

DECEMBER 2025



LAPS Student Handmade Christmas Ornament



Santa Claus, Los Alamos, NM

COUNTY MANAGER'S MONTHLY REPORT

LOS ALAMOS

INTRODUCTION

The County Manager's Monthly Report provides updates on key programs and projects, County financials and metrics that help track how the staff are serving the community.

NOTE FROM THE COUNTY MANAGER

December did not produce unexpected activities for the County operations with little snow and many people took time off for the Christmas and New Year holidays to travel and/or spend time with family and friends.

Council did hold two meetings in December; and their meetings had many important discussions and actions taken including:

- Presentation by DOE-EM Siter Manager Jessica Kunkle with a focus on Hexavalent Chromium Plume migration onto the Pueblo de San Ildefoso
- Approval of jail conditions report
- Appointments to the Los Alamos Health Council and Lodger's Tax Board
- Introductions of ordinances related to elected official salaries
- Introduction of ordinance related to a LEDA loan to UbiQD
- Appointment of Erik Litzenberg as the new Fire Chief
- Approval of a Green Los Alamos certification program for businesses
- Approval of design services to develop construction documents for a new EOC at Fire Station 3 in White Rock
- Approval of revisions to clarify the Los Alamos County Council Procedural Rules
- Presentation on the Draft Fleet Conversion Plan and Community-Wide EV Charging Plan
- Approval of a maintenance agreement with NMDOT for a Rectangular Rapid Flashing Beacon at 20th Street and Trinity Drive
- Approval of the Council's State Legislative Agenda
- Discussion about next steps and possible actions as a follow-up to the Council Local/Small Business Engagement Working Group report

If you would like to see more about the council and their boards and commissions please visit ([link](#)) to view meeting agendas, videos and minutes.

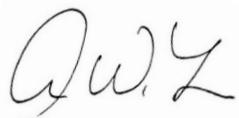
Some of my December activities as county manager coordinating and supporting partners and residents included:

- December 1st – met with LACDC ED Lauren McDaniel to coordinate on our service contracts and workplans for next year
- December 2nd – attended monthly meeting with Deputy Lab Director Mark Davis about upcoming public meetings to finalize the SWEIS and lab hiring is continuing forward at a conservative pace with optimism the energy and water bill has support to pass prior to end of January
- December 2nd – attended monthly meeting with DOE-NNSA Site Manager Ted Wyka and DOE-EM Site Manager Jessica Kunkle discussing Hexavalent Chromium Plume next steps to get new well design completed and operating, modeling progress and start the pumping and treatment activities again
- December 3rd - Virtually attended the town hall with LANL Director Thom Mason
- December 5th - Met with owners of Mozart to learn about their waste to energy project planned on Ohkay Owingeh Pueblo land and their need for the County's waste stream
- December 8th – attending an interview with fire accreditation team about governance and administration

- December 9th – virtually attended NNSA’s public meeting on flanged tritium waste container depressurization
- December 10th – met with DestinationIQ contractor about our tourism marketing and opportunities
- December 11th – attended monthly CoDel virtual meeting with federal delegation NM staff
- December 12th – presented to the Leadership Los Alamos class
- December 12th – met with San Ildefonso Pueblo Administrator John Gonzales and Councilor Rytí about the Hexavalent Chromium Plume migration onto the Pueblo
- December 12th – hosted annual County Manager office staff dinner
- December 16 – attended the annual County staff winter social event at Fuller Lodge

It was an exciting end to 2025 with completing the necessary documents and processes for UbiQD’s LEDA loan request and being ready to sell bonds to fund the Community Broadband Network project. It has been a busy 2025 and the goal is to keep pace in 2026 moving forward all our exciting projects, programs and meeting the needs of the community services provided. Cheers to a productive, healthy and safe 2026!

Warm regards,



Anne Laurent
County Manager

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COMMUNICATION AND ENGAGEMENT

General County

County social media channels recorded a 1.6% engagement rate in December,

The strongest engagement came from posts about the Holiday Light Parade, snow removal operations, and the Los Alamos Airport Santa Fly-In.

County Line, Bottom Line, Sustainability, Off the Shelf Newsletter

The average open rate across all County e-newsletters in December was 55%. Individual newsletter performance is as follows:

- County Line: 49% of 2,361 subscribers
- Economic Development – Bottom Line: 60% of 685 subscribers
- Sustainability: 64% of 120 subscribers
- Library – Off the Shelf: 60% of 238

Record Management

Records requested: 176

Carryovers from previous month: 15

Records pulled for review: 931

Boxes intake for storage: 7

Internal requests: 6

Records provided: 6

Permit requests: -

Clerk's Office

Records & Filings: 242
eRecordings: 70
Marriage Licenses: 7
Probate Cases: 4
Council County / Board Meetings: 2
Total Registered Voters: 16,308
Voter Record Transactions: 6,047
Social Media Posts: 0
Facebook Followers: 651
Instagram Followers: 384
Threads Followers: 77
Customer Visits: 48

Community Development Department

@LosAlamosCountyCommunityDevelopmentDepartment Total Subscribers 3.7K
835 Reached this month
133 Content interactions this month

Community Services Department

New Social Media Followers: 63

E-Activity Guide Reads:

Winter e-reads: 222

Alcohol Permits: 4

Environmental Services

Social Media Followers: 1.3k

Fire Department

Social Media Followers: 17 IG, 45 FB

December Social Media Report

Los Alamos County, NM | January 1st, 2026

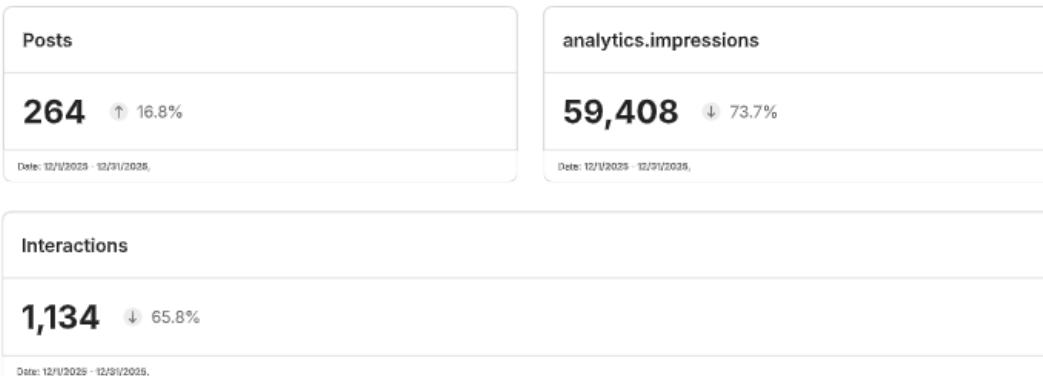
Social Media Performance Report



Top metrics in the selected accounts

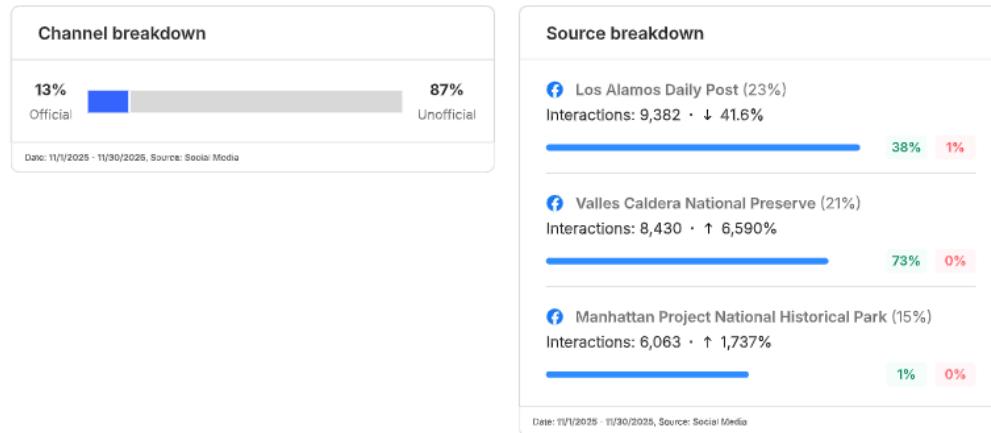
The number of posts, impressions and interactions during the report period, along with the conversion rate from impressions to interactions.

Impression simply means the content appeared on a user's screen, even if only for a moment. There is no minimum requirement for an impression to be counted. If the post loads in someone's feed, even if they scroll past it instantly, it counts as an impression



