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**General Information**

All County Board and Commission members must be residents of Los Alamos County. Lodgers' Tax Advisory Board members, except the at-large community member, do not need to be residents if they are employed/represent an attraction or hotel.

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

Only on-line applications will be considered.

*If you are interested in applying for Labor Relations Board, please contact Mary Tapia at 505-662-8040.*

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**Profile**

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**Board and Commission Application**

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

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

Library: Submitted

Michele

First Name

Altherr

Last Name

Middle  
Initial

Street Address

Suite or Apt

City

State

Postal Code

Email Address

Primary Phone

Alternate Phone

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**Registered to vote in Los Alamos?**

☒ Yes ☐ No

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

☒ Democrat

**How long have you lived in Los Alamos County?**

25 years

**How did you learn of this Board/Commission vacancy?**

Online

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

☐ Yes ☒ No

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

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**Community Service**

**List boards, commissions, committees, and organizations on which you are currently serving or have served. Include any offices held.**

Past Service: Parks and Recreation Board, PEEC Board and Environmental Educator, Community Wildlife Certification, Leadership Los Alamos Graduate, XQ Initiative to Re-imagine High School.

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**Employment and Education**

**List your current and past employment experience.**

2018-2023: Principal, Aspen Elementary School (Established an outdoor classroom, invested in dishwasher, trays and salad bar to reduced lunch waste). 1997-2017: Teacher 4th-6h grades and gifted education (NM Literacy Dream Team, Science Fair Coordinator, Data Team, Spelling Bee Coordinator, NM Leadership Team, Green Team Sponsor).

**List your current and past education including any professional or vocational licenses or certificates.**

2014 - 2016 New Mexico Highlands University, Master's degree, Educational Leadership and Administration. 2008-2009 Western Governors University, Science Education. 1997-1997 The University of New Mexico, Post Baccalaureate Certification, Elementary Education and Teaching. 1976-1980: Florida Institute of Technology, Bachelor of Science in Biological Science and Ecology.

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**Interests & Experiences**

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

I am interested in community programs/outreach, literacy development and information access.

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

Our library is a community gem and I would like to help in anyway that helps it accomplish its strategic plan. In addition to the above, I would like to see the outdoor classroom established. I am also interested in what we can do to coordinate activities with our senior facilities. Since so many residents don't have A/C, I would like to start discussing the use of the library as a cooling center during heat waves.

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

No

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

I know about teaching children to read, children's books, environmental education, grant writing and administration.

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

Yes

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

No

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## **General**

**Have you ever worked for Los Alamos County?**

☐ Yes ☒ No

**If yes, please list dates and department.**

**Are you related to any employee of Los Alamos County?**

☐ Yes ☒ No

**If yes, please indicate name and relationship.**

**Are you aware of any potential conflicts of interest in connection to your occupation or financial holdings in relation to your responsibilities as a member of the advisory body to which you seek appointment?**

☐ Yes ☒ No

**If yes, please indicate any potential conflicts.**

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**Are you aware of the time commitment necessary to fulfill the obligations of the Board or Commission to which you seek appointment?**

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☒ Yes ☐ No

**Can you commit to approximately 10-15 hours per month to this Board or Commission to prepare for and attend monthly meetings and training as needed?**

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☒ Yes ☐ No

**Are you willing to participate in Board and Commission meetings that are recorded and may be live-streamed?**

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☒ Yes ☐ No

**Are you willing to have your name listed on the County Boards and Commissions public webpage?**

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☒ Yes ☐ No

If you have any questions, please contact Adrienne Lovato at 505-662-8293

# LOS ALAMOS

## County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Michelle Altherr  
Applicant's Name

Library Board  
Board or Commission

Melanie Hand  
Interviewer Name

8/23/24  
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	<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>Lived in Los Alamos since 2000, Teacher in elementary schools, Principal of Aspen School. Admin Leadership, Education degrees, Grad of Leadership Los Alamos. Taking care of mom - main interests in seniors, children, books.</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</p> <p>Board issues: national access to information, Make access affordable &amp; accessible. County standard issues: blighted downtown, housing, health care (cooling centers) needed.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Connecting w small businesses.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Collaboration is a good skill. Working w outside resources for collaboration. Organization skills.</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>Get to know them &amp; facilitate what people want to accomplish.</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p><i>Last five years, wrapped up in education. Started PEEC, forming committees. 25th Anniversary.</i></p>
7	<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 familiar. Read Library Board Work Plan</i></p>
8	<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>
9	<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>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No.</i></p>
11	<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>Outdoor classroom development - expand on experience. Healthier outside programs during COVID. Pull together all sorts of people. Get community input.</i></p> <p><i>Improved playgrounds</i></p> <p><i>Butterfly class w Dorothy Hoard.</i></p>
12	<p>Do you have any questions for the interview panel?</p>

