

PERSONNEL BOARD PRESENTATION TO LOS ALAMOS COUNTY COUNCIL

BY DAVID HAMPTON , CHAIR

SEPTEMBER 16, 2025

MEMBERSHIP:

Personnel Board currently consists of the following members:

David Hampton, Chair

Stephanie Haaser, Member

James Wernicke, Member

Sara Hoover, Member

Jennifer Best, Member

Our County Council Liaison is Councilor Ryti.

PURPOSE OF THE PERSONNEL BOARD (IN ACCORDANCE WITH THE COUNTY CODE):

The primary function of the Personnel Board is to act in an appellate capacity to hold employee appeal hearings of disciplinary actions for employees not covered by collective bargaining agreements. The Board did not perform this function during the past year.

The secondary function of the Personnel Board is to serve in an advisory capacity to the County's Human Resources Division, which may include review of the Personnel Rules and Regulations, County policies, and the compensation system, as requested.

MEETINGS:

We meet at 11:30 a.m. on the fourth Tuesday of every month, except for November and May. So far this year we have met once, in January.

At our meetings, HR Manager Mary Tapia provides reports on HR activities, including recruitment, staff development, compensation, and risk and safety management, as well as other matters that impact County staffing.

TRAININGS:

All Personnel Board members have completed the Annual Disclosure forms.

ACCOMPLISHMENTS :

We completed our annual Work Plan.

We continue looking at County recruitment metrics.

UPCOMING CHALLENGES :

The greatest challenges facing Human Resources are recruitment and retention of staff, primarily due to competition with LANL and the limited availability of housing.

RECOMMENDATIONS :

While Human Resources has filled most current vacancies among County Staff, Council can help to ensure full employment by continuing efforts to address competition with LANL and the limited housing supply