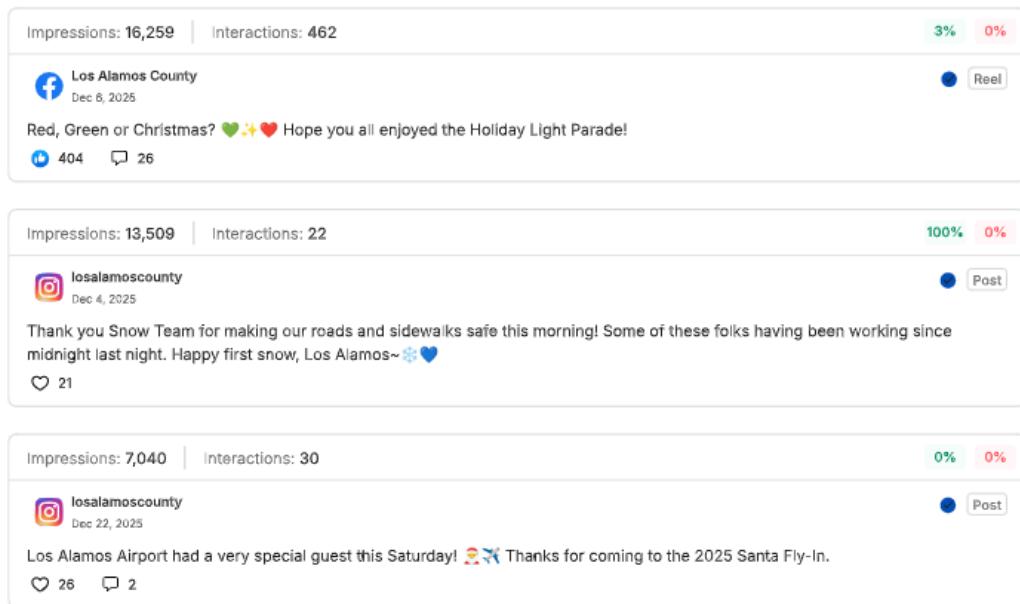
Where the conversation is happening

Most popular channels and sources



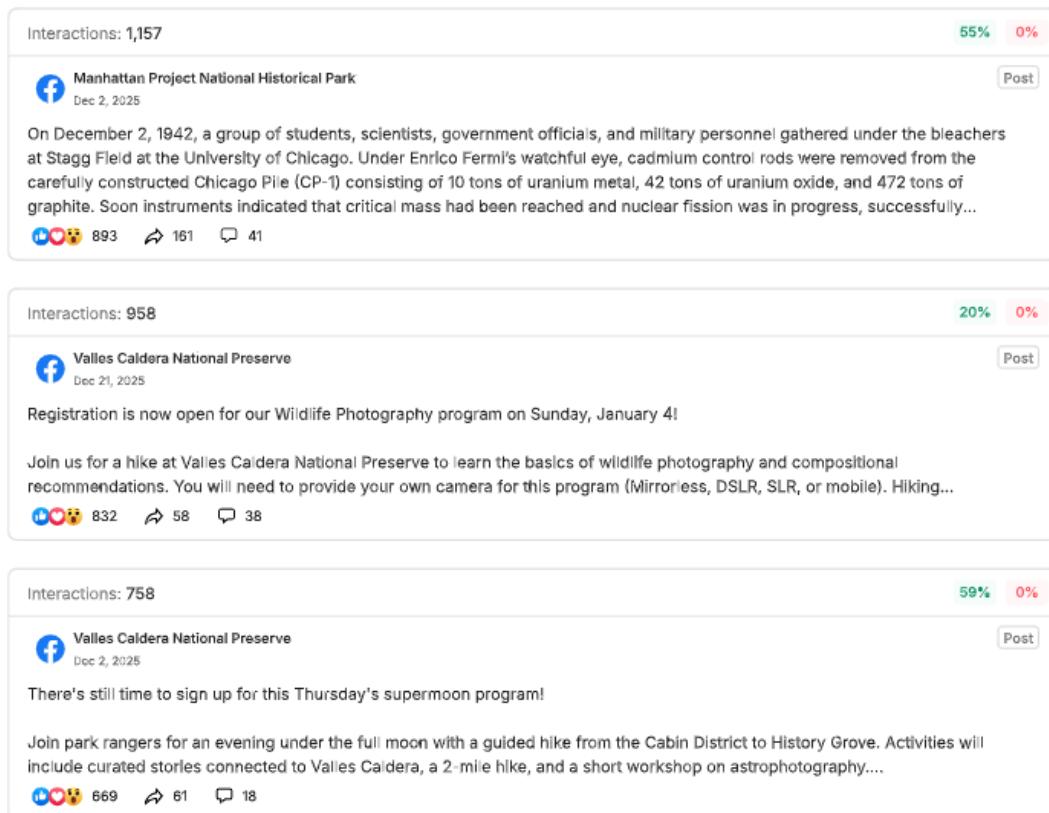
Leading posts from official County social media accounts

The top performing posts during the report period.



Leading posts from unofficial social media accounts

The top performing posts during the report period.



INTERGOVERNMENTAL, TRIBAL, AND REGIONAL RELATIONS

State

The Los Alamos County State Priorities Agenda was passed in December after meeting with the Regional and State Working Group. Discussions with local legislators on several issues were held in order to further the LAC State Agenda.

Federal

Federal lobbyist along with the IA Manager and DPU continued pressing for support for the FEMA grant for the Jemez Mountain Fire Protection Plan through the Congressional Delegation and other contacts.

The team began the process of potentially adding a water well to the Water Resources Development Act process beginning 2026. It is a two-year process.

Tribal and Regional

Continued communications with the Pueblo de San Ildefonso, particularly on the hexavalent chromium plume.

FISCAL STEWARDSHIP

Financial Overview

Budget: The budget team have been working diligently with all departments to prepare the upcoming FY 2027 budget. Budget comparison worksheets have been delegated to each department and meetings were conducted to review budget guidance and answer any questions the departments may have. The budget team also attended a three-day training with GFOA called the Art of Budget Communications. The team is excited to implement some of the new knowledge acquired in this upcoming budget season. The PAFR is also underway with wonderful assistance of the Communications Office.

Finance: The Office of State Auditor has approved the FY2025 ACFR and the team has received the authorization to release the audit report. Thus, the team is officially done with the FY2025 audit. Great news! There are no audit findings on the FY2025 audit. A huge shout out to the Finance Team for their dedication and commitment and to all the departments for their support throughout the audit process.

Procurement Stats

FY 26 YTD Stats:

906 Purchase Orders Issued

331 PO Change Orders

1531 Inventory Pick Tickets

44 Agreements Completed

20 Amendments Completed
88 Solicitations/Amendments in Progress

Trends:

Purchase Orders increased from 706 (FY25) to 819 (FY26)
PO Change Orders decreased from 312 to 309
Inventory Pick Tickets Processed & Delivered increased from 1494 to 1531
Agreements Completed increased from 37 to 38
Amendments Completed decreased from 14 to 13
Solicitations/Agreements/Amendments in Progress increased from 86 to 88
Anticipated Projects decreased from 46 to 30
Property Disposal Requests Received increased from 13 to 28

December 2025				December 2024			
Accounts Receivable	Number of Transactions	Dollar Amount	Variance Over Prior Year Increase (Decrease)	Number of Transactions		Dollar Amount	
				Transactions	Dollar Amount		
Gross Receipts Tax Received	4	\$ 3,514,629.70	-49.06%	4	\$ 6,899,711.64		
Electronic Payments Received (EPAY)	42	\$ 8,922,775.73	-5.31%	44	\$ 9,423,175.78		
Property Tax Received	4754	\$ 8,720,991.04	3%	5,137	\$ 8,487,627.75		
Lodgers Tax Received	5	\$ 34,155.96	10%	4	\$ 30,926.63		
Accounts Payable	Number of Invoices Paid		565	\$ 34,077,547.40	13%	548	\$ 30,063,456.51
	Wire Payments Processed		31	\$ 18,227,842.63	8%	34	\$ 16,955,613.46
Electronic Fund Transfers (EFT) Processed			167	\$ 6,822,521.59	38%	143	\$ 4,939,889.88
Normal Print Checks Processed			229	\$ 9,027,210.18	11%	166	\$ 8,167,953.17
Total Disbursements			427	\$ 34,077,574.40	13%	343	\$ 30,063,456.51
P-Card Transactions			1,086	\$ 359,627.89	-9%	1,106	\$ 396,250.08

EFFECTIVE, EFFICIENT, AND RELIABLE SERVICES

CLERK

Update

As the year concludes, the Los Alamos County Clerk's Office is balancing year-end responsibilities with planning efforts that support future operations. December is a key transition period that allows staff to close out current work while preparing for the year ahead.

Recording and indexing remained a primary focus during this time. Staff continue to process recorded documents, index newly incoming and historical documents, and reconcile year-end records to ensure public documents are accurately preserved and accessible in accordance with statutory requirements.

At the same time, preparation for the June Primary Election is underway. Staff are reviewing the official election calendar and statutory deadlines, coordinating with the New Mexico Secretary of State's Office, and evaluating procedures related to candidate filings, ballot preparation, and voter information. Early planning also includes assessing staffing needs, scheduling election worker training, and reviewing equipment readiness to support orderly and accurate election administration.

In parallel with operational planning, the County Clerk's Office is deeply engaged in budget development for Fiscal Year 2027. This work includes evaluating current and anticipated workload, forecasting election-related costs, and reviewing staffing, equipment, technology, and training needs. Budget planning requires close coordination with county administration and careful alignment with statutory responsibilities to ensure resources are available to support all County Clerk's Office duties.

By addressing records work, election preparation, and budget planning simultaneously, the County Clerk's Office remains focused on accuracy, transparency, and responsible stewardship of public resources in service to Los Alamos County residents.

Upcoming Events / Project Milestones / Seasonal Changes / New Initiatives:

January 6, 2026	County Council Meeting
January 13, 2026	County Council Meeting
January 19, 2026	County Closed in observance of Martin Luther King, Jr. Holiday
January 19-23, 2026	International Government Officials Mid-Winter Conference
January 20-23, 2026	NMAC Legislative Conference
January 26, 2026	Election Proclamation issued by NM Secretary of State
January 27, 2026	County Council Meeting

HUMAN RESOURCES

Updates

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

The County is currently recruiting for the Public Information Officer, due to upcoming retirement of Julie Williams Hill and for the Deputy HR Manager.

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 HR on January 5, 2026, as the HR Analyst 2 within the Training area.

The team is preparing for the upcoming FY27 Budget meetings.

The Employee Recognition Committee hosted the annual Winter Social.

Training Stats:

Overall Safety Training Compliance is 87% Compliance.

PLANNING

December Stats

Permits Reviewed: 14

Planning Inspections Conducted: 6

Business Licenses Reviewed: 11

Development Applications Processed: 2

Updates

Historic Master Plan kick-off January 2026. Comprehensive Plan Update kick-off January 2026

Upcoming

January 7, 2026, Historic Preservation Advisory Board Meeting

January 14, 2026, Planning and Zoning Commission Meeting

INFRASTRUCTURE ASSET MANAGEMENT

INFORMATION MANAGEMENT

Infrastructure Update

Exchange email system upgrade successfully completed in December.

Microsoft had announced end of support for these versions on October 14, 2025. The team had to wait for the completion of the .gov domain migration. This upgrade keeps the email system secure, reliable, and fully supported.

Application Update

Implemented software updates for the Finance department's Treasurer Tax Billing and Collection system and the Facilities department's Access Control system, enhancing functionality and security.

Collaborated with Electric Production to configure a SharePoint site, creating structured lists for logbook management and improving operational efficiency.

Collaborated with LAFD to assess and enable secure remote access to LANL systems using PIV/Crypto Card/YubiKey authentication on county-issued Getac devices, significantly reducing response times and improving data accessibility.

December Stats

465 New Service Desk Tickets

67 Open tickets

398 Closed Tickets

AIRPORT

Take-offs and Landings – December activity at the Los Alamos County Airport remained steady as seasonal weather began to transition. A total of 305 aircraft operations were recorded for the month, including 137 operations from based aircraft and 168 visiting operations, according to Virtower data. Of these, approximately 60 operations were conducted by Classic Air Medical helicopters, underscoring the airport's continued role in supporting regional emergency medical response.

Updates

The upgraded terminal kitchen was fully completed, marking the conclusion of interior renovation efforts that began earlier this fall. The Airport also received a grant award from the New Mexico Department of Finance to help support completion of the eight-unit T-Hangar project. While this funding represents an important milestone, the project has been impacted by ongoing demand and supply-chain constraints affecting hangar kit availability. As a result, delivery of the hangar kits is now delayed by approximately 28 weeks, shifting the anticipated project completion to fall of next year. Behind the scenes, coordination and planning efforts continue on both the T-Hangar project and the Taxiway-F design work to maintain momentum where possible.

The annual Santa Fly-In, held at the County Airport on Saturday, December 20, was a highly successful community event, drawing an estimated 400 attendees over the course of the afternoon. Supported by approximately 22 volunteer pilots from the local aviation community and additional County staff, the event featured holiday craft stations

including snow globe and reindeer kibble tables, cookies and hot chocolate, and extensive aircraft displays. Highlights included the Classic Air Medical helicopter on display, children being welcomed into aircraft by participating pilots, and Santa—portrayed by local pilot Skip Egdorf—arriving by air in a Beechcraft Bonanza piloted by Will Fox, President of the Experimental Aircraft Association. More than 250 gift bags were distributed to children visiting Santa, and attendance surpassed last year's record, reflecting strong community engagement and enthusiasm for the event. The Airport would like to thank Public Works Custodial staff and SOS Rachel Barela for their support in making the event a success.



FACILITIES

December Stats:

Current work orders in queue – 139
New work orders since last report – 78
Completed work orders – 115
After hour call outs – 7
Emergency call outs – 3

CUSTODIAL

December Stats

Fuller Lodge – 57
White Rock Activity Center – 12
White Rock Fire Station – 1
Betty Ehrt Senior Center – 20
White Rock Town Hall – 1
Municipal Building – 30

Updates

Reservations for the month of December increased from November with holiday parties/events scheduled.

Windows were cleaned and tables delivered to the airport in preparation for the Santa's Fly In event.

Sections of the Municipal building had their carpets shampooed.

Fuller Lodge was decorated for the holiday season by Custodial staff.

Floor work will continue at Pajarito Cliffs Site, the Municipal Building and the Nature Center.

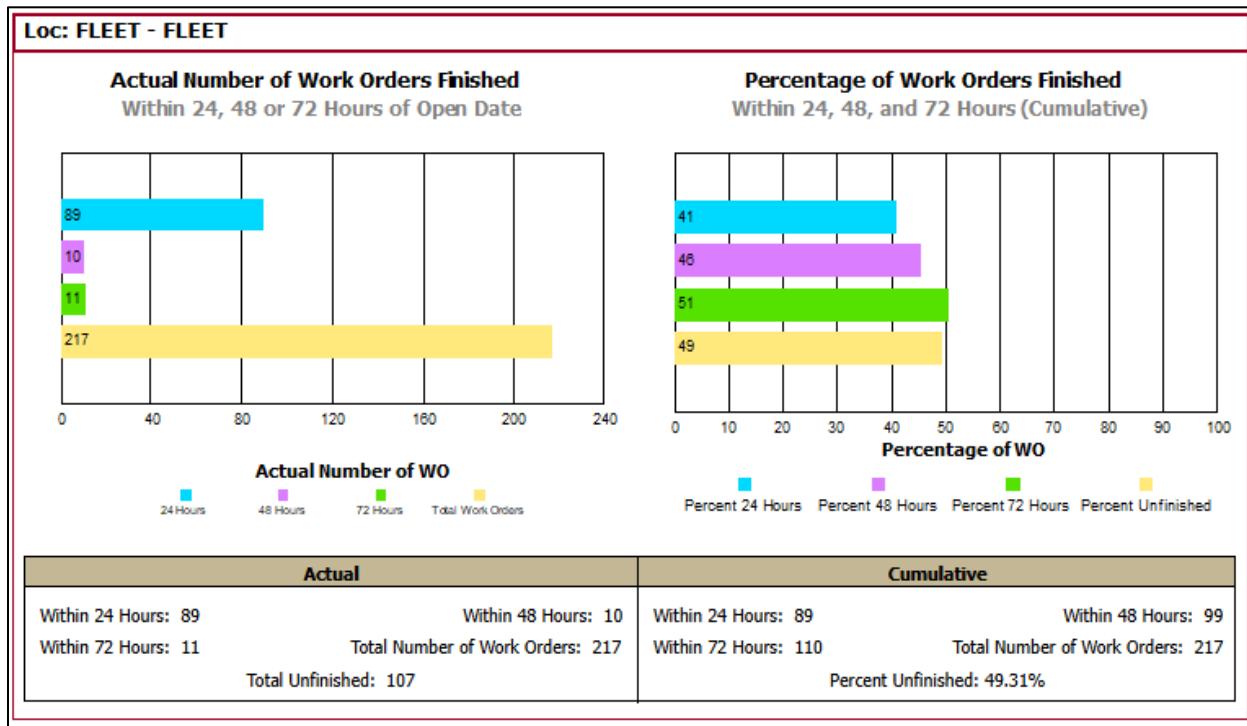
The wood flooring at Fuller Lodge is scheduled to be refinished after the holiday season.

FLEET

December Stats

Work orders entered – 217
Work orders completed within 72 hours - 110
Work orders that remain open - 39
Work orders that are considered preventive maintenance – 35
Work orders that are considered repairs – 177

Work orders due to accidents – 5



TRAFFIC AND STREETS

December Stats

Customer calls – 63

Traffic Control & Excavation Permits processed – 9

Permits extended – 2

Locates preformed – 50

Asphalt used – 112 tons

Concrete used – 15 cubic yards

Perma Patch used – 120 lbs.

Signs fabricated and installed – 40

Lights and fixtures that were replaced – 2

Work orders received – 6

Work orders completed – 2

December 16th - 18th crews participated in a Traffic Control Safety Technician and Supervisor training course to onboard new employees and recertify existing staff. The training focused on work zone traffic safety and best practices for protecting both workers and the public during roadway construction activities.

This month the Traffic & Streets maintenance crews worked on the following:

- Snow removal crews responded to the first winter weather event of the season on December 3rd. Approximately two inches of snow accumulated throughout the County. Due to continued warm ground temperatures, snow and ice impacts were minimal, and crews were able to complete snow and ice control operations by end of day on December 4. Additional work included snow removal operations and cleaning and preparing equipment in anticipation of future winter storms.
- In support of CDD, Traffic & Streets partnered with DPU to remove miscellaneous concrete debris and legacy materials from the lot directly west of The Bluffs on DP Road. Stockpiled materials were segregated, screened, and suitable clean loads were transported to the Eco Station for disposal. In addition, nearby landfill options and hauling services were evaluated to determine the most cost-effective and efficient means for removing the remaining material.
- Crews addressed a longstanding drainage issue at the end of the Glenview Drive cul-de-sac. Due to inadequate drainage, stormwater was collecting in front of residential driveways, causing localized flooding and ice formation during winter months. To correct the problem, crews removed the existing curb and gutter and regraded the flow line to establish positive drainage. New concrete curb and gutter were then installed to direct runoff toward the existing drop inlet. Adjacent asphalt pavement was also removed and regraded to transition smoothly to the new curb line and support proper water conveyance.
- Sidewalk and curb improvements were completed with sidewalk replacements on Lejano Dr. and Cheryl Ave., as well as curb and gutter replacement on 35th Street.
- Crews placed sand at multiple locations throughout the county for farolitos, providing materials for community use.
- Maintenance crews repaired soft spots on an active paving project in coordination with Public Works engineers.
- Countywide vegetation control was conducted, including tree removal within the arroyo along Longview Drive.
- Paving operations were completed on Cheryl Avenue and Aragon Avenue, as well as at Piñon Elementary School. Crews also installed a metal bollard at the ice rink facility.
- The Signs and Markings Crew removed a handicap parking stall and associated access hash markings to accommodate the new parking lot configuration at the ice rink. Additionally, sun-damaged ACT bus stop signs and outdated signage were replaced countywide. A total of 40 signs were fabricated and installed during this reporting period.

At this time, the department does not have a dedicated traffic electrician crew. Negotiations are ongoing with two potential candidates. In the interim, the Traffic

Manager has been maintaining traffic signal infrastructure, including replacing two traffic signal indications, repairing two school zone flashers at Barranca Elementary School, and replacing GFCI outlets used for Christmas Light Parade lighting.

Administrative staff issued new permits with extensions on others, created requisitions, processed payments for invoices, and ordered uniforms for new hires and sent them off for embroidering.

EMPLOYEE RECRUITMENT AND RETENTION

December Highlights

Recruitment assisted the Fire department with the Fire Recruit selection process on December 12th-15th. The top 20 candidates will be invited to attend the Pre-Academy Day in January. Recruitment Stats YTD (Jan. 1st to Dec 31st)

155 Job Postings

2,419 Applications received

Average applications per job posting=15

120 Promotions

147 New Hires

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

HOUSING

Updates

20th Street Development Solicitation: The due diligence phase of development kicked off on October 10, 2025. County staff and the development partner are reviewing engineering, soils, planning reports, and similar documents. The due diligence earnest money transfer has taken place, and the Title Report and ALTA survey of the property have been completed. The due diligence period is expected to take until April 2026. [Goals: Downtown Revitalization, Local Business, Housing.]

Affordable Housing Service Providers: The Housing Trust continues to market its programs at various events throughout the community. The team currently has multiple applications in process for both the Home Rehabilitation and Homebuyers Assistance programs. In December, Housing Trust staff closed the first Homebuyer Assistance Program loan. [Goals: Housing.]

North Mesa Update: Wilson and Company has finalized the North Mesa Transportation and Utilities Study. The final report provides preliminary designs and cost estimates for the system upgrades needed to serve the site with utilities and to mitigate the project's impact on the transportation system. [Goals: Housing, Intergovernmental Relations.]

A-8-A: The effective date for the Sales, Purchase, and Development Agreement for the A-8-A property is November 14, 2025. This key date kicks off the due diligence phase of the development process. The due diligence period is expected to be completed in early 2026. During this phase county staff will provide the development team with key documents including previous engineering, soils, planning reports, and similar documents for review. The Title Report and ALTA Survey for the property have been completed. The development partner is finalizing the site survey and geotechnical boring and analysis. Closing on the property is anticipated in early 2026.

The development proposal includes a total of 380 units comprised of 1-, 2-, and 3-bedroom units. 120 units will be permanently deed restricted for households earning between 60%-100% Area Median Income (AMI) with an average of 80% AMI. The goal of the project is flexible income eligibility with low rent requirements, not exceeding 30% AMI of income for market rate units. [Goals: Housing.]

LOCAL BUSINESS AND DOWNTOWN REVITALIZATION

LEDA Retail Program

The LEDA Retail Program supports expansion, retention, and recruitment of local retailers that fill service gaps, strengthen the tax base, and improve livability. Staff finalized all core materials including a Handbook, Screening Questionnaire, Application Packet, and outreach tools to support program rollout.

Current Activity Snapshot:

- 19 Screening Questionnaires received; all applicants met with staff and were notified of status.
- ~1/3 not approved due to ineligible retail activity and/or insufficient economic benefit.
- ~1/3 advanced to Part Two; only Yuan's Dumpling & Noodle House submitted a complete packet.
- Yuan's PPA + Security Agreement in development; ordinance expected to Council in early January.
- Los Alamos Co-op has submitted a complete Part 2 Application, and it is under review by County staff. Next step is to work on PPA and Security Agreements with Applicant.

- Remaining applicants: eligible retailers but insufficient economic benefit. Staff assisting them with revisions. Staff has been informed two additional applicants are actively working on revising their proposal and staff anticipates receiving at least one more formal application by year's end.

Progress to Date:

- Finalized LEDA Retail Handbook and eligibility framework
- Launched Screening Questionnaire + Application Packet
- Built internal workflow for tracking and interdepartmental review
- Posted program materials online
- Conducted public sessions and one-on-one outreach
- Reviewed 19 Screening Questionnaires and held follow up meetings with all 19 applicants
- Notified all initial applicants on application status and eligibility
- Reviewed one complete Part Two application, and drafting agreement to present to County Council for approval
- Anticipate receiving additional Part Two applications in the coming weeks.
- Next Steps:
- Continued refinement of interdepartmental review procedures
- Finalize first PPA and bring ordinance to Council in early 2026

Countywide LEDA Program

LEDA remains a key economic development tool for business expansion, retention, and relocation—supporting PPAs, eligibility review, and accountability for public benefits such as jobs and investment.

