

General Information

All County Board and Commission members must be residents of Los Alamos County. Lodgers' Tax Advisory Board members, except the at-large community member, do not need to be residents if they are employed/represent an attraction or hotel.

Once a resident fills out and submits this application, an interview is scheduled with the B&C's County Council liaison, the relevant staff liaison, and the B&C Chair. After the interviews, the applicants' names are presented to the full Council during a regularly scheduled Council meeting, where a vote is taken regarding the appointment of each applicant. Each applicant will be notified if they are appointed or not.

Only on-line applications will be considered.

If you are interested in applying for Labor Relations Board, please contact Mary Tapia at 505-662-8040.

Profile

Board and Commission Application

Note: Please be aware that as a public entity, the County of Los Alamos, is obligated to furnish this information to the public if requested. Note also that current LANL employees, if appointed to a Board or Commission, may be required by LANL to complete a 701 form.

Which Boards would you like to apply for?

Environmental Sustainability: Submitted

Shannon

First Name

N

Middle Initial

Blair

Last Name

Street Address

Suite or Apt

City

State

Postal Code

Email Address

Primary Phone

Alternate Phone

Registered to vote in Los Alamos?

Yes No

Party affiliation as registered: (Select one of the following) *

Democrat

How long have you lived in Los Alamos County?

Roughly 20 years. I grew up in LAC, left when I was 18 for college/grad school, and returned in 2022.

How did you learn of this Board/Commission vacancy?

I am currently a member of ESB. My first term is up at the end of July.

Do you currently serve on any County Board or Commission?

Yes No

If yes, which one? (Los Alamos County law prohibits residents from serving concurrently on more than one County board except as expressly approved in writing by the County Council before the appointment is made.)

Environmental Sustainability - however, my first term ends at the end of July.

Community Service

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

I am currently a member of the Environmental Sustainability Board. I was the chair of the board in 2023 and current the chair (starting January 2025). Through ESB, I helped with the Baling Twine Working Group and am currently on the Plastic Bag Fee/Ban Working Group

Employment and Education

List your current and past employment experience.

April 2024 - present: Project Manager, Utilities and Infrastructure, LANL • Manage electrical and steam projects in the Utility Portfolio at LANL totaling roughly \$10 million • Collaborate with stakeholders across LANL and outside stakeholders to complete projects July 2021 - April 2024: Sustainability Analyst, Utilities and Infrastructure, LANL • Acting Sustainability Program Team Lead from Dec 2022 to April 2023 • Lead technical project manager for projects focusing in the Sustainability and Utility portfolio, managing a budget of roughly \$3 million • Communicating sustainability and project initiatives and results to a variety of stakeholders including systems engineers, environmental professionals, and upper management • Co-developing the sulfur hexafluoride (SF6) Reduction Program to identify the largest users, connect users to resources such as reuse/reclaim systems, researching and identifying emerging reduction technologies, and identifying and communicating SF6 climate impacts to users with the overall goal of reducing SF6 emissions • Collaborating with outside stakeholders including NNSA and other DOE Laboratories including SNL, NREL, LLNL, on initiatives August 2020 – May 2021: Graduate Student Instructor: Principles of GIS, University of Michigan SEAS, Ann Arbor, MI • Taught weekly graduate level laboratory for roughly 45 total students in remote format due to COVID-19 Pandemic • Responsibilities included planning meetings with other GSIs, grading weekly labs, and helping to manage class time July 2020 – July 2021: Physical Science Technician, NOAA Great Lake Environmental Research Laboratory, Ann Arbor, MI • Worked with the Integrated Physical and Ecological Modeling Team at GLERL • Performed analysis/organization, graphing, and mapping of data in a variety of programs including Matlab, R, and GIS Feb 2020 – May 2021: Student Consultant – Sustainability Strategy, Ocean Spray Inc. • Collaborated with a team of 5 other graduate students to conduct a Greenhouse Gas inventory of companywide activities • Identified project scope of work, effectively managed project budget, identified and managed risks to the project, and collaborated across multiple sectors of Ocean Spray Inc. to develop final project deliverables • Co-authored deliverables including a final report outlining methods, findings, and recommendations for key stakeholders October 2017 – July 2019: Season Pass and Ticket Sales Supervisor, Telluride Ski Resort, Telluride, CO • Managed a team of 12 employees including hiring, training, leading meetings, and writing/conducting performance reviews • Assisted Season Pass Merger Project between Vail Resorts and TelSki including troubleshooting, streamlining and improving processes, and maintaining frequent communication between the companies Manager, Colorado 145 Jeep Rentals, Telluride, CO Summer 2017/Summer 2018 • Oversaw daily operations of office including scheduling vehicle maintenance, trouble-shooting software, opening, closing, and handling financial operations

