



**APPLICATION**  
**VOLUNTEER FOR LOS ALAMOS COUNTY**  
**BOARDS AND COMMISSIONS**

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

**NAME:** Suzanne Frary **DATE:** 8/29/2016

**REGISTERED TO VOTE IN LOS ALAMOS:** YES  NO

**PARTY AFFILIATION AS REGISTERED:**

Democrat  Republican  Independent  None of the Above/Other \_\_\_\_\_

(Los Alamos County law mandates that no Board/Commission can have more than a simple majority of members from any one political party.)

\_\_\_\_\_ *Verified (For LAC use)*

**ADDRESS:** (Applicants are required to be residents of Los Alamos County)  
 White Rock, NM 87547

**HOME PHONE:** \_\_\_\_\_ **WORK PHONE:** \_\_\_\_\_

**E-MAIL ADDRESS:** \_\_\_\_\_ (Please, no e-mail addresses ending in "lanl.gov")

**CELL PHONE:** \_\_\_\_\_

**BOARD OR COMMISSION ON WHICH YOU WISH TO SERVE:**

Los Alamos County Personnel Board

**HOW DID YOU LEARN OF THIS BOARD/COMMISSION VACANCY?**

David Izaelevitz

**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.)

County Charter Section 905.1 allows County employees to serve on Boards or Commissions as non-voting members only.

**Questions are on the next page. Please attach additional responses as needed.**

Send completed form to:  
 County Administrator's Office  
 1000 Central Ave., Suite 350  
 Los Alamos, NM 87544  
 Phone: 663-1750 Fax: 662-8079  
 Email to LACBoards@lacnm.us

1. Why would you like to serve on this particular Board?

I would like to expand my experience to include involvement in the county government of the community I live in. I am currently an HR Generalist at Los National Laboratory and feel I could bring to the position another perspective related to Personnel Issues. I would hope to gain better perspective of the county government and the policies and procedures that are currently in place.

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

As stated above, I am currently an HR Generalist at Los Alamos National Laboratory which is one of the primary employer in the county. I have been in Human Resources at LANL for the past 13 years and feel I can bring my experience and the perspective of Human Resources Generalist from a large employer into the role I wish to serve for the county.

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

Yes

4. 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.)

I am looking forward to the opportunity to serve my county in an appellate and advisory role in the administration of the County personnel program. I hope to contribute to the role by using my experience and knowledge of personnel related matters.

5. 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.

No

6. 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



# LOS ALAMOS COUNTY

## COUNTY ADMINISTRATOR'S OFFICE

### BOARD & COMMISSION INTERVIEW QUESTIONS

Sozanne Frany  
Applicant's Name

Personnel  
Board or Commission

D Izraelentz  
Interviewer Name

9/20/16 4:30 pm.  
Date/Time of Interview

Interview Conducted:  
 Personally  
 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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>Born in LA, grew up here, left, but returned since 2003. Works at Lab <del>since being</del> always at HR. People matter, state dir- personnel records + learned from ground up. Can bring experience to board, HR is a field / profession <del>with</del> many things apply across field.</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</p> <p>There all levels of involvement i.e. conty, how to beon generally about local govt.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>It's an advisory &amp; appellate role. Input but not to determine policy. Give outside opinion.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Understand the issue, doing the research to see the underlying <del>issue</del> <sup>concern</sup>. Understand that some have lay term effects. Willing to do the research, <del>and</del> ability to listen, speak clearly work as a team. Ability to influence or advise &amp; accept decisions.</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>Apply of <del>and</del> answer to previous questions, so how you conduct yourself, professionally calmly, step back and observe first.</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>Serve on leadership team <del>and</del> for church &amp; serve as secretary. Talk about budget/finances, (board)  Water safety committee at lab. Get input <del>to</del> <del>from</del> employees to improve safety.</p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Briefly looked this. This opportunity has challenged me to learn more &amp; be more involved.</p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p>Yes.</p>
9	<p>Are you 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 serve on this Board?</p> <p>No.</p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>No.</p>
11	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
12	<p>Do you have any questions for the interview panel?</p> <p>Will need to ask from her management for permission to take the time during the day for the meeting.  Looked at minutes. Found them interesting.</p>

Notes:



**LOS ALAMOS COUNTY**  
**COUNTY ADMINISTRATOR'S OFFICE**  
**BOARD & COMMISSION INTERVIEW QUESTIONS**

Suzanne Frary  
 Applicant's Name

Personnel  
 Board or Commission

L. Geyer  
 Interviewer Name

9/20/2016, 4:30  
 Date/Time of Interview

Interview Conducted:  
 Personally  
 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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Shew up here in LA - returned by choice. IANZ HR loves it diabetes HR/people are her passion. Plus Records Deployed HR in GS. Quals: Experience, alt perspectives</i></p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.] <i>New to the LA C B&amp;C, all levels of involvement, chance to be a part of local govt</i></p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?  <i>Advisory / appellate role        Alt perspective        Role - external resource / contributor</i></p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?  <i>Understanding the issue, learning, root cause        Thinking of big picture &amp; long term        - Interested &amp; willing - Communicate well - advise &amp; influence        - Listening - teamwork</i></p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?  <i>Apply #4, Intrigued by potential to contribute        Conduct yourself Prof. / calmly / observe / understand</i></p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure? <i>Church leadership committee, Sec / Church Board</i></p> <p><i>Advise listen participate</i></p> <p><i>WSSST - HR Soc Center Rep</i></p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Briefly reviewed ⇒ spent some time looking, but expected to review, time to get involved</i></p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity? <i>yes</i></p>
9	<p>Are you 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 serve on this Board?</p> <p><i>not a deterrent</i></p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>no</i></p>
11	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p><i>no</i></p>
12	<p>Do you have any questions for the interview panel? <i>mgt approval</i></p> <p><i>of the due process</i></p>

Notes:



# LOS ALAMOS COUNTY

## COUNTY ADMINISTRATOR'S OFFICE

### BOARD & COMMISSION INTERVIEW QUESTIONS

Suzanne Fiary

Applicant's Name

Personnel Bd

Board or Commission

Sense Cassel

Interviewer Name

9/20/16 4:30pm

Date/Time of Interview

Interview Conducted:

Personally

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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p><i>Group in LAC; HR generalist in Lab; love work w/ people &amp; in HR - my skill - &amp; can bring another perspective.</i></p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</p> <p><i>to know all levels of involvement &amp; get opport to see &amp; learn.</i></p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p><i>looked @ website; Appellate &amp; advisory. under stand can give input. external resource to give an opinion.</i></p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p><i>understand what an issue; Dive into root issue. understand a decision could have a long term effect. I would do research. Able to listen; speak clearly &amp; communicate well. work as a team. Adv @ work &amp; influence &amp; advise.</i></p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p><i>Apply all what said earlier. seem intujed by being on a board. Professionally, calmly, setting back &amp; observe.</i></p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p><i>leadership team @ church - mtg biweekly. Advise, listen &amp; give input. WSSST-@lab - address pertinent issues.</i></p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Briefly looked @; understood more about our gov. Time to step up.</i></p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p><i>yes -</i></p>
9	<p>Are you 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 serve on this Board?</p> <p><i>No deterrent.</i></p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>No.</i></p>
11	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p>
12	<p>Do you have any questions for the interview panel?</p>

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