2026 Work Plan for Los Alamos County Boards and Commissions

Board or Commission Name: Library Board

Date Prepared:
12/28/25

Date Approved by Council: 3/3/26

Prepared By: Board Members and Library Staff

Purpose:
The purpose of the work plan is to provide a detailed outline of tasks, activities, timelines, and resources required by this Board or Commission to achieve its annual goals. The purpose of most boards is to gather public input, to review policy recommendations by staff when requested, and to make policy recommendations to the County Council.

Process Timeline:
November: County Council Strategic Planning
December: Boards and Commissions review and develop work plans (sole item on December agenda)
January: Finalize and submit work plans for Council review.
Due Date: January 31

Time Frame: This work plan will be accomplished in the following time frame:
January 1, 2026 through December 31, 2026

Members: List members, term start and end dates, and term number.

Member	Start/End Dates	Term (1st or 2nd)
Michele Altherr	9/1/24 - 8/31/26	1st
Jason Chappel	9/1/25 - 8/31/27	1st
Ryan Parker	9/1/25 - 8/31/27	*1st*
Elizabeth Stelle	9/1/22 - 8/31/26	1st
Vacant		

Chairperson: Elizabeth Stelle

Department Director: Cory Styron

Work plan developed in collaboration with Department Director? (Y/N) No

Staff Liaison: Gwen Kalavaza

Administrative Support: Ying Meng

Council Liaison: Beverly Neal-Clinton

Work plan reviewed by Council Liaison? (Y/N) Yes

1.0 Previous Calendar Year Work Plan Highlights

1.1 List the top five activities for the previous calendar year.

1.1.1	Promoted library initiatives, such as the new website and Step Up Gallery events, as well as the upcoming outdoor classroom project and seed library, by sharing information with the public.
1.1.2	Continued to gather input from the public via several forums, including conversations with patrons at both library branches and feedback at community events (e.g., Atomicon, Summer Concerts, Farmers' Market)
1.1.3	Assisted with testing and providing feedback on the new library website while it was in development
1.1.4	Received library updates on a range of topics from library staff (e.g., summer programming) and other updates from county staff (e.g., Open Meetings Act) at board meetings. These updates educate board members on library efforts and enable members to better respond to public input.
1.1.5	Distributed board meeting summaries and library highlights (e.g., digital resources, new bike repair station, Step Up Gallery exhibits) to the community via local media outlets.

1.2 List the top five accomplishments for the previous calendar year.

1.2.1	Unanimously supported the proposed outdoor classroom design, which incorporated community feedback obtained from library-hosted listening sessions and community survey, as well as other input from the public.
1.2.2	Participated in National Library Week (April 6-12) which included an official designation by Council and a banner displayed on the Diamond Drive overpass.
1.2.3	
1.2.4	

1.2.5	

1.3 List the lessons learned for the previous calendar year.

1.3.1	Distributing meeting summaries via local media is a useful tool for building engagement with community members, in conjunction with other outreach.
1.3.2	Scheduling ten board meeting instead of twelve continues to be successful and will be repeated in 2026. The 2026 meeting schedule will include two meetings at the White Rock Branch Library. This location is a better fit for board meetings than the White Rock Town Hall.
1.3.3	It would be helpful to include the Open Meetings Act presentation in the orientation packet for new board members
1.3.4	
1.3.5	

2.0 Calendar Year 2026 Work Plan

2.1 List any special projects or assignments given to this Board/Commission by Council or the Department Director.

2.1.1	
2.1.2	

2.1.3	
2.1.4	
2.1.5	

2.2 List other projects and/or activities being proposed by this Board/Commission, in priority order.

2.2.1	Provide feedback on strategic plan development and community needs assessment.
2.2.1	Gather public feedback on general library issues by engaging with community members at library and community events.
2.2.2	Participate in National Library Week (April 19-25). This will include displaying a banner on the Diamond Drive overpass and other events that support library staff
2.2.3	Explore opportunities to collaborate with other county boards and commissions, particularly the Art in Public Places Board with the Semi-Quincentennial Art Competition in Summer 2026.
2.2.4	If needed, provide feedback on implementing recommendations from sound study.
2.2.5	

2.3 List the guiding documents or plans used by this Board/Commission.

| 2.3.1 | Los Alamos County Code, Chapter 8, Sections 8-81 to 8-83, Library Board
Los Alamos County Code, Chapter 3-0, Article 1, Code of Conduct
Los Alamos County Library System Strategic Plan, 2024-202 |

3.0 Identify interfaces with County departments and/or other Boards/Commissions that are necessary to achieve this work plan.

3.1	Assist library staff with outreach at library and community events
3.2	Engage with other board and commissions to understand which library services might be relevant to achieving their purposes and help them access these services. In particular, the board sees potential for engagement with the Art in Public Places Board (e.g., for the Semi-Quincentennial Art Competition in Summer 2026).
3.3	. Library Board liaison to Friends of Los Alamos County Library.
3.4	
3.5	

4.0 List any special events this Board/Commission plans to participate in that will support this work plan.

| 4.1 | Atomicon |

4.2	Summer Concert Series
4.3	Farmers' Markets
4.4	Semi-Quincentennial Art Competition
4.5	WinterFest

5.0 **List active Working Groups within this Board/Commission, if any, along with the purpose and member names of each one.**

5.1	
5.2	
5.3	
5.4	
5.5	

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

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

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