

Laurent, Anne

From: Klare, Perry
Sent: Friday, July 18, 2025 4:54 PM
To: Laurent, Anne; Cull, Theresa; Havemann, Suzie; Hand, Melanee; Herrmann, Ryn; Neal-Clinton, Beverly; Reagor, David; Ryti, Randall
Cc: Matteson, Linda; Leaphart, Alvin; Redondo, Michael
Subject: Re: Petition for Health Benefits for Probate Judge

Dear County Councilors,

This email serves to formally memorialize the concerning and unprofessional meeting I had today with General Counsel Alvin Lephart and representatives from Human Resources. This documentation is crucial for preserving an accurate record of events, and further action will undoubtedly follow.

I recently submitted my formal petition to you Councilors regarding health benefits and a separate request concerning a salary increase. These are two distinct issues that warrant proper consideration.

I was initially contacted by County Manager Anne Laurent who attempted to schedule a meeting for July 22nd, 2025. I requested an earlier meeting, which was subsequently arranged. Only General Counsel Alvin Lephart and the HR representatives were present.

It became immediately clear that the purpose of the meeting was not to genuinely address my petition. Instead, I was handed a flyer about health benefits and informed that I would need to pursue health care options in the private market. When I questioned General Counsel Alvin about this, he asserted that I had no pathway forward before the next election. This is, in my professional legal opinion, a **false and erroneous legal conclusion**.

I then requested a formal **memorandum** detailing the legal basis for his conclusion. General Counsel Alvin scoffed at my request and stated he was not obligated to provide one.

Later, I received an email from HR providing what purported to be direct legal advice. Notably, General Counsel Alvin Lephart's name was absent from this communication, and you, the esteemed Councilors, were not carbon-copied. The content of this email is demonstrably, **unprofessional and unethical**. Furthermore, I find it disrespectful to be addressed as "Mr. Klare" in official correspondence, especially given my position as a Public Official and an attorney.

There is a clear and concerning problem with how the County is handling this matter. Issues of **legal ethics, efficiency, and professionalism** are all at stake.

I specifically asked General Counsel Alvin Lephart why he insisted on an in-person meeting, particularly given that my professional compensation is below federal minimum wage for my time. His response was, "I like to do things in person." In my professional attorney opinion, such a preference often indicates a desire to avoid creating a formal record of discussions.

Given these serious concerns, I formally **invoke spoliation** for any meeting notes, emails, or other communications between HR, General Counsel Alvin Lephart, and any other relevant county employees concerning these matters. I also formally request either a closed-door or public meeting with the Council to explain why you possess the authority to grant my requests, directly contrary to the assertions made by your General Counsel.

Sincerely,

Judge Perry Klare Esq.
Los Alamos County Probate Judge

Perry Klare Esq.
Probate Judge
Los Alamos County, NM
perry.klare@lacnm.us

From: Laurent, Anne <anne.laurent@losalamosnm.gov>
Sent: Wednesday, July 16, 2025 5:23:30 PM
To: Klare, Perry <perry.klare@lacnm.us>; Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>
Cc: Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>
Subject: RE: Petition for Health Benefits for Probate Judge

Perry,
Unfortunately, I am out of town tomorrow and Friday and my mornings are booked until Friday after next. However, I have sent a new meeting via outlook for this Friday at 10:30 AM and included Bernadette and Victoria from HR in my absence, and Alvin will be there also. We all met yesterday, and they are prepared to discuss your request in detail. The good news is we are scheduled to discuss elected official salaries in an upcoming Council meeting to gain direction on a future ordinance.
Anne

From: Klare, Perry <perry.klare@lacnm.us>
Sent: Wednesday, July 16, 2025 8:02 AM
To: Laurent, Anne <anne.laurent@losalamosnm.gov>; Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>
Cc: Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>
Subject: Re: Petition for Health Benefits for Probate Judge

Can we do a morning meeting due to my schedule as soon as possible?
Thank you

Perry Klare Esq.
Probate Judge
Los Alamos County, NM
perry.klare@lacnm.us

From: Laurent, Anne <anne.laurent@losalamosnm.gov>

Sent: Tuesday, July 15, 2025 4:53:56 PM

To: Klare, Perry <perry.klare@lacnm.us>; Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>

Cc: Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>

Subject: RE: Petition for Health Benefits for Probate Judge

Hi Perry.

I sent you a meeting invitation for next week Tuesday 7/22 at 3:30 PM. If that day/time does not work please let me know what might work for you.

Anne

From: Klare, Perry <perry.klare@lacnm.us>

Sent: Tuesday, July 15, 2025 2:51 PM

To: Laurent, Anne <anne.laurent@losalamosnm.gov>; Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>

Cc: Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>

Subject: Re: Petition for Health Benefits for Probate Judge

Good afternoon, possibly granting the health benefits informally would be ideal. I can make a separate formal citizen request for salary.

Thank you,
Perry

Perry Klare Esq.
Probate Judge
Los Alamos County, NM
perry.klare@lacnm.us

From: Laurent, Anne <anne.laurent@losalamosnm.gov>

Sent: Tuesday, July 15, 2025 1:59:39 PM

To: Klare, Perry <perry.klare@lacnm.us>; Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>

Cc: Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>

Subject: RE: Petition for Health Benefits for Probate Judge

Hi Perry. Did you want this to be a formal citizen petition that is heard by Council then sent back to me, or do you want to meet with me first to discuss the steps for consideration first? Anne

From: Klare, Perry <perry.klare@lacnm.us>

Sent: Tuesday, July 15, 2025 10:30 AM

To: Cull, Theresa <theresa.cull@losalamosnm.gov>; Havemann, Suzie <suzie.havemann@losalamosnm.gov>; Hand, Melanee <melanee.hand@losalamosnm.gov>; Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>; Neal-Clinton, Beverly <beverly.nealclinton@losalamosnm.gov>; Reagor, David <david.reagor@losalamosnm.gov>; Ryti, Randall <randall.ryti@losalamosnm.gov>

Cc: Laurent, Anne <anne.laurent@losalamosnm.gov>; Matteson, Linda <linda.matteson@losalamosnm.gov>; Leaphart, Alvin <alvin.leaphart@lacnm.us>; Redondo, Michael <michael.redondo@lacnm.us>; Klare, Perry <perry.klare@lacnm.us>

Subject: Petition for Health Benefits for Probate Judge

Greetings,

Please see attached Petition to the County Council.

Thank you,

Perry