NOVEMBER 2025

Recruitment attended the Job Fair at Northern New Mexico College

The Ice Rink was open to the public on November 28, 2025

COUNTY MANAGER'S MONTHLY REPORT

LOS ALAMOS

INTRODUCTION

The County Manager's Monthly Report provides updates on key programs and projects, County financials and metrics that help track how the staff are serving the community.

NOTE FROM THE COUNTY MANAGER

November activities brought the start of the holiday season with outdoor temperatures feeling like winter is on the horizon and we just might start getting some snow. For the County that means readying our plows, stocking our snow removal and melting supplies, and reminding everyone what our response process is when the snow flies.

Council only has two meetings in November due to the Thanksgiving Holiday, however their meeting agendas were full and had many important discussions and actions taken including:

- Proclamations for Operation Green Light for Veterans, Small Business Saturday, and Giving Tuesday
- Appointments to the Health Council and Parks and Recreation Board
- Award of the 4th of July entertainment 7-year contract
- Adoption of the Guaje Pines Cemetery Master Plan
- Adoption of Council's 2026 Strategic Leadership Plan
- Recognition of the Los Alamos County Election Officials
- Approval of a five-year service agreement for implementation and technical support for a new dispatch system for handling 911 emergency calls
- Approval of an ordinance to sell bonds related to the Community Broadband Network project implementation
- Approval of water tower space to mount a new AT&T communication antenna on North Mesa
- Approval of a land lease for a new Verizon communications tower within Overlook Park
- Presentation and acceptance of the Artificial Turf and Site Improvements feasibility study for the County's recreational fields
- Presentation on lessons learned on recent joint road and utility projects and their effects on businesses and residents
- Approval of Fiscal Year 2027 budget guidance
- Approval of service agreement amendment for Inspection of Public Records related services
- Discussion about increasing elected official's salaries (only effective after next election cycle)

If you would loke to see more about the council and their boards and commissions please visit (link) to view meeting agendas, videos and minutes.

Some of my November activities as county manager included:

- November 3rd, provided a welcome to Lo Alamos for the State of NM Transportation and Infrastructure Interim Committee and an overview of the County's budget, structure, initiatives and needs such as middle-mile fiber connections, NM SR 4 rebuild and multi-modal improvements
- November 6th, attended the Chamber breakfast where tax consultant discussed Gross Receipts Tax (GRT), the State of NM tax laws, and its pros and cons
- November 6th, attended the NM Counties Managers Retreat in Santa Fe with topics of discussion including regional juvenile detention facilities, insurance pool coverage options, NMDOT right-of-way maintenance responsibilities, and District Courts behavioral health efforts
- November 10th, attended the LACDC board meeting and discussed their preference for being an advocate and support for businesses applying to the County for LEDA projects rather than a third-party reviewer of applications in preparation of Council consideration
- November 11th, attended the Veteran's Day ceremony at Ashley Pond
- November 12th, met with a concerned resident about the voting day line and construction barriers at the Municipal Building
- November 13th, Fire Chief interviews held with the top four candidates and facilitated a candidate meet and greet with fire staff
- November 17th, participated in a discussion with new federal lobbyist and our federal legal counsel
- November 19th, Human Resources Manager interviews held
- November 20th, attended joint County, LAPS and UNM-LA leadership monthly luncheon and discussed the North Mesa housing project next steps with LAPS to consider support of moving forward and an updated MOU with the County outlining next steps
- November 21st, met with top two fire chief candidates
- November 21st, attending the Los Alamos MainStreet accreditation concluding meeting with re-accreditation achieved
- November 25th, coordination meeting regarding the UbiQD LEDA request
- November 25th, phone call with MariMac owner/developer and received a verbal update that they are still working on a County financial participation request for their project with the specific details of feasibility/legality remain undisclosed to the County

Council's approval of the Community Broadband (CBN) project and the anticipated sales of revenue bonds in February 2026, the County moves forward an important economic development priority that has been contemplated for decades. The project will provide access to high speed and quality internet services to every resident and business at a competitive cost. This initiative also wil connect to a second "fiber off the hill" line and offers improved redundancy of service from what is available now.

Our elected officials, staff, community partners, and volunteers deserve our appreciation for serving our community with amazing patience and competency. Happy and safe holidays to all and to all a good night😊

Warm regards,

Anne Laurent
County Manager

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COMMUNICATION AND ENGAGEMENT

General County

County social media channels saw an engagement rate of 1.6% in November, with 2,754 interactions on 178,420 views

The strongest engagement came from the I Can Help/I Need Help campaign, the LAPD/Middle School St. Jude fundraiser, and Reel "Not today, hungry black bear!"

County Line, Bottom Line, Sustainability, Off the Shelf Newsletter

The average open rate across all County e-newsletters in November was 54%. Individual newsletter performance is as follows:

• County Line: 53% of 2,363 subscribers
• Economic Development – Bottom Line: 58% of 685 subscribers
• Sustainability: 64% of 117 subscribers
• Library – Off the Shelf: No newsletter sent in November

Record Management

Records requested: 132
Carryovers from previous month: 11
Records pulled for review: 549,933
Boxes intake for storage: -
Internal requests: 2
Records provided: 3
Permit requests: 10

Clerk's Office

Records & Filings: 226
eRecordings: 71
Marriage Licenses: 7
Probate Cases: 0
Council County / Board Meetings: 2
Total Registered Voters: 16,207
Voter Record Transactions: 1,099
Social Media Posts: 10
Facebook Followers: 650
Instagram Followers: 382
Threads Followers: 77
Customer Visits: 37

Community Development Department

@LosAlamosCountyCommunityDevelopmentDepartment Total Subscribers 3.7K
2,369 Reached this month
20 Content interactions this month

Community Services Department

New Social Media Followers: 36
E-Activity Guide Reads:
Fall e-reads: 132
Winter e-reads: 145
Alcohol Permits: 9

Environmental Services

Social Media Followers: 1.3k

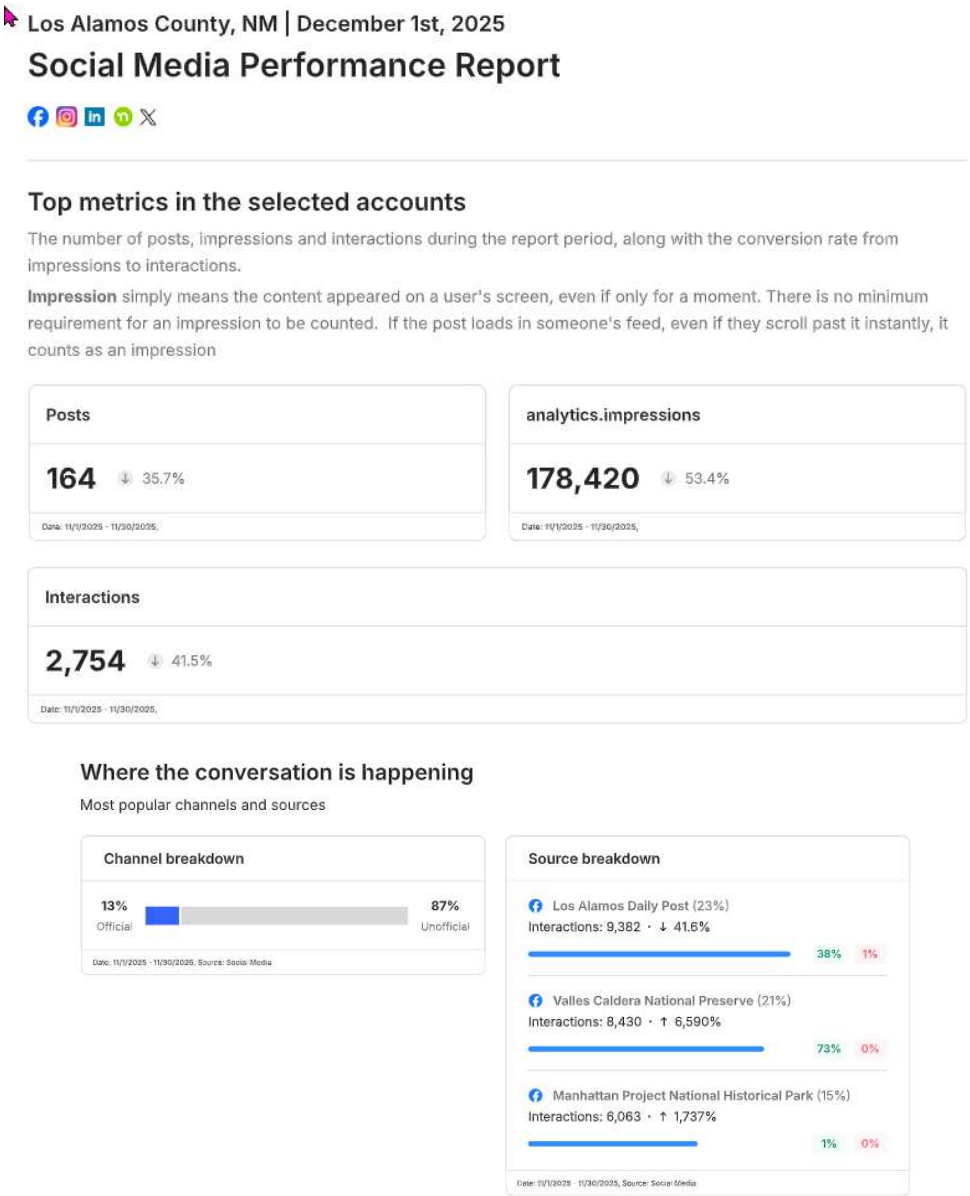
Fire Department

Social Media Followers: 56 IG, 69 FB

November Social Media Report

New Rep'd Tool

The Department of Public Utilities initiated a soft launch of a new tool, Rep'd, on the County website. The tool allows users to interact with an AI chatbot to ask questions about the County and submit questions for all county staff. Staff can also record brief video responses to selected inquiries. DPU's public affairs officer has been working with each department to clean up data and help staff prepare and record responses to citizen questions.



Leading posts from official County social media accounts

The top performing posts during the report period.

Impressions: 12,612 | Interactions: 237 — 87% 0%

Los Alamos County — Nov 10, 2025 — Post

The I CAN HELP and I NEED HELP food assistance programs launched last week to provide meal kits to individuals and families facing hardship. Thanks to the generosity of community donors and the work of volunteers, more than 125 emergency food kits have been assembled, distributed and are available for pick-up at the following locations (check each organization's business hours):...

161 44 16

Impressions: 9,478 | Interactions: 128 — 45% 24%

Los Alamos Dept. of Public Utilities — Nov 11, 2025 — Post

A Lumen outage is occurring, impacting internet and cellular service. Please follow @Los Alamos County for updates. Public Wi-Fi is available at the following County facilities: Los Alamos County Municipal Building, Mesa Public Library, White Rock Branch Library, and White Rock Senior Center. Because Los Alamos County is closed due to the federal Veterans Day holiday, some buildings remain closed, however public Wi-Fi should be available from nearby parking areas.

26 6 34

Impressions: 8,961 | Interactions: 83 — 86% 0%

Los Alamos County — Nov 8, 2025 — Reel

64 9

Leading posts from unofficial social media accounts

The top performing posts during the report period.

Interactions: 5,763 — 0% 0%

Manhattan Project National Historical Park — Nov 22, 2025 — Post

The world's first full scale nuclear reactor, Oak Ridge's X-10 Graphite Reactor, went critical over 82 years ago this month, on November 4, 1943. Plutonium created within the reactor was shipped to Los Alamos, New Mexico for research into creating the atomic bomb Fat Man.

...

4520 507 200

Interactions: 5,711 — 88% 0%

Valles Caldera National Preserve — Nov 23, 2025 — Post

Valles Caldera National Preserve will open at 11:00 am today to allow time for snowplow operations.

Photo description: A snowplow pushes snow off of NM-4. (NPS)

4853 523 147

Interactions: 1,110 — 91% 0%

Valles Caldera National Preserve — Nov 28, 2025 — Post

Valles Caldera National Preserve

We know, we know... sometimes, our haters are louder than us. We have our fair share of one-star reviews. But here's the thing: we cherish this place and are always working to make the Valles Caldera experience more enjoyable, accessible, and meaningful while simultaneously protecting the natural and cultural resources entrusted to us by the American people. Every single decision we make comes down to that....

828 18 94

INTERGOVERNMENTAL, TRIBAL, AND REGIONAL RELATIONS

State

At the Infrastructure Finance Conference, address the issue of timing of the ICIP submissions to the State and other new requirements that are becoming increasingly difficult for local governments to meet.

Worked with the Regional and State Working Group to finalize the County's State Policy Agenda for 2026.

Federal

Two deep dives with the new federal lobbyist team were held to ensure coordination and understanding of Los Alamos County issues.

Working with Congressional Delegation on two issues – the FEMA grant for the Jemez Mountain project and language in the Energy and Water Bill.

Attended the National League of Cities (NLC) City Summit in Salt Lake City. The policy item to support a grant program for DOE communities was passed by the full membership for another year of support. Additionally, finalized preparation for a new affiliate group for Intergovernmental Professionals within NLC.

Tribal and Regional

Continued to work with neighboring communities. Guidelines for the Regional Strategic Partnership Fund will be brought to Council early next year.

FISCAL STEWARDSHIP

Financial Overview

The Finance team continued wrapping up the annual financial statements and year end audit. Budget kicked off department guidance for FY27 with a general message to keep as close to flat as possible, while maintaining contractual and personnel growth, and looking to cut at least 10% in non-labor, non-contractual expenditure categories as the team begins budget development. Although the team experienced a much higher than average Gross Receipts Tax distribution in November, much of this is attributed to the fiscal year end spending of LANL. Gross Receipts Tax projections still bear some uncertainty as the team develops the FY27 budget.

Procurement Stats
FY 26 YTD Stats:
819 Purchase Orders Issued
309 PO Change Orders
1531 Inventory Pick Tickets
38 Agreements Completed
13 Amendments Completed
82 Solicitations/Amendments in Progress

Trends:
Purchase Orders increased from 706 (FY25) to 819 (FY26)
PO Change Orders decreased from 312 to 309
Inventory Pick Tickets Processed & Delivered increased from 1494 to 1531
Agreements Completed increased from 37 to 38
Amendments Completed decreased from 14 to 13
Solicitations/Agreements/Amendments in Progress decreased from 90 to 82
Anticipated Projects decreased from 48 to 36
Property Disposal Requests Received decreased from 10 to 6

	November 2025				November 2024	
Accounts Receivable		Number of Transactions	Dollar Amount	Variance Over Prior Year Inrease (Decrease)	Number of Transactions	Dollar Amount
	Gross Receipts Tax Received	4	$ 16,082,880.57	25.97%	4	$ 11,905,616.86
	Electronic Payments Received (EPAY)	21	$ 7,066,772.89	67.12%	28	$ 2,323,632.32
	Property Tax Received	3345	$ 7,998,894.62	20%	2,525	$ 6,361,265.94
	Lodgers Tax Received	4	$ 29,353.71	-125%	6	$ 65,939.63
Accounts Payable						
	Number of Invoices Paid	465	$ 20,937,163.68	13%	592	$ 18,138,841.10
	Wire Payments Processed	21	$ 10,099,039.77	12%	30	$ 8,932,251.90
	Electronic Fund Transfers (EFT) Processed	135	$ 6,030,005.63	23%	126	$ 4,631,658.50
	Normal Print Checks Processed	173	$ 4,808,118.28	5%	203	$ 4,574,930.70
	Total Disbursements	329	$ 20,937,163.68	13%	359	$ 18,138,841.10
	P-Card Transactions	949	$ 399,867.22	-6%	1,143	$ 424,255.33

EFFECTIVE, EFFICIENT, AND RELIABLE SERVICES

CLERK

Update

Overview of the 2025 Regular Local Election Administration
The Los Alamos County Clerk's Office administered the 2025 Regular Local Election in accordance with all applicable state statutes and established election procedures. Early voting was conducted from October 7th through November 1st at the Los Alamos County Municipal Building and the White Rock Town Hall, providing voters with consistent and accessible opportunities to participate prior to Election Day.

On Election Day (November 4th), five Vote Centers were operational throughout Los Alamos and White Rock. All locations were staffed, equipped, and monitored to ensure compliance with voting system requirements and to support a smooth voting experience for all eligible electors. Absentee ballots were issued, received, and processed following statutory guidelines, and secure ballot drop boxes were available to further support voter access.

The Clerk's Office oversaw all administrative components of the election, including the maintenance of voter registration records, poll worker training and deployment, chain-of-custody procedures, ballot accounting, and the tabulation and canvassing of returns. The election included contests for the Los Alamos Public Schools Board, the UNM–Los Alamos Advisory Board, and the Mirador Public Improvement District Board.

Following the close of polls, the Office completed its post-election systems check to confirm the accuracy of the voting equipment and to verify that the reported results were consistent with the ballots cast. This verification process reaffirmed the integrity and reliability of the election.

The 2025 Regular Local Election was conducted with an emphasis on accuracy, transparency, and adherence to statutory requirements, reflecting the Clerk's Office's commitment to administering secure and accessible elections for the residents of Los Alamos County.

Connecting with the Public

A Brief Report on November 13th Canvassing Board Meeting
The Los Alamos County Canvassing Board met on November 13, 2025, to complete the county canvass for the 2025 Regular Local Election. The board is responsible for

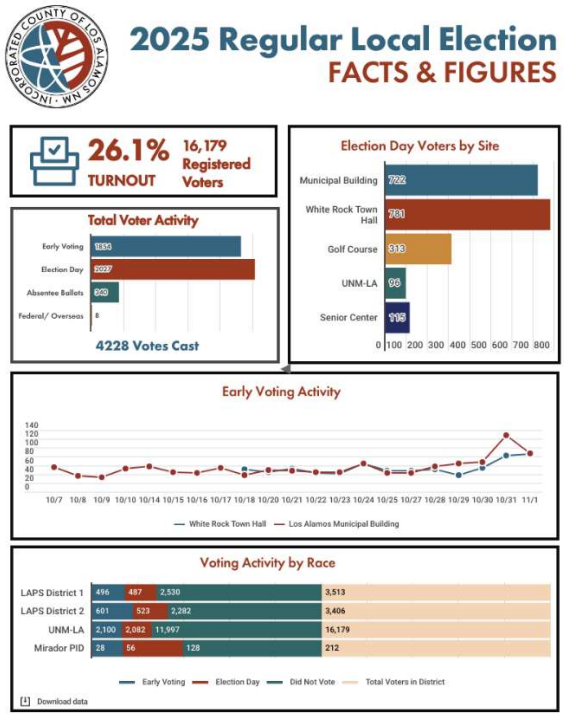
reviewing all election returns, confirming their accuracy, and certifying the official results for the county. This work includes reviewing early voting, absentee voting, Election Day voting at each Vote Center, and any provisional ballots that were adjudicated by the Clerk's Office.

During the meeting, the board examined the documentation prepared by the Clerk's Office and verified that all tabulation procedures were completed in accordance with New Mexico election law. Following this review, the board approved the canvass report and issued the Certificate of Canvass, which serves as the county's official certification of results.

Once the county canvass was complete, the Clerk's Office submitted the certified results to the Secretary of State. The Secretary of State's Office then conducts its own statewide canvass, which involves reviewing and reconciling the results submitted by all counties. After this step, the New Mexico State Canvassing Board meets to approve the statewide canvass for every contest on the ballot. The State Canvassing Board's approval constitutes the final official certification for the entire state.

Upcoming Events / Project Milestones / Seasonal Changes / New Initiatives:

December 2, 2025	County Council Meeting
December 9, 2025	County Council Meeting
December 16, 2025	Clerk's Office Closed from 8:00 a.m. – 10: a.m. for Staff Mtg
December 25, 2025	Clerk's Office Closed in observance of Holiday Season



HUMAN RESOURCES

Updates

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

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.

Bernadette Martinez is acting as the Interim HR Manager until the vacancy is filled.

The staff are recruiting an HR Analyst 2 within the Training area.

Currently, the staff is also preparing for the upcoming FY27 Budget meetings.

Training Stats:

Risk and Safety hosted an "Asbestos Contractor Supervisor" Training for Electrical Distribution, GWS, Water Production, DPU Engineering, and Facilities Supervisors and Staff. Thank you to DC Environmental for bringing this training to Los Alamos County. There will be another class in March for staff that were not able to attend. Training Stats: Overall Safety Training Compliance is 87% Compliance.

PLANNING

November Stats

Permits Reviewed: 38
Planning Inspections Conducted: 8
Business Licenses Reviewed: 3
Development Applications Processed: 5

Updates
Planning finalized the first draft of redlines for amendments to Chapter 16, Articles I and V of the Development Code. The Historic Master Plan consultant is now under contract, with the introductory meeting scheduled for December 1, 2025. Additionally, the Comprehensive Plan consultant has been selected.
Historic Master Plan kick-off January 2026.

Upcoming
December 3, 2025, Historic Preservation Advisory Board Meeting
December 10, 2025, Planning and Zoning Commission Meeting

INFRASTRUCTURE ASSET MANAGEMENT

INFORMATION MANAGEMENT

Infrastructure Update
Phase 6, the final phase of the .gov email migration project, has been successfully completed. As of December 1, all users within LAFD and LAPD have migrated to the losalamosnm.gov email domain. This marks the completion of the organization-wide migration effort. Thank you to everyone involved for your support and cooperation throughout this process.

New GIS Base Station installed (Mesa Library) provides for

- Substantially higher accuracy for county surveyors and locations of county-owned assets
- Greater security
- Support for new international constellations like Galileo (ESA) and BeiDou (CNSA) and newer satellites in the existing GNSS (NASA) and GLONASS (RSF)
- Used by LANL

Application Update

- Applied software updates and successfully upgraded the Assessor's Property Tax Assessment system to version 2025.1.19.
- Enhanced the "What's Around Me" map on the Public Website by adding icons for Parks. Discussions are also underway to include Narcan locations and cooling areas in future updates.
- Resolved GPS-related issues and enabled Automatic Vehicle Location (AVL) integration on 40+ imaged F110 Getac devices for LAFD.

- Successfully conducted Zerto failover testing from the Muni site to the ABQ DR site for the database server used by various County departments. This ensures continuity of operations from the DR site in the event of disruption at the Muni site.
- Supported LAPD with the technical evaluation of a new personnel background screening service.

November Stats
440 New Service Desk Tickets
0 Open tickets
440 Closed Tickets

AIRPORT

Take-offs and Landings – November continued the trend of favorable flying weather at the Los Alamos County Airport, resulting in solid operational activity throughout the month. A total of 338 aircraft operations were recorded, consisting of 129 based aircraft operations and 209 visiting operations (per Virtower data). Classic Air Medical helicopter activity remained steady at about 110 operations

Updates
On October 31, the Los Alamos Fire Department took delivery of the salvaged Jetstream 31 aircraft, which has now been positioned on the west ramp for regional Aircraft Rescue and Fire Fighting training. The goal of the project is to provide firefighters with hands-on experience practicing aircraft extrication, emergency response coordination, and fire-suppression techniques on a full-size airframe. This platform also supports multi-agency drills and improves preparedness for real-world aviation incidents.

Inside the terminal, assembly of the newly redesigned kitchen is underway, following the removal of the original cabinetry in October. The Airport Manager is also preparing snow-removal equipment for winter operations and coordinating with the Traffic & Streets Division to ensure airfield surfaces, access roads, and lighting infrastructure are ready for seasonal conditions. Behind the scenes, work continues both on the Taxiway-F Relocation Project design effort and construction of the T-Hangar Project.

Looking ahead, the Airport is partnering with Experimental Aircraft Association (EAA) Chapter 691 to host the third annual Santa Fly-In on Saturday, December 20, bringing a holiday aviation event to local families and continuing a growing community tradition.

FACILITIES

November Stats:
Current Work Orders in Queue: 139
New Work Orders Since Last Report: 78
Completed Work Orders: 115
After hours: 7
Emergency: 3

Fire Staton No. 4 Replacement: Design development for the FS 4 replacement is in progress with the design team actively reviewing design plans and documents.

Ice Rink Chiller: The new Ice Rink chiller is operational and was handed over to Ice Rink staff on November 13 to begin ice making operations. The Ice Rink was open to the public on November 28, 2025.

Municipal Building EV Chargers: Installation of new EV chargers at the Muni Building continues. The contractor completed the flatwork and is currently working on charger installations and landscaping restoration.

Asset Managing: AkitaBox, the new facility asset management and work order software, is up and running. The team is currently transitioning all workflows into the new system and collaborating with account representatives to resolve a few remaining issues.

Los Alamos Little Theatre: The installation of the fire suppression system at the Los Alamos Little Theatre is complete. The contractor is finalizing punch list items. In addition to this work, thermal insulation on the roof deck and new led lighting were installed throughout the building. Capital Projects and Facilities staff also replaced the existing gas fired water heaters with a single electric hot water heater.

CUSTODIAL

November Stats
Fuller Lodge – 42
White Rock Activity Center – 11
White Rock Fire Station #3 – 1
Betty Ehart Senior Center (BESC) – 26
White Rock Town Hall – 0
Municipal Building - 35

Updates
The Custodial Division continues to promote innovative approaches, conscientious stewardship and outstanding customer service while delivering clean and safe results to the County.

The division also promotes outstanding customer service support through the Fuller Lodge Reservations Office, helping customers reserve and plan their events at County indoor facilities.

Reservations for the month of November remained steady compared to October with most weekends booked for the next couple of months at Fuller Lodge.

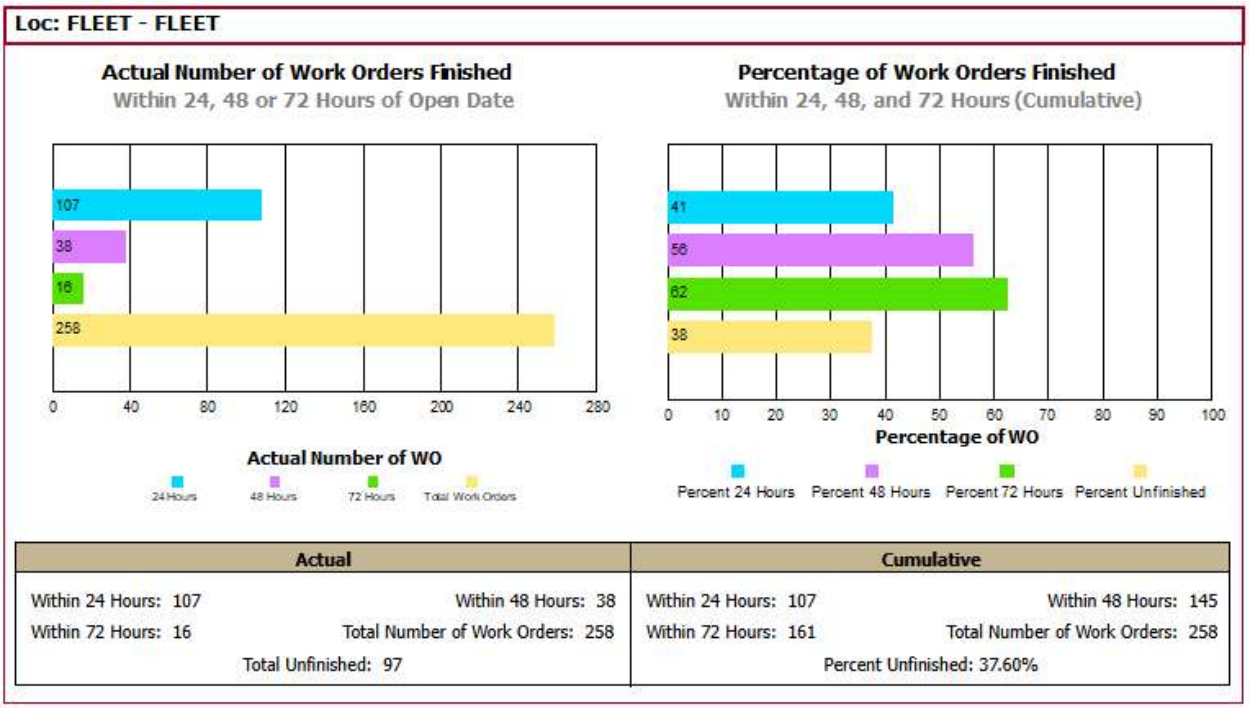
Floor cleaning was completed at Fuller Lodge, Ice Rink and sections of the Municipal Building.

Preparation for snow removal was completed with stocking supplies, annual trainings on equipment and procedures and staff schedules.

FLEET

November Stats

Work Orders Entered – 258
Work Orders Completed within 72 Hours - 161
Work Orders remain open – 31
Work Orders that are considered Preventive Maintenance – 50
Work orders that are considered repairs – 206
Work orders due to accidents – 2



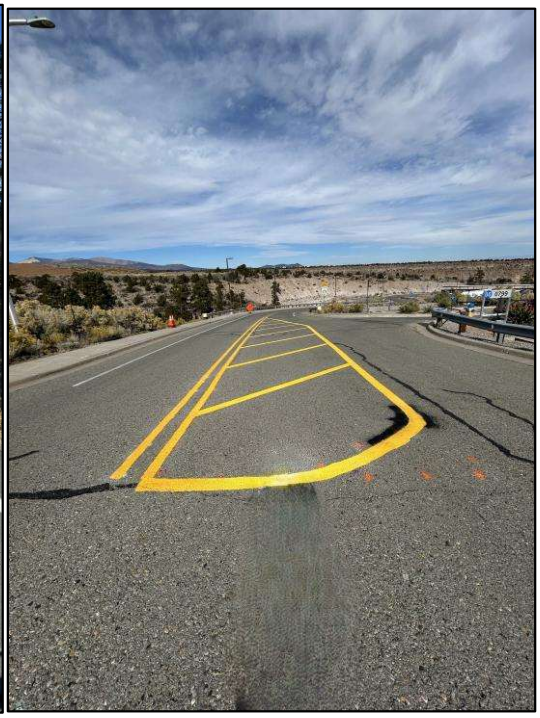
TRAFFIC AND STREETS

November Stats

Customer calls – 36
Traffic Control & Excavation Permits processed – 29
Permits extended – 2
Locates preformed – 50
Asphalt used – 240 tons
Concrete used – 3 yards
Perma Patch used – 540 bags
Signs fabricated and installed – 15
Lights and fixtures that were replaced – 3
Work orders received – 2
Work orders completed – 4

November Operations Report

The **Signs and Markings Crew** completed final layout and striping work on San Ildefonso and North Mesa Road following the recent asphalt improvements. The team also striped the new island configuration on Camino Entrada, including all required symbols and legends. Crosswalks on Central Avenue were repainted, and striping for the Little Theater parking lot was finished. In addition, the crew fabricated and installed approximately 15 new signs, including an Adopt-A-Road sign on North Mesa Park Road, and addressed several sign knockdowns throughout the area.



Signs and Markings crew striped paved sections on San Ildefonso Road and Camino Entrada.

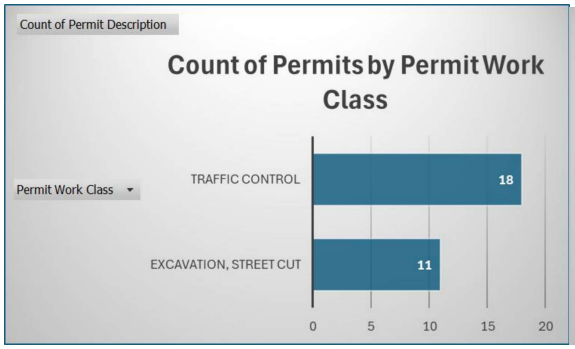
The **Traffic Division** conducted traffic counts at three key locations on State Road 4 in White Rock. The team replaced a damaged traffic mirror at the intersection of Rose Street and Circle Drive. The team also repaired a streetlight pole equipped with cameras and communication equipment at NM 502 and Airport Drive after it was struck by a vehicle.

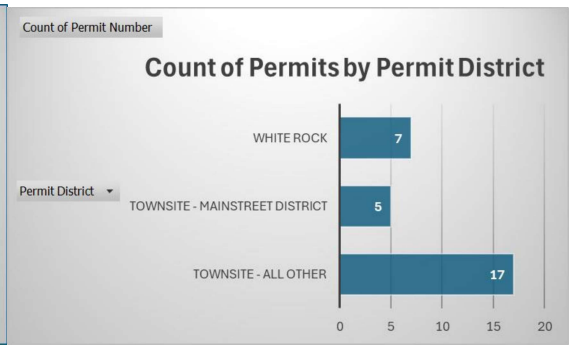
The **Streets Crew** excavated, prepared, and paved the intersection at Cheryl and Aragon Avenues. Crews performed potholing on Rendija Canyon Road, Orange Street, and other locations across the county. Additional work included tree trimming on Alamo Drive, repairing an eroded culvert on 33rd Street, replacing a concrete gutter at 2306 Canyon Glen, and repairing a damaged culvert on 35th Street. The crew also assisted with traffic control for the Trick-or-Treat on MainStreet event, helped set up snow-removal equipment for the event to showcase the snow removal operations, and participated in handing out candy.

In preparation for winter operations, crews provided snow-removal training and completed maintenance on snow-removal equipment. The team also trimmed trees and brush along State Road 4 at Mirador Boulevard to improve sight distance. At the ice rink, crews drilled holes around a junction box for future bollard installation. Additionally, paving work was completed at the White Rock tennis courts.

Streets crews excavated, prepared and laid asphalt and repaired a culvert that eroded at the intersection of Aragon and Cheryl Avenues.

Administrative staff processed and issued 29 permits and extended 2 permits.





EMPLOYEE RECRUITMENT AND RETENTION

November Highlights

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 Stats YTD (Jan. 1st to Oct. 31st)

137 Job Postings
2,269 Applications received
Average applications per job posting = 16
141 New Hires
109 Promotions

HOUSING

Updates

Affordable Housing Service Providers: The Housing Trust continues to market its programs at various events throughout the community and currently have multiple applications in process for both the Home Rehabilitation and Homebuyers Assistance programs. [Goals: Housing.]

North Mesa Update: Wilson and Company has finalized the North Mesa Transportation and Utilities Study. The final report provides preliminary designs and cost estimates for the system upgrades needed to serve the site with utilities and to mitigate the project's impact on the transportation system. [Goals: Housing, Intergovernmental Relations.]

A-8-A: The effective date for the Sales, Purchase, and Development Agreement for the A-8-A property is November 14, 2025. This key date kicks off the due diligence phase of the development process. The due diligence period is expected to take until early next year. During this phase county staff will provide the development team with key documents including previous engineering, soils, planning reports, and similar documents for review. The Title Report and ALTA Survey for the property are expected to complete the week of December 1, 2025. The development partner is currently surveying the site and have started geotechnical boring and analysis.

The development proposal includes a total of 380 units comprised of 1-, 2-, and 3-bedroom units. 120 units will be permanently deed restricted for households earning between 60%-100% Area Median Income (AMI) with an average of 80% AMI. The goal of the project is flexible income eligibility with low rent requirements, not exceeding 30% AMI of income for market rate units. [Goals: Housing.]

LOCAL BUSINESS

LEDA Retail Program

The LEDA Retail Program supports expansion, retention, and recruitment of local retailers that fill service gaps, strengthen the tax base, and improve livability. Staff finalized all core materials including a Handbook, Screening Questionnaire, Application Packet, and outreach tools to support program rollout.

Current Activity Snapshot:

- 19 Screening Questionnaires received; all applicants met with staff and were notified of status.
- ~1/3 not approved due to ineligible retail activity and/or insufficient economic benefit.
- ~1/3 advanced to Part Two; only Yuan's Dumpling & Noodle House submitted a complete packet.
- Yuan's PPA + Security Agreement in development; ordinance expected to Council in early January.
- Remaining applicants: eligible retailers but insufficient economic benefit. Staff assisting them with revisions. Staff has been informed two additional applicants are actively working on revising their proposal and staff anticipates receiving at least one more formal application by year's end.

Progress to Date:

- Finalized LEDA Retail Handbook and eligibility framework
- Launched Screening Questionnaire + Application Packet

- Built internal workflow for tracking and interdepartmental review
- Posted program materials online
- Conducted public sessions and one-on-one outreach
- Reviewed 19 Screening Questionnaires and held follow up meetings will all 19 applicants
- Notified all initial applicants on application status and eligibility
- Reviewed one complete Part Two application, and drafting agreement to present to County Council for approval
- Anticipate receiving additional Part Two applications in the coming weeks.

Next Steps:

- Refine interdepartmental review procedures
- Finalize first PPA and bring ordinance to Council in early 2026(Yuan's)

Countywide LEDA Program

LEDA remains a key economic development tool for business expansion, retention, and relocation—supporting PPAs, eligibility review, and accountability for public benefits such as jobs and investment.

Active Projects:

- UbiQD: County assisting with property acquisition; aiming for completion in early 2026.
- Ordinance expected in Jan/Feb 2026
- County Staff continue to meet with two other property owners exploring LEDA partnerships: no new applications yet.

Business Directory (Granicus/MyCity)

A centralized online business directory is in development to improve visibility of local businesses on County and visitor websites. A QR code linking to the directory will be posted on ACT buses and at LAC Visitor Centers as a way of promoting local businesses to visitors and local residents. After initial delays, launch is expected January 2026.

Progress to Date:

- Contracting and vendor onboarding completed
- Staff CMS training on Nov 13, 2025
- Directory structure and web integration defined, and module customization nearing completion

Next Steps:

- Complete build-out of the platform with Granicus
- Business outreach + informational and training materials
- Directory goes live Jan 2026

Cities Work Partnership
Cities Work was engaged to evaluate how the County can better support local business activity and streamline CDD processes.
Progress to Date:

Two meetings completed:

- 7/10/2025 – With CDD Director
- 8/01/2025 – With key CDD staff

Next Steps:

- Await Cities Work findings and recommendations, hope to receive by end of year
- After the receive recommendations, staff will work with Council, County Manager, and community partners to develop implementation plan
-

DOWNTOWN REVITALIZATION

20th Street Development Solicitation: The due diligence phase of development kicked off on October 10, 2025. County staff and the development partner are reviewing engineering, soils, planning reports, and similar documents. The due diligence earnest money transfer has taken place, and the Title Report and ALTA survey of the property have been completed. The due diligence period is expected to take until April 2026. [Goals: Downtown Revitalization, Local Business, Housing.]

EDUCATIONAL, ARTS, CULTURAL, & HISTORICAL AMENITIES

Upcoming Nature Center Programs
Night Sky in January - January 2, 2026
National Parks Adventure - January 3, 2026
Seed Packaging with Los Alamos Community Seed Library - January 3, 2026
Black Holes - January 10, 2026
Climate Café - January 15, 2026
Mysteries of the Brain - January 17, 2026
Backcountry Film Festival - January 22, 2026
Seeing - January 24, 2026
Sowing Wildflower Seeds - January 24, 2026
Packrafting Arctic National Wildlife Refuge - January 27, 2026

Forward! To the Moon - January 31, 2026

Library November Stats:
1 Public Programs and Events
1,277 Total Program Attendance
22,553 Physical Items Circulated
9,833 Digital Items Circulated
32,386 Total Items Circulated

Update
In November, the Library continued to support the County's quality-of-life goals by offering enriching programs, services, and displays for all ages.

The New Mexico Pastel Society hosted a month-long pastel art show, along with a talk and a demonstration at the Mesa Public Library. The program was sponsored by a grant to bring art into public libraries.

Pastel Society Demo

National Native American Heritage Month was celebrated with a special program exploring Pueblo food traditions, presented by Santa Clara Tewa author and sculptor Roxanne Swenzell. A large and engaged audience attended the event.

Swenzell Audience

National Veterans and Military Families Month was honored with displays at both branches. The exhibits featured a screen showcasing photos and stories submitted by local military service members and their families.

On November 7, both library locations were closed to the public for the second annual Staff Development Day. Staff attended micro-sessions on a wide variety of topics and participated in a community assessment brainstorming session to identify themes for the upcoming library community survey.

The project to update and revitalize the landscaping in front of Mesa Public Library was begun in November and will be completed in the Spring with additional plants and shrubs.

Mesa Library – LA Landscaping

Connecting with the Public
In November, the Step-Up Gallery exhibited artwork by New Mexico veterans in a show titled The Way of Art. The gallery welcomed a total of 984 visitors during the month.

TOURISM AND SPECIAL EVENTS

November Stats
@VisitLosAlamos Facebook:
15,602 followers to date
54,928 reached in November 2025
525 engagements in November 2025

@VisitLosAlamos Instagram:
1,538 followers to date
21,933 reached in November 2025
449 engagements in November 2025

Visitlosalamos.org Website:
5,837 Users
4,283 Engaged Sessions
50 seconds Average Engagement Time/Session

Visitor Center Visitation
Los Alamos: 1,215 in November 2025
White Rock: 381 in November 2025

Updates
Los Alamos County established an interdepartmental Tourism Working Group and a separate external attractions group to coordinate tourism planning and communication.
Progress to Date:

- Mar 2025: Consolidated online calendars
- Mar 2025: Updated visitlosalamos.org to include Activity Guide content
- Oct–Nov 2025: Engaged TransRockies MTB Series on 2026 race planning

Next Steps:

- Dec 9–11, 2025: Joint meetings with DestinationiQ
- Dec 2025: Virtual follow-up with TransRockies; race confirmed after USFS approval
- Determine need for full tourism-season debrief in Jan/Feb 2026

COMMUNITY BROADBAND

County staff, including the broadband manager, continue to meet weekly with vendor Bonfire on “Low Level Design” work for the Community Broadband Network (CBN) project. The Bonfire team has the first construction permit package ready to submit to the county for review and approval. Additional key items from Bonfire’s design work include future CBN (Community Broadband Network) web portal design, plans to attend the upcoming statewide broadband summit which will also be attended by LAC staff, presentation of the most current updates to the project’s cost worksheet.

Another countywide internet outage occurred on 11/11 due to a fiber cut near 599 in Santa Fe. The broadband manager participated in a community Zoom meeting hosted by LA NET which discussed the outage impact and what can be done to address these types of disruptive events.

The San Ildefonso Pueblo middle mile fiber project continues to make good progress. Crews continued working on the section going east from the Rio Grande River bridge

towards the Pojoaque border. Progress includes work on Pueblo's new cell towers, specifically for the tower near the Totavi store. Some portions of the tower itself are now in place and can be seen when driving by on NM502. Staff for the Pueblo project indicate that the 11-mile fiber project should be completed in two months.

At the 11/18 council meeting, council approved the $40M bond purchase, to be used primarily to fund the CBN construction. The broadband manager provided a report during this item to give a history and timeline for broadband improvement efforts, as well as additional context related to the plans for and features of the CBN, as well as touching on the 11/11 outage.

HEALTH, WELLBEING, AND SOCIAL SERVICES

November Stats
9 Contractor Public Programs and Events
183 People Attended Programs and Events

Updates
Social Services continued to assist clients in November, with the majority of new and recurring clients seeking help securing housing, income support services, and needing assistance with food and other emergency basic needs.

Social Services staff and Los Alamos County Health Council volunteers coordinated a massive county-wide effort to connect with people who needed emergency food assistance due to the federal government shutdown and suspension of SNAP benefits. The staff was able to set up multiple distribution spots at Los Alamos and White Rock businesses with the help of the Chamber of Commerce & Main Street Creative District, and multiple distribution points, including both library locations, JJAB, and the Justice Center. To date, over 200 emergency food bags have been collected and distributed (which runs through December!)

Social Services Manager Jessica Strong attended several planning sessions related to implementing regional behavioral health initiatives under Senate Bill 3 / Behavioral Health Reform and Investment Act (BHRIA).

Work is continuing on the county-wide Sequential Intercept Model, as well as regionally on addressing behavioral health needs with Senate Bill 3.

Finally, staff member Deni Fell attended the 2025 National Organization for Human Services (NOHS) conference, Empowering Change through Compassionate Action, November 7-9 in Charlotte, NC.

Contractors:
Los Alamos Public Schools Prevention (LAPS)
The Breathing Association's Nicotine Treatment Specialist Training - November 2025

Kristine Coblentz and Sylvia Diehl completed extensive training to become certified Nicotine Treatment Specialists. The program prepares health professionals to support individuals quitting nicotine and vaping, covering brain and body effects of nicotine, motivational interviewing, and considerations for special populations. The training was funded by the New Mexico Department of Health (DOH) Nicotine Use Prevention and Control Program (NUPAC).
Participants: 2

Family Strengths Network (FSN)
Little Chefs Workshop - November 13, 2025
A hands-on cooking workshop for children ages 3-5 and their adults, led by Kate Cleveland of Kiss Your Food Coaching Services. Participants explored textures, colors, and flavors while creating simple recipes together. The class supported early kitchen confidence, fine motor skills, and the joy of making and tasting their own creations. Free gifts included Kate's e-book Building Food Foundations: A Guide to Stress-free Family Eating, recipe cards, a $50 Los Alamos Cooperative Market gift card, and a toddler-safe kitchen knife.
Participants: 63

Upcoming Event: Holiday family photo event and Gingerbread House Building, Cumbres Community Services (LCCS)
YMCA Los Alamos Teen Center (TC)
Giant Monopoly Game - November 19, 2025

To celebrate National Monopoly Day, the Teen Center created an oversized, interactive version of the classic board game. Teens and staff built a life-sized board with handmade property spaces and wearable game pieces. Participants rolled jumbo dice and moved across the board on foot, with a children's playpen serving as the "jail" for a fun, playful twist.
Participants: 12

Upcoming Event: Valentine's Day Blood Drive at the Teen Center
Las Cumbres Community Services (LCCS)
Drop-in Developmental Playgroup - November 3, 6, 13, 17, 20, 24, 2025

This monthly series provides age-appropriate developmental activities that strengthen parent-child relationships and foster social connections among families. November sessions featured holiday-themed activities, including a popular pajama/self-care day that gave parents a relaxed, "come as you are" space.
Participants: 106

Upcoming Events: Easter Event (date TBD; flyers coming in early spring) and a potential Valentine's Fundraiser event.

INCLUSION, ACCESS, AND BELONGING

Updates
The November Inclusivity Task Force meeting was cancelled due to a lack of quorum. The members present had a discussion with the planned presenter Dr. Bruce Bernstein, Historic Preservation Officer for the Pueblo de San Ildefonso.

MOBILITY

Atomic City Transit Stats
Unlinked Passenger Trips (UPT) - 24,284
Fixed-Route UPT - 23,441
Demand-Response UPT- 843
Special UPT - 0
Service Days - 22
UPT per Service Day - 1,104
UPT per Service Mile - .57
Service Disruptions - 3
On-time Timepoint Departures – 80%
On-time Paratransit Trips – 94%
Buses with Defective ITS Systems – 7%
Customer Complaints – 2

Update
Atomic City Transit reveals its new Gillig Bus that will replace another that has met its useful life. Delivery is pending.

Transit Ridership Report
Transit staff are preparing a new report for next month's update

Demand Response Ridership
Transit staff are preparing a new report for next month's update

OPEN SPACE, PARKS, AND RECREATION

ADMINISTRATION

The Statement of Interest for the Golf Course restaurant closed in October. CSD has been evaluating proposals submitted for the operation of the Golf Course restaurant.

CSD staff recently participated in a training session on Hitting Your Target: Effective Goal Setting, facilitated by Strategic Government Resources. The training covered essential topics such as how to create clear, aligned, and achievable performance goals and focused on team-based goal development, helping leaders guide their groups toward shared, mission-driven outcomes.

Connecting with the Public
Fossils of Northern New Mexico - November 3, 2025

A presentation covering the fossil history of the region and ancient life preserved in nearby rocks, including dinosaurs, prehistoric camels, shark teeth, freshwater diatoms, and marine invertebrates.
Participants: 95

Holiday Eco Ornament Drop-In - November 11, 2025
A family workshop focused on creating eco-friendly ornaments to decorate Los Alamos County's Holiday Tree and to take home.
Participants: 72

Holiday Eco Ornament

Getting Oriented with Chaco Canyon - November 14, 2025
A planetarium presentation exploring the horizon cycles of the Sun and Moon and their influence on the architecture of Chaco Canyon.
Participants: 47

Getting Oriented with Chaco Canyon

Hiking Iceland's Laugavegur Trail - November 18, 2025
A presentation about Iceland's most famous hiking route through the southern highlands, offered in partnership with Los Alamos Mountaineers.
Participants: 124

Looking Ahead:
Night Sky in January - January 2, 2026
National Parks Adventure - January 3, 2026
Seed Packaging with Los Alamos Community Seed Library - January 3, 2026
Black Holes - January 10, 2026
Climate Café - January 15, 2026
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OPEN SPACE, PARKS AND TRAILS

November Stats
Parks Acres Maintained: 248
Repairs due to Vandalism: 5
Volunteer Hours Worked in
- Parks: 0
-Trails: 0
Funeral Services: 9
Headstone/Niche Installation: 2

Updates
AGR24-950, OpenGov Asset Management Software for the Parks and Open Space Division, is utilizing the system in White Rock. The system tracks work tasks across the landscape. It was anticipated for implementation in Los Alamos in August; the team is behind and anticipates rolling this out in September and October. The goal is for the team to be operational in all areas by December 31, 2025.

RFP25-37, Guaje Pines Cemetery Master Plan process kicked off in March 2025. The contractor, Sloane Consulting Group, will be conducting a site visit on March 26-27, 2025, for data collection and staff discussions. A community survey closed on May 30, seeking community feedback. Three public engagement meetings were held with community members. A presentation of the Master Plan was given to the Parks and

Recreation Board on September 11, 2025, with the board's support and approval. The plan will be introduced on October 28, 2025, and approved on November 4, 2025, County Council Meeting, 7-0.

IFB28-18 - Athletic Field Renovations approved by County Council on 11/19/24. This is a three-year sports field renovation plan to address field leveling/laser grading, replacement of sod, and irrigation adjustments. The work will begin on May 23, 2025. Contractor was issued a job order with the ability to proceed on May 19, 2025, for staging and field renovation to begin May 23. 2025. The project is underway at all locations with a substantial completion date of August 31, 2025. This timeline was not achieved, and the department is working with the vendor on ways to complete the contract as written.

AGR24-23, Site Southwest Open Space and Trails Management plan is in the final stages. The contractor has conducted multiple community engagement meetings and is working on final reviews and edits of the plan. The plan was presented to the Parks and Recreation Advisory Board on August 14 for support and approval. A few edits were requested and made. The plan will be on the September agenda for the Parks and Recreation Board meeting for review, no action required. The plan was presented and approved by the County Council on October 28, 2025.

The 37th Street and Pinon Playground renovations were identified as needing improvements to meet Americans with Disabilities Act accessibility requirements and were based on the Community Services Department's Integrated Master Plan. The renovation will improve safety, access, and update amenities. Through IFB#25-55, LA Landscape and More, LLC was awarded the contract in the amount of $2,218,882 (including a 5% contingency). Removal of the old playground equipment has been completed at both sites. Construction will continue as weather allows, with a completion date of April 30, 2026.

RECREATION

November Stats:
Program and Events – 0
People Attended Programs and Events – 0
Open Gym Program – 1240
Vendors – 0
People Utilizing the Ice Rink – 1236
Round of Gold: N/A

Ice Rink Updates:

The Ice Rink opened on November 28 for 2025-2026, with a large number of people attending on opening day. The first weekend started off with the M & M tournament and was well attended.

Adult Dive-In Movie - November 14, 2025
The first of hopefully many 18-and-over Dive-In Movies featured Kill Bill Vol. 1 in the Leisure Lagoon. A total of 13 participants attended, and those who came are hoping for more events like this in the future.
Participants: 13

Family Dive In Movie - November 21
A total of 33 tickets were sold for Luca

Beginning December 8, 2025, the golf course and practice areas will close for the season. The Golf Shop will remain open Monday through Friday from 9:00 a.m. to 4:30 p.m. The annual Golf Shop Holiday Sale will take place on December 13, 2025, from 10:00 a.m. to 3:00 p.m.

Looking Ahead
Adult Dive-In Movie (Friday the 13th) - December 12, 2025
Family Dive-In Movie (A Minecraft Movie) - December 19, 2025
Adult Water Volleyball - December 20, 2025
Lifeguard Review Course - December 28, 2025
Lifeguard Blended Learning Course - December 29, 2025-January 2, 2026
Santa's Workshop - December 6, 2025
Skate with Santa - December 20, 2025
Luminaria Skate - December 24, 2025
New Year's Skate Party - December 31, 2025

Closures
Bill Hudson Memorial Meet - December 6, 2025 - Facility closed all day for public swim
December 24, 2025 - Facility closes at 4pm
December 25, 2025 - Facility closed all day
December 31, 2025 - Facility closes at 4pm
January 1, 2026 - Facility closed all day

PUBLIC SAFETY

BUILDING SAFETY

There were a total of 10 Commercial Building permits that were issued in November 2025 with a total valuation of $13,886,577.75

There were a total of 82 Residential Building permits that were issued in November 2025 with a total valuation of $1,893,990.26

3 Certificate of Occupancies was issued in November 2025
178 Building Inspections took place in November 2025

CODE ENFORCEMENT

57 Code Cases closed during November 2025

22 Code Cases were opened in November 2025

FIRE

LAFD Responded to 187 calls for service in November:
140 EMS Calls
11 Service Calls
13 False Alarm Calls/Good Intent
19 Hazardous Condition Calls (No Fire)
2 Fire Calls
68 New Social Media Followers (18 IG, 50 FB)
4 Public Education Events

Updates

EMS Division - EMS Protocol Review and Updates
The Fire Department staff collaborated closely with the Medical Director, Dr. Chris Hammond, on the annual EMS protocol review. These protocols guide patient care and treatment across a wide range of medical and trauma emergencies. Throughout October, LAFD field providers were invited to submit feedback through an internal survey. All input was reviewed with Dr. Hammond, and appropriate updates are now being integrated. The revised protocols are scheduled for full launch in January 2026.

LifePak 35 Implementation
The Division continued the phased rollout of the new LifePak 35 cardiac monitors. The LifePak 35 is a modern, multifunction cardiac monitor/defibrillator designed to provide advanced cardiac assessment, real-time vital sign monitoring, 12-lead ECG acquisition, and resuscitation support. This month's work included equipment preparation,

configuration, and comprehensive training for EMS personnel to ensure familiarity and proficiency with this new technology.

AHA Instructor & CPR Quality Initiatives
The team hosted an American Heart Association (AHA) instructor course for LAFD members and community healthcare providers. Training included CPR, BLS, ACLS, and PALS disciplines. This initiative supports the mission to strengthen the department's high-quality CPR program and promote community-wide awareness and recognition of lifesaving CPR practices.

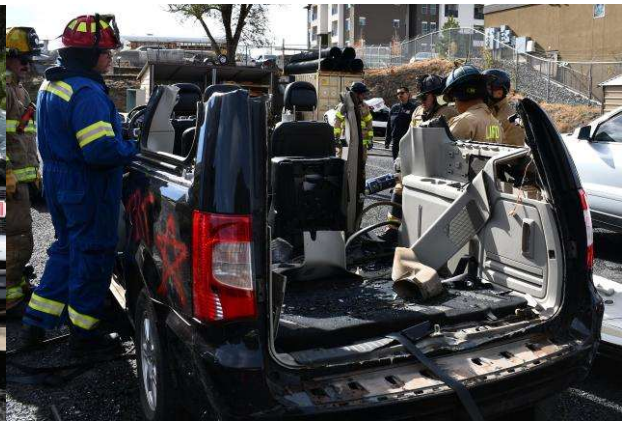
CPSE Accreditation Preparation
The EMS Division continued internal preparation for the Center for Public Safety Excellence (CPSE) accreditation process. Work this month focused on documentation review, program assessment, and aligning EMS operations with accreditation standards.

Technical Rescue Team (TRT)
On November 21, 2025, Los Alamos Fire Department Technical Rescue Team (TRT) conducted vehicle-extraction training at Fire Station 2. This hands-on skills session is part of LAFD's ongoing commitment to maintaining advanced rescue capabilities for complex emergency situations, including motor-vehicle crashes, entrapments, and multi-hazard incidents.

The training focused on modern extrication techniques using current-generation stabilization tools, hydraulic rescue systems, and safety procedures designed to address the evolving construction and safety features of newer vehicles. Crews practiced coordinated team approaches to accessing and removing simulated patients while maintaining scene safety and minimizing additional injury.

Station 2 provides an ideal environment for controlled, realistic training, allowing firefighters to refine technical skills while strengthening communication and teamwork. Regular TRT exercises ensure that personnel remain proficient, adaptable, and ready to respond efficiently when seconds matter.

This training underscores LAFD's dedication to professional development, operational excellence, and providing the highest level of rescue services to the community.



Public Education Events
Throughout November, the Los Alamos Fire Department's Fire Marshal's Office (FMO) continued its commitment to community risk reduction and youth fire-safety education by conducting several outreach events at local and regional schools. These activities supported LAFD's mission to promote early fire-safety awareness, strengthen community partnerships, and engage students of all ages in understanding fire prevention and emergency preparedness.

Mountain Elementary Pre-K Presentation – November 6, 2025
FMO personnel visited Mountain Elementary School to provide a fire-safety introduction for 45 Pre-K students, ages four and five. The presentation focused on recognizing firefighters as helpers, understanding smoke alarm sounds, and practicing basic safety habits such as "Stop, Drop, and Roll." Students were also able to explore fire-safety equipment and ask questions, helping build confidence and familiarity with emergency responders.

Pojoaque Valley High School Health Fair – November 7, 2025
LAFD participated in the annual Pojoaque Valley High School Health Fair, engaging with an estimated 50–100 high school students and approximately 50 adults. FMO staff provided information on home fire-safety practices, teen driver emergency awareness, careers in the fire service, and Wildland-Urban Interface (WUI) preparedness. The visit supported the fair's health and wellness focus by emphasizing proactive fire prevention and community resilience.

Horizon Academy West School Visit – November 19, 2025
The Fire Marshal's Office conducted a full-school safety visit with 100 kindergarten students and 5 adults at Horizon Academy West. The program introduced young learners to emergency basics, including how to identify hazards, when to call 9-1-1, and what firefighters do during an emergency. Age-appropriate demonstrations and a

guided discussion helped reinforce safety messages while encouraging students to share what they learned at home.

Virtual Station Tour – Station 3 (Pecos Cyber Academy) – November 20, 2025
To expand outreach to remote learners, LAFD hosted a virtual tour of Station 3 for 68 first-grade students from Pecos Cyber Academy. Firefighters led a live, interactive walkthrough of the station, apparatus bay, and fire engines while explaining core responsibilities such as emergency medical response, fire suppression, and community assistance.

LAFD Fire Chief Interviews
During the month of November, the Los Alamos Fire Department (LAFD), in collaboration with the County Manager's Office, conducted a series of interviews as part of the selection process for the department's next Fire Chief. This effort is a critical step in ensuring continuity of leadership and maintaining the high operational standards expected by the community.

The interview panel included County leadership and senior LAFD representatives who evaluated candidates on strategic vision, experience in emergency services management, ability to lead a diverse and highly skilled workforce, and commitment to community engagement and fire-service excellence. Emphasis was placed on identifying a leader capable of guiding the department through continued growth, modernization, and long-term planning.

This collaborative and thorough process reflects Los Alamos County's dedication to selecting a Fire Chief who will uphold the department's strong tradition of service while fostering innovation, resilience, and professional development within the organization.

ENVIRONMENTAL STEWARDSHIP

This month brought exciting progress across several sustainability initiatives:

Holiday Tree Ornaments Made from Recycled Materials
Los Alamos Public Schools, PEEC Nature Center, Citizen Climate Lobby, and County employees teamed up to create stunning handcrafted ornaments for this year's holiday tree. Made from pine cones, repurposed aluminum tray pans, discarded paper, and paperboard, these ornaments showcase how everyday "trash" can be transformed into festive treasure. Stay tuned for the final reveal!

Draft Fleet Conversion Plan & Community-Wide EV Charging Plan Delivered

Stantec delivered the draft Fleet Conversion Plan and Community-Wide EV Charging Plan. The internal committee reviewed and submitted revisions, and both draft plans will be presented to the County Council, Board of Public Utilities, and Environmental Sustainability Board in December. Preparations are also underway for a community meeting to share the draft plans and gather public feedback.

Launch of the Green Los Alamos Certification Program
The Green Los Alamos Certification Program—designed to recognize local businesses for environmental stewardship—was finalized and presented to County Manager Anne Laurent, who approved the program. The Environmental Sustainability Board also expressed strong support.

Staff Induction Stove Popcorn Party
In collaboration with Abbey Hayward, staff enjoyed a popcorn party to highlight the new induction stove technology available for exploration and use. This hands-on demonstration supported energy-efficient cooking awareness across departments.

Environmental Sustainability Board Updates
The ESB met to begin drafting its 2026 Work Plan, voiced support for the Green Los Alamos Certification Program, and received a recap of the New Mexico Recycling Conference presented by Angelica Gurule.

Progress on EV Charging Infrastructure
Staff continued implementation of the Level 2 EV charging project at the Municipal Building, which remains on schedule for completion by December 31, 2025. Work is also underway on the design of the new DC fast charger planned for Mesa Public Library.

WASTE MANAGEMENT

Environmental Services November Stats
Customer Service Emails – 49
Roll Cart Requests – 92
Household Hazardous Wasted Customers – 89
Recycle Coach App Users – 2,496
Recycle Coach App Interactions – 13,670
Overlook Visitors – 198
Transfer Station Visitors – 2,982
Yard Trimming Participants – 5,412
Social Media Followers - 1.3K

Update
As part of the "Operation Save the Bears" initiative, Environmental Services delivered 260 dumpsters to the business community and 1,000 roll carts to residential customers during the first wave of the program. In December 2024, Environmental Services received an additional 1,154 Kodiak Bear-Resistant Carts and has since distributed more than 1,100 to residents that requested one.

Bears are fattening up for hibernation, and there has been an increasing number of reports about trash carts being raided. To help prevent wildlife encounters and keep the neighborhoods safe, residents are encouraged to consider using bear-resistant trash carts. If you're interested in requesting one, please visit www.losalamosnm.us/gogreen to submit a request.

Yard-trimming collection in Los Alamos is coming to an end for the season. As winter approaches, the Environmental Services Division is reminding residents that curbside pickup of yard waste will pause after the final scheduled collection the week of December 1, 2025. During this seasonal break, no brown-cart, yard-trimming pickups will occur. Residents are encouraged to hold material until service resumes next spring, compost when possible, or take yard debris to the Eco Station during regular hours. With one more collection to go, Environmental Services collected a total of 941 tons of yard material at the curb in 2025.

Residential Sustainability Report

Residential Sustainability Report

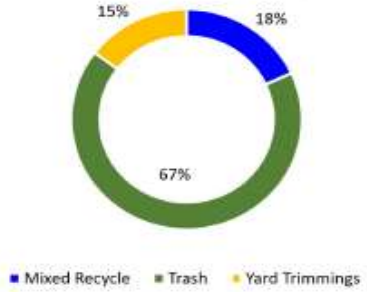
Service Period: October 2025

October Diversion Rate: 33%

LOS ALAMOS

The *diversion rate* is the percent of recyclable and compostable material diverted from the landfill.

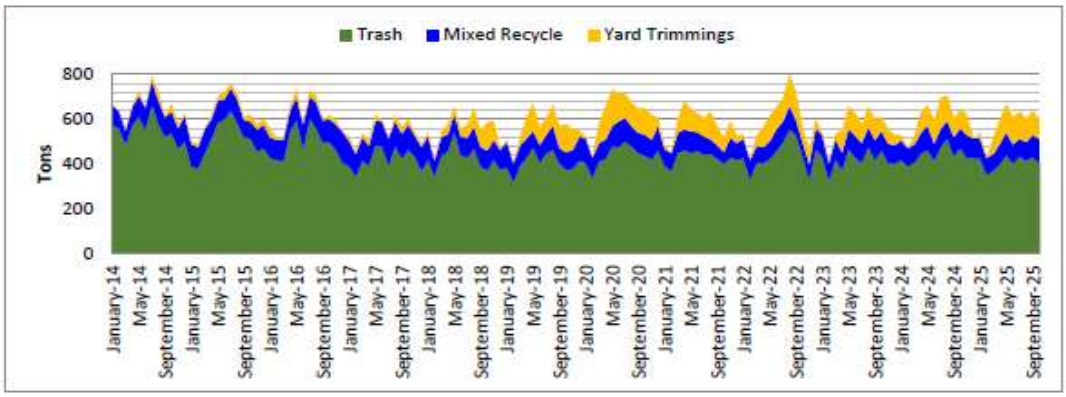
Monthly Collection Report



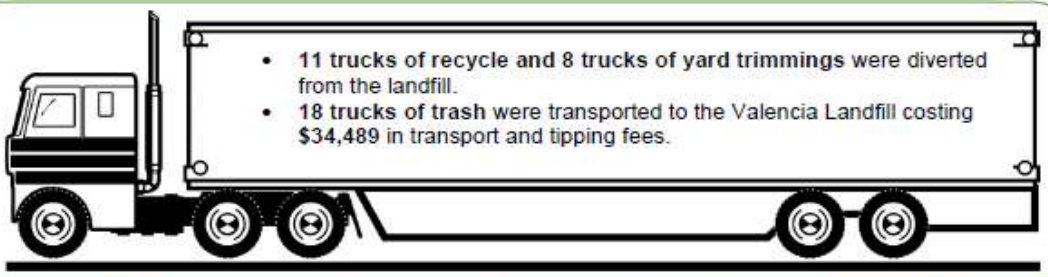
% Change Previous Year

	Oct-24	Oct-25
Yard Trimming	80.91	87.89
Recycle	90.20	108.70
Trash	470.80	402.88

In October by recycling and composting Los Alamos County reduced GHG emissions by ~545 tons*



In 2025 by recycling and composting Los Alamos County reduced GHG emissions by ~4,789 tons*



- **11 trucks of recycle and 8 trucks of yard trimmings** were diverted from the landfill.
- **18 trucks of trash** were transported to the Valencia Landfill costing **$34,489** in transport and tipping fees.

For more information contact Environmental Services Division at 505.662.8163 or email solidwaste@lacnm.us

**GHG emissions calculated using https://www.stopwaste.co/calculator*

BUILDING FACILITIES

Capital Improvement Projects Updates – Engineering

Los Alamos County is working on a variety of projects that support quality of life, infrastructure, and economic development initiatives. A summary of the project and additional information can be found on the website**– https://lacnm.com/PW-Projects.**

Project Name	Dept(s)	Update
NM-4 Crossing and Multi-Use Trail and Pinon Elementary School Trail Extension	PW	This project will create an at-grade crossing of NM State Road 4 in White Rock at the Mirador Subdivision and provide both new multi-use trail infrastructure and reconstructed trail infrastructure in the Pinon Park area. The county received design and construction grant funding from NMDOT for this project. A separate grant was also received to extend the trail network through the Pinon Elementary School to Grand Canyon Drive The designs are being completed by Bohannon Huston and will be advertised for construction early next year with construction continuing through 2026.
Trinity Drive Safety and ADA	PW	This project is the result of a 2016 road safety audit and has been awarded grant funding from the Federal Highway Safety Improvement Program by NMDOT. A resolution of support was made by Council in September 2024 approving a Hybrid Road Diet, one of the alternatives presented by the engineer Wilson and Co. The design has been finalized with construction anticipated to begin in 2026.
Finch Street	PW	This project design was completed by an on-call engineering firm. The project is anticipated to be advertised for bids in late 2025. Council approved an agreement with the Los Alamos Medical Center for the transfer of land for the construction of the Finch Street project in August 2023. Construction is anticipated to begin in 2026.

Canyon Rim Trail Phase III	PW	The project design and right-of-way (ROW) acquisitions are underway from Knecht Street to 15th Street. The design is being completed by an on-call engineering firm, Wilson and Co. The project is anticipated to be advertised for bids in Fall 2026 with construction occurring in late 2026/2027. Completion of the trail design from 15th Street to 20th Street is pending ROW acquisitions.
Denver Steels Phase II	PW	This project was awarded to TLC Plumbing and Utility (Spear D). The joint project with the Department of Public Utilities includes full road reconstruction along with utility upgrades. The project is anticipated to begin construction in spring 2026.
Fairway Dr. – Trinity Dr. to LANL Gate	PW	This project is a joint-utility project with DPU and is anticipated for construction in late 2026 through 2027. The design is being completed in-house and is underway.
Denver Steels Phase III	PW	This project is a joint-utility project with DPU and is anticipated for construction in late 2026 through 2027. The design is being completed in-house and is underway.

Capital Improvement Projects Updates - Facilities

A summary of the project and additional information can be found at the County website – https://www.losalamosnm.us/Government/Departments-and-Divisions/Public-Works/Capital-Projects-Facilities-Division-Projects.

Project Name	Dept	Update
Asset Management Software for Facilities	PW	Work Order System deployed on October 20. Facilities is coordinating training for Department Liaisons on the work order requests portal.
Benchmarking Building Utility Consumption	PW	No activities to report in November.
Justice Center Emergency Dispatch CRAC Unit	PD	Design team is reviewing cost proposal from contractor.
Manhattan Project Era Dormitory Renovation	PW	Architect is working on construction drawings and documents. Advertisement for construction bids is anticipated early 2026.

Golf Course Site Improvements	PW, CSD	There is a short list of warranty items to be initiated by Spring 2026 weather permitting.
Golf Course Clubhouse HVAC replacement	PW, CSD	Task Order with Yearout approved by County Council on Staff is October 7. Staff is coordinating with Yearout and CSD staff to kickoff construction activities.
Ice Rink Permanent Chiller Replacement	PW, CSD	This project has been completed. Chiller started ice making operations on November 13, 2025.
Ice Rink Floor Replacement and Shade Structure	PW, CSD	Staff is preparing and RFP for design –build services.
Fire Station 3 Snow Melt System Replacement	PW, FD	Contractor is preparing an alternative snow melt system for the engineer's review and approval.
Emergency Operations Center (EOC)	PW, PD, FD	The cost proposal for construction documents and construction administration services has been received and a task order for council approval is in process.
Fire Station 4 Replacement	PW, FD	Design development in progress for a fully electric station. Design team is currently reviewing the design development documents.
Aquatic Center Olympic Pool Restoration	PW, CSD	Construction materials order. Contractor working on tile board.
Los Alamos Little Theatre Fire Suppression and Asbestos Abatement.	PW, CSD	Fire and electrical final inspections passed. Construction work completed. Contractor is working on punch list items.
Betty Ehart Senior Center Renovation	PW, CSD	Staff is awaiting a cost proposal from consultant for Construction Documents and Construction Administration.
Betty Ehart Senior Center HVAC Replacement	PW, CSD	Task order for the completion of design and construction routed for signature.
Municipal Building EV Charger Installation	Sustainability, PW, DPU	Flatwork completed. Chargers arrived onsite. Landscaping work in progress. Washing parking lot and preparing stencil for lines paint.
Mesa Public Library EV charging Stations	Sustainability, PW, DPU	Design of electric system in progress.
Fire Station 3 Showers Renovation	PW, FD	Four showers completed and handed over to Fire Station. Renovation of three more showers in progress.

Aquatic Center Pool Replacement Pumps Design	PW, CSD	Retro-commissioning agent is preparing a Rough Order of Magnitude Cost for the project.
Justice Center Parking Lot Lights Replacement	PW	Staff is evaluating alternatives to procure electrical contractor services for this project.
PCS Salt Bins Rust Correction	PW	Review 90% drawings in progress.
PCS Bus Canopy Snowmelt System	PW	Electric design for EV chargers and block heaters in progress.
Brewer Arena Improvements	PW/ CSD	Staff addressed comments to the project design from LASOA and presented an update before the Parks and Recreation Board on November 13. Staff is currently waiting for additional feedback from LASOA and representatives to present to PRB in December.
Social Services Action Center	PW/ CSD	Staff is completing a scope of work and schedule for planning and design services.
Airport T-Hangars	PW	Contractor is ordering building materials and T-Hangar buildings.

ROADS

The Engineering Division actively manages numerous design, construction, maintenance, and development review projects aligned with the County Council's strategic priorities for infrastructure, mobility, and economic vitality.

Staff have been assisting with the review and inspection of the Hills Apartments, a multi-year development that received certificates of occupancy for two phases in October and November.

Staff presented the Pinon School Trail to the Transportation Board in November. This project is complementary to the NM-4 Crossing and Muli-Use Trail project and will provide trail connectivity from that project through school property to Grand Canyon Drive in White Rock.

Staff will be presenting two important projects to Council in December and January: 1.) The Trinity Drive Safety and ADA project will be presented to Council on December 2 to execute a maintenance agreement for a new Rectangular Rapid Flashing Beacon (RRFB) that will be installed as part of the project. 2.) In January, a request for approval

of a new HAWK signal installation and maintenance agreement will be presented to council as part of the NM-4 Crossing and Multi-Use Trail project.

Preparation is underway for soliciting bids for several key projects, including the Finch Street project, Trinity Drive Safety and ADA Improvements, and the NM-4 Multi-Use Trail and Crossing.

Design development by staff is underway for two Capital Improvements Projects for Denver Steels Phase III and Fairway Drive. These projects are joint-utility projects and are anticipated to be advertised for bids in 2026 for 2026/2027 construction.

The Engineering Division continues to play an active role in reviewing developer applications, conducting inspections, and approving construction permits and design reviews. Recent reviews have covered a diverse range of projects, such as the Christus Development, A-8-A near DP Road, 20th Street Development, the Guesthouse Hotel (old Hilltop House site), the Women's Dormitory Building, and the Hills Apartments/35th Street Realignment. Other reviews include the Century Bank, Sherwood Rounds off Longview Drive, Arbolada, and the redevelopment of the Motel 6 building.

NEW STAFF & PROMOTIONS

Adam Becker, Librarian in Operations

The library welcomed a new Librarian in Operations in November. Adam Becker has worked as a librarian in New Mexico for the past 17 years. The thing he most appreciates about public libraries is that they are some of the last free public spaces. Adam lives with his wife, Glennebah, in an adobe casita in Nambe and enjoys camping, hiking, cooking, attending concerts, and reading.

