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**General Information**

All County Board and Commission members must be residents of Los Alamos County.

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 the Board of Public Utilities, please contact Jamie Kephart at 505-662-8132.*

*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.

Robert

First Name

B

Middle Initial

Gibson

Last Name

Street Address

City

Email Address

Primary Phone

Alternate Phone

Suite or Apt

State

Postal Code

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

☒ Republican

**Registered to vote in Los Alamos?**

☒ Yes ☐ No

**Multiple sources**

How did you learn of this Board/Commission vacancy?

ATTACHMENT C

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

☐ Yes ☒ No

N/A

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.)

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## Interests & Experiences

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

Board of Public Utilities: Submitted

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

To help provide the community with the best possible representation in the more-than-usual number of very major long-term decisions facing BPU and Council soon (e.g., UAMPS SMR project, replacement power for San Juan Generating Station, ECA follow-on relationship with LANL) as the (especially electric) utility industry evolves much more rapidly than in the past.

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

Professional: Physicist and engineer – familiar with fundamental technical aspects of utilities. Project manager – experienced in oversight of technical and construction projects. Semi-professional: Member of County Council (1997-2000; 2006-10) Council Liaison to BPU (1998). Volunteer: Member of BPU (2001-6; vice-chair 2 yrs; chair 2 yrs) Member of ad hoc Energy Independent Los Alamos group (2005-7; chair) Member of Future Energy Resources (FER) Committee (2015; chair) Member of numerous other County bodies, incl. Transportation Board (1992-1996; chair 3 yrs); Charter Review Cmte. (1994-5; chair); County Audit Cmte. (most years 1997-2010 as Council or BPU rep.)

### 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.)

During the next five years, I hope to help BPU (and Council, as appropriate): Refine its financial policies to improve reserve sustainability and rate stability; Develop post-2025 (expiration of ECA) contractual relationship with DOE; Implement policies, including major resource decisions, to pursue the goal of being a carbon neutral electrical provider by 2040; Establish and begin implementing strategic policies to reduce use of natural gas, another major source of greenhouse gas emissions; Complete WR sewer plant replacement in timely and cost-effective manner; Protect LA's San Juan-Chama water right at minimum cost; Continue to improve reliability of all aspects of utility services.

**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.**

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Participation on or frequent interaction with Councils, BPU's, and DPU staff past 25 years, incl. substantive interactions with BPU and DPU staff on FER Committee in 2015 and subsequent BPU consideration of FER recommendations.

**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?**

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No

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

Robert Gibson

Applicant's Name

BPU

Board or Commission

Interview Conducted:

Tim Glasco

Interviewer Name

5/9/19 2:00 PM

Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <i>Resident and utilities customer for 40 yrs. Is a physicist and engineer and is very interested in the technical side. Previous experience on BPU and CC. So knowledgeable about the relationships. Also experienced with relationship with DOE. Practical experience with legal, contracts etc.</i>
2	What do you believe are the greatest issues facing the County? <i>Single biggest is "modernization", of housing stock, infrastructure. Second is broadening our economic and intellectual base of activity in the County and not be totally absorbed with the Lab.</i>
3	What do you believe are the greatest issues facing the DPU? <i>Utility industry is changing, particularly the electric side of the house. Concern about carbon emissions and changing economics must be dealt with. Carbon neutral goal is a challenge and drive to make our utility more environmentally sustainable. Concerned about "leakage" of natural gas from the industry.</i>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <i>Role of BPU is defined by Charter as a semi-autonomous board to oversee the DPU. This relieves Council of need to be an expert on a lot of complicated utility issues. Can also advise Council on related issues such as building codes. Board oversees the Manager who oversees the staff. Board members talk informally with staff but formal communication is through the VM. Communication is key to BPU/CC relations. Members don't speak for the Board and must be careful.</i>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <i>Knowledge of the subject, which he feels he possesses. Ability to drill down into an issue and understand what it is really about. Ability to think independently and do the homework to establish and back-up your opinion. Also ability to work together and find common ground. Feels he has all these abilities.</i>



