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## General Information

All County Board and Commission members must be residents of Los Alamos County. Lodgers' Tax Advisory Board members, except the at-large community member, do not need to be residents if they are employed/represent an attraction or hotel.

Once a resident fills out and submits this application, an interview is scheduled with the B&C's County Council liaison, the relevant staff liaison, and the B&C Chair. After the interviews, the applicants' names are presented to the full Council during a regularly scheduled Council meeting, where a vote is taken regarding the appointment of each applicant. Each applicant will be notified if they are appointed or not.

Only on-line applications will be considered.

*If you are interested in applying for Labor Relations Board, please contact Denise Cassel at 505-662-8047.*

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## Profile

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### Board and Commission Application

Note: Please be aware that as a public entity, the County of Los Alamos, is obligated to furnish this information to the public if requested. Note also that current LANL employees, if appointed to a Board or Commission, may be required by LANL to complete a 701 form.

Stephanie

First Name

Haaser

Middle Initial

Last Name

Street Address

Suite or Apt

City

State

Postal Code

Email Address

Primary Phone

Alternate Phone

**Party affiliation as registered: (Select one of the following) \***

☒ Independent

**Registered to vote in Los Alamos?**

☒ Yes ☐ No

**How did you learn of this Board/Commission vacancy?**

Boards & Commissions Website

**Attachment C**

Stephanie Haaser

**Do you currently serve on any County Board or Commission?**

☒ Yes ☐ No

**If yes, which one? (Los Alamos County law prohibits residents from serving concurrently on more than one County board except as expressly approved in writing by the County Council before the appointment is made.)**

Art in Public Places

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## **Interests & Experiences**

**Which Boards would you like to apply for?**

Personnel: Submitted

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

I would like to continue to serve on this board. I enjoy learning about the efforts the County puts forth to make Los Alamos County a great place to work, and being involved in that process.

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

My volunteer activities are primarily with Girl Scouts and F.I.R.S.T. Listening to the different needs of parents, volunteers, and girls is an important part of helping girls find their place in both these activities. I also help manage the teacher appreciation at LAOLA and the volunteer appreciation for Girl Scouts.

**The time involved may be 10-15 hours per month or more. Are you able to serve the volunteer hours and attend training needed to perform your duties as an appointee?**

Yes.

**What would you like to accomplish during your tenure on this Board or Commission? (Please identify any special interests you have that led you to become interested in serving on this Board or Commission.)**

I continue to be interested in getting open County positions staffed.

**Have you had any direct or indirect involvement with this Board or Commission or with the County staff supporting this Board or Commission or County Councilors? If so, please explain.**

Yes, currently on this board.

**Are there any issue or matters, financial or otherwise, that you are now or might become involved in that may come before the Board or Commission for which you seek appointment?**

No

If you have any questions, please contact Barbara Lai at 505-663-3436 or [barbara.lai@lacnm.us](mailto:barbara.lai@lacnm.us)

**Attachment C**



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

Stephanie Haaser  
Applicant's Name

Personnel  
Board or Commission

David Reagon  
Interviewer Name

4pm 3/7/23  
Date/Time of Interview

Interview Conducted:  
~~Personally~~  
~~Telephone~~  
Zoom

**NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.**

#	Question/Documented Response
1	<p>Since you are re-applying for this position, you must feel that the Board or Commission actions are worthwhile. What do you consider to be the positive aspects of the position? The negative?</p> <p><u>Like hearing what the county employees are doing.</u></p> <p><u>Would like to see more resources put into hiring more employees</u></p>
2	<p>What has the Board or Commission accomplished during your term? What have you been able to contribute to the accomplishments that you are pleased with?</p> <p><u>Inflation Pay policy was passed</u></p>
3	<p>What do you believe are the greatest issues facing the Board or Commission for which you've applied and how do you feel this Board or Commission can contribute to the resolution of these issues?</p> <p><i>[Note to interview panel: If the answer to this question appears to be off base with Council's goals or directives, please explore a little more.]</i></p> <p><u>Retention</u></p>
4	<p>Now that you've served on this board or commission, how do you perceive the role of County Boards and Commissions in local government? Do you have suggestions for better operation of this board or commission? Of operations of the Board and Commission system in general?</p> <p><u>Advisory boards are important</u></p> <p><u>wants to include county employees in decisions that affect -</u></p> <p><u>Not just pay, but the work environment. Ex. art projects</u></p>

5	Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this Board and Council? How can we improve?  Active liaison helps.
6	Have you attended any training sessions related to your duties and responsibilities as a board member? Is there any training that you feel the County could provide to improve the effectiveness or efficiency of the board or commission system, as a whole, or of board or commission members individually?  Had one training on harassment. Could have more.
7	What suggestions/comments would you like to offer in connection with your Board or Commission service so far?  Talk to employees more. Meetings on work site
8	The purpose of this question is to make sure you are aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to continue serving on this Board?  No.
9	If this board decides (or is required) to "live stream" their meeting, will this be a deterrent to your willingness to continue serving on the board?  No.
10	Do you have any questions of the interview panel? None
11	[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]  Do you have time? (yes).

Notes

Thank the applicant for their feedback on the B&C system, and their willingness to continue serving as a Board or Commission member.





