

Personnel Board Presentation to Los Alamos County Council

by David Hampton

August 18, 2026

Membership:

Personnel Board currently consists of the following members:

1. Martha Katko, Chair
2. Sara Hoover, Vice Chair
3. David Hampton, former Chair
4. Jennifer Best, Member

James Wernicke and Stephanie Haaser's terms expired on March 31, 2026. Martha Katko was appointed to the Personnel Board on March 3, 2026, and was elected as Chair on June 23, 2026. We currently have one (1) vacant position.

Our County Council Liaison is Councilor Neal Clinton

Purpose of the Personnel Board (in accordance with the County Code):

The primary function of the Personnel Board is to serve in an appellate capacity by conducting appeal hearings for employee disciplinary actions. The Board conducted one (1) appellate hearing in March 2026.

The secondary function of the Personnel Board is to serve in an advisory capacity to the County's Human Resources Division. This role may include reviewing the Personnel Rules and Regulations, County policies, and the compensation system, as requested.

Meetings:

We meet on the fourth Tuesday of every month at 11:30 a.m., except for November and May. So far this year we have met three (3) times, in January, April and June.

At each meeting, Human Resources Manager Bernadette Martinez, provides updates on recruitment, staff development, compensation, risk and safety management, and other staffing matters.

Training:

All Personnel Board members have completed the Annual Disclosure forms and received training for Employment Appeal Hearings.

Accomplishments:

1. We completed our annual Work Plan.
2. We continue looking at County recruitment metrics.

Upcoming challenges:

1. The greatest challenges facing Human Resources are recruitment and retention of staff, primarily due to competition with LANL and the limited availability of housing.
2. Reviewing and Revising Personnel Rules.

Recommendations:

While Human Resources has worked diligently to fill vacancies within the County, our current vacancy rate is 6.4%. Continued Council support, particularly in addressing competition with LANL and the limited housing supply, will help ensure we maintain full staffing across County departments.