

How long have you lived in Los Alamos County?

10+ years

How did you learn of this Board/Commission vacancy?

The LA Monitor

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.)

Community Service

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

N/A

Employment and Education

List your current and past employment experience.

Currently employed in Biosciences Division at LANL since 2023. Previously worked as a research associate in a neuroscience lab at Colorado State University studying opioid use and its effects on sleep/wake cycles. During my undergraduate studies at the University of Washington, I worked in a different neuroscience lab studying opioid use disorder and potential mechanisms that could reduce/prevent relapse. All my job experience has been focused in scientific research in the fields of biology and chemistry, which have given me the foundation to learn even more during my free time about the climate crisis and allowed me to keep up to date with current papers and findings.

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

Graduated from Los Alamos High School in 2016. Received my B.S. in Neuroscience from the University of Washington, Seattle in 2020.

Interests & Experiences

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

As a young member of the Los Alamos community, I want to begin the practice of participating in my local government and show my friends that being a part of the solution doesn't have to be daunting. I have a particular interest in the Environmental Sustainability Board because I believe that I would bring a unique perspective to this Board and its duties. After receiving my undergraduate degree, I lived on the road for a year traveling across the contiguous US while visiting every national park along the way. This opportunity gave me a foundational knowledge in ecology, geology, history, and even policy which continues to inform my decisions as I move forward in life. Now I want to use my professional training as a scientist in combination with these interdisciplinary teachings in order to help the community I call home adapt responsibly to the climate crisis.

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.)

The main goals I would like to accomplish while serving the ESB follow two main themes: small wins and community building. 1) Small wins - I strongly believe that the divide between the public and local government can be bridged (in part) by making many small, yet visible changes within the community that reflect the county's willingness to not only listen and dream, but take action. Most importantly, these small wins would reflect what the Los Alamos public would like to see. Small wins include but are not limited to planting more milkweed and other native plants, removing unnecessary light posts to reduce light pollution, and working together with grocery stores and/or restaurants to divert food waste into hungry homes. 2) Community Building - Los Alamos is a tight knit community, but newcomers and locals alike often find it difficult to truly integrate and feel at home. I believe community action is one of the most powerful ways to fight climate doomerism and work towards collective solutions, all while establishing trust in local government - if done wisely. An example of community building that the county can take part in would be quarterly events focused on trash cleanup and invasive weed plucking. I would also love to encourage more community discourse about changes the public wants to see by making board meetings and town halls much more friendly and inviting -- whether moving some meetings to SALA or inviting local vendors to serve attendees, I would love to see more direct engagement with the community to better represent their interests.

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, not to my knowledge. I tried to attend a board meeting virtually a couple of years ago but in all honesty I had no idea what was going on.

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

I have participated in many trash cleanups. Professionally, my career as a scientist has given me the tools to tackle problems from a methodological standpoint. I am also very open to failure - in fact, I welcome failure, as long as lessons are learned and thorough communication is maintained. Living a year on the road gave me the ability to read between party lines and have empathy for those I politically disagree with. This has allowed me to have so many hard conversations that I personally have grown from, which continues to inform how I move through the world today. I constantly use my free time to keep up to date with the latest research and political news to stay informed about climate change, informing my opinions about climate mitigation, response, and resilience. I always look for the silver linings in each depressing headline, because I truly believe that hope is the only way forward. I spend many hours of my life educating my friends and family (and anyone else who will listen for that matter) about the state of the climate and current research, what policies are currently hurting and where policies are lacking, and how I'm certain the solutions to the crisis already exist, we just need to implement them.

ATTACHMENT E

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 capable and more than willing to commit 10-15 volunteer hours of my time per month.

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 I do not foresee any matters that would get in the way of my duties on the Board.

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

Kes Luchini
 Applicant's Name

ESB
 Board or Commission

Shannon Blair
 Interviewer Name

June 20, 2025 at 10:00
 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>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>Graduated from high school here. Went to school in Seattle for neuro science. Does research right now. Took a gap year and visited The national parks across the country. Learned about eco system functions and has informed the way that Kes has moved forward. Reads a lot about climate change and sustainability and policy. Moved back to LA in 2022 and works for LANL. Moved back Because Kes wants to be a part of the community. Thinks the town is well situated to be a leader in sustainability.</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? [<i>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>]</p> <p>Small businesses and things to do in town (community) are not a lot. Sees this not as separate from sustainability – tied in with Economics. Light pollution in Los Alamos is an issue. Not overly familiar with the actions that the board has been taking – there is A lack of awareness of what the board does.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Serve as a more refined task force. Quick, efficient, and longer lasting changes are possible – but should be focused. Taking community input and condense it and then during it into an action.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Being able to step back from the emotional side and not reactive immediately and have difficult conversations with people. Had Good examples of doing this.</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>Very much a people person and likes to learn about people and ask personal questions. Loves understanding people and where they Come from. Important to ID points of contention and works through the problems.</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&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>Not really, no.</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>Not familiar.</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! And willing to learn</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 (for example, the 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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>No!</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> <p>Can you advertise meetings? What does the day to day to look like?</p>

Notes:



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

Kes Luchini
 Applicant's Name

ESB
 Board or Commission

Angelica Gurule
 Interviewer Name

June 20, 2025 @10am
 Date/Time of Interview

Interview Conducted:
 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>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>Graduated HS in Los Alamos. Graduated Neuro Science in Seattle. Worked a year at CSU, works in research in NeuroScience. Went on a gap year and visited all the national parks. Moved back to LA in 2022. She moved back because she wants to be part of the community. LA is situated to be a leader.</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>Small businesses and things to do can be improved and can go hand in hand with sustainability. Ex. Light pollution because is disturbs ecosystems. Wants to be more involved in what the board is doing and what actions the board is taking.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>The boards serves as a focus area, taking community input, synthesizing and making meaningful actions/decisions.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Step back from the emotional side of things and use data to support healthy conversations. Loves bridging the gaps between people.</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>People person, likes understanding who they are and loves talking to people.</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&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>No</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>No</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>Absolutely!</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 (for example, the 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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>No.</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> <p>Are you able to encourage or advertise to increase participation at meetings? We have advertised for meetings.</p> <p>What does a meeting look like? Our meetings start at 5:30pm, they can be anywhere from 1.5-3 hours. Shannon described the overall meeting agenda, liaison positions, working groups.</p>

Notes:



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

Kes Luchini
Applicant's Name

ESB
Board or Commission

Ryn Herrmann
Interviewer Name

6/20/25, 10am
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.

Table with 2 columns: #, Question/Documented Response. Contains 4 rows of interview questions and answers.

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>Is a people person and good at understanding people. Good at identifying points of contention and how to get to agreement.</p>
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Revised 11/1/2021

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&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>No but loves pulling people together and working towards something together. At a good point in her life to engage.</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>Not. Will read thru it.</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. Lots to learn.</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 (for example, the 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&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>No.</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	Do you have any questions for the interview panel? Turnout can be a problem. Can you advertise to get people to attend meetings or have meetings in other places?
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Notes: Enthusiastic and engaging.

Revised 11/1/2021