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**NEW MEXICO LAW ENFORCEMENT ACADEMY**

**VIRTUAL REGULAR BOARD MEETING**

**April 1, 2021**

**9:06 a.m.**

**REPORTED BY: Jan A Williams, NM CCR 14**

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**BOARD MEMBERS PRESENT**

New Mexico Attorney General Hector  
Balderas, Chairman

Bobbie Jean Green, Vice Chairman

Chief Clayton Garcia

Chief Tim Johnson

Chief Naithan Gurule

Sheriff Adan Mendoza

Sergeant Hollie Anderson

Connie Monahan

**BOARD MEMBERS NOT PRESENT**

Rick Tedrow, Esq.

**ALSO PRESENT**

Kelly Alzaharna, Director

Steven Romero, Esq.

Monica Medrano, Case Manager

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1           A.G. BALDERAS: Good morning, everyone. I'd  
2 like to call this meeting to order.

3                   ITEM NO. 1: ROLL CALL

4           A.G. BALDERAS: The first item of business,  
5 if we can have a roll call, Monica, I would be  
6 grateful.

7           MS. MEDRANO: Honorable Hector Balderas.

8           A.G. BALDERAS: Present.

9           MS. MEDRANO: District Attorney Rick Tedrow.  
10 (No response.)

11          MS. MEDRANO: Chief Tim Johnson.

12          CHIEF JOHNSON: Yes, ma'am, present.

13          MS. MEDRANO: Sheriff Adan Mendoza.

14          SHERIFF MENDOZA: Present.

15          MS. MEDRANO: Chief Clayton Garcia.

16          CHIEF GARCIA: Present.

17          MS. MEDRANO: Chief Naithan Gurule.

18          CHIEF GURULE: Present.

19          MS. MEDRANO: Sergeant Hollie Anderson.

20          SERGEANT ANDERSON: Present.

21          MS. MEDRANO: Ms. Connie Monahan.

22          MS. MONAHAN: Present.

23          MS. MEDRANO: Dr. Bobbie Green.

24          DR. GREEN: Present.

25          A.G. BALDERAS: Thank you, everyone. I

1 appreciate it, Monica. We do have a quorum.

2 ITEM NO. 2: APPROVAL OF AGENDA

3 A.G. BALDERAS: I'd like to move us along to  
4 item No. 2, approval of the agenda. And I'd like  
5 everyone to quickly take a look at that. And we have  
6 some great guests for today's meeting.

7 But after review of the agenda, I'd entertain  
8 a motion to approve today's agenda so we can begin.

9 CHIEF JOHNSON: Mr. Chair, Tim Johnson. I'll  
10 make a motion to approve the agenda.

11 A.G. BALDERAS: Thank you. There is a motion  
12 to approve the agenda. Is there a second?

13 MS. MONAHAN: This is Connie Monahan. I'll  
14 second that motion.

15 A.G. BALDERAS: Thank you. There is a second  
16 by Board Member Monahan. All in favor of approving  
17 today's agenda of April 1, 2021, say aye.

18 (The Board Members voted unanimously.)

19 A.G. BALDERAS: Thank you. Are there any  
20 opposed?

21 (No response.)

22 A.G. BALDERAS: Thank you. We do have an  
23 agenda for today's meeting, item No. 2, everyone in  
24 favor, the motion passes, there was no opposition  
25 noted.

1           ITEM NO. 3:   APPROVAL OF MEETING MINUTES

2           A.G. BALDERAS:   We can go now to item No. 3,  
3   approval of the minutes.   These minutes are dated  
4   January 14, 2021.   Copies should have been distributed  
5   to everyone.   And, of course, they're always available  
6   on the website.

7           Are there any corrections or concerns from  
8   the review of the minutes?

9           (No response.)

10          A.G. BALDERAS:   So I'd like to, if there are  
11   no corrections, make sure that there are none.   But I  
12   would entertain a motion to approve the minutes as  
13   well.

14          DIRECTOR ALZAHARNA:   Chairman Balderas.

15          A.G. BALDERAS:   Yes.

16          DIRECTOR ALZAHARNA:   This is Director  
17   Alzaharna.   I was just curious if we needed to do a  
18   roll call vote since we have for the past few  
19   meetings.

20          A.G. BALDERAS:   Counsel, do we need a roll  
21   call for the agenda and the minutes?

22          MR. ROMERO:   It's probably preferable, Chair,  
23   especially since we're in an electronic format.   It's  
24   probably the preference.   It's not absolutely  
25   necessary, but I would recommend it.