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

Starting in August 2025 I will attend Texas A&M University for a Masters of Engineering Technical Management April 2021 - University of Michigan, School for Environment and Sustainability (SEAS), Ann Arbor, MI • Master of Science in Environment and Sustainability (Geospatial Data Science) May 2015 - Whitman College, Walla Walla, WA • Bachelor of Arts in Geology — Environmental Studies April 2023 - Energy Manager in Training Certificate

Interests & Experiences

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

As a current member of the Environmental Sustainability Board whose tenure is up at the end of July, I am interested in continuing to serve the board. When I first applied for ESB, my goals were to empower Los Alamos County and the residents to combat/mitigate climate change, prepare for incoming climate hazards, and help LAC become a more sustainable community. My goals are still the same and I believe we still have work to do (and I look forward to the challenges!) With the incoming Climate Action Plan (CAP), I would like to be involved in the initial implementation of the plan to help the county meet the actions outlined in the CAP. This includes setting reasonable interim goals, continuing to communicate with the community, and developing creative ways to meet the actions. Additionally, through my work at LANL on the Sustainability Team and sustainability focused education, I believe that my skill set would be helpful to the Board. Finally, as a member of the Plastic Bag Ban/Fee working group, I would like to see that work to fruition (whatever the board and council decide is best).

What would you like to accomplish during your tenure on this Board or Commission? (Please identify any special interests you have that led you to become interested in serving on this Board or Commission.)

During my third term on this Board, I hope to help Los Alamos County implement the actions identified in the CAP while continuing to identify other environmental sustainability initiatives in the community. The CAP will be an important guide to helping the county reach net-zero goals but I also think its important to implement the actions in ways that will serve community members. I also would like to help ESB communicate the importance of the CAP to the community and ensure the community is prepared and knowledgeable of the CAP. Our current work plan prioritizes developing a communication plan to effectively communicate our sustainability initiatives and I would like to help this grow. Additionally, I would like to learn more about residential solar options in the county, especially given the recent updates, and ensure community members feel empowered to make decisions related to solar. I would also be interested in collaborating with the Transportation Boards to provide education and dispel the many myths surrounds EV/PHEVs. Lastly, I would like to pursue collaboration between Los Alamos County and the surrounding communities regarding sustainability initiatives. As we move forward with more rigorous sustainability goals and requirements, it will be important to develop working relationships with our neighbors to help meet the goals collaboratively.

Have you had any direct or indirect involvement with this Board or Commission or with the County staff supporting this Board or Commission or County Councilors? If so, please explain.

I am a current member of the Environmental Sustainability Board. I have worked closely with the Sustainability Manager and other county staff members during this time.

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

Currently, I am a project manager at LANL helping to implement upgrades to the electrical and steam utility projects. While this position is not directly related to sustainability, I have great knowledge in how to effectively implement projects and collaborate with stakeholders. Through this position, I have also gained knowledge of how the county functions and have made contacts that will help with my board position. As the county implements the CAP, I think these skills will be helpful in ensuring identified projects are achievable. From July 2021 to April 2023, I worked as the Sustainability and Greenhouse Gas Emissions Analyst with the Utilities Division at Los Alamos National Laboratory. In this position, I worked to lower our greenhouse gas emissions, conduct greenhouse gas inventories and was a member of both of the Net-Zero Planning Team and the Vulnerability Adaptation and Resiliency Planning (VARP) Team. The skills and knowledge I have gained from this position will help the Environmental Sustainability Board. Additionally, I hold a masters degree in Environment and Sustainability from the University of Michigan's School for Environment and Sustainability (SEAS). While at SEAS, I took a variety of sustainability focused classes and completed my capstone research project working on a climate change plan for Ocean Spray Cranberries.

The time involved may be 10-15 hours per month or more. Are you able to serve the volunteer hours and attend training needed to perform your duties as an appointee?

Yes, I am able to serve the volunteer hours and attend trainings as needed.

Are there any issue or matters, financial or otherwise, that you are now or might become involved in that may come before the Board or Commission for which you seek appointment?

No, there are no issues or matters.

General

Have you ever worked for Los Alamos County?

Yes No

If yes, please list dates and department.

Are you related to any employee of Los Alamos County?

Yes No

If yes, please indicate name and relationship.

Are you aware of any potential conflicts of interest in connection to your occupation or financial holdings in relation to your responsibilities as a member of the advisory body to which you seek appointment?

Yes No

If yes, please indicate any potential conflicts.

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

Yes No

Can you commit to approximately 10-15 hours per month to this Board or Commission to prepare for and attend monthly meetings and training as needed?

Yes No

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

Yes No

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

Yes No

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



County Manager's Office

**BOARD & COMMISSION INTERVIEW QUESTIONS
FOR B&C MEMBERS APPLYING FOR A SECOND TERM**

Shannon Blair
Applicant's Name

ESB
Board or Commission

Angelica Gurule
Interviewer Name

June 23, 2025 @ 11:30am
Date/Time of Interview

Interview Conducted:
X ZOOM
____ Telephone

NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.

#	Question/Documented Response
1	<p>Since you are re-applying for this position, you must feel that the Board or Commission actions are worthwhile. What do you consider to be the positive aspects of the position? The negative?</p> <p>Educating people about Zero Waste and Climate Action is a positive impact. We do a good job sharing basics like recycling and providing an outlet for people to voice their concerns and opinions. It's important for people to have a way to express their concerns.</p> <p>Some of the things the CAP calls for such as the natural gas phase out causes concern, but we as a board can help bridge the gap to share information and educate on the subject. Provide information that is factual and let them come to their own decisions.</p>
2	<p>What has the Board or Commission accomplished during your term? What have you been able to contribute to the accomplishments that you are pleased with?</p> <p>She contributed to the baling twine working group along with some ESB and PRB member came up with a pathforward. She presented to ESB and PRB. The outcome wasn't what the community wanted, but the working group did research and propose the best pathforward.</p> <p>The ESB supported the adoption of the Climate Action.</p> <p>Currently on the plastic bag fee working group, researching and interviewing other communities with fees and bans.</p>
3	<p>What do you believe are the greatest issues facing the Board or Commission for which you've applied and how do you feel this Board or Commission can contribute to the resolution of these issues?</p> <p><i>[Note to interview panel: If the answer to this question appears to be off base with Council's goals or directives, please explore a little more.]</i></p> <p>Our board often faces misunderstanding from our community members regarding climate change. As an ESB we can continue to educate people and provide outreach. Frame things in a way that people understand.</p>

4	<p>Now that you've served on this board or commission, how do you perceive the role of County Boards and Commissions in local government? Do you have suggestions for better operation of this board or commission? Of operations of the Board and Commission system in general?</p> <p>Boards play a very important role in local government, having a platform for residents to voice their input is valuable. Would like to see how we can get more people to attend our meetings. Have a requirement for board members to participate in events and outreach.</p>
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Revised 2/12/18

5	<p>Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this Board and Council? How can we improve?</p> <p>Have more regular working plan updates to Council. Should we share this just with our Council Liaison. She likes having Council Liaisons and appreciates the updates from liaisons. Angelica to start giving quarterly sustainability updates to council, ESB can weigh in on updates.</p>
6	<p>Have you attended any training sessions related to your duties and responsibilities as a board member? Is there any training that you feel the County could provide to improve the effectiveness or efficiency of the board or commission system, as a whole, or of board or commission members individually?</p> <p>Yes. Training for how to conduct a meeting respectfully, especially during heated topics such as the plastic bag ban.</p>
7	<p>What suggestions/comments would you like to offer in connection with your Board or Commission service so far?</p> <p>Figure out a way for all members to participate in an event/volunteer. Have an outside team building event.</p>
8	<p>The purpose of this question is to make sure you are aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to continue serving on this Board?</p> <p>No, it's not a deterrent.</p>
9	<p>If this board decides (or is required) to "live stream" their meeting, will this be a deterrent to your willingness to continue serving on the board?</p> <p>No.</p>

10	Do you have any questions of the interview panel? No.
11	<i>[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]</i> None. Angelica thanked her for all the great suggestions.

Notes

Thank the applicant for their feedback on the B&C system, and their willingness to continue serving as a Board or Commission member.



County Manager's Office

**BOARD & COMMISSION INTERVIEW QUESTIONS
FOR B&C MEMBERS APPLYING FOR A SECOND TERM**

Shannon Blair
Applicant's Name

Environmental Sustainability Board
Board or Commission

Susan Barns (ESB Vice Chair)
Interviewer Name

June 23, 2025 11:30 a.m.
Date/Time of Interview

Interview Conducted:
 X ZOOM
 Telephone

NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.