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

Stephanie Haaser  
Applicant's Name

Personnel Board  
Board or Commission

Bernadine Goldman  
Interviewer Name

3/7/23 4 pm  
Date/Time of Interview

Interview Conducted:  
  X   Personally  
      Telephone

**NOTE TO INTERVIEW PANEL:** Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.

#	Question/Documented Response
1	<p>Since you are re-applying for this position, you must feel that the Board or Commission actions are worthwhile. What do you consider to be the positive aspects of the position? The negative?</p> <p>Care about what County is doing. Interested in recruiting + retaining efforts. Would like to see more resources going to County employees.</p>
2	<p>What has the Board or Commission accomplished during your term? What have you been able to contribute to the accomplishments that you are pleased with?</p> <p>Liked increase in pay last December. Inflation pay.</p>
3	<p>What do you believe are the greatest issues facing the Board or Commission for which you've applied and how do you feel this Board or Commission can contribute to the resolution of these issues?</p> <p>[Note to interview panel: If the answer to this question appears to be off base with Council's goals or directives, please explore a little more.]</p> <p>Greatest issue - gathering input from employees. She liked that idea.</p>
4	<p>Now that you've served on this board or commission, how do you perceive the role of County Boards and Commissions in local government? Do you have suggestions for better operation of this board or commission? Of operations of the Board and Commission system in general?</p> <p>Generally thinks things are fine. Getting community input important. Would like to see county employees more included. In decisions that would affect them.</p>

5	Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this Board and Council? How can we improve?  Having a Councilor there really helps.
6	Have you attended any training sessions related to your duties and responsibilities as a board member? Is there any training that you feel the County could provide to improve the effectiveness or efficiency of the board or commission system, as a whole, or of board or commission members individually?  Had one training, anti-harassment
7	What suggestions/comments would you like to offer in connection with your Board or Commission service so far?  → would like to get feedback from employees
8	The purpose of this question is to make sure you are aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to continue serving on this Board?  no
9	If this board decides (or is required) to "live stream" their meeting, will this be a deterrent to your willingness to continue serving on the board?  no
10	Do you have any questions of the interview panel?  → no
11	[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]  Has time.

Notes

Thank the applicant for their feedback on the B&C system, and their willingness to continue serving as a Board or Commission member.





## County Manager's Office

### **BOARD & COMMISSION INTERVIEW QUESTIONS FOR B&C MEMBERS APPLYING FOR A SECOND TERM**

STEPHANIE HAASER  
Applicant's Name

PERSONNEL BOARD  
Board or Commission

MARY C. TAPIA  
Interviewer Name

03/07/2023 @ 4:00 P.M.  
Date/Time of Interview

Interview Conducted:  
X Personally  
\_\_\_\_ Telephone

***NOTE TO INTERVIEW PANEL: Please remember to use this interview  
as an opportunity to share Council's directives and guidance for B&C's.***

#	Question/Documented Response
1	<p>Since you are re-applying for this position, you must feel that the Board or Commission actions are worthwhile. What do you consider to be the positive aspects of the position? The negative?</p> <p>Positive: Like hearing about what the employees are doing. Appreciate the HR efforts in recruiting and retaining.</p> <p>Negative: Would like to see more put into County employees.</p>
2	<p>What has the Board or Commission accomplished during your term? What have you been able to contribute to the accomplishments that you are pleased with?</p> <p>Liked the increase and inflation pay that was given to County employees; it's important to retain them.</p>
3	<p>What do you believe are the greatest issues facing the Board or Commission for which you've applied and how do you feel this Board or Commission can contribute to the resolution of these issues?</p> <p>[Note to interview panel: If the answer to this question appears to be off base with Council's goals or directives, please explore a little more.]</p> <p>Gathering input and feedback. Make a solid effort to contribute to the Board.</p>
4	<p>Now that you've served on this board or commission, how do you perceive the role of County Boards and Commissions in local government? Do you have suggestions for better operation of this board or commission? Of operations of the Board and Commission system in general?</p> <p>The Boards are advisory and have community input. Would like to have employees participate on boards. Think interacting and input would be good for retention. Also having employees involved in decisions that affect them.</p>

5	<p>Based on your experience serving on this board or commission, please share your thoughts on the communication methods between this Board and Council? How can we improve?</p> <p>Like having a Councilor actually involved on the Board is huge!</p>
6	<p>Have you attended any training sessions related to your duties and responsibilities as a board member? Is there any training that you feel the County could provide to improve the effectiveness or efficiency of the board or commission system, as a whole, or of board or commission members individually?</p> <p>The Anti-Harassment training was helpful and valuable.</p>
7	<p>What suggestions/comments would you like to offer in connection with your Board or Commission service so far?</p> <p>Would like to see more feedback and more interactions.</p>
8	<p>The purpose of this question is to make sure you are aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to continue serving on this Board?</p> <p>No.</p>
9	<p>If this board decides (or is required) to "live stream" their meeting, will this be a deterrent to your willingness to continue serving on the board?</p> <p>No.</p>
10	<p>Do you have any questions of the interview panel?</p> <p>No.</p>
11	<p><i>[Interview panel: Ask questions you think necessary for clarification of the answers this applicant provided on their application form or during this interview.]</i></p> <p>Question by Councilor Reagor: Do you have the time to serve on this board?</p> <p>Yes.</p>

Notes

Thank the applicant for their feedback on the B&C system, and their willingness to continue serving as a Board or Commission member.