



County of Los Alamos

1000 Central Avenue
Los Alamos, NM 87544

Agenda - Final Personnel Board

David Hampton, Chair; James Wernicke, Vice-Chair; Jennifer Best; Stephanie Haaser; Sarah Hoover Members

Tuesday, January 27, 2026

11:30 AM

1000 Central Avenue, Suite 110

NOTE: This meeting is in-person and open to the public. However, for convenience, the following Zoom meeting link and/or telephone call in numbers may be used for public viewing and participation:

Webinar ID: 841 1167 6776

<https://us06web.zoom.us/j/84111676776>

Or Telephone:

**+1 253 205 0468 or +1 346 248 7799 or +1 720 707 2699 US or +1 301 715 8592
or +1 312 626 6799**

1. CALL TO ORDER - ROLL CALL

2. PUBLIC COMMENT

This section of the agenda is reserved for comments from the public on items that are not otherwise included in this agenda; please limit your comments to 4 minutes.

3. APPROVAL OF AGENDA

4. APPROVAL OF MINUTES

A. 21213-26 Minutes from the Personnel Board Meeting(s) on October 28, 2025.

Presenters: David Hampton

Attachments: [A - Draft Minutes for October 28, 2025](#)

5. BOARD BUSINESS

A. 21220-26 Introduction to the Human Resources Manager

Presenters: David Hampton and Bernadette Martinez

Attachments: [A- Membership, Terms and Qualifications](#)
[B- Manager](#)

B. [21216-26](#) Election of Personnel Board Chair
Presenters: David Hampton

C. [21217-26](#) Election of Personnel Board Vice-Chair
Presenters: David Hampton

D. [21219-26](#) Personnel Board Completion of 2026 Annual Disclosure Form
Presenters: Bernadette Martinez
Attachments: [A -2026 Annual Disclosure Form](#)

E. [21223-26](#) 2026 Work Plan Attachment A Revisions
Presenters: David Hampton
Attachments: [A - 2026 Work Plan Attachment A](#)

6. REPORTS

A. [21221-26](#) Council Liaison Updates
Presenters: Randall Rytí
Attachments: [A - Council Liaison Updates](#)

B. [21247-26](#) Personnel Board- HR Manager's Report November -December 2025
Presenters: Bernadette Martinez
Attachments: [A - Personnel Board HR Managers Report- November & December](#)

1. [21224-26](#) Commute Statistics
Presenters: Bernadette Martinez
Attachments: [A - Commute Stats](#)

7. PREVIEW OF UPCOMING AGENDA ITEMS

8. ADJOURNMENT

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 505-662-8040 at least one week prior to the meeting or as soon as possible.

Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Human Resources Division at 505-662-8040 if a summary or other type of accessible format is needed.



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.: A.

Index (Council Goals):

Presenters: David Hampton

Legislative File: 21213-26

Title

Minutes from the Personnel Board Meeting(s) on October 28, 2025.

Recommended Action

I move that the Board approve the Minutes for October 28, 2025.

Attachments

A - Draft Minutes for October 28, 2025



County of Los Alamos

BCC Meeting Minutes

Personnel Board

1000 Central Avenue
Los Alamos, NM 87544

David Hampton, Chair; James Wernicke, Vice-Chair; Jennifer Best; Stephanie Haaser; Sarah Hoover Members

Tuesday, October 28, 2025

11:30 AM

1000 Central Avenue, Suite 110

NOTE: This meeting is in person and open to the public. However, for convenience, the following Zoom meeting link and/or telephone call in numbers may be used for public viewing and participation:

<https://us06web.zoom.us/j/84111676776?pwd=6B3n1kB3NMX5ZcaYz3allIEDaHimJ2s.1>

Or telephone; Dial by your location:

US +1 253 205 0468 US or +1 346 248 7799 US or +1 720 707 2699 US or +1 301 715 8592 US or +1 312 626 6799

Meeting ID: 841 1167 6776

Passcode: 7Qqt0K

1. CALL TO ORDER - ROLL CALL

Chair Hampton called the meeting to order at 11:30 AM on October 28, 2025. The following members were in attendance in person. David Hampton, Chair, James Wernicke, Vice Chair, Sarah Hoover, member, Jennifer Best, member, Randall Ryt, Council Liasion, Mary Tapia, HR Manager, Estrella Martinez, Sr. Office Specialist, Matthew Martinez, HR Analyst, Bernadette, Deputy HR Manager, and Victoria DeVargas, Risk and Safety Manager.

