

How long have you lived in Los Alamos County?

1.5 years

How did you learn of this Board/Commission vacancy?

Sobia Sayeda, Stephanie Nahkleh

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.)

Community Service

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

Founding chair of the Diversity and Inclusion Board's Investigations and Impacts Committee, National Panhellenic Council at Miami University (2020-22) Founding Member, Diversity and Inclusion Committee, Chi Omega Fraternity Sigma Alpha chapter (2020) President, Miami University German Club (2020-2021)

Employment and Education

List your current and past employment experience.

Currently employed at Los Alamos Commerce and Development Corporation as the Membership and Program Manager at projectY cowork, since January 2023. I've worked in customer service for nearly a decade in a variety of capacities, as well as a being a community leader through my co-curriculars and employment as a Resident's Assistant in college.

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

Bachelor's of Arts, Miami University, Political Science (expected graduation May 2025) Certificate of Completion, New Mexico MainStreet Fundraising Workshop (expected March 2024) Certificate of Completion, New Mexico MainStreet Grant Writing Workshop (expected March 2024)

Interests & Experiences

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

As a young adult community member, I see a lot of unfulfilled potential in this community. From housing to commercial real estate to placemaking, our county has many challenges to future development that need to be overcome. In joining the Planning and Zoning commission, I believe I can help Los Alamos overcome them. I am particularly interested in community development, and I believe the Planning and Zoning commission to be integral to the progress of our county. Through my work at the LACDC, I have been surrounded by development plans and technical documents that I enjoy dissecting. I work closely with a variety of community leaders in collaborative projects.

**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.)**

My current role with projectY cowork has given me a deep dive into codes, plans, and visions of community development, all of which motivate me to be a more active player in their continued development. I would focus primarily on mixed-use developments that preserve reasonable lease rates for both residential and commercial tenants. With the county and region's changing demographics and growing population, we need a Planning and Zoning Commission that is dedicated to adapting with these changes, and I believe I bring a unique perspective to contribute to that effort. Through my experiences as a resident in large and small communities, my belonging to the largest growing population in our community, and my professional expertise and connections, I believe my voice would be a new and helpful addition to the commission. I believe in collaboration and communication, so I am looking forward to working with a cohesive team.

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.

As an employee of Los Alamos Commerce and Development Corporation, I have been involved in discussions and planning about the Downtown Master Plan, the 2016 Strategic Plan, and developers in the Los Alamos and White Rock community. I regularly work with a variety of county staff, including council members, who support this commission. I have already studied the Master Plans, Strategic Plans, and related documents for Los Alamos County for the last decade.

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

Leadership Los Alamos participant, 2023-present, learning not only the major actors in the community but the ecosystem, interest groups, and relationships that keep this town progressing and healthy. Miami Mock Trial, 2018-2020. Training in legal arguments, technical documents, and public speaking, as well as strategy development and information analysis.

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

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.

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

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?

Yes No

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

Yes No

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

Yes No

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

A. Holtzclaw

3/13/24

D. Reagor

2pm

Zoom

1. New to community. Working at LACDC Ycowork. Member
Interpersonal skills. MRA + planning discussions.
2. Housing, small business spaces. Transportation.
Advocate mixed use.
3. Advocate for the community, but allow some
niched areas.
4. Communication is main skill. Making everyone
feel heard. Learning material for this community.
5. Talk to people as a person. Human decency.
6. DEI board on impacts. 2 years ago.
Just arrived here.
7. yes. also MRA + strategic plan. LEDA good but
hard to access.
8. Yes. Eager to do so. Likes to learn
9. No
11. Experience w/ PTZ. none
12. How often do we meet?



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

Alice Holtzclaw
 Applicant's Name

Planning and Zoning
 Board or Commission

Rachel Adler
 Interviewer Name

03/13/2024, 2pm
 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>Been in Los Alamos for 2 years, loves the community, has been getting involved. Works for LACDC. Does a lot organization, management. Good interpersonal skills. Went to school in Ohio, majored in PoliSci. In Leadership Los Alamos. Women in Business networking group is a bit motivation for wanting to be on the commission. Real estate comes up quite a bit.</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? <i>[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></p> <p>Housing is a big challenge. She works a lot with small businesses, see the lack of commercial space, especially for restaurants. Interested in making improvements to support small businesses. Transportation is also a huge issue. Need more advanced and available transportation. Proponent of mixed use development.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Advocates for the community to County Council and government staff as well. Community has representation in Council, but boards and commissions provide representation on more niche topics.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Communication is the most important skill, which is her strong suit, both written and spoken. Active listening is key. Making sure everyone feels understood and heard. Willingness to compromise.</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>Always about talking to someone as a person, not a position. Trying to understand that you're both humans trying to do what you think is best for the situation. Human decency is number one priority.</p>

6	<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>Chair of the Investigations and Impact committee for diversity and inclusion board for Greek society she was involved in in college. President of the German Club.</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>Yes, has read through the strategic plan, the MRA, ordinances, especially with P&Z specific documents.</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, is very eager to do so to gain knowledge.</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.</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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p>
11	<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> <p>Councilor Reagor asks if she has any experience going in front of P&Z. Not in formal ways, but has gotten involved in P&Z through her professional position.</p> <p>Has helped put together Main Street presentations, but was not there for the presentations.</p>
12	<p>Do you have any questions for the interview panel?</p>

Notes:

LOS ALAMOS

County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

ANNE HOFFMAN
Applicant's Name

P&Z
Board or Commission

SOBIA SAYEDA
Interviewer Name

3/13/24 2PM
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>INVOLVED IN THE COMMUNITY - WOULD LIKE TO CONTINUE IN THE FUTURE. WORKS IN INTIMATE PERSONAL RELATIONSHIP IN THE CURRENT ROLE. FINISHING LEADERSHIP & WOMAN'S BUSINESS GROUP FACILITATOR - RURAL ASTORIA & COMMERCIAL PROPERTIES. POLITICAL SCIENCE DEGREE FROM OHIO.</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>HOUSING & TRANSPORTATION ARE A BIG CONCERN. ADVOCATE FOR MIXED USE.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>ADVOCATES FOR THE COMMUNITY FOR COUNTY COUNCIL & COUNTY STAFF. COMMISSION BRIDGES THE GAP.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>COMMUNICATION - VERBAL & WRITTEN ARE A STRONG SUIT - ACTIVE LISTENING IS IMPORTANT. ABILITY TO GRASP THE CONCEPTS OF THE COMMISSION.</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>TALKING TO SOMEONE AS A PERSON - BOTH ARE HUMAN & HAVE THE COUNTY'S BEST INTEREST.</p>

6	<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>CHAIR OF INVESTIGATIONS COMMITTEE FOR DIVERSITY & INCLUSION IN COLLEGE. WORKED ON COLLECTING DATA & RESEARCH - ALSO HELPED ESTABLISH THE COMMITTEE.</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>YES. VERY FAMILIAR WITH THE CHARTER & P&Z CODE IN PARTICULAR. MIR PLAN & LEDA</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. A LIFE LONG LEARNER.</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.</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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</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>DO YOU HAVE EXPERIENCE W/ P&Z? OFTEN INVOLVED W/ MAIN STREET & CHAMBER. HAS LEARNED A GREAT DEAL. INTEREST IN P&Z - W/ POLITICAL SCIENCE</p>
12	<p>Do you have any questions for the interview panel?</p>

Notes: