



## County of Los Alamos

Los Alamos, NM 87544  
www.losalamosnm.us

### Minutes

### County Council – Regular Session

*Theresa Cull, Council Chair; Suzie Havemann, Council Vice-Chair;  
Melanee Hand, Ryn Herrmann, Beverly Neal-Clinton,  
David Reagor, and Randall Ryti, Councilors*

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Tuesday, November 4, 2025

6:00 PM

Council Chambers - 1000 Central Avenue

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#### 1. OPENING/ROLL CALL

The Council Chair, Theresa Cull, called the meeting to order at 6:01 p.m.

Chair Cull made opening remarks regarding the meeting's procedure.

**The following Councilors were in attendance:**

**Present: 6 – Councilor Cull, Councilor Hand, Councilor Herrmann, Councilor Neal-Clinton, Councilor Reagor, and Councilor Ryti**

**Remote: 1 – Councilor Havemann**

#### 2. PLEDGE OF ALLEGIANCE

Led by: All.

#### 3. PUBLIC COMMENT

None.

#### 4. APPROVAL OF AGENDA

**A motion was made by Councilor Hand, seconded by Councilor Neal-Clinton, that Council approve the regular agenda.**

**The motion passed with the following vote:**

**Yes: 7 – Councilor Cull, Councilor Havemann, Councilor Hand, Councilor Herrmann, Councilor Neal-Clinton, Councilor Reagor, and Councilor Ryti**

## 5. PRESENTATIONS, PROCLAMATIONS, AND RECOGNITIONS

- A. Proclamation Designating November 4th-11th, 2025 as "Operation Green Light for Veterans in Los Alamos County" (Accepted by Eluterio Garcia, Representative of the Veterans of Foreign Wars Post 8874)

Councilor Reagor read and presented the proclamation.

Mr. Eluterio Garcia spoke.  
Mr. Victor Valenzuela spoke.

- B. Proclamation Designating November 29, 2025, as "Small Business Saturday" in Los Alamos (Accepted by Sandy Jones, Chamber of Commerce Director)

Councilor Hand read and presented the proclamation.

Ms. Sandy Jones spoke.

## 6. PUBLIC COMMENT FOR ITEMS ON THE CONSENT AGENDA

None.

## 7. CONSENT AGENDA

### Consent Motion:

**A motion was made by Councilor Hand, seconded by Councilor Neal-Clinton, that Council approve the items on the Consent Agenda as presented and that the motions in the staff reports be included for the record.**

- A. Approval of County Council Minutes for the October 21, 2025, Work Session

**I move that Council approve the Minutes for the October 21, 2025, Work Session.**

- B. Approval of Contract for General Services, Agreement No. AGR26-26 with Sancre Productions LLC in the Amount of \$308,000, plus Applicable Gross Receipts Tax, for the Purpose of Providing Entertainment for the 4th of July Celebration Event for Seven (7) Year Term

**I move that Council approve Contract for General Services, Agreement No. AGR 26-26 with Sancre Productions, LLC in the Amount of \$308,000, plus Applicable Gross Receipts Tax, for the Purpose of providing entertainment for the 4th of July Celebration event.**

- C. Board/Commission Appointment(s) - Los Alamos County Health Council

**I move that Council nominate and appoint Elizabeth Moore Ibanez to the Los Alamos County Health Council for a term beginning on January 2, 2025 and ending on January 1, 2027.**

**D. Board/Commission Appointment - Environmental Sustainability Board**

**I move that Council nominate and appoint David Hampton to fill one vacancy on the Environmental Sustainability Board for a full term beginning on August 1, 2025 and ending on July 31, 2027.**

**I further move that Council acknowledge that David Hampton is currently serving on the Transportation Board and Personnel Board. Council finds these positions compatible, Council approves of Mr. Hampton serving concurrently on these boards, and hereby appoints him to the Environmental Sustainability Board**

**Approval of the Consent Agenda:**

**The motion passed with the following vote:**

**Yes: 7 – Councilor Cull, Councilor Havemann, Councilor Hand, Councilor Herrmann, Councilor Neal-Clinton, Councilor Reagor, and Councilor Ryti**

**8. BUSINESS**

**A. Discussion and Possible Adoption of the Guaje Pines Cemetery Master Plan**

Ms. Wendy Parker, Parks Superintendent, presented.  
Ms. Stephanie Sloane, Consultant, Sloane Consulting Group, spoke.

Public Comment:  
None.

**A motion was made by Councilor Neal-Clinton, seconded by Councilor Reagor, that Council adopt the Guaje Pines Cemetery Master Plan.**

**The motion passed with the following vote:**

**Yes: 7 – Councilor Cull, Councilor Havemann, Councilor Hand, Councilor Herrmann, Councilor Neal-Clinton, Councilor Reagor, and Councilor Ryti**

**9. COUNCIL BUSINESS**

**A. General Council Business**

**1) Discussion and Possible Action on 2026 Council Strategic Leadership Plan**

Ms. Anne Laurent, County Manager, spoke.  
Chair Cull spoke.

Public Comment:  
None.

**A motion was made by Councilor Ryti, seconded by Councilor Hand, that Council adopt the 2026 Strategic Leadership Plan included as Attachment A and amended tonight with the Chair also to make changes to the introduction based on core and non-core.**

**The motion passed with the following vote:**

**Yes: 7 – Councilor Cull, Councilor Havemann, Councilor Hand, Councilor Herrmann, Councilor Neal-Clinton, and Councilor Ryti**

**No: 1 – Councilor Reagor**

**B. Appointments**

None.

**C. Board and Commission Vacancy Report**

Chair Cull noted the report is included with the Agenda.

**D. Board and Commission Reports**

Councilor Ryti reported on the Personnel Board and the New Mexico Self-Insurers Fund Board of Trustees.

Councilor Reagor reported on Historic Preservation Advisory Board, the Parks and Recreation Board, and the 232 Coalition.

Councilor Herrmann reported on Main Street Futures.

**E. County Manager's Report**

County Manager Anne Laurent reported that a press release with an update on the Ice Rink will be released.

**F. Council Chair Report**

Chair Cull reported on the following:

- A Regional and State Working Group tour of Espanola
- A ribbon cutting for the North Mesa Tennis and Pickleball courts
- A ribbon cutting for the East Park Basketball courts
- A northern New Mexico housing luncheon
- A meeting with Councilor Ryti and Deputy County Manager Linda Matteson for the Council working group on elected officials' salaries
- The employee lunch and Halloween party
- A meeting with the State and Regional Working Group
- The Welcoming County presentation to the State Transportation Interim Committee

**G. Approval of Councilor Expenses**

None.

H. Preview of Upcoming Agenda Items

1) Tickler Report of Upcoming Agenda Items.

Chair Cull highlighted items on Tickler Report included with the Agenda, noting that an upcoming special meeting with the schools is cancelled. Instead, they will have a discussion with the schools at a luncheon meeting on November 20<sup>th</sup>.

10. COUNCILOR COMMENTS

None.

11. ADJOURNMENT

The meeting adjourned at 8:15 p.m.

INCORPORATED COUNTY OF LOS ALAMOS

Theresa Cull, Council Chair

Attest:

Michael D. Redondo, County Clerk

Meeting Transcribed by: Casey Salazar, Deputy Clerk



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Pages: 13 Fees: \$0.00  
Michael D. Redondo, County Clerk  
Los Alamos County NM  
allison.collins



## 20265 STRATEGIC LEADERSHIP PLAN

### INTRODUCTION

Los Alamos County Council, with input from County staff and community members, reviewed and updated the 20254 strategic plan and subsequently adopted ~~these~~ five ~~goals-focus areas~~ and 22 objectives for 20265. The ~~goals-focus areas~~ and objectives address issues that are important to the community and the governance of essential functions. They are tools to help maintain a focus on important and challenging issues, ~~but~~ they are not all-inclusive of the broad scope of the County's work and investments.

While all 22 objectives are important, the top five rankings in the National Community Survey, conducted in August/September 2024, are effective, efficient, and reliable services; local business; housing; fiscal stewardship; and communication and engagement. Notably, the survey's 74 percent overall rating of County services is a statistically significant increase of 10 percent over the 2022 rating. Highest performing areas are public safety, natural environment, parks and recreation, mobility, and arts and culture. Lowest performing areas are economy (quality and variety of businesses and services), affordability (housing, food, health care and services), and community design (appearance, new development, and housing options).

Concrete actions for addressing each of the 22 objectives will be determined, in the context of community survey input and all ongoing County efforts, for making and communicating progress and identifying challenges throughout the year. Many of the actions will come from existing plans listed at the end of this document, which can be found on the County's website using the search function. An electronic performance dashboard, also available on the County's website, captures the scope of County actions to address each of the objectives and ~~to enable measurements to be assigned and tracked~~ updated in January 2026.