2. PUBLIC COMMENT

No Public Comment.

3. APPROVAL OF AGENDA

Chair Hampton made a motion to amend the agenda to add Randal Ryt, Council Liaison to the agenda under item 6. REPORTS. Motion was made and amendment passed unanimously.

4. APPROVAL OF MINUTES

A Approval of Minutes from the Personnel Board Meeting on September 23, 2025

No amendments to the Minutes were made. Approval of minutes passed unanimously.

5. BUSINESS

A. 2026 Work Plan

Member Sarah Hoover made a request for amendment to page 3, section1.3.2 to add in “engage community members and members of other boards and”. Motion by Sarah Hoover and a second from Jennifer Best- motion carries unanimously.

B. Review and Approval of the 2026 Personnel Board Calendar

No discussion. Motion to approve the 2026 Calendar- passed unanimously.

6. REPORTS

Councilor Rytí, was added to the agenda via a friendly amendment and reported on the following items: Elected official salary increase and asked what there code was and a recommendation; brought up the GRT increase ordinance and the broadband; discussed how the County will be picking up more benefits cost; and advocated for elected officials to have benefits; he recommended revisiting schedules every 2-4 years.

B. HR Manager's Report - Mary Tapia

Mary Tapia, HR Manager, gave a summary report of September HR events and updates. For full details see attached September HR Managers report.

HR Managers Report September 2025.

7. PREVIEW OF UPCOMING AGENDA ITEMS

No items were brought up for discussion; DAvid Hampton mentioned a meeting will probably not take place till next year or unless a new HR Manager comes on board and wants to meet.

8. ADJOURNMENT

Meeting adjourned at 10:52 a.m.

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Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the Human Resources Division at 505-662-8040 if a summary or other type of accessible format is needed.



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.: A.

Index (Council Goals): Quality Governance - Communication and Engagement; Employee Recruitment and Retention Quality Excellence -

Presenters: David Hampton and Bernadette Martinez

Legislative File: 21220-26

Title

Introduction to the Human Resources Manager

Body

Bernadette was announced as the new HR Manager in December 2025. This will be her proper introduction to the Personnel Board as the newly announced HR Manager and Personnel Board Liaison.

Attachments

A - Membership, Terms and Qualifications

B - Manager

Sec. 8-182. - Membership, terms and qualifications.

The personnel board shall be composed of five members. The human resources manager shall serve as a nonvoting advisor to the personnel board. Members of the personnel board shall serve for staggered three-year terms. Terms of members shall expire on March 31 of the third year following their appointment.

(Ord. No. 02-078, § 2, 10-3-2006)

Sec. 8-183. - Duties and responsibilities.

The personnel board shall serve in an advisory capacity and as such shall have the following functions, responsibilities and duties:

- (1) Advise council and the county manager on personnel issues not covered under a collective bargaining agreement, review and comment to council or staff, when requested, on the following:
 - a. County-wide employee survey;
 - b. Personnel rules;
 - c. Salary plan; and
 - d. Various personnel programs (i.e. benefits, employee recognition and appreciation, employee communications).
- (2) Provide citizen input to staff and council on ways and means for improving the county's personnel program. For this purpose, the board shall gather public input in ways appropriate to the circumstances, which may include public hearings dedicated to specific topics.
- (3) The personnel board shall serve in an appellate capacity and as such have the following functions, responsibilities and duties:

Review decisions of the county manager regarding the following actions when taken against regular employees as a disciplinary action and for cause:

 - a. Suspensions;
 - b. Reductions in pay;
 - c. Demotions;
 - d. Dismissal;
 - e. Such other matters as are deemed to effect a property right of an employee under New Mexico law.

(Ord. No. 02-078, § 2, 10-3-2006; Ord. No. 02-256, § 18, 7-7-2015)

Sec. 30-81. - Manager.