Active Projects:

- UbiQD: County assisting with property acquisition; aiming for completion in early 2026.
- Ordinance introduced on December 16th, 2025, and adopted January 6th, 2026
- County Staff continue to meet with two other property owners exploring LEDA partnerships; no new applications yet.

Business Directory (Granicus/MyCity)

A centralized online business directory is in development to improve visibility of local businesses on County and visitor websites. A QR code linking to the directory will be posted on ACT buses and at LAC Visitor Centers as a way of promoting local businesses to visitors and local residents. After initial delays, launch is expected January 2026.

Progress to Date:

- Contracting and vendor onboarding completed
- Staff CMS training on Nov 13, 2025
- Directory structure and web integration defined, and module customization nearing completion

Next Steps:

- Complete build-out of the platform with Granicus
- Business outreach + informational and training materials
- Directory goes live Jan 2026

Cities Work Partnership

Cities Work was engaged to evaluate how the County can better support local business activity and streamline CDD processes.

Progress to Date:

- Two meetings completed:
- 7/10/2025 – With CDD Director
- 8/01/2025 – With key CDD staff

Next Steps:

- Await Cities Work findings and recommendations, hope to receive in January 2026.
- After the team receives recommendations, staff will work with Council, County Manager, and community partners to develop implementation plan

DP Road Land Use & Concept Planning

The DP Road Master Plan is underway to craft a development framework for commercial, light industrial, and County land-yard uses.

Progress to Date:

- Kickoff (Oct 10, 2025): roles, schedule, existing plans review, data needs
- Internal stakeholder meeting (Nov 7, 2025): existing conditions and needs assessment conducted in person by consultant

Next Steps

- Staff compiling data; consultant preparing mapping + concept scenarios
- Upcoming milestones include a vision/concept plan and external stakeholder engagement

MRA Program

The County continues advancing MRA implementation, finalizing materials, and preparing for program launch. First public outreach meeting held Nov 5, 2025.

Progress to Date:

- Completed MRA information materials + outreach presentations
- Held first public Q&A meeting November 5th (11 attendees + Councilor Herrmann)
- Coordinated across departments for MRA review committee processes and workflows
- MRA Handbook + Application published on County Website (early December 2025)

Next Steps:

- Begin accepting applications Jan 2026
- Respond to stakeholder inquiries; prepare additional materials
- Provide one-on-one applicant support starting in December (ongoing)

Development Handbook

The Development Handbook consolidates countywide permitting and development processes. Initial version is available online, and staff is working to flesh out site with input from local development community. Site will continue to be updated to reflect refinements to MRA + LEDA programs. Completion expected Q1 2026.

Progress to Date:

- Drafted full Handbook (Planning, Building Safety, Code Compliance, Econ Dev)
- Designed with checklists and cross-links
- Aligns internal workflows and processes to land use code requirements and procedures
- Web version built for dynamic updates

Next Steps:

- Continue to build out webpage with additional information and resources
- Incorporate refinements to MRA processes
- Review and incorporate County IDRC team feedback
- Convene a focus group of local developers and businesses to solicit feedback (January/February 2026)
- Establish an SOP for long-term maintenance and updates

Tourism Working Group

Los Alamos County established an interdepartmental Tourism Working Group and a separate external attractions group to coordinate tourism planning and communication.

Progress to Date:

- Mar 2025: Consolidated online calendars
- Mar 2025: Updated visitlosalamos.org to include Activity Guide content
- Oct–Nov 2025: Engaged TransRockies MTB Series on 2026 race planning

Next Steps:

- Dec 9–11, 2025: Joint meetings with DestinationiQ
- Dec 2025: Virtual follow-up with TransRockies; race confirmed after USFS approval
- Hosting full tourism-season debrief in January/February 2026

EDUCATIONAL, ARTS, CULTURAL, & HISTORICAL AMENITIES

Upcoming Nature Center Programs

Black Holes - January 10, 2026

Climate Café - January 15, 2026

Mysteries of the Brain - January 17, 2026

Backcountry Film Festival - January 22, 2026

Seeing - January 24, 2026

Sowing Wildflower Seeds - January 24, 2026

Packrafting Arctic National Wildlife Refuge - January 27, 2026

Forward! To the Moon - January 31, 2026

Library December Stats:

Public Programs and Events: 56

Total Program Attendance: 1,291

Physical Items Circulated: 21,383

Digital Items Circulated: 9,377

Total Items Circulate: 30,760

Updates

In December the Library continued to support the County's quality-of-life goals by offering enriching programs, services, and displays for all ages.

The Library participated in the community-wide WinterFest with programming for all ages. Focusing on adults experiencing holiday stress, the De-Stress December programming series returned for the second year in a row with offerings like Nature Therapy, more commonly known as Forst Bathing, and a workshop exploring intuitive

selfcare through self-regulation. During the WinterFest weekend, the Library also offered Cozy Crafternoons at both branches, inviting community members of all ages to take a break and share a hot drink and craft together. The event was very popular and drew crowds of well over 200 crafters divided between the two branches.

One of the most popular annual library events always happens at noon on New Year's Eve! The Noon Year party offers families with younger kids a chance to dance and celebrate and be showered with balloons and confetti after a countdown at noon. As a new feature this year, the Library offered a more sensory friendly version of the party at the White Rock Branch, giving patrons a chance to participate with self-directed activities.



Noon Year 2025

Library staff will observe a programming hiatus in January, offering recurring programs only. The month will be spent on developing new and innovative programs and events for 2026.

Connecting with the Public

In November, the Step Up Gallery exhibited artwork by New Mexico veterans in a show titled The Way of Art. The gallery welcomed a total of 984 visitors during the month.

Looking Ahead

Library staff have been busy reviewing proposals for an integrated library system software system (ILS). The Library has used the same vendor for more than 12 years and it is time to see what new services and features might be available.

TOURISM AND SPECIAL EVENTS

December Stats

@VisitLosAlamos Facebook:

15,607 followers to date

78,760 reached in December 2025

616 engagements in December 2025

@VisitLosAlamos Instagram:

1,554 followers to date

8,104 reached in December 2025

126 engagements in December 2025

Visitlosalamos.org Website:

9,058 Users

4,544 Engaged Sessions

30 seconds Average Engagement Time/Session

Visitor Center Visitation

Los Alamos: 1,215 in December 2025

White Rock: 381 in December 2025

Updates

Los Alamos County established an interdepartmental Tourism Working Group and a separate external attractions group to coordinate tourism planning and communication.

Progress to Date:

- Mar 2025: Consolidated online calendars
- Mar 2025: Updated visitlosalamos.org to include Activity Guide content
- Oct–Nov 2025: Engaged TransRockies MTB Series on 2026 race planning

Next Steps:

- Dec 9–11, 2025: Joint meetings with DestinationiQ
- Dec 2025: Virtual follow-up with TransRockies; race confirmed after USFS approval
- Determine need for full tourism-season debrief in Jan/Feb 2026

COMMUNITY BROADBAND

CBN – Staff continued working with vendor Bonfire on Low Level Design. Review of Bonfire's first permit package (power poles) produced some good feedback for subsequent permit packages. Dept of Public Utilities and Public Works staff continue to provide quality and timely responses to specific questions related to construction design.

San Ildefonso Pueblo fiber line – weekly status meetings continued. The San I team reported that the Rio Grande River crossing portion was completed, going with power poles to span the river since problems were encountered attempting the crossing via underground boring. Fiber optic cable has been installed in the entire 11 mile path. Testing of the entire line's fiber cable is coming soon.

HEALTH, WELLBEING, AND SOCIAL SERVICES

December Stats

8 Contractor Public Programs and Events

252 People Attended Programs and Events

Updates

Social Services continued assisting clients in December, with the majority of new and returning clients seeking support for housing, food and other emergency basic needs, and income assistance services.

Social Services Manager Jessica Strong attended several regional events in December, including the Criminal Justice Coordinating Council on December 18 with Municipal Court Judge Elizabeth Allen, Magistrate Court Judge Catherine Taylor, and Sgt. Kirk Williamson to represent Los Alamos County. The team also participated in Sequential Intercept Mapping for Youth-Related Services on December 19–20, 2025, as part of efforts to support regional behavioral health services under SB3, the Behavioral Health Reform and Investment Act.

Social Services staff and community partners continued distributing emergency food meal kits to individuals and families in need during the holiday season. In total, more than 200 bags of emergency meals were collected from community donations.

Contractors:

Los Alamos Public Schools Prevention (LAPS)

Vaping Webinar for Caregivers – December 3, 2025

The Lunch and Learn brought together local police, LAPS administration, and Patience Misner from Smokefree New Mexico to address youth vaping. The presentation focused on the dangers of nicotine and THC vaping on the developing teenage brain, including impacts on attention, mood, and long-term health. Participants learned to identify common vaping devices, signs of use, and emerging trends among youth. Law enforcement and school administrators discussed school and community protocols, emphasizing prevention through education. Guidance was provided on establishing open, supportive conversations with youth to encourage honesty, trust, and help-seeking behavior.

Participants: 15

Los Alamos Public Schools Prevention (LAPS)

DWI Lessons for Driver's Ed – December 8 & 9, 2025

The DWI lesson in Driver's Education focused on the dangers of alcohol and other substance use, particularly when paired with driving. Students explored impaired decision-making through the Fatal Vision goggle demonstration and discussed how substances affect reaction time, judgment, and safety. The lesson emphasized prevention by identifying natural highs, creating safety plans, and encouraging responsible choices.

Participants: 55

YMCA Los Alamos Teen Center (TC)

De-Stress Week – December 15–19, 2025

During the high school's end-of-semester finals, the Teen Center hosted a week of relaxing, supportive activities to help teens unwind. Daily offerings included comfort food, visits from pets for cuddle therapy, Arts & Resiliency activities, and a Friday movie with henna designs. These programs gave teens a place to decompress and connect with friends.

Participants: 131

Upcoming Event: Valentine's Day Blood Drive at the Teen Center



Destress Snake at Teen Center



Destress Dog at Teen Center



Destress Bearded Dragon at Teen Center

Las Cumbres Community Services (LCCS)

Sensory-Friendly Santa Event – December 12, 2025

This event supported families of children with sensory needs, allowing them to participate in a traditional holiday activity. Santa, a bilingual Developmental Specialist experienced with special needs children, greeted children while crafts and videos were provided during wait times. Families expressed appreciation, with one noting their child had never been able to meet Santa before due to sensitivities.

Participants: 51

Upcoming Event: Sensory-Friendly Egg Hunt, in addition to regular weekly activities

INCLUSION, ACCESS, AND BELONGING

The Inclusivity Task Force hosted a training in December on Transgender Cultural Fluency for County staff and other Board and Commission members. This training was given by the Transgender Resource Center of New Mexico. At their December meeting, Keith Wilson, Deputy Public Works Director, gave a presentation on Incorporating Multimodal Safety for Pedestrians, Cyclists, and Other Users into County Road Projects. The Task Force continues to develop their final report which will contain their recommendations.

