

# Personnel Board – Human Resources Manager’s Report

November – December 2025

## **Administration**

- In collaboration with the County Manager’s office, HR continues to make progress on finalizing the Compensation Policy. Once that is complete, HR will focus on Personnel Rules and other policy updates
- HR is currently reviewing and updating multiple policies, more information will come to the Personnel Board in January’s HR Report.
- The County is currently recruiting for three (3) key positions with the assistance of MGT Impact Solutions. Fire Chief, due to the retirement of Troy Hughes, Human Resources Manager due to the retirement of Mary Tapia, and Public Information Officer, due to upcoming retirement of Julie Williams Hill. Two (2) of the three (3) positions have been filled. The County is currently still recruiting for the Public Information Officer (PIO) position.
  - ✓ The Human Resources Manager position was filled by Bernadette Martinez on December 7, 2025.
  - ✓ The Fire Chief position was filled by Eric Litenzberg and he will start on January 5, 2026.
- Casey Salazar will be joining the HR Team on January 5, 2026, as our HR Analyst 2 within our Training area.
- We are preparing for the upcoming FY27 Budget meetings; and lastly
- The Employee Recognition Committee hosted the annual Winter Social.

## **Compensation & HRIS/Munis**

- The Compensation Team in November continued to update system functions for the employees’ records within the HRIS module.
- The Compensation Team has been collaborating with the HR Training Manager to set up and test the Employee Evaluation module within Munis as of November.
- Worked with Payroll to ensure all eligible employees received stability pay in December; and
- Prepping for end of year processes.

## **Recruitment**

- Recruitment attended the November Job Fair at Northern New Mexico College.



- Job posting for Fire Recruit closed and LAC received 162 applications; 156 candidates qualified and were invited to participate in the selection process scheduled in December. Recruitment continued to assist all county departments with hiring and promotional needs.
- Recruitment assisted the Fire department with the Fire Recruit selection process on December 12<sup>th</sup>-15<sup>th</sup>. The top 20 candidates will be invited to attend the Pre-Academy Day in January.

#### **Recruitment Stats YTD (Jan. 1, 2025, to Dec 31, 2025)**

- 155 Job Postings
- 2,419 Applications received
- 15 average applications per job posting
- 120 Promotions
- 147 New Hires

Recruitment continues to assist all County departments with hiring and promotional needs.

<b>Years of Service</b>	<b>No. of Employees</b>
32	1
30	1
29	1
27	3
26	1
25	2
24	5
23	7
22	7
21	8
20	10
19	26
18	10
17	31
16	25
15	24

<b>Years of Service</b>	<b>No. of Employees</b>
14	18
13	22
12	15
11	27
10	23
9	26
8	37
7	18
6	45
5	49
4	39
3	97
2	121
1	120
0	108

#### **Benefits**

- Annual Enrollment started on November 5<sup>th</sup> and ended on December 12<sup>th</sup>. The Benefits team completed over 700 changes for open enrollment effective January 1, 2026.
- The Benefits team will begin the solicitation process for RFP for dental, vision, and long-term disability insurance providers, as well as benefit consulting services.

#### **November & December Service Awards:**

Congratulations to the following individuals on their service anniversaries with Los Alamos County.

November Anniversaries	
<b>5 years</b>	
	Agustine Campos
	Miki Moreno
	Krista Montoya
<b>10 years</b>	
	Levi Gurule
	Eric Martinez
<b>15 years</b>	
	Gayathri Sriram
	Richard Branch
	Jaime Kepheart
	Annalisa Miranda
<b>20 years</b>	
	Jennifer Baca

December Anniversaries	
<b>5 years</b>	
	Dakota Coghil
	Norma Covington
	Derrill Rodgers
	Roland Rodriguez
<b>10 years</b>	
	John Roig
<b>15 years</b>	
	Joel Martinez

#### RETIREMENTS:

We would like to congratulate the following individuals on their retirement from the county!

- Eric Abeyta: Community Development
- Preston Ballew: Police
- Daniel Blea: Public Works- Traffic & Streets
- Micah Brittelle: Fire
- Antoinette Padilla: Community Development
- Danny Pitts: DPU
- Barb Ricci: Administrative Services- RIM
- Kelly Sterna: Fire
- Harold “Anthony” Strain: Public Works- Engineering
- Brent Talley: DPU

Congratulations to the following team members who earned Recognition Coins in the month of December!

- Uylin Martinez – (Public Works-Custodial Services)
- Isaiah Harrison – (Public Works-Custodial Services)
- Jaden Price – (Public Works-Custodial Services)
- Sam Molina – (Public Works-Custodial Services)
- Chris Armijo – (Public Works- Facilities)
- Jonathan Downey – (Public Works- Facilities)
- Ryan Becker- (Administrative Services Department-IM)
- Christopher Hightower- (Administrative Services Department-IM)
- Luis Pena- (Administrative Services Department-IM)

Your hard work directly contributes to advancing our goals and enhancing the quality of life for all residents. Thank you for your exceptional efforts and for being an inspiring part of our team.