6	What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU? <i>Key is the Utility Manager. They allows relationship between Board and staff to function well. Hiring the UM is one of the most important functions to foster this collaborative relationship. Informal communication with staff can foster collaboration as well. Want staff to feel respected by the Board. GC and BPV are all on the same team. Must maintain effective communication, and know what is important to each. He can see issues from both perspectives.</i>
7	As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County? <i>He is a citizen and ratepayer and he talks to other citizens and ratepayers. There is not one single means of communication, so must use all available means. He sometimes will drill down into an issue to find out information. Surveys are also valuable.</i>
8	Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure? <i>Served on CC and also on BPV. Was on a charter review panel. Served as chair of the Future energy resources committee, which looked at energy issues (electrical) and carbon neutrality. Greatest contribution to FER was completing a useful product on time.</i>
9	Are you familiar with the County Charter and County Code as they apply to the Board you are applying for? <i>Yes</i>
10	Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. <i>Yes</i>
11	Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board? <i>No</i>
12	Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve? <i>No</i>
13	[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.] <i>What about the gas utility and carbon neutral. Feels that we should be working toward eventual elimination of gas usage.</i>
14	Do you have any questions for the interview panel? <i>Of all his previous govt experience, his tenure on the BPV was one of the most enjoyable and fulfilling.</i>

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# LOS ALAMOS

Department of Public Utilities

## LOS ALAMOS COUNTY BOARD OF PUBLIC UTILITIES (BPU) INTERVIEW PANEL QUESTIONS, MAY 2019

Robert Gibson  
Applicant's Name

BPU  
Board or Commission

Interview Conducted:

Carrie Walker  
Interviewer Name

5/9/19 2pm  
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. Resident/customer for 40 yrs. Physicist, i.e. technical background. Has served on BPU and Council in the past. Familiar w/ all the relationships b/t board, council, staff, DOE, etc. Familiar w/ the policy & legal aspects of the board's work as well.
2	What do you believe are the greatest issues facing the County? "Modernizing." Housing stock, infrastructure, Broadening economic base, diversity of business.
3	What do you believe are the greatest issues facing the DPU? Utility industry is changing - economics & carbon emission concerns. Carbon neutral goal is a challenge that requires planning. Making electric/gas use more environmentally sustainable (methane emissions concerning.) Connects to cultural & other county issues; DPU can have a role to play.
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? BPU role defined by charter; semi-autonomous, oversight, advisory roles. Can be a stakeholder/ advisor in issues relating to utilities but not owned solely by BPU. BPU interacts w/ DPU through manager. Can interact formally & informally. Notes that the charter has no specific mechanism for resolving conflict b/t BPU, Council. Must work to communicate & work together well.
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Subject knowledge - though can be developed over time. Ability to drill down to issues, get to the fundamental problems. Ability to think independently. Ability to work in a group. Believes he has the relevant skills.



6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>Staff &amp; BPU: good relationship with DPU manager. Hiring a good manager is crucial. Know and respect the DPU staff. Professional and friendly.</p> <p>Council &amp; BPU: Effective communication. Identify issues that are important to Council early, open communication quickly. Maintain open lines.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Talking to other residents, whether in supermarket or by email. No one channel. Media outlets important. Know when to solicit more resident input. Staff can assist by doing surveys, etc.</p>
8	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>Council and BPU terms, other boards as well.</p> <p>In 2013 the Carbon Neutral goal was established, and the BPU formed the Future Energy Resources Committee. He chaired that. Proud of the thorough job they did, in a short four months. Document is now board policy.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Yes, very familiar.</p>
10	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity. Yes</p>
11	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board? No</p>
12	<p>Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve? No</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>County could consider carbon neutrality outside of <sup>electric</sup> energy production (gas, transportation.) Need community input.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>Enjoyed BPU work most of all county work from past.</p>

NOTES:

Robert Gibson

Applicant's Name

BPU

Board or Commission

ANTONIO MESSIORE

Interviewer Name

5/9/19 2:00

Date/Time of Interview

Interview Conducted:

