
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 Denise Cassel at 505-662-8047.

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.

Bernadine

First Name

Goldman

Middle Initial

Last Name

Street Address

Suite or Apt

City

State

Postal Code

Email Address

Primary Phone

Alternate Phone

Party affiliation as registered: (Select one of the following) *☒ Democrat**Registered to vote in Los Alamos?**☒ Yes ☐ No**How did you learn of this Board/Commission vacancy?**

I am reapplying as I would like to serve a second term on the Personnel Board. I was notified by the County that I need to reapply.

ATTACHMENT B

Bernadine Goldman

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.)

Personnel Board

Interests & Experiences

Which Boards would you like to apply for?

Personnel: Submitted

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

I have enjoyed serving on the Personnel Board. This is an especially interesting time as employees get back to work (or not) following COVID, and we also have a new HR manager, opening up the possibility for new and more flexible approaches in responding to changes in society.

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

As Assistant Library Manager, I did most of the HR work for the Los Alamos County Library System. I am quite familiar with the County Personnel Rules. I also earned my Masters in Public Administration degree within the last ten years, and have thus taken classes in Human Resources in the Public Sector. I have also graduated from Leadership Los Alamos. I currently also volunteer as a docent for the Los Alamos History Museum and the Manhattan Project National Historical Park, as well as in the Friends of the Library Bookstore, the Technical Services Program in the Library, and for Self Help.

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

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.)

My interest is general, but one thing I can think of is that the issue of staff development / succession planning often gets put on a back burner as soon as budgets are tight. I would like to see more emphasis given to developing the current staff to better qualify them for leadership positions as opportunities open up. This is still my interest, as well as response to changes brought about in the workplace by COVID.

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.

As a County retiree, I am familiar with some HR staff members, but fewer and fewer as the years go by.

ATTACHMENT B

Bernadine Goldman

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

If you have any questions, please contact Barbara Lai at 505-663-3436 or barbara.lai@lacnm.us



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS
FOR B&C MEMBERS APPLYING FOR A SECOND TERM

Bernadine Goldman

Personnel Board

Applicant's Name

Board or Commission

Melanee Hand

3/9/22, 2 p.m.

Interviewer Name

Date/Time of Interview

Interview Conducted:

____ Personally
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>Positive things about Personnel Board is listening to issues from employees and applicants. Ex. Employees belief that getting things in the open to communicate the importance of family time versus OT. Emphasize that LAC is a great place to work. Wants to make sure it stays that way for people.</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>The Board operates at a higher level. Employee survey was an accomplishment to gain perspective on input and other data results. Opportunity as a prior employee to see the input from employees and provide realism about the County, not inference.</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>Huge issues facing the Board is to maintain a full Board. Received 2 resignations and potentially a 3rd. Had only 4 members which is a challenge getting a quorum. If someone was to appeal an HR issue, the Board is able to assist.</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>Personnel Board is Advisory and can make recommendations, but doesn't set up rules. It would be an improvement to meet in person (COVID-19).</p>

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>Last year, Izraelevitz came to every meeting. County Councilor's participation is important to answer questions and B&C luncheons. If the information wasn't quite understood, or more information is available in between meetings. Guidance on rules of order and procedure.</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>1 on 1 with HR manager and attendance of parliamentary procedure. Experience is a great teacher. OJT helps, and Commission lunches are helpful. Councilor guidance.</p>
7	<p>What suggestions/comments would you like to offer in connection with your Board or Commission service so far?</p> <p>Important and good experience to serve on a Board. Not ready to cut ties with the County.</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>Not a deterrent. She saves every email she ever got.</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. It will not be a deterrent. Not concerned about live streaming.</p>
10	<p>Do you have any questions of the interview panel?</p> <p>No questions.</p>
11	<p>[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]</p> <p>How do you think the County Councilor liaison is important for the Board.</p>

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

Applicant's Name

Board or Commission

Interviewer Name

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	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?
2	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?
3	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? <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>
4	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?

5	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?
6	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?
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LOS ALAMOS

County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS FOR B&C MEMBERS APPLYING FOR A SECOND TERM

Bernadine Goldman
Applicant's Name

Personnel Board
Board or Commission

Ty Ryburn
Interviewer Name

3/9/22 2:00pm
Date/Time of Interview

Interview Conducted:
____ Personally
____ Telephone
☒ Video via Zoom meeting

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><i>Always interested in Personnel Board. Public interaction hasn't been happening much since COVID. Wants to make sure LAC remains a great place to work. Positive. Employees can address issues they cannot resolve otherwise. Interest to hear Employee issues. Negative. not much public interaction or employee interaction lately.</i></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><i>Accomplishments: Employee Survey - contributed to it. We made sure the results were addressed. Review of Affirmative Action Plan. Recommendation of Holidays: Juneteenth & Indigenous Peoples Day. Contribution: Perspective of former County employee.</i></p>
3	<p>What do you believe are the greatest issues facing the <u>Board</u> 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><i>* It is so hard to have a full Board. Hard to recruit members. 2 recent resignations. Difficult to have a quorum consistently. Returning to in-person will hopefully help.</i></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><i>Personnel Board is advisory. We make recommendations. No suggestions for improvement. Meeting in-person would be an improvement.</i></p>

5	Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this <u>Board</u> and <u>Council</u> ? How can we improve? <i>Communication has been really good between the Board & Council. Board/Council members are helpful for communications.</i>
6	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? <i>Had one-on-one meeting w/ the Manager. Went to training on parliamentary procedure. Experience is a great teacher. On-the-job training is helpful. The Board & Commission leaders are helpful, also.</i>
7	What <u>suggestions/comments</u> would you like to offer in connection with your Board or Commission service so far? <i>It is important & is good community service to serve on the Board. Stay in-tune with County.</i>
8	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? <i>No.</i>
9	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? <i>No.</i>
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