The manager, in addition to the powers and duties given in the Charter, shall administer the personnel system provided by this article and shall administer it by means of the rules and regulations authorized by this article or other applicable law. The manager shall perform the duties and have the powers concerning personnel matters as follows:

- (1) Recommend such new or revised personnel rules and regulations as deemed desirable;
- (2) Recommend such new or revised rules and regulations dealing with reimbursement for travel and related expenses as deemed desirable;
- (3) Administer and maintain the merit personnel system and other rules and regulations established in or by the authority of this article;
- (4) As necessary for all personnel in the competitive service, develop, maintain and apply procedures for the recruitment, compensation, promotion, training and disciplinary and related aspects of personnel management in the county departments under his jurisdiction, subject to the provisions of this article, council policy and personnel rules and regulations adopted pursuant to this article;
- (5) Issue supplemental personnel rules and regulations as are necessary for the effective implementation of this article, council policy and rules and regulations adopted pursuant to this article;
- (6) Recommend contractual arrangements with any qualified person for the performance of such technical services as may be desired in the establishment and operation of the personnel program; and
- (7) Delegate in writing, to the human resources manager, responsibility for administering various procedural phases of the personnel program.

(Code 1985, § 3.04.010; Ord. No. 02-256, § 45, 7-7-2015)

Cross reference— Officers and employees, § 2-61 et seq.



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Agenda No.: B.

Index (Council Goals): Quality Excellence - Effective, Efficient, and Reliable Services; Quality Excellence - Employee Recruitment and Retention; Quality Governance - Communication and Engagement

Presenters: David Hampton

Legislative File: 21216-26

Title

Election of Personnel Board Chair

..Body

Election of Officers occurs annually the first meeting of the year. The Boards & Commissions Rules indicate that each Board shall annually elect a Chair and Vice-Chair from among its members. The Chair and Vice-Chair will serve at the pleasure of the Board and will be eligible for election for subsequent terms.

The Chair shall call for nominations. The nominee must accept the nomination, followed by Board comments, and then a vote. Term date begins January 27, 2026 and ends December 31, 2026.

..Attachments

N/A



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
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Agenda No.: C.

Index (Council Goals): Quality Excellence - Effective, Efficient, and Reliable Services; Quality Excellence - Employee Recruitment and Retention; Quality Governance - Communication and Engagement

Presenters: David Hampton

Legislative File: 21217-26

Title

Election of Personnel Board Vice-Chair

..Body

Election of Officers occurs annually the first meeting of the year. The Boards & Commissions Rules indicate that each Board shall annually elect a Chair and Vice-Chair from among its members. The Chair and Vice-Chair will serve at the pleasure of the Board and will be eligible for election for subsequent terms.

The Chair shall call for nominations. The nominee must accept the nomination, followed by Board comments, and then a vote. Term date beginnings January 27, 2026 and ends December 31, 2026.

..Attachments

N/A



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.: D.

Index (Council Goals): Quality Excellence - Effective, Efficient, and Reliable Services

Presenters: Bernadette Martinez

Legislative File: 21219-26

Title

Personnel Board Completion of 2026 Annual Disclosure Form

Body

Pursuant to New Mexico State Statutes and Los Alamos County Code of Ordinances (NMSA 1978, §10-16-1 et seq. and Los Alamos Code § 30-1 et seq.), all public officials "shall disclose in writing and submit to the county's human resources division, the following information: (1) Membership on other county boards, commissions, committees, boards of directors, or position as an officer, director, trustee or partner or any position in management or ownership of public or private corporations, associations, organizations or businesses; and (2) The nature and amount of the public official's financial interest(s) as defined in this article."

Attachments

Attachment A - 2026 Annual Disclosure Form

**INCORPORATED COUNTY OF LOS ALAMOS
HUMAN RESOURCES DIVISION**

1000 Central Avenue, Suite 230
Los Alamos, New Mexico 87544
Phone: (505) 662-8040 Fax: (505) 662-8000
www.losalamosnm.us

DISCLOSURE OF OUTSIDE EMPLOYMENT, MEMBERSHIP AND FINANCIAL INTEREST

Disclosure Statement

Disclosure Year: 2026

Membership and Financial Interest. Pursuant to New Mexico State Statutes and Los Alamos County Code of Ordinances (NMSA 1978, §10-16-1 et seq. and Los Alamos Code § 30-1 et seq.), all public officials "shall disclose in writing and submit to the county's human resources division, the following information: (1) Membership on other county boards, commissions, committees, boards of directors, or position as an officer, director, trustee or partner or any position in management or ownership of public or private corporations, associations, organizations or businesses; and (2) The nature and amount of the public official's financial interest(s) as defined in this article."

| Reporting Individual | | | |
|--|------------|----------------|--------|
| Last Name | First Name | Middle Initial | Prefix |
| Address | City | State | Zip |
| Mailing Address (if different from above) | | | |
| Address | City | State | Zip |
| Office, Board, Commission, or Position held with Los Alamos County: | | | |
| | | | |

NEW Annual Financial Disclosure Filing

UPDATED Annual Financial Disclosure Filing

| Membership or Financial Interest held by Reporting Individual/Public Official: | |
|---|---------------------------------------|
| Name or Business or Organization: | Position or Percent Ownership: |
| | |
| | |
| | |
| | |
| | |
| | |

Please use additional sheets if necessary.