MOBILITY

Atomic City Transit Stats

Unlinked Passenger Trips (UPT) - 15,299

Fixed-Route UPT - 14,775

Demand-Response UPT- 524

Special UPT - 0

Service Days - 17

UPT per Service Day - 900

UPT per Service Mile - .43

Service Disruptions - 2

On-time Timepoint Departures – 81%

On-time Paratransit Trips – 98%

Buses with Defective ITS Systems – 10%

Customer Complaints - 3

Updates

ACT recently received a new fixed route bus and will replace an older bus that will be retired. It is essential that a transit agency have functional, accessible vehicle fleet that operates safely. The size of the bus to replace retired vehicles is based on peak passenger load for the route it is used for as well as roadway requirements (narrow roads, short turning radius).



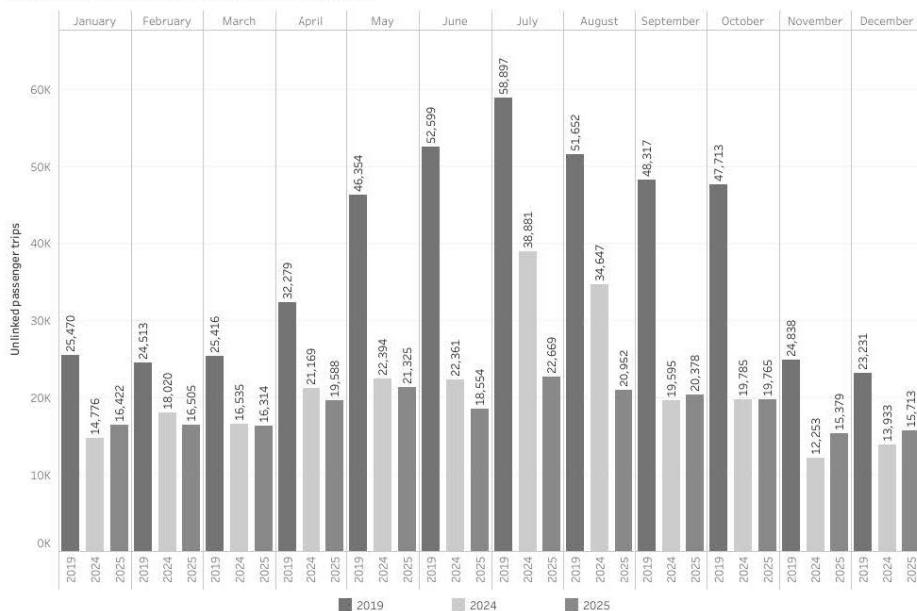
Transit Ridership Reports

Atomic City Transit Ridership Report

System Total Ridership Analysis Ov...	System Total Ridership Yearly Com...	Fixed Route Monthly Analysis...	ACT MyRide Monthly Performance Metrics...	Seasonal Services Monthly Performance...
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System Total Ridership Analysis Over Time

How to Read this Graph: The year 2019 (blue column) is an industry baseline for ridership trends before pandemic times while the 2024 (yellow column) and the 2025 (purple column) ridership numbers provide recovery comparisons year over year against the 2019 baseline. Significant ridership loss was seen in summer months due to Bandelier service changes and access since 2024.

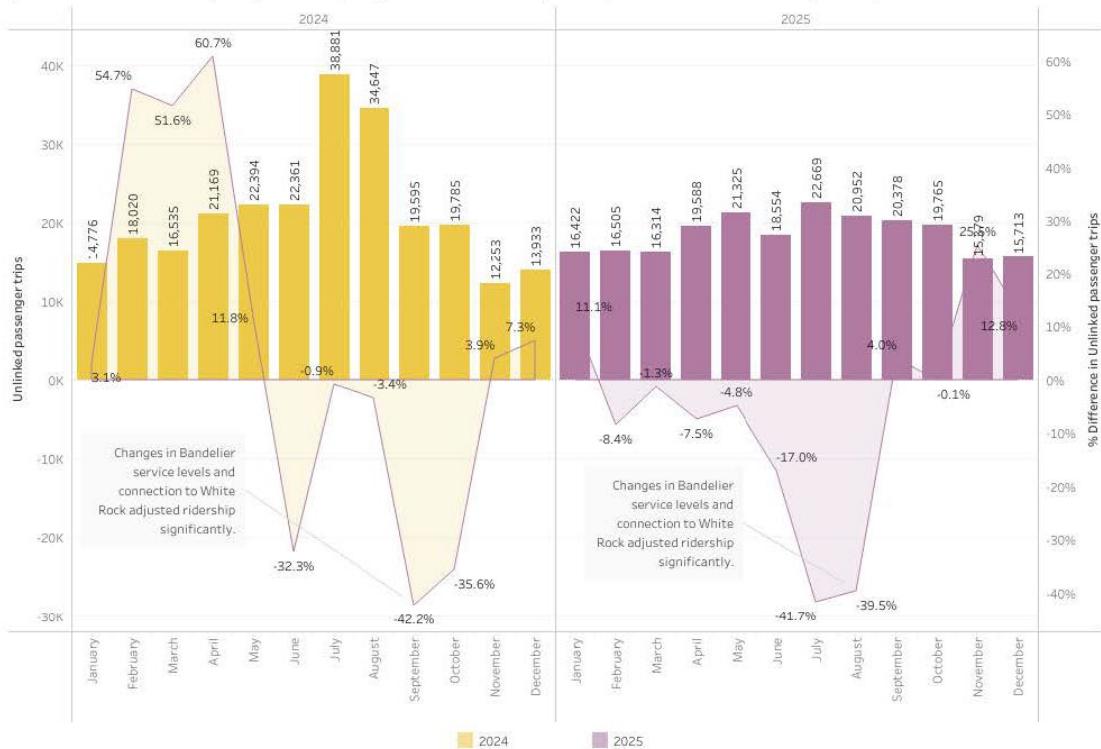


Atomic City Transit Ridership Report

System Total Ridership Analysis Ov..	System Total Ridership Yearly Com..	Fixed Route Monthly Analysis	ACT MyRide Monthly Performance Metrics	Seasonal Services Monthly Performance...
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System Total Ridership Yearly Comparison

How to Read this Graph: The columns show total ridership numbers including fixed route, seasonal services, and on demand ridership. The shaded areas show percent difference in ridership compared to the prior year so 2024 shows comparatively to 2023 and 2025 shows comparatively to 2024.



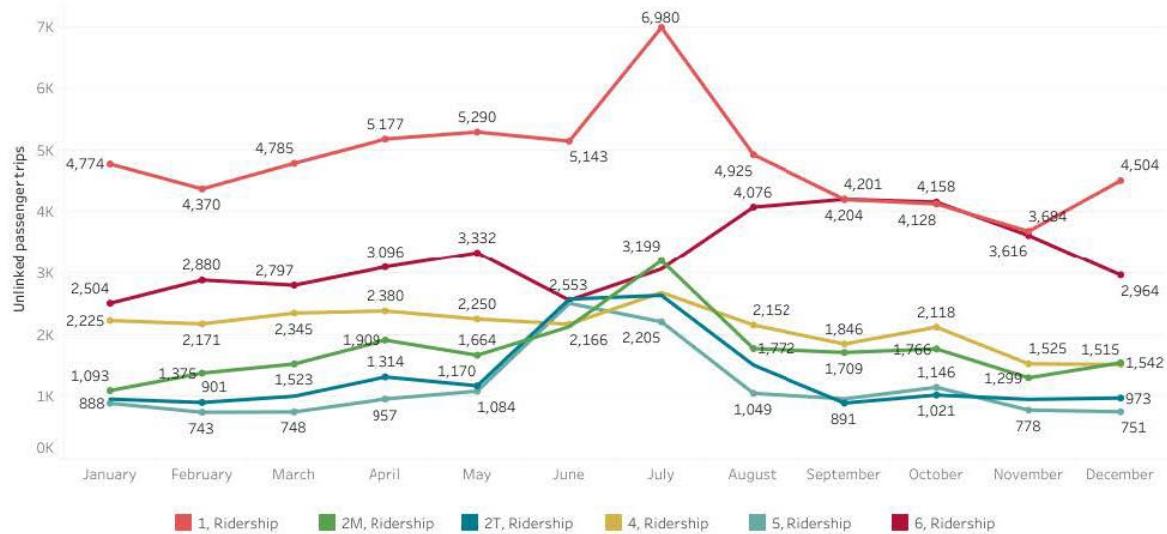
Atomic City Transit Ridership Report

System Total Ridership Analysis Overview	System Total Ridership Yearly Comparison	Fixed Route Monthly Analysis	ACT MyRide Monthly Performance Metrics	Seasonal Services Monthly Performance
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Fixed Route Monthly Performance Metrics 2025

Monthly Ridership 2025

Routes 1-6 run year round with peak services on 1 and 6 in high ridership times for commutes and the lunch hour.



Monthly Ridership Comparison by Year

	1	2M	2T	4	5	6	Grand Total
December 2019	4,157	1,717	1,088	2,218	1,553	5,394	16,127
December 2024	4,673		1,287	1,781	647	2,150	10,538
December 2025	4,504	1,542	973	1,515	751	2,964	12,249

Monthly On Time Performance

	1	2M	2T	4	5	6	SYSTEM
December 2025	80%	66%	75%	75%	87%	82%	78%

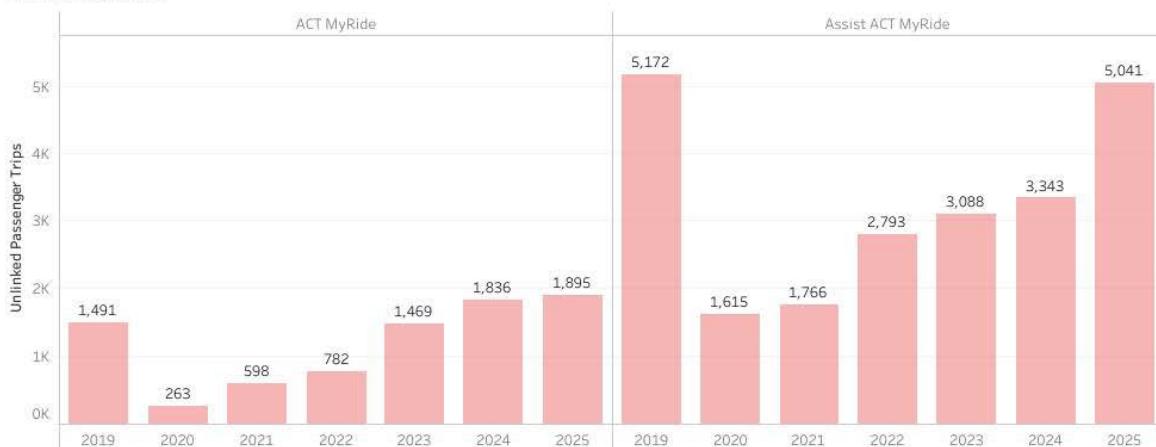
Atomic City Transit Ridership Report

System Total Ridership Analysis Ov...	System Total Ridership Yearly Com...	Fixed Route Monthly Analysis	ACT MyRide Monthly Performance Metrics	Seasonal Services Monthly Performance..
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ACT MyRide Services Monthly Performance Metrics 2025

On Demand: ACT MyRide and ACT MyRide Assist Programs Ridership

While both serve are free, ACT MyRide is a same day rideshare service open to the public while Assist ACT MyRide is by application only and part of the American Disabilities Act Program. Both services run Monday through Friday. ACT MyRide operates from 5:15 AM to 6:00 AM and 6:30 PM to 9:00 PM and Assist from 6:00 AM to 6:30 PM. An ACT MyRide Saturday Pilot Program ran from August 2, 2025 to October 25, 2025 to determine need and capacity for long term implementation.