#	Question/Documented Response
1	<p>Since you are re-applying for this position, you must feel that the Board or Commission actions are worthwhile. What do you consider to be the positive aspects of the position?</p> <p>Education, teaching about climate action, zero waste, amazing how many still don't know how to recycle. We get public thinking, introduce them to different climate actions. E.g. recent booth, discussing EV survey: we answered many questions and that was positive. A good way to give public opportunity for voicing their opinions even if we don't agree with them.</p> <p>The negative?</p> <p>Some things in CAP some people perceive in a negative way (NG ban)—ESB & BPU & County could improve our messaging there. Examples of other places not having a NG ban (EU) so why should we, but that is false comparison. Opportunity to keep improving education and help provide factual info so they can come to conclusions on their own.</p>
2	<p>What has the Board or Commission accomplished during your term? What have you been able to contribute to the accomplishments that you are pleased with?</p> <p>Biggest was Baling Twine Working group. I and two others (public+PRC member) worked to explore options for recycling. Presented to ESB and PRB. Outcome was good consensus, with LAC supportive, but we don't have enough twine to do it. Got twine into Recycle Coach app and got CSD director approval to collect twine.</p> <p>CAP accepted by Council. Continue to support the topic areas assigned to ESB.</p> <p>Currently on plastic bag fee working group, researching, to present suggestions to ESB in next month or two.</p>
3	<p>What do you believe are the greatest issues facing the Board or Commission for which you've applied and how do you feel this Board or Commission can contribute to the resolution of these issues?</p> <p>[Note to interview panel: If the answer to this question appears to be off base with Council's goals or directives, please explore a little more.]</p> <p>Misinformation about things, miscommunication as well. E.g. NG ban, many feel very strongly, options can be rooted in fact or not. One councilor vocal against our work/CC/CAP, that is a problem.</p> <p>Concerned that (Federal) Administration change will undo some of our work. But we can keep going with education and outreach. In Grad School, learned how to communicate climate change issues by reframing so they are better received by more people. Have many people on ESB that are smart and can help with this approach. Same for bag fee.</p>

4	<p>Now that you've served on this board or commission, how do you perceive the role of County Boards and Commissions in local government?</p> <p>Boards: even in the last 6 months, realized how important they are, better understanding of what they do by attending B&C lunches. Having community involvement is so important, letting people express themselves, have their voices heard. Recent trip to CO showed that what we do is huge, they don't have Boards/community involvement like we do (E.g. meetings during the day, public can't easily attend.) State Rt 4 improvements very important.</p> <p>Do you have suggestions for better operation of this board or commission?</p> <p>ESB operates pretty well. Would like better meeting attendance, as we move forward with CAP items that will be more important, need ideas, involvement from public, would be helpful.</p> <p>Of operations of the Board and Commission system in general?</p> <p>People are busy, not a criticism, some members or ESB are not participating as much as I'd like. If you're on a board, could we require that people attend eg. 2 events, X meetings. Some of our members don't participate much, especially newer folks.</p>
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Revised 2/12/18

5	<p>Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this Board and Council? How can we improve?</p> <p>Helpful to have more Work Plan updates (more often), currently just once a year, to provide more updates to Council to be sure we're on the same page. Last year, question from Ryti might have been addressed earlier if we'd known about it. Might want to update Work plan more often. Council liaison updates to ESB are good.</p>
6	<p>Have you attended any training sessions related to your duties and responsibilities as a board member?</p> <p>Yes, missed the last session re. emails, quorum but have had multiple times before.</p> <p>Is there any training that you feel the County could provide to improve the effectiveness or efficiency of the board or commission system, as a whole, or of board or commission members individually?</p> <p>Yes, concerned about potential large people coming re. bag fee. Would like training re. dealing with large groups, heated discussions. Have read Robert's Rules, but don't feel like I've had to implement those.</p>
7	<p>What suggestions/comments would you like to offer in connection with your Board or Commission service so far?</p> <p>Find a way to make sure everyone (on Board) is participating (Farmer's Market, etc.) Previous ESB had more social connection. Can we meet early and have cookies, build connections.</p>
8	<p>The purpose of this question is to make sure you are aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to continue serving on this Board?</p> <p>No not a deterrent.</p>
9	<p>If this board decides (or is required) to "live stream" their meeting, will this be a deterrent to your willingness to continue serving on the board?</p> <p>No, not a deterrent.</p>

10	Do you have any questions of the interview panel? End of July for interview packet to Council? Yes. No further questions.
11	<i>[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]</i>

Notes

Thank the applicant for their feedback on the B&C system, and their willingness to continue serving as a Board or Commission member.