Definitions:

"Public official" means members of county council, all county employees including contract employees and all individuals appointed to a board.

INCORPORATED COUNTY OF LOS ALAMOS

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"Financial interest" means: (1) Holding a position in a business as officer, director, trustee, or partner, or holding any position in management, or ownership of more than five percent interest in a business; or (2) Any interest which may yield, directly or indirectly, any material benefit to a public official or to the official's immediate family other than an interest in a mutual fund or one held in a blind trust.

"Immediate family" means a public official's spouse, parents, step-parents, child, step-child, sibling, step-sibling, half-sibling, grandparent, grandchild, aunt, uncle, niece, nephew, or their in-laws, or an individual claimed by the public official or his/her spouse as a dependent under the United States Internal Revenue Code.

Other Financial or Conflict of Interests:

Please provide any other, real or perceived, financial or other issue of a conflict of interest below:

Outside Employment Disclosure:

Pursuant to NMSA 1978, § 10-16-4.2 and LACC § 30-8

All public officials must disclosure current, contemplated, or accepted outside employment.

Are you currently engaged in outside employment of any kind other than volunteer?

Yes: No:

If Yes, please provide the employer's name, address, and date you became or will become an employee.

Members of the Planning & Zoning Board pursuant to section 8-202(b) are required to disclose all real estate interests held by the member and his or her family. Please contact the Human Resources Division for additional Disclosure forms and instructions for annual disclosures or updates.

I hereby swear and affirm, under penalty of perjury, that the foregoing information is true and correct to the best of my knowledge, belief, and understanding.

Signature

Date



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.: E.

Index (Council Goals): Quality Excellence - Effective, Efficient, and Reliable Services; Quality Governance - Communication and Engagement

Presenters: David Hampton

Legislative File: 21223-26

Title

Personnel Board 2026 WorkPlan Revisions

Body

The Personnel Board reviewed and approved the 2026 Work Plan in October 2025, but due to attachment A updates via our County Managers office, the Personnel Board will need to review and approve the updated attachment A form to attach to the 2026 Work Plan for the Personnel Board.

Attachments

Attachment A - 2026 Work Plan Attachment A

Attachment A

Place an X in the column on the right if the Council priority is related to the work of the Board or Commission:

| | |
|--|--|
| Quality Governance Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to the present and future needs of stakeholders. | |
| Communication and Engagement | |
| Inform, engage, and solicit feedback from community members and affected parties, including boards and commissions, on County projects, policies, and priorities to promote a culture of open communication and collaboration to increase public participation. | |
| Intergovernmental, Tribal, Regional Relations, and Partnerships | |
| Collaborate and problem-solve with the County's major employers; community partner organizations (local education, health care, and other organizations); neighboring Pueblos; and regional, state, and federal governmental entities. | |
| Fiscal Stewardship | |
| Evaluate alternative methods and approaches for expenditures and investments, ensure transparency, and comply with applicable budgetary and financial regulatory standards and fiscal sustainability. | |
| Operational Excellence Operational excellence involves having structures, processes, standards, and oversight in place to ensure that effective services are efficiently delivered within available resources and that services continuously improve to anticipate and meet future needs. | |
| Effective, Efficient, and Reliable Services | |
| Deliver customer-focused, accessible, reliable, and sustainable services to the community through collaborative decision-making, and efficient implementation. | |
| Infrastructure Asset Management | |
| Evaluate the County's assets and infrastructure to prioritize funding to first maintain and protect those investments and to second inform new investments. | |
| Employee Recruitment and Retention | |
| Attract and employ diverse and highly qualified staff, retain staff through development opportunities, equity and upskilling opportunities, and compensation and benefits, and promote staff to address increasingly complex challenges. | |
| Economic Vitality Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish. | |
| Housing | |
| Increase the capacity for new housing development and the amount and variety of housing types to meet the needs of a changing and growing population, particularly middle- and lower-income households. | |
| Local Business | |
| Encourage the retention of existing businesses, facilitate the startup of new businesses, and assist in opportunities for growth. | |
| Downtown Revitalization | |
| Revitalize the downtown areas of Los Alamos and White Rock by facilitating and incentivizing development opportunities. | |
| Educational, Arts, Cultural, and Historical Amenities | |
| Promote and enable educational, arts, cultural, and historical enrichment opportunities, in coordination with community partners, and provide for the preservation and restoration of historic buildings and the protection of archaeological sites. | |
| Tourism and Special Events | |

