	<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>NO</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
14	<p>Do you have any questions for the interview panel?</p> <p>INTEREST IN SMALL MODULAR REACTOR. HAVE EVOLVED OPINION OF NUCLEAR POWER OVER THE YEARS.</p>

NOTES:

Revised 4/29/2019

Aaron Walker
Applicant's Name

Utilities
Board or Commission

Interview Conducted:

Tim Glasco
Interviewer Name

4-30-19 3:00 p.m.
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Navy vet (nuclear power operator). Works at LANL TA-53. Serves on the Community Development Advisory Board. Lived in Los Alamos for two yrs.</i>
2	What do you believe are the greatest issues facing the County? <i>Economic development and the housing shortage. Would like to see more small businesses.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Water rates are lower than they should be. Need to manage the optics of raising rates. Other rates are about right.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Utilities is somewhat independent but also part of County government. BPU's job is the bridge between citizens and DPU, also to make recommendations to the County Council.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Ability to agree or disagree. Must know when to compromise to move forward while not forsaking a principle. Need to know how to move forward intelligently.</i>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Have to communicate openly and be able to take criticism. Also need to get to know Councilors and BPU staff to understand their perspective.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Try to get a cross-section of opinions from as many people as possible. Go to various gatherings and listen to people.</i></p>
8	<p>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?</p> <p><i>Is presently on the Community Development Advisory Board. Is still relatively new and they have not accomplished a lot yet.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Somewhat, yes. Not totally familiar.</i></p>
10	<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><i>Yes</i></p>
11	<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><i>No</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No</i></p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p><i>Normally can not serve on two boards at the same time, without specific Council approval.</i></p>
14	<p>Do you have any questions for the interview panel?</p> <p><i>None</i></p>

NOTES:

LOS ALAMOS

Department of Public Utilities

LOS ALAMOS COUNTY BOARD OF PUBLIC UTILITIES (BPU) INTERVIEW PANEL QUESTIONS, MAY 2019

Aaron Walker
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

4/30/19 3pm
Date/Time of Interview

X 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>Navy nuclear power operator, now accelerator operator at LANL. Community Development Board. Lived in LA 2 years.</u>
2	What do you believe are the greatest issues facing the County? <u>Local economy - fostering growth, solving related issues. Housing, fostering small business growth.</u>
3	What do you believe are the greatest issues facing the DPU? <u>Water rates not sustaining utility; were kept stagnant too long. Need to work to financial health.</u>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>Utilities is interesting case; within county but somewhat separate. BPU needs to receive input from public and filter that to staff. BPU should make recommendations to Council, initiate big decisions.</u>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>"Agree to disagree." ^{Knowing} When to compromise; be realistic. Has experience doing that on the Comm. Dev. Board.</u>

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p><i>Willing to communicate openly, compromise, take criticism. Get to know people, their perspectives.</i></p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p><i>Get feedback from a wide variety of viewpoints. Feels not being in a political party helps him get feedback from all types of people.</i></p>
8	<p>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?</p> <p><i>CDAB. A new "new" board, so they are still working hard to make headway.</i></p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Somewhat familiar.</i></p>
10	<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. <i>Yes.</i></p>
11	<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? <i>No</i></p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve? <i>No</i></p>
13	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p>
14	<p>Do you have any questions for the interview panel?</p>

NOTES:

Revised 4/29/2019



Department of Public Utilities

LOS ALAMOS COUNTY

BOARD OF PUBLIC UTILITIES (BPU)

INTERVIEW PANEL QUESTIONS, MAY 2019

Aaron Walker
Applicant's Name

BPU
Board or Commission

Interview Conducted:

☒ Personally
☐ Telephone

ANTONIO MAGGIORE
Interviewer Name

4/30/19 3:00 pm.
Date/Time of Interview

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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>7 yrs in Navy as Nuclear power operator, Works at TASS (accelerator) operator</u></p> <p><u>Serves on CDAB currently</u></p>
2	<p>What do you believe are the greatest issues facing the County? <u>Economy - how to foster growth of both business & housing</u></p>
3	<p>What do you believe are the greatest issues facing the DPU? <u>Water rates below where they need to be - Ops of raising rates repeatedly</u></p> <p><u>And priority needs to be on getting all funds on track</u></p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>Board should filter public comment to staff</u></p> <p><u>Board should be the starting point of all changes within the Utilities Dept.</u></p> <p><u>Since Council is a final point</u></p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>Compromise - able to find common ground and willingness to ultimately accept what may not be your own personal first choice.</u></p>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Willing to take criticism, and compromise. Important to learn and interact with everyone to gain best information.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>Try to gain as much from all sides as possible. As independent not tied to any one side, would actively seek to understand and hear from differing viewpoints.</i>
8	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? <i>CDAB currently</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>SOMWHAT YES</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>YES</i>
11	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? <i>NOT A PROBLEM</i>
12	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? <i>NOT A PROBLEM</i>
13	<i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i>
14	Do you have any questions for the interview panel?