Monthly Ridership Comparison by Year

		ACT MyRide		Assist ACT MyRide		Grand Total
		2019	2024	2019	2024	
December	2019	119	166	361	304	480
	2024					470
	2025	132		495		627

Monthly On Time Performance

		ACT MyRide		Assist ACT MyRide	
		2025	91%	2025	96%
December	2025				

Atomic City Transit Ridership Report

System Total Ridership Analysis Overview	System Total Ridership Yearly Comparison	Fixed Route Monthly Analysis	ACT MyRide Monthly Performance Metrics	Seasonal Services Monthly Performance...
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Seasonal Services Monthly Performance Metrics 2025

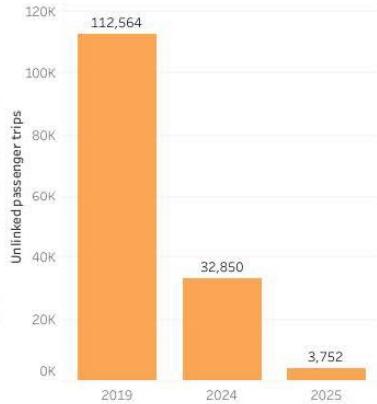
Express Routes 7-11, 2025

Express Routes run one outbound trip from bus stops near schools into the Downtown Area between 2:00 - 3:45pm August through May.



Bandelier Route 12

Bandelier contracted service runs between Juniper Parking Lot and the Visitor Center during park service hours May to October.



Note: In 2024 and 2025, changes in Bandelier service levels and connection to White Rock adjusted ridership significantly.

Monthly Ridership Comparison by Year

	7	8	9	10	11	Bandelier 12	Grand Total
December	2019	612	588	688	774	0	2,662
	2024	655	538	446	543		2,925
	2025	511	359	652	605		2,827

There were 10 unassigned riders in December 2025. Unassigned riders are riders on board during non-revenue service periods or can happen when disconnected from the live tracking technology where the software cannot determine which route to assign the passengers.

OPEN SPACE, PARKS, AND RECREATION

ADMINISTRATION

CSD has officially kicked off project meetings for the Urban Park and Bayo Canyon playgrounds and trail improvements. These meetings mark the beginning of planning and coordination efforts to guide design, community input, and future enhancements for both locations.

Connecting with the Public

Home Energy Management – December 1, 2025

Presentation about practical ways and simple tools to track and manage home energy use. This program was presented in partnership with Los Alamos County Department of Public Utilities.

Participants: 33

Snow Forecasting and Finding Powder Days – December 4, 2025

Presentation covering snowfall predictions, powder-chasing tips, and insights into the winter season ahead.

Participants: 87

Home Alone & Gourmet Hot Chocolate – December 13, 2025

Planetarium program featuring a hot chocolate bar and a screening of the beloved holiday movie Home Alone.

Participants: 55

Winter Solstice – December 19, 2025

Planetarium presentation about the astronomy and cultural celebrations surrounding the shortest day of the year.

Participants: 24

Looking Ahead:

Black Holes - January 10, 2026

Climate Café - January 15, 2026

Mysteries of the Brain - January 17, 2026

Backcountry Film Festival - January 22, 2026

Seeing - January 24, 2026

Sowing Wildflower Seeds - January 24, 2026

Packrafting Arctic National Wildlife Refuge - January 27, 2026

Forward! To the Moon - January 31, 2026

OPEN SPACE, PARKS AND TRAILS

November Stats

Parks Acres Maintained: 248

Repairs due to Vandalism: 5

Volunteer Hours Worked in

- Parks: 0

-Trails: 0

Funeral Services: 9

Headstone/Niche Installation: 2

Updates

AGR24-950, OpenGov Asset Management Software for the Parks and Open Space Division, is utilizing the system in White Rock. The system tracks work tasks across the landscape. It was anticipated for implementation in Los Alamos in August; we are behind and anticipate rolling this out in September and October. The goal is for the team to be operational in all areas by December 31, 2025. Staff is evaluating this goal and trying to determine the best use of staff and equipment for entries.

RFP25-37, Guaje Pines Cemetery Master Plan process kicked off in March 2025.

The contractor, Sloane Consulting Group, will be conducting a site visit on March 26-27, 2025, for data collection and staff discussions. A community survey closed on May 30, seeking community feedback. Three public engagement meetings were held with community members. A presentation of the Master Plan was given to the Parks and Recreation Board on September 11, 2025, with the board's support and approval. The plan will be introduced on October 28, 2025, and approved at the November 4, 2025, County Council Meeting, 7-0. A Task Order is being created to start phase 1 of the columbarium installation.

AGR24-23, Site Southwest Open Space and Trails Management plan is in the final stages. The contractor has conducted multiple community engagement meetings and is working on final reviews and edits of the plan. The plan was presented to the Parks and Recreation Advisory Board on August 14 for support and approval. A few edits were requested and made. The plan will be on the September agenda for the Parks and Recreation Board meeting for review, no action required. The plan was presented and approved by County Council on October 28, 2025. Staff is working with the Open Space Working Group on and Adopt a Trail Program.

The 37th Street and Pinon Playground renovations were identified as needing improvements to meet Americans with Disabilities Act accessibility requirements

and were based on the Community Services Department's Integrated Master Plan. The renovation will improve safety, access, and update amenities. Through IFB#25-55, LA Landscape and More, LLC was awarded the contract in the amount of \$2,218,882 (including a 5% contingency). Removal of the old playground equipment has been completed at both sites. Construction will continue as weather allows, with a completion date of April 30, 2026. The project is on schedule as of 1/6/2026.

RECREATION

December Stats:

Programs and Events: 6

Participation:

-Recreation: 14,622

-Aquatics: 242

Open Gym Programs: 13

Vendors: 2

People Utilizing the Ice Rink: 25,711

Round of Golf: 0

Ice Rink Updates:

The newly paved upper overflow parking lot was put to use in December for both Hockey tournaments. The first tournament saw it used strictly for over flow parking for staff and couches. the second tournament saw it get used for the two food truck's that the 5 day tournament brought in for the event. The two tournaments saw 11,721 folks utilizing the facility making it almost half the total number of the December total of 25,711.

The 3rd Line Hockey Tournament, held December 6–7, welcomed 2,132 adult hockey players from across the United States. Santa's Workshop, on December 6, offered cookies, arts and crafts, and photos with Santa for approximately 400 participants prior to the Light Parade. Skate With Santa, a fun ice-skating event featuring Santa and the Grinch, drew approximately 343 participants.

Updates:

Lifeguard Instructor Course – December 1–3, 2025

This certification course prepares candidates to teach American Red Cross certification courses.

Bill Hudson Memorial Meet – December 6, 2025

Hosted by Los Alamos High School, the meet brought together 14 teams, with 257 swimmers and 21 divers participating.



Dive-In Movie (A Minecraft Movie) – December 19, 2025

Participants: 28



Lifeguard Blended Learning Course – December 19, 2025 – January 2, 2026

5 newly recertified lifeguards.

Looking Ahead

Adult Dive-In Movie (The Fifth Element) – January 9, 2026

The movie will be shown in the Leisure Lagoon. Tickets are available online and at the Walkup Aquatic Center front desk.

Family Dive-In Movie (Finding Nemo) – January 16, 2026

The movie will be shown in the Leisure Lagoon. Tickets are available online and at the Walkup Aquatic Center front desk.

Closures

Facility Closure – January 17, 2026

The facility will be closed for a swim meet hosted by Mountain Club.

PUBLIC SAFETY

BUILDING SAFETY

There were a total of 1 Commercial Building permits that were issued in December 2025 with a total valuation of \$0.00

There were a total of 46 Residential Building permits that were issued in December 2025 with a total valuation of \$1,027,789.70

1 Certificate of Occupancies was issued in December 2025

166 Building Inspections took place in December 2025

CODE ENFORCEMENT

43 Code Cases closed during December 2025

12 Code Cases were opened in December 2025

FIRE

LAFD Responded to 187 calls for service in December:

263 EMS Calls

10 Service Calls

36 False Alarm Calls/Good Intent

44 Hazardous Condition Calls (No Fire)

15 Fire Calls

62 New Social Media Followers (17 IG, 45 FB)

12 Public Education Events

Updates

Los Alamos Fire Department Welcomes Fire Chief Erik Litzenberg

The Los Alamos Fire Department (LAFD) is pleased to welcome Erik Litzenberg as the department's new Fire Chief. Chief Litzenberg officially begins his role on January 5, following the successful completion of all required fitness, physical, and psychological evaluations required of new LAFD members.

Chief Litzenberg brings more than two decades of public-sector experience, having spent 22 years with the City of Santa Fe Fire Department and an additional year and a

half with Santa Fe County. After leaving local government service, he continued his work in public safety as the Senior Fire Advisor for the International Association of Fire Chiefs (IAFC). In this role, Chief Litzenberg supported fire departments nationwide by helping build programs, mentoring current and future fire service leaders, advocating for local government at the National Interagency Fire Center, and collaborating with state, federal, and non-governmental partners.

As he begins his tenure with LAFD, Chief Litzenberg is focused on learning the department's mission, operations, and culture. He has expressed a strong commitment to meeting with personnel across all divisions to listen, learn, and build relationships, while also working collaboratively to identify opportunities for continued improvement. The Los Alamos Fire Department looks forward to Chief Litzenberg's leadership as the department continues its commitment to excellence in service to Los Alamos County and Los Alamos National Laboratory.

LAFD Receives Accreditation Referral Following CPSE Site Visit

The Los Alamos Fire Department (LAFD) recently hosted representatives from the Center for Public Safety Excellence (CPSE) for an official site visit as part of the department's ongoing accreditation process. During the visit, CPSE evaluators conducted a comprehensive review of LAFD operations, documentation, and performance, and met with department personnel to assess compliance with national accreditation standards.

LAFD performed well throughout the site visit, resulting in the department successfully receiving a referral for accreditation from CPSE. This achievement reflects the professionalism, preparedness, and continuous improvement efforts demonstrated by department members across all divisions.

With this milestone, LAFD marks 30 years of continuous accreditation, underscoring the department's long-standing commitment to excellence, accountability, and high-quality service delivery. Accreditation through CPSE validates that LAFD meets nationally recognized best practices while continually striving to enhance fire protection and emergency services for Los Alamos County and Los Alamos National Laboratory. If the Commission chooses to accredit LAFD in March, we will become a six-time accredited agency—one of only four worldwide. A proud milestone for the department and the community.



LAFD Admin Staff along with CPSE Team of Peer Assessors after a long and busy week of accreditation duties

New LifePak 35 Units Now in Service

On December 9, 2025, the Los Alamos Fire Department (LAFD) placed new LifePak 35 cardiac monitor/defibrillator units into service on all frontline medic units. This upgrade represents a significant investment in advanced medical technology and enhances the department's ability to provide high-quality emergency medical care to the community.

The LifePak 35 is a next-generation cardiac monitor designed to support advanced life support interventions, offering improved monitoring capabilities, enhanced data collection, and user-friendly features that assist paramedics and emergency medical technicians during critical patient care situations. Deploying these units across all frontline medic units ensures consistency in equipment and capabilities throughout the department.

In addition to this deployment, LAFD is planning to replace the remainder of its LifePak monitor fleet with updated LifePak 35 units in the next calendar year. This planned replacement will further standardize equipment across the department and ensure all personnel have access to the most current and reliable cardiac monitoring technology available.

By placing these monitors into service and planning for future upgrades, LAFD continues its commitment to maintaining modern, reliable equipment that supports patient care, provider safety, and clinical excellence. This advancement strengthens emergency medical services for Los Alamos County and Los Alamos National Laboratory, ensuring responders are equipped with the tools necessary to deliver effective, lifesaving care.



New LifePak35 Cardiac Monitors Placed into service on all Medic Units.

2025 Christmas Family

The LAFD and the IAFF Local #3279 adopted a family this year for Christmas. Staff all donated money and were able to collect a little over \$3k to help make the holidays a little brighter for a family of 8.



ENVIRONMENTAL STEWARDSHIP

December shined bright for many reasons. First, the team collaborated with local schools and the broader community to adorn the holiday tree with handcrafted ornaments made from recycled materials. In total, there were approximately 500 ornaments, ranging from adobe pueblo buildings made from recycled cardboard boxes, to ristras and hot air balloons crafted from aluminum serving trays, as well as birds, bears, and snowflakes created from paper materials. The tree brought a warm, nostalgic feeling to the holiday season and fostered a strong sense of community.



Striving for continual improvement and professional development, Angelica had the opportunity to attend the Artificial Intelligence Summit to learn about recent advancements in the AI industry and how AI can be applied in a local government setting. One key message that reverberated throughout the conference was that AI agents are the future. AI agents differ from chatbots in that they can be developed and trained to complete tasks independently and proactively. A major benefit highlighted was AI's ability to increase productivity and efficiency for mundane, repetitive tasks, allowing staff to focus on higher-priority work. The potential uses of AI are extensive and include more advanced applications such as data analysis, grant strategy development, video production, and other creative content. Overall, the conference was both eye-opening and thought-provoking.

The Fleet Conversion Plan and Community-Wide EV Charging Plan are nearing completion, with draft plans presented to County Council, the Environmental Sustainability Board, the Board of Public Utilities, and at a special community meeting. In addition, a public comment period was opened to gather community input. The final plans are scheduled to be presented in February 2026.

The final hoorah of the year was the commissioning of the new Level 2 electric vehicle chargers at the Municipal Building. This project was a County Council initiative aimed at encouraging and supporting EV adoption by providing accessible charging equipment. The chargers will serve the community, County fleet, and visitors for years to come. This effort represented the culmination of strong cross-departmental collaboration between the Department of Public Utilities, Public Works, the Administrative Services Division, and the County Manager's Office.



WASTE MANAGEMENT

Environmental Services December Stats

Customer Service Emails – 59

Roll Cart Requests – 73

Household Hazardous Wasted Customers – 88

Recycle Coach App Users – 10,563

Overlook Visitors – 125

Transfer Station Visitors – 2,062

Yard Trimming Participants – 5,412

Social Media Followers - 1.3k

Update

Yard-trimming collection in Los Alamos has come to an end for the season with a final total yearly collection of 974 tons of material. With the start of winter, the Environmental Services Division reminds residents that curbside pickup of yard waste has paused for the season as of December 6, 2025. During this seasonal break, no brown-cart, yard-

trimming pickups will occur. Residents are encouraged to hold material until service resumes next spring, compost when possible, or take yard debris to the Eco Station during regular hours.

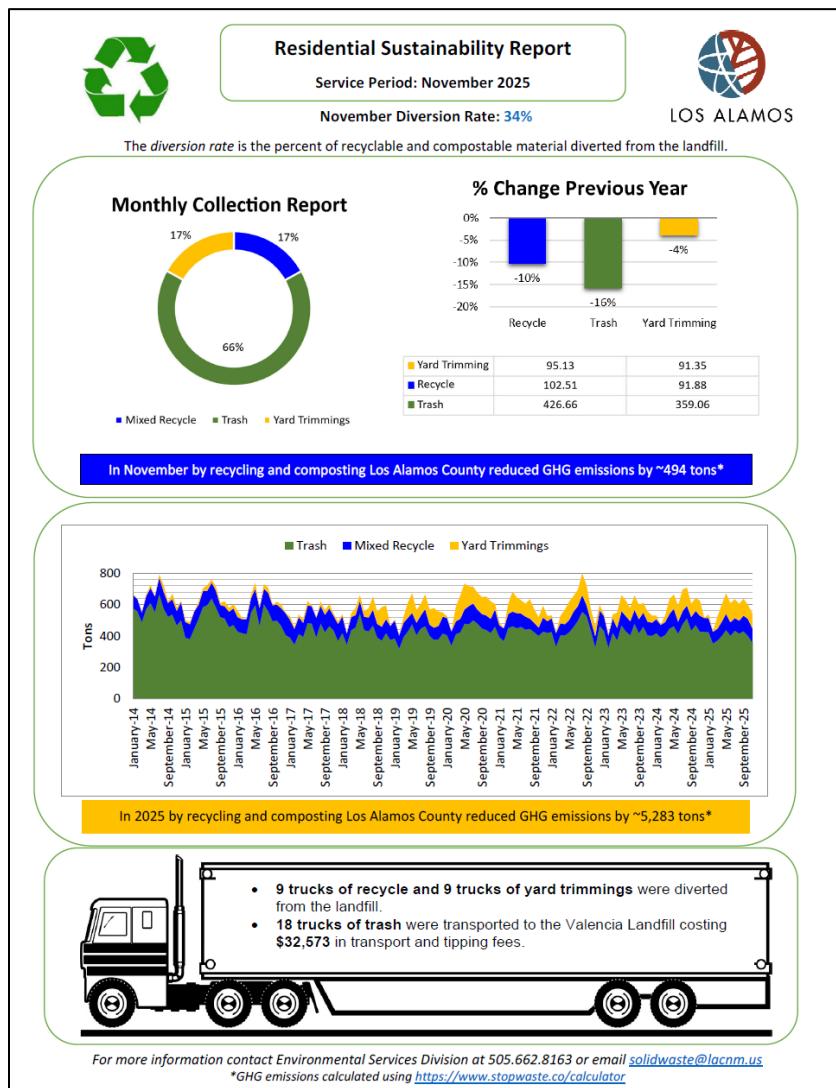
Los Alamos County Environmental Services participated in the community Light Parade with a festive entry that highlighted the importance of waste reduction and recycling, featuring a creative theme inspired by Whoville's most well-known recycler, the Grinch. The display combined holiday spirit with an educational message, emphasizing responsible recycling practices and environmental stewardship during the holiday season. Through this participation, Environmental Services reinforced its commitment to sustainability while engaging the community in a positive and approachable way, reminding residents that small actions can make a meaningful impact on protecting the environment.



Potholing was conducted as part of routine monitoring to evaluate the integrity of the landfill cap and ensure it continues to function as designed. This process involved carefully excavating small, targeted test areas to visually inspect cap layers, measure thickness, and identify any signs of erosion, settlement, or damage. The findings from potholing provide critical information for assessing long-term performance, confirming compliance with regulatory requirements, and identifying any maintenance needs. By proactively verifying the condition of the landfill cap, Environmental Services helps protect environmental resources and supports the safe, effective management of the landfill.



Residential Sustainability Report



BUILDING FACILITIES

Capital Improvement Projects Updates – Engineering

Los Alamos County is working on a variety of projects that support quality of life, infrastructure, and economic development initiatives. A summary of the project and additional information can be found on the website— <https://lacnm.com/PW-Projects>.

Project Name	Dept	Update
Asset Management Software for Facilities	PW	Facilities staff is coordinating training for Department liaisons on the work order requests portal.
Benchmarking Building Utility Consumption	PW	No activities to report in November.
Justice Center Emergency Dispatch CRAC Unit	PD	Design team is discussing the cost proposal for this project.
Manhattan Project Era Dormitory Renovation	PW	County staff is reviewing the 90% drawings submitted. Advertisement for construction bids is anticipated early 2026.
Golf Course Site Improvements	PW, CSD	There is a short list of warranty items to be initiated by Spring 2026 weather permitting.
Golf Course Clubhouse HVAC replacement	PW, CSD	HVAC replacement equipment has arrived at the contractor's warehouse. County staff is coordinating with contractor and commissioning agent to schedule a pre-construction meeting in early January.
Ice Rink Permanent Chiller Replacement	PW, CSD	This project has been completed. Chiller started ice making operations on November 13, 2025.
Ice Rink Floor Replacement and Shade Structure	PW, CSD	Staff is preparing and RFP for design – build services.
Fire Station 3 Snow Melt System Replacement	PW, FD	Contractor is preparing an alternative snow melt system for the engineer's review and approval.
Emergency Operations Center (EOC)	PW, PD, FD	County Council approved the task order revision 1 with Lloyd and Associates for construction documents and construction administration services.
Fire Station 4 Replacement	PW, FD	Design development in progress for a fully electric station. The review of the 50% drawings and submittal of the 90% drawings is anticipated by mid-January 2026.
Aquatic Center Olympic Pool Restoration	PW, CSD	Construction materials ordered. Contractor sent tile samples for County's.
Los Alamos Little Theatre Fire Suppression and Asbestos Abatement.	PW, CSD	Fire and electrical final inspections passed. Construction work completed. Contractor is working on punch list items.

Betty Ehart Senior Center Renovation	PW, CSD	Staff is awaiting a cost proposal from consultant for Construction Documents and Construction Administration.
Betty Ehart Senior Center HVAC Replacement	PW, CSD	Task order for the completion of design and construction documents has been executed. Designer is working on the construction documents.
Municipal Building EV Charger Installation	Sustai nability , PW, DPU	Construction completed. Networked chargers are in operation and available for public use. Existing free chargers have been de-commissioned and removed.
Mesa Public Library EV charging Stations	Sustai nability , PW, DPU	Design of electric system in progress.
Fire Station 3 Showers Renovation	PW, FD	10 showers completed and handed over to Fire Station. Renovation of the three last showers in progress.
Aquatic Center Pool Replacement Pumps Design	PW, CSD	Staff is reviewing a Rough Order of Magnitude Cost estimate prepared by Retro-commissioning agent.
Justice Center Parking Lot Lights Replacement	PW	Staff is evaluating alternatives to procure electrical contractor services for this project.
PCS Salt Bins Rust Correction	PW	Review 90% drawings in progress.
PCS Bus Canopy Snowmelt System	PW	Electric design for EV chargers and block heaters in progress.
Brewer Arena Improvements	PW/ CSD	The Parks and Recreation Board recommended the project for Council review and consideration. Staff is coordinating with design professional on updating the project drawings.
Social Services Action Center	PW/ CSD	Staff is completing a scope of work and schedule for planning and design services.
Airport T-Hangers	PW	Contractor has placed an order for T-Hangar buildings.