Austin Kuykendall – Sr. Equipment Operator

Promoted to a Senior Equipment Operator with Traffic and Streets. Congratulations Austin!

Brayan Cuellar-Fierro – Equipment Operator

Brayan Cuellar-Fierro - Recently hired as an Equipment Operator with Traffic and Streets Congratulations Brayan!

Leo Maestas – Sr. Equipment Operator

Recently transferred From Parks to Traffic and Streets as a Senior Equipment Operator. Welcome to the team Leo!

Ross Kohn, Equipment Operator

Recently hired as an Equipment Operator in Traffic and Streets. He comes to us from Tala Excavation. Welcome to the team Ross!

ANNIVERSARIES

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

5 years

- Agustine Campos 11/02/2025
- Miki Moreno 11/16/2025
- Krista Montoya 11/30/2025

10 years

- Levi Gurule 11/09/2025
- Eric Martinez 11/08/2025

15 years

- Richard Branch 11/01/2025

20 years

- Jennifer Baca 11/07/2025

Jaime Kephart, Procurement Contract Manager

Jaime Kephart joined the County on November 15, 2010. Currently the Procurement Contracts Manager, she worked in various capacities at LANL and operated her own business as a technology consultant before joining the County as Executive Assistant to the Utilities Manager. Jaime's skills and vision make every project a success!

Gayathri Sriram, IT Program Manager

Gayathri Sriram completed 15 years at the County! From her days as an Application Analyst to being the Project Manager rolling out the County's Enterprise Resource Planning (ERP) platform – Tyler Munis – Gayathri has been as continues to be a strong

leader in the software and applications space. In her current role as the Program Manager-Applications, Gayathri's dependable, thoughtful and comprehensive practices inspire us all. On behalf of the County, we extend sincere congratulations to Gayathri Sriram.

Annalisa Miranda, Chief Purchasing Officer

We have been fortunate to have 15 years of dedicated service from our subject matter expert and leader of the Procurement Division, Annalisa Miranda. Annalisa is a key team member that assists so many departments and divisions and has immense dedication. We celebrate her 15 years!

RETIREMENT

Please join us in congratulating Eric Abeyta on his retirement on November 21, 2025. Eric has been a steady and dependable member of our team, always willing to help, share his knowledge, and support his coworkers. His calm presence, professionalism, and dedication to the community have made a lasting impact on our department. We are grateful for his years of service and wish him all the best as he begins this well-deserved next chapter. Congratulations, Eric!

Harold Anthony Strain dedicated 19 years to Los Alamos County as a Project Manager for Capital Projects and Facilities. The Municipal Building, Golf Course Improvements and the Splash Pad were a few of the major projects that Anthony contributed to throughout his career with Los Alamos County.

ACCOLADES

Parks and Open Space:
The landscaping at Mesa Library was completed. This was a combined effort of Park Operations Staff and LA Landscaping.

Aquatics:
Lifeguard staff received a Thanksgiving snack of Japanese Pineapple Cakes from a former Los Alamos resident. This patron, who had never learned to swim, received instruction from off-duty lifeguard staff at age 76 and wanted to thank the team for their positive impact on his life.

Marc Hitchcock, Atomic City Transit

Marc Hitchcock has been with Atomic City Transit for almost two years. In October, he was promoted to the evening Lead Transit Operator and is a great part of the Atomic City Transit team. He devotes his time to the day-to-day operations of Atomic City Transit. He helps with training our new employees and shares his knowledge and

wisdom with all the Atomic City family. He helps his fellow employees in safety meetings by identifying items on route and what to watch for. Next trip you take with Atomic City Transit, please take some time to say “hi” to Marc. We look forward to working with Marc for many more years.

Jedidiah Beddo, Technical Support Specialist Trainee

We wish to extend congratulations to the Technical Support Specialist Jed Beddo in obtaining his CompTIA A+ Certification. We share Jed’s enthusiasm for his role and are excited about his future with the County. Great work Jed!

Brenda and Esperanza, thank you for taking the time to wash the windows on the first floor of the Municipal Building. Your hard work and attention to detail do not go unnoticed.

Thanks again for all you do!

From: coekblad@comcast.net <coekblad@comcast.net>
Sent: Wednesday, November 19, 2025 10:03 AM
To: Walker-Foster, Tim <tim.walker-foster@losalamosnm.gov>
Subject: Thank you

Hello,

My name is Rhonda Ekblad, and we recently moved to the Mirador subdivision in White Rock.

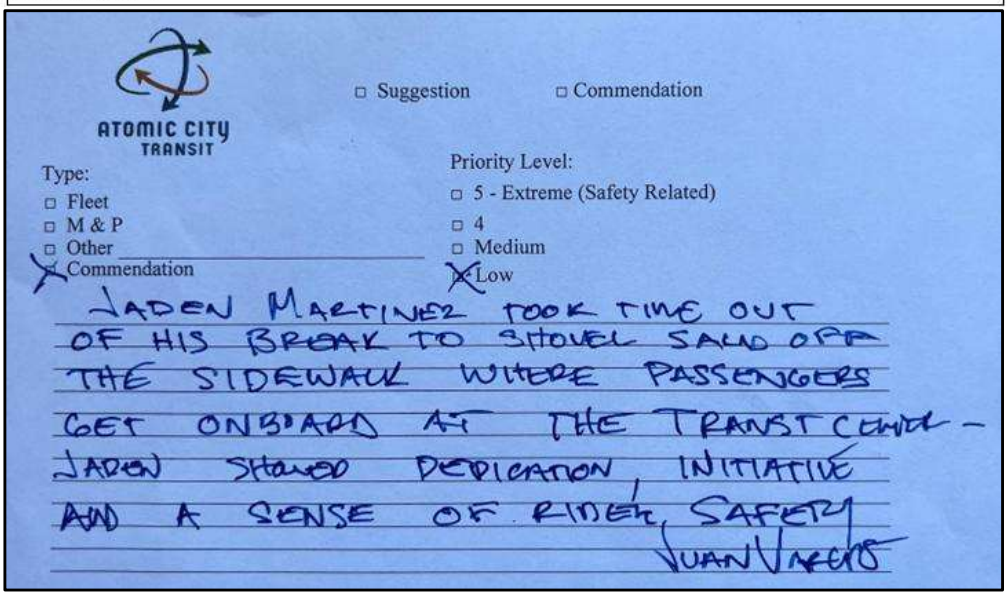
I contacted a person in your department and asked if they could please cut back the rabbitbrush along the two roads that allow us access to Highway 4. I was concerned that someone was going to get killed because to see around these shrubs you had to pull out almost into the highway where cars go zooming by.

I explained that this bothered me because my family had a home in California where a person was killed trying to cross Highway 101. The brush hadn't been cut back and the person had to pull out into the freeway to see around the shrubs and was hit by a semi-truck.

So, the person I talked to was very professional and understood my concern. He said he had to come to White Rock that day and he would either take care of it himself or he would get a crew. I drove by later the same day and saw several guys cutting the shrubs way back. It looks great and it is so much safer.

Please thank everyone involved who helped in this work. What they did made it safer for the entire neighborhood, and it is very much appreciated. You all made a huge difference in our lives because you made it safer.

Rhonda Ekblad



ATOMIC CITY TRANSIT

☐ Suggestion ☐ Commendation

Type:
☐ Fleet
☐ M & P
☐ Other _____
☒ Commendation

Priority Level:
☐ 5 - Extreme (Safety Related)
☐ 4
☐ Medium
☒ Low

JADEN MARTINEZ TOOK TIME OUT OF HIS BREAK TO SHOVEL SAND OFF THE SIDEWALK WHERE PASSENGERS GET ONBOARD AT THE TRANSIT CENTER - JADEN SHOWED DEDICATION, INITIATIVE AND A SENSE OF RIDER SAFETY

JUAN VARGAS

Local Chimney Fire

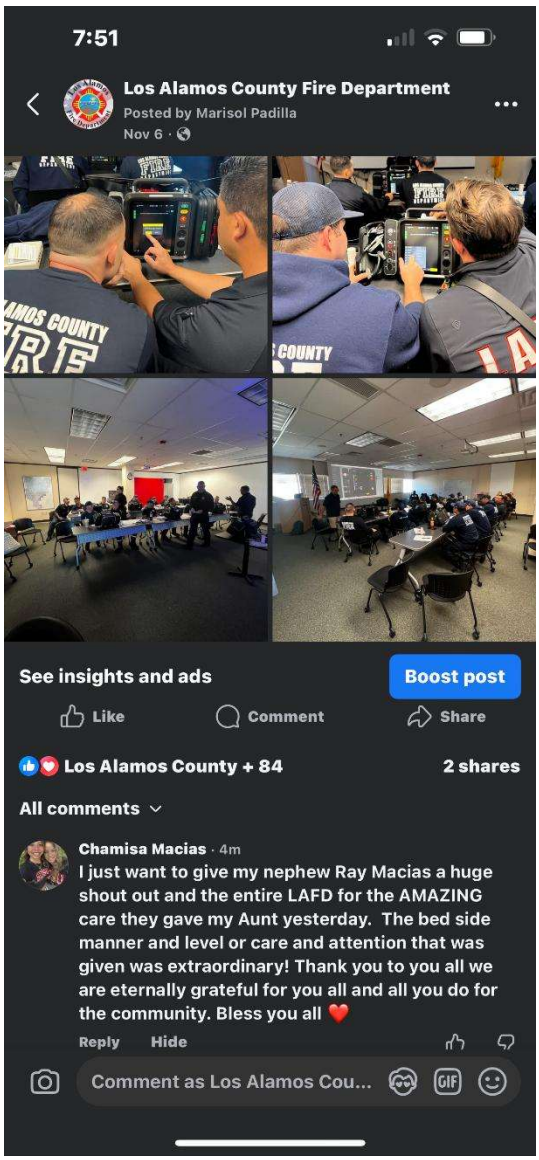
LAFD crews were given kudos from one of Los Alamos community members who unfortunately experienced a chimney fire. The community member was grateful for the professionalism and care LAFD crew provided during this traumatic time.

Good morning, First Responders,

Me and Chief Cordova followed up with the homeowner at [redacted] after their recent chimney fire. He shared that the fire department was extremely fast and very helpful. He was especially thankful that the crew carefully removed his priceless pottery from the mantel, covered his couches, and even helped clean his house.

When I asked if there was anything that could have been done differently, he said no — that you all were super professional and efficient. He had nothing but good things to say about our responders.

I wanted to share this positive feedback with you. It's always nice to hear how much the community appreciates your hard work.

Great job, keep up the good work, and stay safe.

Joe Ro