NOTES:

Revised 4/29/2019



Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

AARON WALKER

Applicant's Name

BPU

Board or Commission

Interview Conducted:

PETE SHEEHY

Interviewer Name

4/30/2019

Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. 7 YRS NUCLEAR POWER OPERATOR IN NAVY; WORK AT LANL AS ACCELERATOR OPERATOR. SERVE ON CDAB. IN LOS ALAMOS 2 YRS,
2	What do you believe are the greatest issues facing the County? ECONOMY - FOSTER BUSINESS/HOUSING GROWTH, HELP SMALL BUSINESSES BE THRIVE, DEAL WITH LAND SCARCITY/HOUSING SHORTAGE.
3	What do you believe are the greatest issues facing the DPU? WATER RATES NOT HIGH ENOUGH, DIDN'T KEEP UP WITH INFLATION OPTICS POOR- PEOPLE DON'T UNDERSTAND NEED TO REPLACE FACILITIES.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? DPU IS SEPARATE BUT MARRIED TO LOCAL GOVT. BPU NEEDS TO GET PUBLIC INPUT & GIVE TO STAFF, WITH SOME FILTERING. BPU SHOULD BE A BRIDGE BETWEEN CITIZENS & COUNTY COUNCIL, AS WELL AS POLICY ADVISORS.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? ABILITY TO AGREE TO DISAGREE. KNOW WHEN TO COMPROMISE & MAKE REALISTIC DECISION. FIND REASONABLE COMPROMISES, TO MAKE BOARD FUNCTION WELL AS A UNIT.

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>BE WILLING TO COMMUNICATE OPENLY, TAKE CRITICISM, MAKE COMPROMISES FOR GOOD OF COMMUNITY. GET TO KNOW STAFF & BOARD/COUNCIL MEMBERS, TO UNDERSTAND OTHER POINTS OF VIEW.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>TRY TO GATHER AS MUCH INFORMATION FROM ALL SIDES AS POSSIBLE. GO TO MEETINGS TO HEAR POINTS OF VIEW EXPRESSED.</p>
8	<p>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?</p> <p>CDAB. STILL NO CONCLUSIONS, BUT HAVE REVIEWED SOME VERY CONTROVERSIAL CODE.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>SOMEWHAT, BUT HAVEN'T READ RECENTLY. SOME INDEPENDENCE BETWEEN COUNTY & DPW.</p>
10	<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>
11	<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>NO</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>SERVE ON TWO BOARDS? (BPU & CDAB) – PROBABLY DROP CDAB IF SELECTED.</p>
14	<p>Do you have any questions for the interview panel?</p>

NOTES:

Revised 4/29/2019

Greg White
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Tim Glasco
Interviewer Name

3:00 PM 5-9-19
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Has professional experience in several areas that qualify him. Represents the public overseeing the BPU. Must ensure that rate dollars are efficiently used. Has worked construction and in building engineering for ca. 11 yrs. Worked as a kitchen repairman at the Sahara Casino so he knows about gas line safety. Also worked as an electrician on high voltage lines. Was a contract specialist in the USMC. Has a contract management degree. Is good at reading and interpreting statutes.</i>
2	What do you believe are the greatest issues facing the County? <i>Implementation of the Tyler Munis system has been a mess. A segment of the public is too opinionated and vocal on Facebook. Repairing of Diamond Dr. and NMSO2 project are major issues.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Money and funding. Better communication to public so the vocal minority do not have inordinate voice. Make sure people know they can talk to their govt reps. and get their needs addressed. Transferring money to general fund is a requirement that DPU has no say in. WRPWTP replacement will be costly and could cause general fund assistance.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Role of BPU is to put the citizens first. (also CC) When it comes to staff, Board members need to ask questions and come up to speed before the public meeting. Board members must not direct staff, that is the responsibility of the UM. Must be a working relationship between BPU and CC to communicate enough to be productive in meetings, particularly joint meetings.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Communication skills are most important. It is tough to fit it all in within 3 mins. He has experience with this and has the skills. Ability to understand complex technical issues and communicate to public, BPU and CC. Ability to manage time to effectively do the job.</i>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Help co-workers (BPU members) to learn to work together. Have some social interactions between CC and BPU to see each other as people and friends.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>Talk to staff. Do research. Understand laws and contracts. Not be afraid to make suggested improvements. Maybe a booth at the Farmer's Market for BPU to talk to citizens.</i>
8	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? <i>Nothing in last 5 yrs. Before that was in student gov't in high school and college. While in college served on a committee to evaluate energy usage. Found out a lot of billing problems and helped work them out.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Yes, has read the entire charter several times. Less familiar with Code.</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes</i>
11	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? <i>No</i>
12	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? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>Did an energy audit at Curry College in Massachusetts.</i>
14	Do you have any questions for the interview panel? <i>No. Hopes we choose the candidate with the best experience in serving the citizens.</i>