Capital Improvement Projects Updates - Facilities

A summary of the project and additional information can be found at the County website ([link](#)).

Project Name	Dept(s)	Update
NM-4 Crossing and Multi-Use Trail and Pinon Elementary School Trail Extension	PW	This project will create an at-grade crossing of NM State Road 4 in White Rock at the Mirador Subdivision and provide both new multi-use trail infrastructure and reconstructed trail infrastructure in the Pinon Park area. The county received design and construction grant funding from NMDOT for this project. A separate grant was also received to extend the trail network through the Pinon Elementary School to Grand Canyon Drive. The designs are being completed by Bohannon Huston and will be advertised for construction early next year with construction continuing through 2026.
Trinity Drive Safety and ADA	PW	This project is the result of a 2016 road safety audit and has been awarded grant funding from the Federal Highway Safety Improvement Program by NMDOT. A resolution of support was made by Council in September 2024 approving a Hybrid Road Diet, one of the alternatives presented by the engineer Wilson and Co. The design has been finalized with construction anticipated to begin in 2026.
Finch Street	PW	This project design was completed by an on-call engineering firm. The project is anticipated to be advertised for bids in late 2025. Council approved an agreement with the Los Alamos Medical Center for the transfer of land for the construction of the Finch Street project in August 2023. Construction is anticipated to begin in 2026.
Canyon Rim Trail Phase III	PW	The project design and right-of-way (ROW) acquisitions are underway from Knecht Street to 15 th Street. The design is being completed by an on-call engineering firm, Wilson and Co. The project is anticipated to be advertised for bids in Fall 2026 with construction occurring in late 2026/2027. Completion of the trail design from 15 th Street to 20 th Street is pending ROW acquisitions.
Denver Steels Phase II	PW	This project was awarded to TLC Plumbing and Utility (Spear D). The joint project with the Department of Public Utilities includes full road reconstruction along with utility upgrades. The project is anticipated to begin construction in spring 2026.
Fairway Dr. – Trinity Dr. to LANL Gate	PW	This project is a joint-utility project with DPU and is anticipated for construction in late 2026 through 2027. The design is being completed in-house and is underway.

Denver Steels Phase III	PW	This project is a joint-utility project with DPU and is anticipated for construction in late 2026 through 2027. The design is being completed in-house and is underway.
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ROADS

The Engineering Division is actively managing numerous design, construction, maintenance, and development review projects aligned with the County Council's strategic priorities for infrastructure, mobility, and economic vitality.

Staff is in the process of procuring new Pavement Asset Management Software as well as a new pavement survey of all existing infrastructure throughout the county.

Staff has been coordinating with the New Mexico Department of Transportation on multiple projects. One upcoming project will involve installation of new centerline rumble strips on NM502 from Airport Drive to Camino Entrada. Installing centerline rumble strips significantly enhances road safety by providing a strong auditory and tactile warning to drivers who drift across the center line.

Staff spent several days in traffic control training to become certified Flaggers, Traffic Control Technicians, and Traffic Control Supervisors.

In January, staff will be presenting a request for approval of a new HAWK signal installation and maintenance agreement will be brought to council as part of the NM-4 Crossing and Multi-Use Trail project.

Preparation is underway for soliciting bids for several key projects, including the Finch Street project, Trinity Drive Safety and ADA Improvements, and the NM-4 Multi-Use Trail and Crossing.

Design development by staff is underway for two Capital Improvements Projects for Denver Steels Phase III and Fairway Drive. These projects are joint-utility projects and are anticipated to be advertised for bids in 2026 for 2026/2027 construction.

The Engineering Division applied for and was awarded additional grant funding for rehabilitation of the San Ildefonso Road roundabout along with various driveways along North Mesa Road. This work will take place in early spring.

The Engineering Division continues to play an active role in reviewing developer applications, conducting inspections, and approving construction permits and design

reviews. Recent reviews have covered a diverse range of projects, such as the Christus Development, A-8-A near DP Road, 20th Street Development, the Guesthouse Hotel (old Hilltop House site), the Women's Dormitory Building, and the Hills Apartments/35th Street Realignment. Other reviews include the Century Bank, Sherwood Rounds off Longview Drive, Arbolada, and the redevelopment of the Motel 6 building.

NEW STAFF & PROMOTIONS



Jami Albach



Lori Padilla

The Social Services Division welcomed their newest staff members, Jamie Allbach, Program Specialist, and Lori Padilla, Health Care Specialist. Jamie will be handling the outreach, training, and education needs for the Division, including suicide prevention, opioid overdose prevention, and other harm reduction topics. Lori will continue meeting community members experiencing homelessness or at imminent risk of eviction, as well as providing resources and referrals to our local and regional partners.



Jazmine Tuning, Lifeguard Trainee

She completed her training process and is now a full-time Lifeguard.

Clerk's Office Staff Updates

Deputy Clerk Casey Salazar will be transitioning to the Human Resources Department to pursue a new opportunity. We sincerely appreciate Mr. Salazar's contributions to the Clerk's Office and wish him continued success in his new role.

We are pleased to welcome back Victoria (Tori) Montoya, who will return to the County Clerk's Office as a Senior Deputy Clerk. Ms. Montoya brings valuable experience from her previous time in the Clerk's Office and Records Information Management (RIM) department and is well-acquainted with county operations.

Additionally, Georgianna Farris will be joining the Clerk's Office as a Deputy Clerk-Casual. We look forward to welcoming Ms. Farris and supporting her as she begins her new role.

These staff transitions reflect ongoing growth and development within the office and the County, and we are proud to move forward with a dedicated and experienced team.



Atomic City Transit would like to welcome David Valdez and Jose Ramirez

Both come in with a background in transportation and will be working full-time for Atomic City Transit. They are working on the new hire training, and soon you will find them on route providing service to the community. Help us welcome both David and Jose on your next bus ride.

Captain Andres Madueno

Captain Madueno was promoted in December to Captain from Driver/Engineer



Driver/Engineer Aaron Ortega

DE Ortega was promoted in December to Driver Engineer from Firefighter



ANNIVERSARIES

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

5 years

Dakota Coghill
Norma Covington
Derrill Rodgers
Roland Rodriguez

15 years

Joel Martinez



John Roig, Chief Information Officer

John Roig, Chief Information Officer was recognized for his 10 year County Anniversary, and we would like to thank him for his dedication to the County and all he has contributed to leveraging technology to safeguard the County and to help streamline policies, procedures and efforts to keep the County operating with so many vast technology demands. Great job!

RETIREMENT

Eric Abeyta: Community Development

Preston Ballew: Police

Daniel Blea: Public Works- Traffic & Streets

Micah Brittelle: Fire

Danny Pitts: DPU

Barb Ricci: Administrative Services- RIM

Kelly Sterna: Fire

Harold "Anthony" Strain: Public Works- Engineering

Brent Talley: DPU



Antoinette Padilla, Community Development

Please join us in congratulating Antoinette Padilla on her retirement on December 31, 2025. Eric has been a steady and dependable member of our team for over 5 years. We are grateful for her years of service and wish her all the best as she begins this well-deserved next chapter. Congratulations, Antoinette!

Farewell to Captain Joseph DeFranco

The Los Alamos Fire Department (LAFD) announces the retirement of Captain Joseph DeFranco following 22 years of dedicated service to the department. Captain DeFranco's career reflects a strong commitment to public safety and service, both locally and nationally.

Prior to joining LAFD, Captain DeFranco served with the New York Fire Department (FDNY), where he gained valuable experience in a large, metropolitan fire service environment. He brought that knowledge and professionalism to Los Alamos, contributing to the department's operations, mentorship, and emergency response capabilities throughout his tenure.

Captain DeFranco's 22 years with LAFD leave a lasting impact on the department and the community it serves. The Los Alamos Fire Department extends its sincere appreciation for his years of service and wishes him the very best in his well-earned retirement.



ACCOLADES



Jayden Martinez, Atomic City Transit

Atomic City Transit would like to acknowledge Jayden Martinez. Jayden recently was recognized with a heartfelt "thank you," a handwritten note mentioned by a community member showing appreciation for his dedication to cleaning the sidewalk at the transit center. Thank you, Jayden, for the high level of support you provided Transit and the Community.

Traffic and Streets admin received a phone call from a lady named Caroline who called in to say thank you for fixing Trinity and Canyon Drives. She said the roads are much better to drive on and that one of them used to have tank track like grooves in the road and that they are gone now and she's very pleased.

Parks and Open Space:

The landscaping at Mesa Library was completed. This was a combined effort of Park Operations Staff and LA Landscaping.

Aquatics:

Lifeguard staff received a Thanksgiving snack of Japanese Pineapple Cakes from a former Los Alamos resident. This patron, who had never learned to swim, received instruction from off-duty lifeguard staff at age 76 and wanted to thank the team for their positive impact on his life.

Kudos to the ERP Team

Jeannette Aldaz, Amanda Burnworth, Clare Buntrock — for delivering prompt and professional customer service on all ERP-related requests. A special thank you to Jeannette for going above and beyond by handling a critical payroll tax update on short notice during her holiday break. Your dedication is truly appreciated!

Kudos to the Payroll Team

From: Bear, Charles <charles.bear@losalamosnm.gov>
Sent: Tuesday, December 23, 2025 11:27 AM
To: Avila, Nicole <nicole.avila@losalamosnm.gov>; Valdez, Catherine <catherine.valdez@losalamosnm.gov>; Gray, Mindy <mindy.gray@losalamosnm.gov>
Cc: Dadzie, Melissa <melissa.dadzie@losalamosnm.gov>; Perraglio, Helen <helen.perraglio@losalamosnm.gov>
Subject: A note of appreciation
Importance: High

Hi, just a quick note of the deep sense of appreciation for the job you have all done this year.

You only had three holidays that were not a Pay week in 2025. Those pay weeks reduced the time you had to process payroll. Your ability to refine your processes and be able to get payroll completed on time (and to be able to enjoy some of them for yourselves) is very impressive. It is a great credit to your teamwork and sense of responsibility and dedication.

Most employees will never sense the amount of aggravation and frustration you overcome to ensure we are paid on time and accurately. It is a privilege to work with you all. I am impressed every two weeks. But be assured, those around you respect and appreciate what you do for us.

Have a great and blessed Christmas / Holiday season.

I wish a less taxing (sorry, bad pun) 2026 for you all.

Thank you

Chuck Bear
Los Alamos County - ASD | Business & ERP Manager
Email: charles.bear@losalamosnm.gov | Phone 505-663-1998 | Mobile 505-709-8902
(I am typically remote on Wednesdays and Fridays)



Kudos to the IM Staff

Several Members of Information Management were recognized with coins for Leadership, Motivation, and Customer Service at the December staff meeting.



Luis Peña – Leadership



Chris Hightower – Customer Service



Ryan Becker – Motivation