
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.

Profile

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.

Laurence

First Name

E.

Middle Initial

McDaris

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) *☒ None of the above**Registered to vote in Los Alamos?**☐ Yes ☒ No**How did you learn of this Board/Commission vacancy?**

Web sight

ATTACHMENT C

Laurence E. McDaris

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.)

Interests & Experiences

Which Boards would you like to apply for?

Personnel: Submitted

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

My experience closely matches the duties of this board.

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

I have attended the Leadership Los Alamos program, I have been the Commander of the American Legion and am currently the Commander of the VFW. Both non-profit organizations dedicated to the service of veterans.

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.)

My interests include all aspects of Human Resources. I am SHRM-SCP certified and also National Public Employees Labor Relations Association certified. Involved as the liaison of this board during my 4+ years employed with Los Alamos County as the Assistant Human Resources Manager.

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.

Involved as the liaison of this board during my 4+ years employed with Los Alamos County as the Assistant Human Resources Manager, in the absence of the County HR Manager.

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
ATTACHMENT C

Laurence E. McDaris



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

Ed McDaris
Applicant's Name

Personnel Board
Board or Commission

David Izraelevitz
Interviewer Name

5/25/21 11:00 Interview Conducted:
Date/Time of Interview

 Personally
 x 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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>22 yrs in USAF – then contractors in HR. 2015 moved here as asst. HR manager, until 2018, moved to LANL and then N3B As senior HR partner. MS in HR. BS. In Business and 3-4 Associates through military – labor management/employee relations experience. Compensation experience, HR-IS experience. Strongest is labor and employee relations.</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? <i>[Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</i></p> <p>Getting back to work after COVID with maximal Telecommuting, isolation, readjusted to workspace. Mask and other COVID guidance through OSHA, that is the major personnel issue for the county. Board may have to look at some new policy issues related to these changes and as people go back to in-person work. County has good current personnel policies. No huge issues that might cause problems, except coming back to in-person</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Provide public oversight of county staff, to work hand-and-hand with staff and board.</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members?</p> <p>Which ones do you possess?</p> <p>Knowledge and experience have to be there from personnel side, and communication, sense of cooperation with county staff and throw in teamwork with personnel board.</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>Unique way of getting causes of issues and getting a collaboration and consensus. Like to get to particulars through series of questions rather than accusation. Get a sense of agreement across board.</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>Been on leadership board of American Legion, currently VFW commander. Contribution was getting everyone listening to each other and I hope my ability to engage.</p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>I do know what they are and where they are, but I haven't look in a few years.</p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p>Absolutely.</p>
9	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p>Not an impediment.</p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you're applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>Absolutely not a deterrent.</p>
11	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p>
12	<p>Do you have any questions for the interview panel?</p> <p>No questions.</p>

Notes:

LOS ALAMOS

County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Laurence E. McDaris

Applicant's Name

Board or Commission

Bernadine Goldman

Interviewer Name

5/25/21 11 am

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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>22 years in USAF ^{labor/mgmt exp} ^{Temp relations exp} ^{HRIS exp} ^{3 or 4 assoc.} Master in HR Bachelor in Bus worked in HR for defense Contractors full gamut asst HR mgr. in 2014-2018 went to UAW, then N3B, senior HR business partner</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? [Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</p> <p>County - getting back to work after County ^{He was} telework isolation, adjustment ^{part of} mask mandate ^{rewriting} ^{pers. rules} OSHA = #1 PB - policy changes updates coming from COVID ^{proactive, reactive}</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Provide public oversight of policy making process of county staff. Work hand in hand w/ staff. To make best policies. Teamwork w/ staff</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Knowledge + experience on Personnel side Communication Cooperation Teamwork</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>Brings unique way - getting to causes / issues, collaboration. Likes to get to causes in pointing fingers / accusations. Sense of agreement</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p><i>Has been an American Legion VFW commander Leadership skills</i></p> <p><i>— ability to get everyone listening to each other — asking correct questions</i></p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p><i>Hasn't looked in a while but yes. Ran PB mtg a few times</i></p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p><i>Absolutely</i></p>
9	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p><i>Absolutely not. Very much aware.</i></p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p><i>Not a deterrent but would like to talk to makeup artist.</i></p>
11	<p>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</p>
12	<p>Do you have any questions for the interview panel?</p> <p><i>Not at this time. Very much interested in him. Wants to have a positive influence.</i></p>

Notes:



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

Ed McDaris
Applicant's Name

Personnel
Board or Commission

Valerie Aghaei Park
Interviewer Name

5/28/2021
Date/Time of Interview

Interview Conducted:
 Personally
 X 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>Please tell us a little about yourself and then describe your experience, education, and training that qualify you for this Board or Commission.</p> <p>22 yrs military Labor Mgt, EE Relations Exp, Master's in HR BA in Business Exp in compensation and HRIS</p>
2	<p>What do you believe are the greatest issues facing the County? What do you believe are the greatest issues facing the Board/commission you applied for? <i>[Note to interview panel: If the answer to this question appears to be off base with Council's position, please explore a little more.]</i></p> <p>Back to work after Covid, change sin the workplace. Well established policies and rules will help. Board may have to make change from Covid experience. Flexibility will be important.</p>
3	<p>How do you perceive the role of County Boards and Commissions in local government?</p> <p>Provide public/civilian oversight and support to County staff in Rules and Policy Work hand-in-hand with County staff</p>
4	<p>What specific skills do you feel are important for effective Board or Commission members? Which ones do you possess?</p> <p>Knowledge and Training Communication and cooperation Teamwork</p>
5	<p>What could you do, specifically, to foster a collaborative relationship between staff and the Board or Commission on which you would like to serve?</p> <p>Bring a unique way of getting to the root cause of issues Collaboration – not accuse</p>

6	<p>Have you served on any Boards, Commissions or Committees (not only County B&Cs – but also church groups, non-profit boards, school committees, etc.) within the last five years? What do you think was your greatest contribution during your tenure?</p> <p>Asking questions – getting people to talk to each other - Get everyone to listen to each other. Leadership Board America Legion, VFW Commander</p>
7	<p>Are you familiar with the County Charter and County Code as they apply to the Board you are applying for?</p> <p>Not looked at recently but familiar with and know where to find them – have had experience with them when worked for the County</p>
8	<p>Are you willing to take the time to attend training sessions to become more knowledgeable about your duties and responsibilities in an advisory capacity?</p> <p>Absolutely</p>
9	<p>Are you aware that, as a member of a Los Alamos County Board or Commission, your written communications, including e-mails, are public records (even if produced on your personal computer), and as such are subject to the New Mexico Inspection of Public Records Act. If any of these public records are requested for review/inspection under the Act you may need to produce them. Is this a deterrent to your willingness to serve on this Board?</p> <p>Absolutely not – fully understand</p>
10	<p>Currently, a few boards or commissions are “live streaming” their meetings (for example, the T-Board, Parks and Recreation Board, and the Planning and Zoning Commission.) In the future, this may be required of all boards. If you’re applying for one of the boards currently streaming or if it becomes a requirement for all B&Cs to stream, is this - or will this - be a deterrent to your willingness to serve?</p> <p>Absolutely not</p>
11	<p><i>[Interview panel: Ask questions you think necessary for clarification of the written answers this applicant provided as part of their application.]</i></p> <p>No</p>
12	<p>Do you have any questions for the interview panel?</p> <p>Not at this time – look forward to interaction and involvement</p>

Notes: