



# County of Los Alamos

1000 Central Avenue  
Los Alamos, NM 87544

## Agenda - Final Environmental Sustainability Board

*Shannon Blair, Chair; Sue Barns, Vice-Chair; Joseph Chandler;  
David Hampton; and Erik Loechell, Members*

---

Thursday, January 15, 2026

5:30 PM

1000 Central Avenue - Council Chambers

---

NOTE: This meeting is in person and open to the public. However, for convenience, the following

Zoom

meeting link and/or telephone call in numbers may be used for public viewing and participation:

Please click this URL to join. <https://us02web.zoom.us/j/85656951187>

Or One tap mobile:

+17193594580,,85656951187# US

+16694449171,,85656951187# US

**1. CALL TO ORDER - ROLL CALL**

**2. PUBLIC COMMENT**

*This section of the agenda is reserved for comments from the public on items that are not otherwise included in this agenda.*

**3. APPROVAL OF AGENDA**

**4. APPROVAL OF MINUTES**

[21102-26](#) Approval of December 18, 2025, Environmental Sustainability Board Minutes

**Presenters:** Shannon Blair

**Attachments:** [A - Draft ESB Minutes December 18, 2025.pdf](#)

**5. BOARD BUSINESS**

[21129-26](#) Election of Environmental Sustainability Board Chair and Vice-chair

[21111-26](#) Presentation of 2025 Los Alamos County Recycling Material Audit

**Presenters:** Armando Gabaldon

**Attachments:** [A - Los Alamos County Recycling Material Audit.pdf](#)

[21128-26](#) Approval of the 2026 ESB Meeting Schedule

**Attachments:** [A - 2026 ESB Meeting Dates.pdf](#)

[21112-26](#) Review and Approve the 2026 ESB Work Plan

**Presenters:** Shannon Blair

**Attachments:** [A - ESB Work Plan 2026 Draft.pdf](#)  
[B - Attachment A.pdf](#)

## 6. REPORTS

### A. Chair's Report - Shannon Blair

- 1). Board of Public Utilities - Sue Barns/Shannon Blair
- 2). Transportation Board -David Hampton
- 3). Parks and Recreation Board - Shannon Blair
- 4). County Council Liaison - Ryn Herrmann

### B. Working Groups and Steering Committee

- 1). Bee City Los Alamos - Britton Donharl
- 2). Los Alamos Sustainability Alliance - Sue Barns
- 3). Education and Outreach Work Group
- 4). Community-Wide EV Study Working Group

## 7. STAFF REPORT

[21127-26](#) Sustainability Manager Updates

**Attachments:** [A - Residential Sustainability Report - DECEMBER 2025.pdf](#)

## 8. PREVIEW OF UPCOMING AGENDA ITEMS

-Presentation of the Final Fleet Conversion Plan and Community-Wide EV Charging Plan

## 9. ADJOURNMENT

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 662-8040 at least one week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Community Services Administration Office at 662-8163 if a summary or other type of accessible format is needed.



# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:**

**Index (Council Goals):**

**Presenters:** Shannon Blair

**Legislative File:** 21102-26

---

**.Title**

Approval of December 18, 2025, Environmental Sustainability Board Minutes

**...Recommended Action Motion**

I move that the Environmental Sustainability Board approve the December 18, 2025, minutes as presented.

Or

I move that the Environmental Sustainability Board approve the December 18, 2025, minutes as amended.

**.Body**

The ESB will review and approve the Environmental Sustainability Board Minutes from December 18, 2025.

**.Attachments**

A - Draft ESB Minutes December 18, 2025



# County of Los Alamos

## BCC Meeting Minutes - Draft

### Environmental Sustainability Board

1000 Central Avenue  
Los Alamos, NM 87544

*Shannon Blair, Chair; Sue Barns, Vice-Chair; Joseph Chandler; David Hampton; and Erik Loechell, Members*

---

Thursday, December 18, 2025

5:30 PM

1000 Central Avenue, Council Chambers

---

NOTE: This meeting is in person and open to the public. However, for convenience, the following Zoom meeting link and/or telephone call in numbers may be used for public viewing and participation:

Please click this URL to join. <https://us02web.zoom.us/j/85656951187>

Or One tap mobile:

+17193594580,,85656951187# US

+16694449171,,85656951187# US

#### 1. CALL TO ORDER - ROLL CALL

5:31 p.m.

#### 2. PUBLIC COMMENT

None.

#### 3. APPROVAL OF AGENDA

Motion to approve the agenda by Member Barns second by Member Loechell the motion passed unanimously.

#### 4. APPROVAL OF MINUTES

[20983-25](#) Approval of November 20, 2025, Environmental Sustainability Board Minutes

**Presenters:** Angelica Gurule

Motion to approve the minutes of the Environmental Sustainability Meeting of November 20, 2025, by Member Hampton, second by Member Barns the motion passed unanimously.

#### 5. BOARD BUSINESS

[20986-25](#) Presentation of the Draft Fleet Conversion Plan and Community-Wide EV Charging Plan

**Presenters:** Angelica Gurule

Analy Castillo and Josh Schacht with Stantec gave an update on the Los Alamos County Fleet Conversion Plan and Community-Wide EV Charging Plan.

[20985-25](#)

Draft the 2026 Work Plan

Presenters: Shannon Blair

Discussion of the 2026 Work Plan; approval is scheduled for the January 2026 meeting.

## 6. REPORTS

### A. Chair's Report - Shannon Blair

Chair Blair reported that there are currently two vacancies on the board and that applications are open. She asked board members to share the opportunity and encourage interested individuals to apply. Chair Blair also reported receiving an email from a citizen regarding overflow issues in the canyon and expressed interest in supporting the Utilities Department in public education efforts. Additionally, she noted that she has been following the recycle audit at the Eco Station; a presentation on the audit is forthcoming, and an article has been published in the Daily Post, which she recommended reading if interested. She thanked board members for their work in 2025.

#### 1). Board of Public Utilities - Sue Barns/Shannon Blair

Member Barns reported on the December 10 Board of Public Utilities (BPU) meeting. Abbey Hayward presented on the Green Los Alamos Certification program. The BPU voted 3–1 to advance the program to Council, where it was subsequently approved. The BPU also approved the power purchase agreement with LANL. In addition, the Board reviewed a report detailing the various programs currently being implemented by Abbey Hayward. In the Chair's report, the New Mexico Climate Plan was highlighted, Member Barns noted that she had shared a preview link to the plan that appeared in connection with the plan a couple of weeks ago. Finally, Elk Ridge reported that it is working to complete all customer conversions to the new natural gas system by February.

#### 2). Transportation Board - David Hampton

Member Hampton reported that at Transportation Board meeting in December the only thing they worked on was the board 2026 calendar and the work plan. Included in the work plan under, "List Other Projects and/or Activities by this Board or Commission," put bicycle infrastructure.

#### 3). Parks and Recreation Board - Shannon Blair

None.

- 4). County Council Liaison - Ryn Herrmann

Report is attached.

**B. Working Groups and Steering Committee**

- 1). Bee City Los Alamos - Britton Donharl

None.

- 2). Los Alamos Sustainability Alliance - Sue Barns

None.

- 3). Community-Wide EV Study Working Group

None.

**7. STAFF REPORT**

[20987-25](#) Sustainability Manager Updates

**Presenters:** Angelica Gurule

Sustainability Manager Angelica Gurule gave an update to the EV chargers project at the municipality building; project is on schedule. She is also working on the EV chargers that will be installed at Mesa Public Library waiting on the design to go out to bid or get a quote. Thanked Citizen Climate Lobby, PEEC, Barranca, Chamisa public schools, High School Eco club, and county employees and community members for contributing ornaments for the holiday tree. Presented sustainability report.

**8. PREVIEW OF UPCOMING AGENDA ITEMS**

**-Armando Gabaldon - Recycle Audit Results**

**-Approval of Work Plan**

**9. ADJOURNMENT**

7:09 p.m.

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 662-8040 at least one week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Community Services Administration Office at 662-8163 if a summary or other type of accessible format is needed.

**From:** [Gurule, Angelica](#)  
**To:** [Salazar, Jacqueline](#)  
**Subject:** FW: Council update  
**Date:** Friday, December 19, 2025 12:18:04 PM

---

Hi Jackie,

Can you include these updates under the Council Liaison report?

Thank you,  
Angelica

---

**From:** Herrmann, Ryn <ryn.herrmann@losalamosnm.gov>  
**Sent:** Thursday, December 18, 2025 6:12 PM  
**To:** Gurule, Angelica <angelica.gurule@losalamosnm.gov>; Environmental Sustainability Board <ESB@lacnm.us>  
**Subject:** Council update

Angelica and ESB,

I'm sorry but I had to step away from the mtg. Following are a few highlights from Tuesday (12/16/25) evening's general session county council mtg.

-Presentation by Jessica Kunkle, Manager of the Department of Energy Environmental Management, Los Alamos Field Office. Here is the link from her presentation:

<https://losalamos.legistar.com/gateway.aspx?M=F&ID=cd934498-abab-4a06-83d9-31997c5f6ca8.pdf>

-We introduced an ordinance Adopting An Economic Development Project For Public Support of UbiQD. This is a LEDA project and I was very happy to see this be introduced.

-We also voted to approve raises for future councilors, county assessors, probate judges, and municipal court judges.



Please let me know if you have any questions on these.

Angelica, did we set a date and time for our next board interview?

Thank you all. Happy holidays.

Ryn Herrmann  
Los Alamos County Councilor  
(505) 709-5736

---

**From:** Gurule, Angelica <[angelica.gurule@losalamosnm.gov](mailto:angelica.gurule@losalamosnm.gov)>

**Sent:** Monday, December 15, 2025 4:33 PM

**To:** Environmental Sustainability Board <[ESB@lacnm.us](mailto:ESB@lacnm.us)>

**Subject:** ESB Agenda Packet for December 18, 2025

Good afternoon ESB,

Here now is the ESB agenda packet for December 18, 2025:

<https://losalamos.legistar.com/MeetingDetail.aspx?ID=1270870&GUID=6A8A7567-F05D-42C3-9039-D21B170660AE&Options=info%7C&Search=&Refresh=1>

Feel free to bring holiday treats to share.

Please let me know if you would like the full agenda packet printed. Otherwise, I will only print a simplified agenda listing agenda items to minimize printing, as the draft plans exceed 200 pages in total.

See you Thursday night!

*Angelica V. Gurule | Sustainability Manager*



# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:**

**Index (Council Goals):**

**Presenters:**

**Legislative File:** 21129-26

---

### **Title**

Election of Environmental Sustainability Board Chair and Vice-chair

### **..Suggested Motion**

I move that [insert name] be appointed Environmental Sustainability Board Chair, with a term date beginning January 2026 and ending December 2026.

I move that [insert name] be appointed Environmental Sustainability Vice-chair, with a term date beginning January 2026 and ending December 2026.

### **Body**

The Boards & Commissions Rules indicate that each Board shall annually elect a Chair and Vice-chair from among its members. The Chair and Vice-chair will serve at the pleasure of the Board and will be eligible for election to subsequent terms.

The existing Chair shall call for nominations for Chair, followed by Board comments, and then a vote. The same process applies for the election of a Vice-chair.

### **Attachments**

N/A



# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:****Index (Council Goals):**

**Presenters:** Armando Gabaldon

**Legislative File:** 21111-26

---

**.Title**

Presentation of 2025 Los Alamos County Recycling Material Audit

**Body**

Adam Meyer, District Manager for Road Runner Waste Services and Paul Rougemont, Plant Manager of BARCO Albuquerque Materials Recovery Facility will present the findings from the 2025 Los Alamos County Recycling Material Audit.

**Adam Meyer, District Manager, Road Runner Waste Services**

Adam Meyer serves as District Manager for Road Runner Waste Services and provides oversight for operations at the BARCO Materials Recovery Facility in Albuquerque, New Mexico. He brings 24 years of experience in solid waste and recycling operations, with leadership experience across New Mexico, Florida, South Dakota, and Colorado, and is Smith System and Servant Leadership IV certified. Mr.

Meyer honorably served in the United States Marine Corps as an engineer and completed two overseas deployments to Iraq.

**Paul Rougemont, Plant Manager, BARCO Albuquerque Materials Recovery Facility**

Paul Rougemont serves as Plant Manager of the BARCO Albuquerque Materials Recovery Facility and has over 12 years of experience in materials recovery operations. He previously served as Maintenance Manager and is certified as a Recycling Facility Operator, with additional certifications through the New Mexico Recycling Coalition and the New Mexico Environment Department. Mr. Rougemont has served as Plant Manager for the past four years and provides expertise in facility safety, environmental compliance, and post-collection sorting processes.

**Attachments**

A - Los Alamos County Recycling Material Audit

# Los Alamos County Recycling Material Audit

Evaluating Recycling Efficiency and Waste Composition  
Insights

# Executive Summary



- 46,653 pounds of material audited, achieving 82.3% clean recyclable material
- Fiber materials old corrugated containers (OCC) and mixed paper comprised nearly 89% of recyclables
- 8,243 pounds of residual indicate contamination impacting diversion performance
- Plastics and metals were present but represent a smaller share of recovered materials
- No recovery of film, office pack (OP1), or plastics #3–#7
- Findings support targeted improvements in collection, education, and program expansion



# Introduction and Objectives

## **Audit Purpose**

Evaluate material composition and weight to improve recycling efficiency and reduce waste.

## **Data Analysis**

Analyze weights of recyclables and trash to identify recycling rates and contamination levels.

## **Strategic Planning**

Use audit findings to provide data to Los Alamos County to optimize recycling programs, collection routes, and community education.

# Audit Overview



# Audit Methodology



- Establish a clean, empty bunker for accurate material tracking
- Identify two designated trucks for the audit
- Dump material from both trucks into the bunker
- Run all material through the sorting system
- Sort material by commodity type
- Bale each commodity separately
- Weigh each baled commodity individually and record weights
- Weigh all trash bins and trash room trailer individually
- Weigh all loose material individually
- Record all weights and findings on the audit recap forms



# Key Metrics and Summary

## Material Weight and Diversion Rate

Total material weighed 46,653 pounds with 82.3% clean recycle materials highlighting effective recycling.

## Dominance of Fiber Streams

Fiber streams like OCC and mixed paper made up nearly 89% of recyclables, emphasizing recovery importance.

## Plastics and Metals Contribution

Plastics polyethylene terephthalate (PET) and high-density polyethylene (HDPE) weighed 2,275 pounds; metals totaled 1,956 pounds showing material variety.

## Areas for Improvement

No collection of film, OP1, or plastics #3-#7 indicates opportunity to improve recycling completeness.



# Material Composition Analysis

# Recyclable Material Breakdown

MATERIAL	POUNDS	TONS
OCC	17,589	8.795
Mixed Paper	16,513	8.257
PET	1,223	0.612
HDPE Color	711	0.356
HDPE Natural	341	0.171
Tin Cans	630	0.315
UBC (Used Beverage Cans)	734	0.367
Metal (Scrap)	592	0.296
Rigid Plastic	77	0.039
Trash/Residual	8,243	4.122



# Recycling Composition

## Waste Impact

Residual totaling 8,243 pounds reduces the overall quality of recyclables by contaminating recycling streams and increasing processing cost.

## Recycling Composition Performance

A rate of 82.3% shows strong recycling but indicates room for improvement in waste sorting.

## Reducing Contamination

Education campaigns, consistent signage, and enforcement improve recycling practices and reduce trash contamination.

## Sustainability and Compliance

Maintaining or improving recycling streams is vital for sustainability reporting and meeting waste reduction goals.



# Residual from Audit





# Residual from Audit



# Operational Insights and Recommendations



# Operational Observations



## **Accurate Data Collection**

All bales were individually weighed to ensure precise data on recyclable materials and waste quantities.

## **Recycling Stream Gaps**

Absence of certain streams like film, office pack, and plastics #3-#7 indicate gaps in collection or reporting.

## **Dominance of Fiber Streams**

Fiber materials dominate recyclables, showing effective paper and cardboard recovery but less plastic and metal capture.

## **Contamination and Improvement Needs**

Over 8,000 pounds of trash presence reveals contamination requiring better sorting, signage, and public education.



# Recommendations for Improvement



## **Fiber Capture Optimization**

Enhance OCC and mixed paper collection routes and improve signage at drop-off points to boost fiber capture efficiency, generating a higher return on single sourced material and reducing processing cost.

## **Plastics Sorting Efficiency**

Introduce dedicated collection bins for PET and HDPE plastics and educate residents on proper sorting to improve plastics recycling.

## **Contamination Reduction Strategies**

Implement education campaigns, community workshops, and enforce recycling guidelines to minimize contamination in recyclables.

## **Audits and Performance Reviews**

Conduct regular audits and reviews to track recycling progress and adjust strategies for continuous improvement.

# Recycle Market Update

## •Recovered Paper Market:

- Domestic prices stabilized in December after prior declines.
- Export demand improved, especially from Southeast Asia, boosting OCC.
- Seasonal factors (holidays, winter weather) influenced transportation and inventory strategies.

## •Market Drivers:

- China's import inspections disrupted trade in October/November; situation stabilizing.
- Mixed paper prices slipped on West Coast; high-grade export demand remains weak.

## •Outlook:

- Mills stocking premium grades amid supply challenges.
- Virgin pulp and plastics remains attractive.

## •Non-Fiber Commodities:

- PET and HDPE demand mostly flat to slightly up.
- Polypropylene (PP) and mixed rigid plastics (MRP) prices flat; PP may face downward pressure in January.
- UBC and steel can prices increased slightly due to lower winter generation and supply disruptions.

## •Additional Notes:

- Emphasis on maintaining bale quality (especially UBC) to avoid rejections.

# Contact

## **Adam Meyer**

District Manager

Waste Connections of New Mexico

Cell: (970) 227-8747

[Adam.Meyer@WasteConnections.com](mailto:Adam.Meyer@WasteConnections.com)

## **Paul Rougemont**

Plant Manager

BARCO of Albuquerque

(505) 250-7784

[Paul.Rougemont@WasteConnections.com](mailto:Paul.Rougemont@WasteConnections.com)





# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:**

**Index (Council Goals):**

**Presenters:**

**Legislative File:** 21128-26

---

### **Title**

Approval of the 2026 ESB Meeting Schedule

### **Recommended Action Motion**

I move that the Environmental Sustainability Board approve the 2026 Meeting Schedule as presented.

Or

I move that the Environmental Sustainability Board approve the 2026 Meeting Schedule as amended.

### **Body**

Approval of the 2026 Environmental Sustainability Board Meeting Schedule

### **Attachments**

A - 2026 ESB Meeting Schedule



# **Los Alamos County Environmental Sustainability Board 2026 Meeting Schedule**

Unless otherwise noted, the Environmental Sustainability Board meets the third Thursday of the month at 5:30 p.m. in the Municipal Building, 1000 Central Avenue, Council Chambers and/or via Zoom.

The Los Alamos County Environmental Sustainability Board 2026 meeting schedule is as follows:

- January 15, 2026
- February 19, 2026
- March 19, 2026
- April 16, 2026
- May 21, 2026
- June 18, 2026
- July 16, 2026
- August 20, 2026
- September 17, 2026
- October 15, 2026
- November 19, 2026
- December 17, 2026

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at (505) 662-8040. Public documents, including the agenda and minutes, can be provided in various accessible formats. Please contact the personnel in the Sustainability Manager's Office at (505) 662-8383 if a summary or other type of accessible format is needed.



# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:**

**Index (Council Goals):**

**Presenters:** Shannon Blair

**Legislative File:** 21112-26

---

### **Title**

Review and Approve the 2026 ESB Work Plan

### **Recommended Action**

I move that the Environmental Sustainability Board approve the 2026 Workplan as presented.

Or

I move that the Environmental Sustainability Board approve the 2026 Workplan as amended.

### **Body**

The Environmental Sustainability Board will review and approve the 2026 Workplan and will make final revisions.

### **Attachments**

A - Draft 2026 Environmental Sustainability Board Work Plan

**Board or Commission Name:** Environmental Sustainability Board

**Date Prepared:** 11/17/25

**Date Approved by Council:**

**Prepared By:** Angelica Gurule

**Purpose:**

The purpose of the work plan is to provide a detailed outline of tasks, activities, timelines, and resources required by this Board or Commission to achieve its annual goals. The purpose of most boards is to gather public input, to review policy recommendations by staff when requested, and to make policy recommendations to the County Council.

**Process Timeline:**

November: County Council Strategic Planning

December: Boards and Commissions review and develop work plans (sole item on December agenda)

January: Finalize and submit work plans for Council review.

Due Date: January 31

**Time Frame:** This work plan will be accomplished in the following time frame:

January 1, 2026, through December 31, 2026

**Members:** List members, term start and end dates, and term number.

Member	Start/End Dates	Term (1st or 2nd)
Joseph Chandler	August 1, 2025 - July 31, 2027	2nd
Shannon Blair	August 1, 2025 – July 31, 2027	2nd
Sue Barns	August 1, 2024 - July 31, 2026	1st
Vacant		
Erik Loechell	August 1, 2025 – July 31, 2027	1st
David Hampton	August 1, 2025 – July 31, 2027	1st
Vacant		

**Chairperson:** Shannon Blair

**Department Director:** Linda Matteson

**Work plan developed in collaboration with Department Director? (Y/N)**

**Staff Liaison:** Angelica Gurule

**Administrative Support:** Jackie Salazar

**Council Liaison:** Ryn Herrmann

**Work plan reviewed by Council Liaison? (Y/N)**

## 1.0 Previous Calendar Year Work Plan Highlights

### 1.1 List the top five activities for the previous calendar year.

1.1.1

Supported and participated in the PEEC and County Earth Day Festivals

1.1.2

Collaborated with DPU on electrification and energy efficiency outreach and participated in the DPU/PEEC Water Festival

1.1.3

Supported and participated in the annual Clean Up Los Alamos Day

1.1.4

Supported and participated in High School Eco Club Summit

1.1.5

Hosted many booths and outreach activities at Farmers Markets, festivals and other County events to bring awareness to the Climate Action Plan and other sustainability issues

### 1.2 List the top five accomplishments for the previous calendar year.

1.2.1

Supported the implementation of the Climate Action Plan and the 2050 carbon neutral goal and other sustainability issues through outreach/education activities, receiving reports and reviewing progress on goals, and providing information to Sustainability Manager, County Council and other Boards and entities.

1.2.2

Served on the Steering Committee and contributed to the selection of the Climate Action Marketing and Engagement Services provider. Initiated collaboration with the chosen firm.

1.2.3

Served on the Steering Committee and contributed to the development of the Fleet Conversion Plan and Community-Wide EV Charging Plans. The ESB also routinely received updates on the plans, and supported outreach, survey and community visioning meetings.

1.2.4

Evaluated single use plastic bags to include factors such as ability to recycle and other alternatives and cost to County to recycle and engagement to include local businesses and other interested parties. Presented findings to ESB and Council.



1.2.5	Reviewed, discussed and provided input on other County issues as they pertain to sustainability, including Artificial Turf Study, Bicycle Working Group Study, LAC Energy Management proposal and Net Zero Airport program, Water and Energy Conservation Plan updates and Green Business Certification program.
-------	--

### 1.3 List the lessons learned for the previous calendar year.

1.3.1	Engage the community as broadly and effectively as possible, to help ensure that community input is representative of all demographic groups. Strive to connect with marginalized groups and individuals outside the sustainability field to ensure everyone's perspectives are considered, not just those who already support environmental
1.3.2	In collaboration with County Council, establish clear objectives, scope, and next steps for projects, studies, or research presented to Council, ensuring the Environmental Sustainability Board has a well-defined path forward and clearly articulated scope.
1.3.3	Public Information Involvement Plans (PIIPs) should clearly articulate the roles and responsibilities of community partners, specify the timing and phases of their involvement, and outline how and when engagement will occur throughout the project timeline.
1.3.4	Leverage the Sustainability Manager's quarterly updates to Council more consistently for Council-led initiatives to maintain alignment with expectations, track progress, and provide regular opportunities for questions and clarification as issues arise.
1.3.5	When asked for input, the Environmental Sustainability Board will proactively provide clear, recommendations to better guide decision-makers and advance sustainability efforts.

## 2.0 Calendar Year 2026 Work Plan

### 2.1 List any special projects or assignments given to this Board/Commission by Council or the Department Director.

2.1.1	Support the Food Composting Program and Food Waste Prevention Education
2.1.2	Support Climate Action Plan Implementation for year two and ongoing recommendations including encouraging energy efficiency and electrification retrofits; promoting EV adoption; adopting green building standards; developing a commute trip reduction program (County facilities and operations); expanding community partnerships; conducting a vulnerability assessment; engaging in public climate education campaigns; supporting the local food system; conducting recycling and composting outreach and education; promoting green stormwater infrastructure and low-impact development; developing an EV infrastructure plan; expanding mixed-use, transit-oriented development policies.

2026 Work Plan

3

- |       |  |
|-------|--|
| 2.1.3 | Receive updates and provide input on climate action education and outreach program from marketing contractor and County staff. Support activities of this program as requested   |
| 2.1.4 | Receive updates as needed on the implementation of the Fleet Conversion and Community-Wide EV Charging Plan  |
| 2.1.5 | At Council's discretion, continue to evaluate single use plastic bags to include factors such as ability to recycle and other alternatives and cost to County to recycle and engagement to include local businesses and other interested parties |

2.2 List other projects and/or activities being proposed by this Board/Commission, in priority order.

- |       |   |
|-------|---|
| 2.2.1 | Support the solicitation of a qualified contractor to provide energy audit services of 50-100 homes. Specific tasks include Contributing to the development of the scope of work, select a board member to serve on the evaluation committee and steering committee, and educate the community on these services. Collaborate with Board of Public Utilities as applicable. |
| 2.2.2 | Request and receive updates on County sustainability initiatives as appropriate, including Integrated Pest Management Plan, Bio-Solid composting, recycling, yard trimming, artificial turf, open space management, 2026 Comprehensive Plan, Bee City, Bicycle Working Group, Water and Energy Conservation Plan, MS4, Green Los Alamos Program, etc                        |
| 2.2.3 |   |
| 2.2.4 | At the Boards and Commission luncheon provide relevant CAP presentation overview and highlight actions that are relevant to other Boards, such as BPU, Transportation, Parks and Recreation, and Planning and Zoning  |
| 2.2.5 | Revisit the 2026 ESB Work Plan on a quarterly basis.  |

2.3 List the guiding documents or plans used by this Board/Commission.

2.3.1

Climate Action Plan  
Council Strategic Leadership Plan  
Water and Energy Conservation Plan  
Fleet Conversion and Community Wide EV Charging Plan

3.0 Identify interfaces with County departments and/or other Boards/Commissions that are necessary to achieve this work plan.

3.1

Collaborate with local businesses and organizations such as Chamber of Commerce, PEEC, LAPS, UNM-LA. Encourage County staff to liaison with LANL, DOE and DOT

3.2

Partner with DPU to promote energy efficiency, water conservation and monitor the existing biosolid composting operation.

3.3

Provide liaisons to BPU, PRB, Transportation Board and other Boards as appropriate.

3.4

Collaborate with Environmental Services Division to provide education and outreach on waste Prevention and management, and participation in municipal food composting program, and implementation of Zero Waste Strategy from CAP.

3.5

4.0 List any special events this Board/Commission plans to participate in that will support this work plan.

4.1

Participate in annual Clean Up Los Alamos Day

4.2	Participate in PEEC Earth Day Festival and host an Earth Day celebration for County employees
4.3	Participate in PEEC and DPU Water Festival
4.4	Participate in community events such as Science Festival, Summer Concert Series and Farmer's Market, Bear Festival.
4.5	Engage with climate action marketing and engagement team to support community events and activities as proposed. Host public outreach events, talks, hybrid seminars, panel discussions, etc., to educate on CAP initiatives and other ESB priority topics.

**5.0 List active Working Groups within this Board/Commission, if any, along with the purpose and member names of each one.**

5.1	Los Alamos Sustainability Alliance - Ongoing - Up to 3 ESB members, currently Sue Barns and Angelica Gurule - The purpose is to support sustainability initiatives with the County and other community organizations, such as PEEC, Bee City, Seed Library, Department of Public Utilities and Environmental Services Division.
5.2	Climate Action Marketing and Engagement steering committee – The purpose is to provide climate action outreach and education to the community in support of CAP goals. Susan Barns and Angelica Gurule.
5.3	Fleet Conversion and Community-Wide EV Charging Plans steering committee - The purpose is to plan for electrification of the County vehicle fleet, as well as EV charging infrastructure for community members. Susan Barns and Angelica Gurule.
5.4	Plastic Bag Working Group The purpose is to evaluate single use plastic bags to include factors such as ability to recycle and other alternatives and cost to County to recycle and engagement to include local businesses and other interested parties. Shannon Blair, Joseph Chandler and Erik Loechell.
5.5	

## Attachment A

*Place an X in the column on the right if the Council priority is related to the work of the Board or Commission:*

<b>Quality Governance</b>	
Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to the present and future needs of stakeholders.	
<b>Communication and Engagement</b>	
Inform, educate, and solicit feedback from the community and boards and commissions on County projects, policies, and priorities to promote a culture of open communication and collaboration and foster exceptional customer service.	X
<b>Intergovernmental, Tribal, and Regional Relations</b>	
Collaborate and problem-solve with the County's major employers; community partner organizations; neighboring Pueblos; and regional, state, and national governmental entities.	
<b>Fiscal Stewardship</b>	
Maintain fiscal sustainability, transparency, and compliance with applicable budgetary and financial regulatory standards.	X
<b>Operational Excellence</b>	
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.	
<b>Effective, Efficient, and Reliable Services</b>	
Deliver customer-focused, accessible, reliable, and sustainable services to the community through sound financial management, collaborative decision-making, and efficient implementation.	X
<b>Infrastructure Asset Management</b>	
Evaluate the County's assets and infrastructure and prioritize funding to first maintain and protect those investments and second to inform new investments.	X
<b>Employee Recruitment and Retention</b>	
Attract and employ diverse and highly qualified staff; retain staff through development opportunities, compensation, and benefits; and promote staff to address increasingly complex challenges.	X
<b>Economic Vitality</b>	
Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish.	
<b>Housing</b>	
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.	
<b>Local Business</b>	
Encourage the retention of existing businesses, facilitate the startup of new businesses, and assist in opportunities for growth.	X
<b>Downtown Revitalization</b>	
Revitalize the downtown areas of Los Alamos and White Rock by facilitating development opportunities in accordance with the downtown master plans.	
<b>Tourism and Special Events</b>	
Sponsor special events, support major employer and community events, and promote tourism by enhancing amenities, utilizing facilities and contract services, and encouraging overnight stays.	X
<b>Community Broadband</b>	
Provide community broadband as a basic essential service that will enable reliable high-speed internet services throughout the County at competitive pricing.	

<b>Quality of Life</b> Quality of life is a reflection of general well-being 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 access to behavioral, mental, and physical health and social services and amenities to address identified issues and promote wellbeing in the region.	X
Diversity, Equity, and Inclusivity	
Promote diversity, equity, and inclusivity through community awareness training, targeted events, and expanded opportunities for diverse interests.	X
Mobility	
Improve and expand access to, and all-ability accommodations for, alternative modes of travel including public transit, cycling, and walking amenities and services.	X
Educational, Historical, and Cultural Amenities	
Promote educational and cultural opportunities, in coordination with community partners, and provide for the preservation and restoration of historic buildings and the protection of archaeological sites.	X
Open Space, Parks, and Recreation	
Manage County open space and maintain and improve parks and recreation facilities, trails, and amenities as defined by adopted plans and approved projects.	X
Public Safety	
Ensure overall community safety through proactive and sustained implementation of police, fire hazard mitigation, and emergency response plans.	
<b>Environmental Stewardship</b> 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 the wildlife and wildland interface, safeguard water, and mitigate tree loss in the community.	X
Greenhouse Gas Reduction	
Establish targets for achieving net-zero greenhouse gas emissions and integrate sustainability and resiliency practices into County policies and operations.	X
Carbon-Neutral Energy Supply	
Achieve carbon neutrality in electrical supply by 2040 through diversified carbon-free electric sourcing and phase out natural gas supply by 2070 through energy-efficient, all-electric buildings.	X
Water Conservation	
Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable.	X
Waste Management	
Manage waste responsibly by diversion of solid waste from landfills through recycling, re-use, composting, and waste reduction programs and zero-waste education campaigns; and pursue efficient long-term solutions for disposal of solid waste.	X

## Attachment A

*Place an X in the column on the right if the Council priority is related to the work of the Board or Commission:*

<b>Quality Governance</b>	
<b>Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to the present and future needs of stakeholders.</b>	
Communication and Engagement	
Inform, engage, and solicit feedback from 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.	
Intergovernmental, Tribal, 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 federal governmental entities.	
Fiscal Stewardship	
Evaluate alternative methods and approaches for expenditures and investments, ensure transparency, and comply with applicable budgetary and financial regulatory standards and fiscal sustainability.	
<b>Operational Excellence</b>	
<b>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.</b>	
Effective, Efficient, and Reliable Services	
Deliver customer-focused, accessible, reliable, and sustainable services to the community through 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.	
<b>Economic Vitality</b>	
<b>Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish.</b>	
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 growth.	
Downtown Revitalization	
Revitalize the downtown areas of Los Alamos and White Rock by facilitating and incentivizing development opportunities.	
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, sponsor special events, and support community events, by enhancing amenities, utilizing indoor and outdoor facilities, and encouraging local business support and increasing capacity for overnight stays.	
<b>Community Broadband</b>	
Implement community broadband as a self-sustaining essential service that enables reliable high-speed Internet access throughout the County at competitive pricing.	
<b>Quality of Life</b> <b>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.</b>	
Health, Wellbeing, and Social Services	
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.	
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.	
<b>Environmental Stewardship</b> <b>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.</b>	
Natural Resource Protection	
Take actions to protect wildlife and wildlife habitat, safeguard water quality, and mitigate tree loss in the community.	
<b>Water Conservation</b>	
Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable.	
<b>Climate Action and Resiliency</b>	
Implement the roadmap for reducing greenhouse gas emissions, achieving a carbon neutral energy supply, and increasing climate resilience.	
Waste Management	
Divert community waste from landfills through recycling, re-use, composting and waste reduction programs, and zero-waste campaigns.	





# County of Los Alamos

## Staff Report

January 15, 2026

Los Alamos, NM 87544  
www.losalamosnm.us

---

**Agenda No.:**

**Index (Council Goals):**

**Presenters:**

**Legislative File:** 21127-26

---

### Title

Sustainability Manager Updates

### Body

The ESB receives routine updates from the Sustainability Manager.

The December Sustainability Newsletter focused on the draft Fleet Conversion and Community-Wide EV Charging Plan and highlighted the Tree Cycle Program that takes place from January 12 -16 and 26 - 30. Subscribers increased from 120 to 125.

#### 1. Electric Vehicle Charging Infrastructure

- a. The County constructed six Level 2 - EV Chargers at Municipal Building to serve the County fleet and the community. The previous free chargers were removed.
- b. Los Alamos County received NMDOT DC Fast Charging Grant funding. The project will construct two DC Fast Chargers at Mesa Public Library, with each port providing a minimum of 150 kW.
  - i. September 30 - Council approved grant agreement and passed a Resolution.
  - ii. November/December - Public Works employees completed the ADA design. Utilities engineers are working on electrical design.

#### 2. Fleet Conversion and Community-Wide EV Charging Plan

- a. Stantec presented the draft report to ESB, BPU and County Council in December and the community meeting was held on December 3rd from 6-8pm in Council Chambers and virtually. The public comment period closed on December 17th and working committee has been reviewing and addressing the comments.
- b. The final report will be presented to ESB at the February 19th meeting.

#### 3. Education and Outreach

- a. Firebrand developed a draft work plan and will began developing messaging that will be tested in local focus groups. Our goals are to host focus groups that are representative of the community demographics.

#### 4. Municipal food composting program is on hold; the County is currently working through

---

logistics.

5. The Jemez Mtn Trail Run takes place on May 9th and the ESB has been asked to support the event by providing volunteers to host Zero Waste Stations.

