County of Los Alamos

1000 Central Avenue
Los Alamos, NM 87544

Agenda - Final

Personnel Board

David Hampton, Chair; James Wernicke, Vice-Chair; Jennifer Best; Stephanie Haaser; Sarah Hoover Members

Wednesday, February 11, 2026 | **9:30 AM** | **1000 Central Avenue, Suite 110**

NOTE: This meeting is in person and open to the public. However, for convenience, the following Zoom meeting link and/or telephone call in numbers may be used for public viewing and participation:

https://us06web.zoom.us/j/3170454910?pwd=SkIveFBHM3JoOEJZM0hpcG9LWWgrdz09&omn=83864838953

Meeting ID: 317 045 4910
Passcode: 7Qqt0K

1. CALL TO ORDER - ROLL CALL

2. PUBLIC COMMENT

This section of the agenda is reserved for comments from the public on items that are not otherwise included in this agenda; please limit your comments to 4 minutes.

3. APPROVAL OF AGENDA

4. BOARD BUSINESS

A. 21223-26 Personnel Board 2026 Work Plan Approval with Revision

Presenters: David Hampton

Attachments: A - 2026 Work Plan Attachment A

5. BOARD TRAINING

A. 21265-26 Personnel Board Training for Employment Appeal Hearings

Presenters: Personnel Board

6. ADJOURNMENT

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 505-662-8040 at least one week prior to the meeting or as soon as possible.

Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Human Resources Division at 505-662-8040 if a summary or other type of accessible format is needed.

County of Los Alamos

Staff Report

February 11, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.:	A.
Index (Council Goals):	Quality Excellence - Effective, Efficient, and Reliable Services; Quality Governance - Communication and Engagement
Presenters:	David Hampton
Legislative File:	**21223-26**

Title

Personnel Board 2026 Work Plan Approval with Revision

Recommended Action

I move that the Personnel Board approve the 2026 Personnel Board Work Plan as amended.

Body

The Personnel Board reviewed and approved the 2026 Work Plan in October 2025, but due to attachment A updates via the County Manager's office, the Personnel Board will need to review and approve the amended Attachment A form to attach to the 2026 Work Plan for the Personnel Board.

Attachments

Attachment A - 2026 Work Plan Attachment A

Attachment A

Place an X in the column on the right if the Council priority is related to the work of the Board or Commission:

Quality Governance **Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to the present and future needs of stakeholders.**	
Communication and Engagement	
Inform, engage, and solicit feedback from community members and affected parties, including boards and commissions, on County projects, policies, and priorities to promote a culture of open communication and collaboration to increase public participation.	
Intergovernmental, Tribal, Regional Relations, and Partnerships	
Collaborate and problem-solve with the County's major employers; community partner organizations (local education, health care, and other organizations); neighboring Pueblos; and regional, state, and federal governmental entities.	
Fiscal Stewardship	
Evaluate alternative methods and approaches for expenditures and investments, ensure transparency, and comply with applicable budgetary and financial regulatory standards and fiscal sustainability.	
Operational Excellence **Operational excellence involves having structures, processes, standards, and oversight in place to ensure that effective services are efficiently delivered within available resources and that services continuously improve to anticipate and meet future needs.**	
Effective, Efficient, and Reliable Services	
Deliver customer-focused, accessible, reliable, and sustainable services to the community through collaborative decision-making, and efficient implementation.	
Infrastructure Asset Management	
Evaluate the County's assets and infrastructure to prioritize funding to first maintain and protect those investments and to second inform new investments.	
Employee Recruitment and Retention	
Attract and employ diverse and highly qualified staff, retain staff through development opportunities, equity and upskilling opportunities, and compensation and benefits, and promote staff to address increasingly complex challenges.	
Economic Vitality **Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish.**	
Housing	
Increase the capacity for new housing development and the amount and variety of housing types to meet the needs of a changing and growing population, particularly middle- and lower-income households.	
Local Business	
Encourage the retention of existing businesses, facilitate the startup of new businesses, and assist in opportunities for growth.	
Downtown Revitalization	
Revitalize the downtown areas of Los Alamos and White Rock by facilitating and incentivizing development opportunities.	
Educational, Arts, Cultural, and Historical Amenities	
Promote and enable educational, arts, cultural, and historical enrichment opportunities, in coordination with community partners, and provide for the preservation and restoration of historic buildings and the protection of archaeological sites.	
Tourism and Special Events	

Promote tourism, sponsor special events, and support community events, by enhancing amenities, utilizing indoor and outdoor facilities, and encouraging local business support and increasing capacity for overnight stays.	
Community Broadband	
Implement community broadband as a self-sustaining essential service that enables reliable high-speed Internet access throughout the County at competitive pricing.	
Quality of Life **Quality of life is a reflection of general wellbeing and the degree to which community members are healthy, comfortable, welcomed, included, and able to enjoy the activities of daily living.**	
Health, Wellbeing, and Social Services	
Expand access to behavioral, mental, and physical health and social services and amenities to address identified issues and promote wellbeing in the County and the region.	
Inclusion, Access, and Belonging	
Promote inclusion, access, and belonging through events and training, facility planning, and expanded opportunities and services for diverse needs and interests.	
Mobility	
Improve and expand access to, and provide disability accommodation for, alternative modes of travel including public transit, cycling, and walking amenities and services.	
Open Space, Parks, and Recreation	
Manage, maintain, and improve designated open spaces, parks and recreation facilities, trails, and amenities as defined by adopted plans and approved projects.	
Public Safety	
Ensure overall community safety through proactive and sustained implementation of police, fire, hazard mitigation, and emergency response plans.	
Environmental Stewardship **Environmental stewardship is the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices in coordination with community and organizational partners.**	
Natural Resource Protection	
Take actions to protect wildlife and wildlife habitat, safeguard water quality, and mitigate tree loss in the community**.**	
Water Conservation	
Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable.	
Climate Action and Resiliency	
Implement the roadmap for reducing greenhouse gas emissions, achieving a carbon neutral energy supply, and increasing climate resilience.	
Waste Management	
Divert community waste from landfills through recycling, re-use, composting and waste reduction programs, and zero-waste campaigns.	

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Personnel Board Training for Employment Appeal Hearings

Body

Tony Ortiz from Ortiz-Zamora Attorneys at Law, LLC will present the Personnel Board with training on how to conduct Employment Appeal Hearings.