1           A.G. BALDERAS: So for item No. 2, approval  
2 of the agenda, should we just do a roll call vote or  
3 do I need to undo it?

4           MR. ROMERO: We can go back and do a roll  
5 call vote for item No. 2 as well. It's probably the  
6 cleanest way to move ahead.

7           A.G. BALDERAS: Okay. So before we vote on  
8 the adoption of the minutes. Thank you, Director.  
9 We'll go back to item No. 2. And I'll entertain an  
10 additional motion to approve today's agenda and we can  
11 do a roll call vote.

12           CHIEF JOHNSON: Mr. Chair, Tim Johnson. I  
13 will not approve the agenda if we have to do a roll  
14 call vote.

15           A.G. BALDERAS: Okay. But we can just vote  
16 on that, right, Counselor?

17           CHIEF JOHNSON: That was a joke, sir. I'll  
18 make a motion to approve the agenda.

19           MS. MONAHAN: And this is Connie. I will  
20 second that motion. It is April Fools after all.  
21 Come on.

22           A.G. BALDERAS: Okay. I'm on a phone so it's  
23 tough to get those. But yes, I appreciate that,  
24 Secretary.

25           There is a motion and a second to approve



1 today's agenda to move forward. Go ahead, Monica.

2 MS. MEDRANO: Balderas.

3 A.G. BALDERAS: Approved.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Mendoza.

9 SHERIFF MENDOZA: Yes.

10 MS. MEDRANO: Garcia.

11 CHIEF GARCIA: Yes.

12 MS. MEDRANO: Anderson.

13 SERGEANT ANDERSON: Yes.

14 MS. MEDRANO: Monahan.

15 MS. MONAHAN: Yes.

16 MS. MEDRANO: Green.

17 DR. GREEN: Yes.

18 A.G. BALDERAS: Great. We do have a pass, no  
19 opposition noted. Big surprise, today we have an  
20 agenda to move forward.

21 Anything else I should address on item 2,  
22 Counselor, or can we proceed to item 3 at this point?

23 MR. ROMERO: No, Chair. We're good to go.

24 A.G. BALDERAS: Awesome. Let's move to item  
25 No. 3. I'll entertain a motion and a roll call vote

1 to also approve last meeting's minutes.

2 MS. MONAHAN: Chair, this is Connie Monahan.

3 I move to accept the minutes as submitted.

4 A.G. BALDERAS: Thank you. There is a motion  
5 to accept the minutes. Is there a second to Board  
6 Member Monahan's motion?

7 CHIEF GARCIA: This is Chief Garcia. I'll  
8 second.

9 A.G. BALDERAS: Thank you, Chief. There is a  
10 motion and a second. Go ahead, Monica, we can run  
11 through the roll.

12 MS. MEDRANO: Balderas.

13 A.G. BALDERAS: In favor.

14 MS. MEDRANO: Gurule.

15 CHIEF GURULE: Yes.

16 MS. MEDRANO: Johnson.

17 CHIEF JOHNSON: Yes, ma'am.

18 MS. MEDRANO: Mendoza.

19 SHERIFF MENDOZA: Yes.

20 MS. MEDRANO: Garcia.

21 CHIEF GARCIA: Yes.

22 MS. MEDRANO: Anderson.

23 SERGEANT ANDERSON: Yes.

24 MS. MEDRANO: Monahan.

25 MS. MONAHAN: Yes.

1 MS. MEDRANO: Green.

2 DR. GREEN: Yes.

3 A.G. BALDERAS: I note no opposition to item  
4 No. 3. We do have approved minutes. I do appreciate  
5 that.

6 ITEM NO. 4: ADOPTION OF OPEN MEETINGS ACT

7 A.G. BALDERAS: We can now move to item  
8 No. 4, adoption of the Open Meetings Act resolution.

9 This is an annual review. And if there is no  
10 discussion on the resolution, I will entertain an  
11 adoption.

12 I will just note an historical milestone when  
13 it comes to item No. 4. I think I've said this  
14 repeatedly to the Board. But it's something that you  
15 all should be proud of.

16 When we took over leadership I think six  
17 years ago, there was substantial Open Meetings Act and  
18 just public records litigation in general. And those  
19 were resolved based on the record of previous  
20 leadership.