A high-level summary of the progress made toward the 2025 ~~strategic~~ goals and ~~objectives-priorities~~ will be provided in the State of the County Annual Report in January 20265.

**Commented [LM1]:** Add core/non-core; survey done prior to Strategic Planning

Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
Amended Attachment A  
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## QUALITY GOVERNANCE

Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to present and future needs of stakeholders.

### Communication and Engagement

Inform, engage, and solicit feedback from ~~the~~ community ~~members and affected parties~~, including boards and commissions, on County projects, policies, and priorities to promote a culture of open communication and collaboration to ~~increase public participation~~~~help foster exceptional customer service~~.

### Intergovernmental, Tribal, ~~and~~ Regional Relations, and Partnerships

Collaborate and problem-solve with the County's major employers; community partner organizations (~~local education, health care, and other organizations~~); neighboring Pueblos; and regional, state, and ~~national federal~~ governmental entities.

#### **Partnerships**

~~Establish and foster partnership opportunities with local education, health care, and other organizations in support of meeting the community's identified essential needs and improvements.~~

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### Fiscal Stewardship

~~Maintain fiscal sustainability~~Evaluate alternative methods and approaches for expenditures and ~~investments~~, ~~ensure~~ transparency, and ~~compliance~~ with applicable budgetary and financial regulatory standards ~~and fiscal sustainability~~.

Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
Amended Attachment A  
(2026 Strategic  
Leadership Plan amended  
by the County Council)

## **OPERATIONAL EXCELLENCE**

**Operational excellence involves having structures, processes, standards, and oversight in place to ensure that effective services are efficiently delivered within available resources and that services continuously improve to anticipate and meet future needs.**

### **Effective, Efficient, and Reliable Services**

Deliver customer-focused, accessible, reliable, and sustainable services to the community through [sound financial management](#), collaborative decision-making, and efficient implementation.

### **Infrastructure Asset Management**

Evaluate the County's assets and infrastructure to prioritize funding to first maintain and protect those investments and to second inform new investments.

### **Employee Recruitment and Retention**

Attract and employ diverse and highly qualified staff, retain staff through development opportunities, [equity and upskilling opportunities](#), and compensation and benefits, and promote staff to address increasingly complex challenges.

Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
Amended Attachment A  
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**ECONOMIC VITALITY**

**Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish.**

**Housing**

Increase the capacity for new housing development and the amount and variety of housing types to meet the needs of a changing and growing population, particularly middle- and lower-income households.

**Local Business**

~~Encourage the retention of existing businesses, facilitate the startup of new businesses, and assist in opportunities for business growth. Encourage the retention of existing businesses, ...~~

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~~Establish tools and processes that are clear and support businesses' navigation through County regulatory and approval requirements.~~

**Downtown Revitalization**

Revitalize the downtown areas of Los Alamos and White Rock by facilitating and incentivizing development opportunities ~~in accordance with the downtown master plans.~~

**Educational, Arts, Cultural, and Historical Amenities**

Promote and enable educational, arts, cultural, and historical enrichment opportunities, in coordination with community partners, and provide for the preservation and restoration of historic buildings and the protection of archaeological sites.

**Tourism and Special Events**

~~Promote tourism, S~~ponsor special events, ~~and~~ support ~~major employer and~~ community events, ~~and promote tourism~~ by enhancing amenities, utilizing indoor and outdoor facilities, and encouraging ~~local business support and~~ ~~increasing capacity for~~ overnight stays.

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**Community Broadband**

Implement community broadband as a self-sustaining essential service that enables reliable high-speed Internet access throughout the County at competitive pricing.

Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
Amended Attachment A  
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## QUALITY OF LIFE

Quality of life is a reflection of general wellbeing and the degree to which community members are healthy, comfortable, welcomed, included, and able to enjoy the activities of daily living.

### Health, Wellbeing, and Social Services

Improve Expand access to behavioral, mental, and physical health and social services and amenities to address identified issues and promote wellbeing in the County and the region.

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### Inclusion, Access, and Belonging

Promote inclusion, access, and belonging through events and training, facility planning, and expanded opportunities and services for diverse needs and interests.

### Mobility

Improve and expand access to, and provide disability accommodation for, alternative modes of travel including public transit, cycling, and walking amenities and services.

### Open Space, Parks, and Recreation

Manage, maintain, and improve designated open spaces, parks and recreation facilities, trails, and amenities as defined by adopted plans and approved projects.

### Public Safety

Ensure overall community safety through proactive and sustained implementation of police, fire, hazard mitigation, and emergency response plans.

Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
Amended Attachment A  
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Leadership Plan amended  
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**ENVIRONMENTAL STEWARDSHIP**

**Environmental stewardship is the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices in coordination with community and organizational partners.**

**Natural Resource Protection**

Take actions to protect wildlife and wildlife habitat, safeguard water quality, and mitigate tree loss in the community.

**Water Conservation**

Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable.

~~**Greenhouse Gas Reduction**~~

~~Achieve net zero greenhouse gas emissions by 2050, with interim targets of 30 percent reduction by 2030 and 80 percent reduction by 2040.~~

~~**Carbon-Neutral Energy Supply**~~

~~Achieve carbon neutrality in electrical supply by 2040 through diversified carbon-free electric sourcing and phase-out natural gas use in County facilities by 2050 and in residences and businesses by 2070.~~

**Climate Action and Resiliency**

Implement the roadmap for reducing greenhouse gas emissions, achieving a carbon neutral energy supply, and increasing climate resilience in Los Alamos County.

**Waste Management**

~~Promote a circular economy by diverting~~ Divert community waste from landfills through recycling, re-use, composting and waste reduction programs, and zero-waste campaigns.

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Los Alamos County Council  
Regular Session  
November 4, 2025  
Item: 9.A  
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## REFERENCE DOCUMENTS

[losalamosnm.us/reference-docs](https://losalamosnm.us/reference-docs)

### Administrative Services

- 2025–2026 Biennial Budget (FY25, Adopted–FY26, **ProjectedAdopted**)
- 20265 Budget in Brief (FY265 Adopted Budget)
- 20254 Annual Comprehensive Financial Report (ACFR)
- 20254 Popular Annual Financial Report (PAFR)

### Community Development

- 2025 East Downtown Los Alamos Metropolitan Redevelopment Area Plan**
- 2024 Los Alamos Affordable Housing Plan
- 2023 White Rock Metropolitan Redevelopment Area Plan**
- 2021 Los Alamos Downtown Master Plan
- 2021 White Rock Town Center Master Plan
- 2020 North Mesa Housing Study
- 2019 Los Alamos Housing Market Needs Analysis
- 2019 Los Alamos County Economic Vitality Strategic Plan
- 2018 Fuller Lodge Interpretive Plan
- 2018 Los Alamos Tourism Strategic Plan
- 2016 Los Alamos County Comprehensive Plan
- 2014 Brand Action Plan
- 2011 Los Alamos Creative District Plan
- 2009 Regional Economic Development Strategic Plan
- 2008 Los Alamos County Historic Preservation Plan

### Community Services

- 2025 Trails and Open Space Management Plan**
- 2024 Comprehensive Health Plan
- 2023 Integrated Master Plan
- 2022 ADA Audit Report
- 2020–2023 Los Alamos County Library System Strategic Plan
- 2020 Health Services Gap Analysis Final Report
- ~~2015 Open Space Management Plan\*~~
- ~~2015 Trail Network Signage Plan\*~~
- ~~2013 Los Alamos County Community Trail Plan\*~~
- ~~2012 Trail Management Planning Documents\*~~
- \*These open space and trail plans will be consolidated into one updated management plan.*

### County Manager

- 2024 Communication Plan

2024 Los Alamos Climate Action Plan  
2023 Community Broadband Strategic Plan  
2022 Los Alamos Resiliency, Energy, and Sustainability Task Force Final Report  
2022 Racial Equity and Inclusivity Task Force Final Report  
2017 Foundation Document—Manhattan Project National Historical Park

**Emergency Management**

2024 Los Alamos Local Hazard Mitigation Plan  
2023 Continuity of Operations Plan  
2023 Emergency Operations Plan  
2023 Local Hazard Mitigation Plan

**Fire**

2019-2024 Los Alamos Fire Department Strategic Plan

**Public Utilities**

FY20265 Strategic Goals & Objectives  
2024 Drinking Water Quality Report  
2022 Integrated Resource Plan  
2022 Water and Energy Conservation Plan  
2018 Long Range Water Supply Plan  
2014 Electric Reliability plan

**Public Works**

20256 Snow and Ice Plan  
2025 Pedestrian Master Plan  
2023 Facility Condition Reports  
2022 Food Waste Composting Feasibility Study  
2022 Transit Study  
2021 Pavement Management Analysis and Report  
2017 Bicycle Transportation Plan  
2013 Airport Master Plan  
2011 Canyon Rim Trail Master Plan  
1998 Pedestrian Transportation Plan

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