| | |
|--|--|
| Promote tourism, sponsor special events, and support community events, by enhancing amenities, utilizing indoor and outdoor facilities, and encouraging local business support and increasing capacity for overnight stays. | |
| Community Broadband | |
| Implement community broadband as a self-sustaining essential service that enables reliable high-speed Internet access throughout the County at competitive pricing. | |
| Quality of Life | |
| Quality of life is a reflection of general wellbeing and the degree to which community members are healthy, comfortable, welcomed, included, and able to enjoy the activities of daily living. | |
| Health, Wellbeing, and Social Services | |
| Expand access to behavioral, mental, and physical health and social services and amenities to address identified issues and promote wellbeing in the County and the region. | |
| Inclusion, Access, and Belonging | |
| Promote inclusion, access, and belonging through events and training, facility planning, and expanded opportunities and services for diverse needs and interests. | |
| Mobility | |
| Improve and expand access to, and provide disability accommodation for, alternative modes of travel including public transit, cycling, and walking amenities and services. | |
| Open Space, Parks, and Recreation | |
| Manage, maintain, and improve designated open spaces, parks and recreation facilities, trails, and amenities as defined by adopted plans and approved projects. | |
| Public Safety | |
| Ensure overall community safety through proactive and sustained implementation of police, fire, hazard mitigation, and emergency response plans. | |
| Environmental Stewardship | |
| Environmental stewardship is the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices in coordination with community and organizational partners. | |
| Natural Resource Protection | |
| Take actions to protect wildlife and wildlife habitat, safeguard water quality, and mitigate tree loss in the community. | |
| Water Conservation | |
| Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable. | |
| Climate Action and Resiliency | |
| Implement the roadmap for reducing greenhouse gas emissions, achieving a carbon neutral energy supply, and increasing climate resilience. | |
| Waste Management | |
| Divert community waste from landfills through recycling, re-use, composting and waste reduction programs, and zero-waste campaigns. | |



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
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Agenda No.: A.

Index (Council Goals): Quality Governance - Communication and Engagement

Presenters: Randall Rytí

Legislative File: 21221-26

Title

Council Liaison Updates

Attachments

Attachments A - Council Liaison Updates

Council Liaison Updates

Council approved the strategic leadership plan for 2026 on November 4, 2025, and it includes the same 5 focus areas [formerly goals] as in previous years. One focus area is “Operational Excellence” with an objective of “Employee recruitment and retention”. The text for this objective was revised to “Attract and employ diverse and highly qualified staff, retain staff through development opportunities, equity and upskilling opportunities, and compensation and benefits, and promote staff to address increasingly complex challenges.”

A Council work group will be reviewing the 2026 work plan for the Personnel Board along with the work plans for all other County Boards. The full Council will vote to accept the work plan and potentially make changes. If there are any changes then these will be communicated back to the Personnel Board. It has been my pleasure to have been your liaison in 2025, and I thank you for your service on this board.



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.: B.

Index (Council Goals): Quality Excellence - Employee Recruitment and Retention; Quality Excellence - Effective, Efficient, and Reliable Services; Quality Governance - Communication and Engagement

Presenters: Bernadette Martinez

Legislative File: 21247-26

Title

Personnel Board- HR Manager's Report November -December 2025

Body

HR Manager will update the Personnel Board with a HR Report dated from November 2025 - December 2025.