Notes:

# LOS ALAMOS

## County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Michele Altherr  
Applicant's Name

Library Board  
Board or Commission

Gwen Kalaraza  
Interviewer Name

8/23/24 12am  
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. I've in LA since 2000, raised 2 kids, taught elementary school + principal degrees in Bio, edu, admin leadership volunteered at PEEC when started served on Portes/Rec Board in the past leadership LA attended connect children w/ nature - has helped w/ enrich lives of elderly love library + is a user
2	What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.] Board - access to information is important + is concerned @ impact on the library licensing + books are an issue nature outdoors County - housing, downtown blight, amazing community does a lot healthcare, hot + cooling center
3	How do you perceive the role of County Boards and Commissions in local government? connecting w/ small business communities to help get more started
4	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? collaboration, respect, good listener, get to know staff learn @ library, work w/ other organizations to collaborate good org. skills, administrative skills does have those skills
5	What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve? get to know staff, facilitate + communicate to meet all needs + think outside the box on this

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>last 5 years principal at <sup>Mountain</sup> Aspen? has served on others in the past educ comm assoc of schools, formed comm. helped start PEEC - most proud of 25<sup>th</sup> anniversary comm.</p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>not familiar w/ this has reviewed workplan for LRB.</p>
8	<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 - would love this so can learn</p>
9	<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 - this is fine</p>
10	<p>Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>no - access to information</p>
11	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>talked about her experience w/ outdoor classroom/spaces</p>
12	<p>Do you have any questions for the interview panel?</p>

Notes:



# LOS ALAMOS

## County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

M. Altherr  
Applicant's Name

Library Board  
Board or Commission

E. Rivera  
Interviewer Name

8-23-24 12:00  
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. <i>Lived in LA since 2000 raised kids Teacher elementary principal @ Aspen Bio Sci, Education, Admin Leadership. PEEC Parker + Rec Board Leadership Los Alamos Interest in outdoor classroom. newly discovered interest in elderly people. Use the library.</i>
2	What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.] <i>Board Access to info is important to me curious about licensing with ebooker, outdoor classroom, kids tutoring County Housing, blighted areas Amazing community health care cooking center</i>
3	How do you perceive the role of County Boards and Commissions in local government? <i>Connecting with small business community.</i>
4	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>collaboration, respect, listening, get to know staff. Work together with other orgs Organized. Admin skills.</i>
5	What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve? <i>Get to know them, see what the possibilities are, what do they want to accomplish</i>

6	Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure? <i>Pretty wrapped up in education last 5 years. Educational related issues.</i>
7	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Don't think so. Have looked at work plans.</i>
8	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>Of course.</i>
9	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>That's fine.</i>
10	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. Access to information.</i>
11	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>PECC, Mountain, Aspen - outdoor spacer</i>
12	Do you have any questions for the interview panel?

Notes:

# LOS ALAMOS

## County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Michele Altherr

Applicant's Name

Library

Board or Commission

Frances Knudsen

Interviewer Name

8/23/24

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	<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 lyp - 15 yrs at PEEC children &amp; nature outdoor classroom</p> <p>interest in seniors patients get info; feel safe; connect</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</p> <p>county - housing; downtown blight; healthcare; coding center</p> <p>board - access to info; tutoring ? access to ebooks how it works</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>connect with SBus</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>collaboration listening get to know staff</p> <p>strong organization</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>get to know learn opportunities collaboration</p>

6	Have you served on any Boards, Commissions or Committees (not only County B&Cs -- but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure? <i>educational committees</i>
7	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>No</i>
8	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>
9	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>
10	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>
11	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]
12	Do you have any questions for the interview panel?

Notes:

*outdoor class  
PEEC - butterfly garden  
vegetables*

*- sci lessons  
- skits  
- lots of play*