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. 40 year Resident, Physicist & Engineer, Served on County Council & BPU in past. Has perspective & history with County operations.
2	What do you believe are the greatest issues facing the County? Modernizing - housing stock and infrastructure. Broadening intellectual & economic base.
3	What do you believe are the greatest issues facing the DPU? Changing & evolution of Electric generation, how to reach Carbon Neutral goal. Associated problems of Natural Gas and contributing
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? Semi autonomous body charged with policy oversight & setting, helps take load off Council. Advisory role to Council w/ BPU hires Utility Manager - Has no problem talking informally w/ staff. Formal Actions come through Utility Manager. Helpful to have 2 separate bodies
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? Knowledge of Subject (technical, legal, contractual) ability to drill down into issues and gain fundamental insight/understanding. Ability to think & speak independently - Have to be able to work in group, find common ground. Wouldn't be applying if he thought he didn't have skills



6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>Utilities Manager is Key. Board members should know &amp; respect senior staff. to understand information. Hope for professional &amp; friendly interactions. Respect Staff. Council - all on same team, might have different opinions of what is important, may vary important to be able to gauge how the goals of Council work in target place.</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>Is a ratepayer, talks to other rate payers Emails, Media Discussions, Be open to doing additional research, Surveys are a valuable tools gauge public opinion</p>
8	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>2 different Councils w/ 5 years on BPU in between FERC - what does carbon neutrality really mean, wrote final report/draft. Created guiding principles towards Carbon Neutrality.</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Yes</p>
10	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity.</p> <p>Yes</p>
11	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p>Yes, not a problem.</p>
12	<p>Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO in favor of livestreaming.</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>Should we look at being overall Carbon Neutral Energy Consumers? (GAS) - Yes - Start by setting a goal, Socialize idea and then move/work towards achievement of Goal. long term thinker.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>Enjoyed serving on BPU more than any of his other public service.</p>

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# LOS ALAMOS

Department of Public Utilities

## LOS ALAMOS COUNTY BOARD OF PUBLIC UTILITIES (BPU) INTERVIEW PANEL QUESTIONS, MAY 2019

ROBERT GIBSON  
Applicant's Name

BPU  
Board or Commission

Interview Conducted:

PETE SHEEHY  
Interviewer Name

5/9/2019  
Date/Time of Interview

☒ 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	Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission. <u>LIVED HERE 40 YEARS. PHYSICIST/ENGINEER. PREVIOUSLY SERVED ON BPU &amp; COUNTY COUNCIL. FAMILIAR WITH UTILITY CONTRACTS ETC.</u>
2	What do you believe are the greatest issues facing the County? <u>1) MODERNIZING HOUSING STOCK, INFRASTRUCTURE, 2) BROADENING INTELLECTUAL &amp; ECONOMIC BASE - LESS DEPENDENCE ON LABORATORY.</u>
3	What do you believe are the greatest issues facing the DPU? <u>UTILITY INDUSTRY, PARTICULARLY ELECTRIC, IS CHANGING DRIVEN BY ECONOMICS &amp; CARBON EMISSIONS ISSUE. CARBON-NEUTRAL BY 2040 IS A CHALLENGE WITH DIFFERENT WAYS TO ACHIEVE, MAKE OUR UTILITIES MORE SUSTAINABLE. GAS IS A BIG CARBON ISSUE AS WELL AS ELECTRIC GENERATION; GAS LEAKAGE IS AN ISSUE.</u>
4	How do you perceive the role of the BPU in local government? How do you perceive the role of Board members in interacting with DPU staff and County Council? <u>CHARTER DEFINES BPU AS SEMI-AUTONOMOUS OVERSIGHT/ POLICY-SETTING ARM OF LOCAL GOVERNMENT, DOING A LOT OF DETAIL WORK NEEDED ADVISORY ROLE TO COUNCIL ON RELEVANT POLICY (EG BUILDING CODES). BPU HIRES DPU MANAGER, WHO HIRES STAFF. TALK INFORMALLY WITH STAFF, AS LONG AS MANAGER IS OK. WORKING ON CHARTER</u>
5	What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess? <u>SOME SUBJECT KNOWLEDGE, WHICH I POSSESS. ABILITY TO DRILL DOWN INTO ISSUES FUNDAMENTALLY - THAT'S WHAT I DO AS SCIENTIST. ABILITY TO THINK INDEPENDENTLY. DO THE HOMEWORK. ABILITY TO WORK IN A GROUP, FIND COMMON GROUND &amp; MOVE FORWARD.</u>