Attachments

Attachments A - Personnel Board HR Managers Report- November & December

Personnel Board – Human Resources Manager’s Report

November – December 2025

Administration

- In collaboration with the County Manager’s office, HR continues to make progress on finalizing the Compensation Policy. Once that is complete, HR will focus on Personnel Rules and other policy updates
- HR is currently reviewing and updating multiple policies, more information will come to the Personnel Board in January’s HR Report.
- The County is currently recruiting for three (3) key positions with the assistance of MGT Impact Solutions. Fire Chief, due to the retirement of Troy Hughes, Human Resources Manager due to the retirement of Mary Tapia, and Public Information Officer, due to upcoming retirement of Julie Williams Hill. Two (2) of the three (3) positions have been filled. The County is currently still recruiting for the Public Information Officer (PIO) position.
 - ✓ The Human Resources Manager position was filled by Bernadette Martinez on December 7, 2025.
 - ✓ The Fire Chief position was filled by Eric Litenzberg and he will start on January 5, 2026.
- Casey Salazar will be joining the HR Team on January 5, 2026, as our HR Analyst 2 within our Training area.
- We are preparing for the upcoming FY27 Budget meetings; and lastly
- The Employee Recognition Committee hosted the annual Winter Social.

Compensation & HRIS/Munis

- The Compensation Team in November continued to update system functions for the employees’ records within the HRIS module.
- The Compensation Team has been collaborating with the HR Training Manager to set up and test the Employee Evaluation module within Munis as of November.
- Worked with Payroll to ensure all eligible employees received stability pay in December; and
- Prepping for end of year processes.

Recruitment

- Recruitment attended the November Job Fair at Northern New Mexico College.



- Job posting for Fire Recruit closed and LAC received 162 applications; 156 candidates qualified and were invited to participate in the selection process scheduled in December. Recruitment continued to assist all county departments with hiring and promotional needs.
- Recruitment assisted the Fire department with the Fire Recruit selection process on December 12th-15th. The top 20 candidates will be invited to attend the Pre-Academy Day in January.

Recruitment Stats YTD (Jan. 1, 2025, to Dec 31, 2025)

- 155 Job Postings
- 2,419 Applications received
- 15 average applications per job posting
- 120 Promotions
- 147 New Hires

Recruitment continues to assist all County departments with hiring and promotional needs.

| Years of Service | No. of Employees |
|-------------------------|-------------------------|
| 32 | 1 |
| 30 | 1 |
| 29 | 1 |
| 27 | 3 |
| 26 | 1 |
| 25 | 2 |
| 24 | 5 |
| 23 | 7 |
| 22 | 7 |
| 21 | 8 |
| 20 | 10 |
| 19 | 26 |
| 18 | 10 |
| 17 | 31 |
| 16 | 25 |
| 15 | 24 |

| Years of Service | No. of Employees |
|-------------------------|-------------------------|
| 14 | 18 |
| 13 | 22 |
| 12 | 15 |
| 11 | 27 |
| 10 | 23 |
| 9 | 26 |
| 8 | 37 |
| 7 | 18 |
| 6 | 45 |
| 5 | 49 |
| 4 | 39 |
| 3 | 97 |
| 2 | 121 |
| 1 | 120 |
| 0 | 108 |

Benefits

- Annual Enrollment started on November 5th and ended on December 12th. The Benefits team completed over 700 changes for open enrollment effective January 1, 2026.
- The Benefits team will begin the solicitation process for RFP for dental, vision, and long-term disability insurance providers, as well as benefit consulting services.

November & December Service Awards:

Congratulations to the following individuals on their service anniversaries with Los Alamos County.

| November Anniversaries | |
|------------------------|------------------|
| 5 years | |
| | Agustine Campos |
| | Miki Moreno |
| | Krista Montoya |
| 10 years | |
| | Levi Gurule |
| | Eric Martinez |
| 15 years | |
| | Gayathri Sriram |
| | Richard Branch |
| | Jaime Kepheart |
| | Annalisa Miranda |
| 20 years | |
| | Jennifer Baca |

| December Anniversaries | |
|------------------------|------------------|
| 5 years | |
| | Dakota Coghill |
| | Norma Covington |
| | Derrill Rodgers |
| | Roland Rodriguez |
| 10 years | |
| | John Roig |
| 15 years | |
| | Joel Martinez |

RETIREMENTS:

We would like to congratulate the following individuals on their retirement from the county!