NOTES:

Greg White
Applicant's Name

BPU
Board or Commission

Interview Conducted:

Carrie Walker
Interviewer Name

5/9/19 3pm
Date/Time of Interview

X 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	<p>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>Broad professional experience is an asset when it comes to oversight. Construction for 11 yrs, building engineering 5 yrs. Was kitchen repair person (natural gas operations.) Worked on electric lines as well. Degree in contract management. Air Force experience. Believes experience reading & understanding contracts would be useful. Example: missing comma in NMC anti-donation clause. Has time to give 100% to serving the county & its residents.</p>
2	<p>What do you believe are the greatest issues facing the County?</p> <p>Engaging/communicating w/residents. There will always be dissatisfaction. Need to work on communicating well w/public.</p>
3	<p>What do you believe are the greatest issues facing the DPU?</p> <p>Similar issues of public communication. Extends to rate raises & revenue transfers, etc. WR Wastewater Plant.</p> <p>Funding for various projects could be better timed/coordinated within County. Could work with DOE for funding. Get creative.</p>
4	<p>How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council?</p> <p>BPU role is to put citizens first with respect to utilities. Be proactive and do your homework before meetings, but don't direct staff members. Let utilities manager delegate.</p> <p>Council & BPU need a working relationship, good communication, all within Open Meetings Act.</p>
5	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Communication is most important skill. Effectively communicate in limited time.</p> <p>Comfortable with public speaking.</p> <p>Ability to deal with technical & detail oriented matters. Having time to devote to position.</p> <p>He has these qualities.</p>

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? Military uses two prong approach: grueling boot camp and then continued more informal, social interactions. See each other as people and not just adversaries.
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? Utilize staff, do research, think outside of the box. Could consider doing "booths" like Council does at Farmers Markets, for example.
8	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? Not in last 5 yrs. Was active in student gov't in HS and college. Did an energy audit of the school; organized the project & paperwork. Found that school was paying the wrong electric/gas bills! (Curry College)
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? Has read the charter, less of the codes. Familiar with the basics.
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. Certainly
11	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? No.
12	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? No.
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel? Expressed that he hopes whoever is appointed is someone who will be qualified and help work for the citizens of the county.

NOTES:

Revised 4/29/2019

Department of Public Utilities

Greg White

Applicant's Name

BPU

Board or Commission

Interview Conducted:

☒ Personally
☐ Telephone

Antonio Maccione

Interviewer Name

5/1/19 3:00

Date/Time of Interview

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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Broad background working w/ electricity and construction in NV. Experience w/ gas regulations. Worked on Everything from 50v to 2070v. Degree in Contract Management. Lots of practice reading statutes/reviewing contracts. Retired and has time and strong desire to serve citizens of County.
2	What do you believe are the greatest issues facing the County? Communicating effectively w/ the public.
3	What do you believe are the greatest issues facing the DPU? getting the raw end of the Deal w/ the Munis change over. Infrastructure needs and how to pay/fund them. inherited aging infrastructure and then trying to find better ways to fund projects. rates are reasonable but need to communicate this better.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Role is to put Citizens first. Reach out to staff if you have questions, not job to direct staff that falls under Utilities Manager. Have to delegate no problem reaching to staff for information. Board & Council have to have a working relationship to move forward on projects.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Projects. Communication. Having the kind of mind to delve deeply into issues. Having the time to devote to the is board.

FINAL - APPROVED

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>Find a way to have more social interactions so that all can view each others as comrades on the same team</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Staff-discussions and ask questions. Farmers Market, town halls, Friday night concerts.</p>
8	<p>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?</p> <p>Not in last 5 years. Student Government, energy audit of the school, good at organizing and going through records. Dada Complete, Curry College MA</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Yes and No - familiar w/charter. less so of Codes.</p>
10	<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>Certainly</p>
11	<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>Not a deterrent.</p>
12	<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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>Not a deterrent.</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
14	<p>Do you have any questions for the interview panel?</p> <p>Feels this position should really go to the most qualified person who can best represent interests of citizens.</p>

NOTES:

Revised 4/29/2019

LOS ALAMOS

Department of Public Utilities

FINAL - APPROVED

LOS ALAMOS COUNTY
BOARD OF PUBLIC UTILITIES (BPU)
INTERVIEW PANEL QUESTIONS, MAY 2019

GREG WHITE
Applicant's Name

BPU
Board or Commission

Interview Conducted:

PETE SHEEHY
Interviewer Name

5/9/2019
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. BPU IS PEOPLE'S OVERSIGHT OF UTILITIES DEPT. PRESENT BOARD HAS TECHNICALLY QUALIFIED PEOPLE. EXPERIENCE IN CONSTRUCTION, BUILDING ENGINEERING (LAS VEGAS HOTEL), ELECTRICIAN, ALONG WITH AIR FORCE CONTRACT MANAGEMENT, USEFUL. THESE SKILLS WOULD BE HELPFUL TO BPU, PRACTICAL. CONTRACT LANGUAGE IS IMPORTANT.
2	What do you believe are the greatest issues facing the County? AS A RETIRED PERSON, HAVE TIME TO OFFER. HE HAS HAD GOOD RESPONSE FROM COUNTY STAFF WHEN ASKING FOR INFORMATION. THERE'S ALWAYS SEGMENTS OF POPULATION WITH NEGATIVE ATTITUDE. COUNCIL & BPU NEED TO COMMUNICATE FACTS BETTER, AND LET PEOPLE KNOW THEY WILL GET HELP WITH PROBLEMS.
3	What do you believe are the greatest issues facing the DPU? LOCAL UTILITY RATES ARE REASONABLE & COMPETITIVE. DPU IS BAMED FOR BILLING PROBLEMS, WHEN COUNTY MADE BAD DEAL WITH TYLER TECHNOLOGIES. NEED CREATIVE SOLUTIONS, WITH DOE HELP. RAISING RATES & THEN TRANSFERRING MONEY FROM DPU TO GENERAL FUNDS LOOKS BAD. REPLACING WASTE PLANT IN WHITE ROCK IS EXPENSIVE BUSINESS, FOR EXAMPLE, WHICH BPU & COUNCIL ^{WEEK TO} WORK TOGETHER & TIME BETTER.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? BPU & COUNCIL SHOULD PUT CITIZENS FIRST. BPU BOARDS CONTRIBUTE THEIR EXPERTISE FOR GOOD OF CITIZENS, FOR OVERSIGHT ROLE, ASK STAFF AS SOON AS YOU HAVE QUESTIONS, NOT JUST AT BPU MEETING. BOARD CANNOT DIRECT STAFF, BUT WORK THROUGH DPU DIRECTOR. BPU & COUNCIL JOINT MEETINGS & DISCUSSION IMPORTANT.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? COMMUNICATION SKILLS VITAL. SOMETIMES 3 MINUTES (PER ROBERTS' RULES) IS NOT ENOUGH, SO YOU HAVE TO TRY TO FIND MOST EFFECTIVE WORDS. I HAVE SOME PUBLIC SPEAKING SKILLS. HAVE A DETAIL-ORIENTED MIND TO GET IMPORTANT INFORMATION FROM STAFF. TAKE TIME TO DEVOTE TO POSITION.

FINAL - APPROVED

6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>MILITARY USES BOOT-CAMP APPROACH, THAT'S NOT POSSIBLE HERE. AFTER BOOT CAMP, MAKE SOCIAL INTERACTION EASY TO ALLOW PEOPLE TO COMMUNICATE INFORMALLY; BUILD CAMARADERIE.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>DO HOMEWORK ON CONTRACTS & LAW. MAKE SUGGESTIONS, THINK OUT OF BOX. TRY BPU BOOTH AT FARMERS MARKET, USE OR OTHER EVENTS, LIKE COUNCIL DOES,</i>
8	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? <i>INVOLVED IN STUDENT GOVERNMENT IN HIGH SCHOOL & COLLEGE. DID ENERGY AUDIT OF SCHOOL IN 1970'S. KNOWS HOW TO ORGANIZE INFORMATION (CURRY COLLEGE, MILTON, MA 1978-80)</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>YES & NO. HAVE READ CHARTER REPEATEDLY, NOT MUCH COUNTY CODE. BPU IS A CHECK FOR BUDGETS, CONTRACTS (WHEN LARGE).</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>YES.</i>
11	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? <i>NO</i>
12	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? <i>NO</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
14	Do you have any questions for the interview panel? <i>THIS POSITION SHOULD GO TO BEST PERSON - IF AN APPLICANT HAS UTILITY REGULATION EXPERIENCE, THAT'S</i>

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Revised 4/29/2019