REVIEW  
SHOWED SOME POTENTIAL BPU-COUNCIL CONFLICTS. RESEMBLES SEPARATE BRANCHES OF GOVT. BRANCHES HAVE TO COMMUNICATE WELL. OUR CHARTER IS INGENIOUS. IF IMPERFECT. BUSINESS-LIKE

Revised 4/29/2019

ATTACHMENT C

6	<p>What could you do, specifically, to foster a collaborative relationship between staff, the County Council and the BPU?</p> <p>STAFF &amp; BPU: KEY PERSON IS DPU MANAGER, WHO CAN MAKE GOOD RELATIONS, HIRING IS EXTREMELY IMPORTANT. SOME EXAMPLES I'VE SEEN OF GOOD OR NOT SO GOOD MANAGERS ON COUNTY COUNCIL. GET TO KNOW &amp; RESP- STAFF, AND LEARN HOW TO EVALUATE THEIR INPUT. INFORMAL COMMUNICATION IMPORTANT. GO FOR PROFESSIONAL AND FRIENDLY RELATIONSHIPS. COUNCIL: SAME TEAM BUT SOME</p>
7	<p>As a board member, what actions would you take to make sure that you have enough input to accurately represent the interests of the citizens and ratepayers of Los Alamos County?</p> <p>USE EVERY CHANNEL OF COMMUNICATION AVAILABLE, FACE-TO-FACE OR MEDIA. ASK FOR MORE INPUT IF NECESSARY. DO RESEARCH AS NECESSARY. LIKES SURVEYS</p> <p>DIFFERENT PERSPECTIVES, GAUGE INTEREST OF COUNCIL ON BPU ISSUES, TO OPEN COMMUNICATION, LOOK AT FROM COUNCIL &amp; BOARD PERSPECTIVE,</p>
8	<p>Have you served on any Boards, Commissions or Committees (not only County B&amp;Cs – but also church groups, non-profit boards, school committees, etc.)(within the last five years?) What do you think was your greatest contribution during your tenure?</p> <p>SERVED ON COUNCIL &amp; BPU &amp; OTHER BOARDS. RECENTLY, 2013 2040 C-NEUTRAL GOAL LED TO 2015 'FUTURE ENERGY RESOURCES COMMITTEE'; SERVED AS CHAIR FOR INTENSE 4 MONTH JOB; LOOKED AT ELECTRIC ONLY, NOT GAS OR OTHER; DRAFTED REPORT, MADE THE PROCESS WORK TO PRODUCE A USEFUL REPORT, WHICH IS BEING USED,</p>
9	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>YES</p>
10	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity.</p> <p>YES</p>
11	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p>NO</p>
12	<p>Currently, a few boards or commissions are "live streaming" their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&amp;Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>NO</p>
13	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p> <p>WOULD CONSIDER RECOMMENDING COUNTY C-NEUTRAL GOAL TO INCLUDE GAS &amp; TRANSPORTATION AS WELL AS ELECTRICITY GENERATION, WHAT CITIZENS THINK ON THIS IS ONE OF FIRST THINGS TO FIND. THIS IS A LONG-TERM CHALLENGE.</p>
14	<p>Do you have any questions for the interview panel?</p> <p>GOALS LIKE THIS VS. FISCAL CONCERNS IS AN IMPORTANT JOB OF THE BPU &amp; COUNCIL TO ADDRESS, NEED TO THINK LONG-TERM.</p> <p>REALLY ENJOYED BPU WORK PREVIOUSLY &amp; WOULD LOOK FORWARD TO DOING AGAIN.</p>

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