- Eric Abeyta: Community Development
- Preston Ballew: Police
- Daniel Blea: Public Works- Traffic & Streets
- Micah Brittelle: Fire
- Antoinette Padilla: Community Development
- Danny Pitts: DPU
- Barb Ricci: Administrative Services- RIM
- Kelly Sterna: Fire
- Harold “Anthony” Strain: Public Works- Engineering
- Brent Talley: DPU

Congratulations to the following team members who earned Recognition Coins in the month of December!

- Uylin Martinez – (Public Works-Custodial Services)
- Isaiah Harrison – (Public Works-Custodial Services)
- Jaden Price – (Public Works-Custodial Services)
- Sam Molina – (Public Works-Custodial Services)
- Chris Armijo – (Public Works- Facilities)
- Jonathan Downey – (Public Works- Facilities)
- Ryan Becker- (Administrative Services Department-IM)
- Christopher Hightower- (Administrative Services Department-IM)
- Luis Pena- (Administrative Services Department-IM)

Your hard work directly contributes to advancing our goals and enhancing the quality of life for all residents. Thank you for your exceptional efforts and for being an inspiring part of our team.



County of Los Alamos

Staff Report

January 27, 2026

Los Alamos, NM 87544
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Agenda No.: 1 .

Index (Council Goals): Quality Governance - Communication and Engagement

Presenters: Bernadette Martinez

Legislative File: 21224-26

Title

Commute Statistics

Body

The Personnel Board in 2025 requested commute statistics for all Los Alamos County employees who commuted to work from off the Los Alamos Hill. This list only shows residency for employees, it does not detail their designated work station or alternate work schedules they may have such as flex schedules, four ten (4/10) schedules, or remote work days.

Attachments

Attachment A - Commute Stats

| City | Count | Los Alamos County Total | Off the Hill |
|-----------------|-------|-------------------------|--------------|
| LOS ALAMOS | 377 | 420 | 510 |
| ESPANOLA | 110 | | |
| SANTA FE | 107 | | |
| ALBUQUERQUE | 48 | | |
| WHITE ROCK | 43 | | |
| RIO RANCHO | 36 | | |
| EL RITO | 16 | | |
| ALCALDE | 14 | | |
| CHIMAYO | 14 | | |
| HERNANDEZ | 14 | | |
| OJO CALIENTE | 14 | | |
| SANTA CRUZ | 13 | | |
| VELARDE | 9 | | |
| JEMEZ SPRINGS | 8 | | |
| RANCHOS DE TAOS | 8 | | |
| OHKAY OWINGEH | 7 | | |
| ABQUIU | 5 | | |
| MEDANALES | 5 | | |
| TRUCHAS | 5 | | |
| BERNALILLO | 4 | | |
| CANJILON | 4 | | |
| TAOS | 4 | | |
| CORDOVA | 3 | | |
| EDGEWOOD | 3 | | |
| FAIRVIEW | 3 | | |
| LAS VEGAS | 3 | | |
| LOS LUNAS | 3 | | |
| PECOS | 3 | | |
| PENASCO | 3 | | |
| ALAMEDA | 2 | | |
| CHAMITA | 2 | | |
| DIXON | 2 | | |
| PONDEROSA | 2 | | |
| SANDIA PARK | 2 | | |
| STANLEY | 2 | | |
| TIJERAS | 2 | | |
| ALAMOSA | 1 | | |
| ALTADENA | 1 | | |
| ARROYO HONDO | 1 | | |
| CANOVA | 1 | | |
| CEBOLLA | 1 | | |
| CERRO | 1 | | |
| CHAMA | 1 | | |
| CHAMISAL | 1 | | |
| COLUMBINE | 1 | | |
| CORRALES | 1 | | |
| COYOTE | 1 | | |
| CUNDIYO | 1 | | |
| DOMINGO | 1 | | |
| EL DUENDE | 1 | | |
| EL RANCHO | 1 | | |
| EL VADO | 1 | | |
| EMBUDO | 1 | | |
| MORIARTY | 1 | | |
| OJO SARCO | 1 | | |
| PALM COAST | 1 | | |
| PETACA | 1 | | |
| QUESTA | 1 | | |
| ROWE | 1 | | |
| SAN LUIS | 1 | | |
| SAN YSIDRO | 1 | | |
| SERVILLETA | 1 | | |
| VADITO | 1 | | |
| VALLECITOS | 1 | | |
| WHITES CITY | 1 | | |
| YOUNGSVILLE | 1 | | |
| | 930 | | |