## **Attachments**

### **A - Residential Sustainability Report -December 2025**



# Residential Sustainability Report

Service Period: December 2025

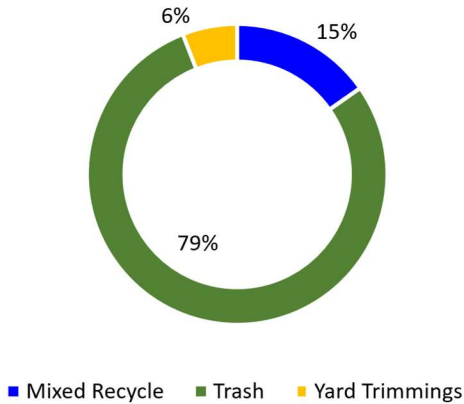


LOS ALAMOS

December Diversion Rate: **21%**

The *diversion rate* is the percent of recyclable and compostable material diverted from the landfill.

## Monthly Collection Report

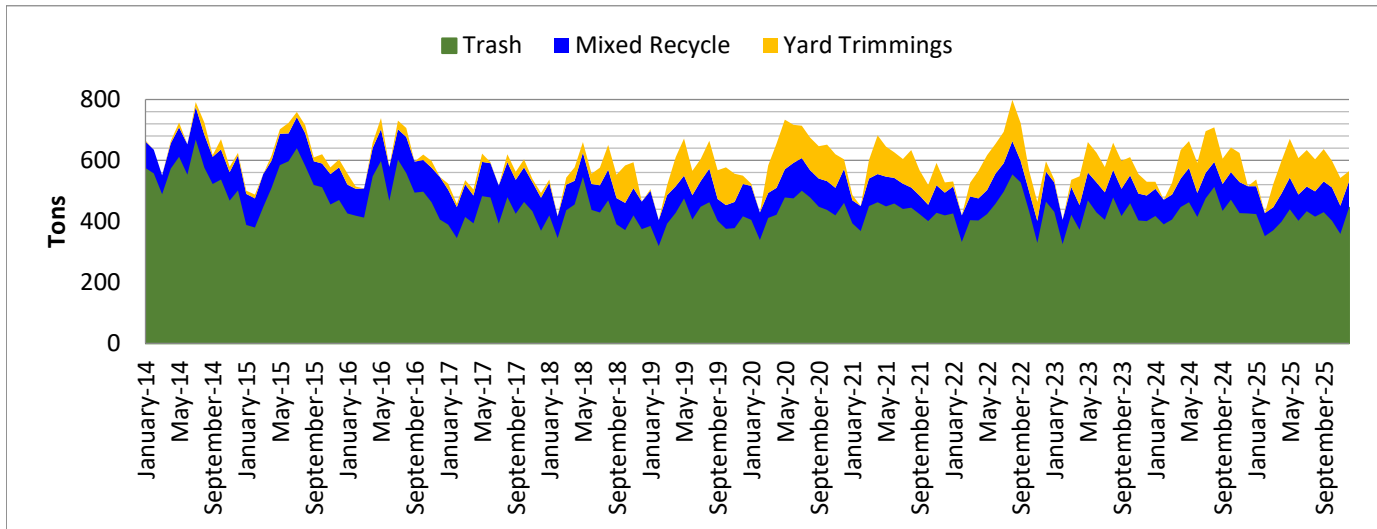


## % Change Previous Year

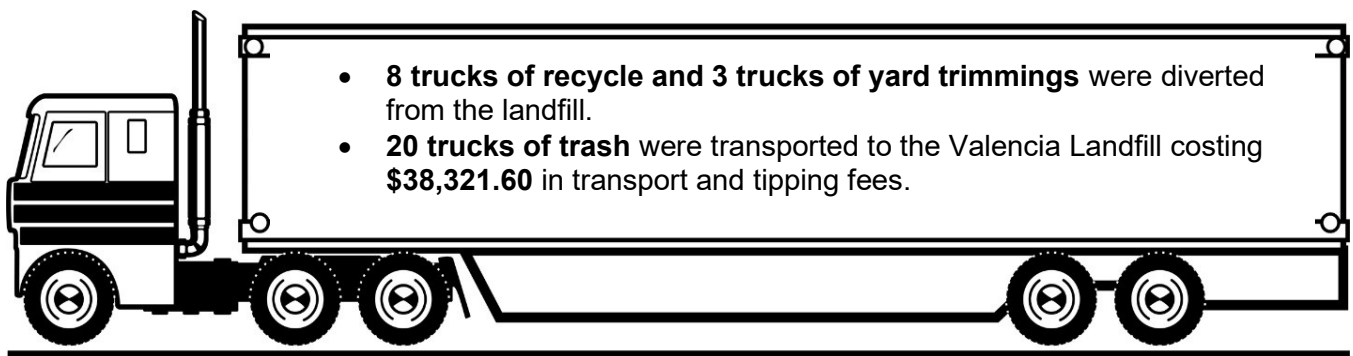


	Dec-24	Dec-25
Yard Trimming	0.00	33.31
Recycle	89.06	86.28
Trash	425.89	445.22

In December by recycling and composting Los Alamos County reduced GHG emissions by ~362 tons\*



In 2025 by recycling and composting Los Alamos County reduced GHG emissions by ~5,645 tons\*



For more information contact Environmental Services Division at 505.662.8163 or email [solidwaste@lacnm.us](mailto:solidwaste@lacnm.us)

\*GHG emissions calculated using <https://www.stopwaste.co/calculator>