21 But this Board has been diligent and the  
22 previous Board in keeping us out of litigation. So as  
23 noted there are always concerns and ways to improve.  
24 But part of the reason is having a resolution fully  
25 committed to the Open Meetings Act.

1           And I just think, for the business and the  
2 mission of this Board, it's a high milestone that this  
3 Board and the previous Board has not subjected itself  
4 to litigation in any way or violation of any law  
5 regarding the Open Meetings Act and IPRA.

6           So if there is no discussion around this or  
7 the purpose of the resolution, I will entertain a  
8 motion.

9           CHIEF JOHNSON: Mr. Chair, Tim Johnson. I  
10 make a motion to approve it.

11           A.G. BALDERAS: Thank you. There is a motion  
12 to approve the resolution. Is there a second?

13           MS. MONAHAN: Chair, this is Connie Monahan.  
14 I second that motion.

15           A.G. BALDERAS: Thank you. There is a motion  
16 and a second. Now the roll call vote.

17           MS. MEDRANO: Balderas.

18           A.G. BALDERAS: In favor.

19           MS. MEDRANO: Gurule.

20           CHIEF GURULE: Yes.

21           MS. MEDRANO: Johnson.

22           CHIEF JOHNSON: Yes, ma'am.

23           MS. MEDRANO: Mendoza.

24           SHERIFF MENDOZA: Yes.

25           MS. MEDRANO: Garcia.

1 CHIEF GARCIA: Yes.

2 MS. MEDRANO: Anderson.

3 SERGEANT ANDERSON: Yes.

4 MS. MEDRANO: Monahan.

5 MS. MONAHAN: Yes.

6 MS. MEDRANO: Green.

7 DR. GREEN: Yes.

8 A.G. BALDERAS: The motion and second to  
9 adopt the Open Meetings Act resolution does pass. I  
10 note no opposition in that roll call vote.  
11 Congratulations.

12 ITEM NO. 5: ELECTION OF VICE CHAIR

13 A.G. BALDERAS: We can now go to item No. 5,  
14 election of our Vice Chair. This is something that we  
15 do every year. We've generally had a very open  
16 process to this role.

17 And I do appreciate the Vice Chair's role.  
18 They're always on call to step in. And it's an  
19 important role, especially if I'm unavailable. And so  
20 we have to this year elect or re-elect our Vice Chair.

21 I will now entertain nominations. I would  
22 ask that we consider some continuity here. And I  
23 wonder if Dr. Green would be interested in continuing  
24 her service. But I'll also entertain other  
25 nominations of other individuals for the position as

1 well.

2 DR. GREEN: Good morning, Mr. Chair. I want  
3 to say thank you for the time that I've served as Vice  
4 Chair. And I am willing to continue in that role. I  
5 thought I had been kicked to the curb when I saw it on  
6 the agenda. So I'm happy to know that that wasn't the  
7 case. And I am here to serve. Thank you.

8 A.G. BALDERAS: Thank you.

9 CHIEF JOHNSON: Mr. Chair, I'll second  
10 Dr. Green's nomination of herself.

11 A.G. BALDERAS: Well, I will formally  
12 nominate Dr. Green based on her feedback. And I  
13 believe there's a second from Secretary Johnson, if I  
14 heard that correctly.

15 CHIEF JOHNSON: Affirmative, sir. Congrats,  
16 Dr. Green.

17 DR. GREEN: Thank you, sir.

18 A.G. BALDERAS: Great. So with the  
19 nomination by the Chair and the second from Secretary  
20 Johnson, I'll now entertain a roll call vote for her  
21 to serve as Vice Chair for the upcoming year.

22 MS. MEDRANO: Balderas.

23 A.G. BALDERAS: In favor.

24 MS. MEDRANO: Gurule.

25 CHIEF GURULE: Yes.

1 MS. MEDRANO: Johnson.

2 CHIEF JOHNSON: Yes, ma'am.

3 MS. MEDRANO: Mendoza.

4 SHERIFF MENDOZA: Yes.

5 MS. MEDRANO: Garcia.

6 CHIEF GARCIA: Yes.

7 MS. MEDRANO: Anderson.

8 SERGEANT ANDERSON: Yes.

9 MS. MEDRANO: Monahan.

10 MS. MONAHAN: Yes. And sincere appreciation  
11 to Dr. Green for continuing. Thank you.

12 MS. MEDRANO: Green.

13 DR. GREEN: Yes. Thank you.

14 A.G. BALDERAS: Great. For the roll call  
15 vote, the motion carries. I note no opposition.  
16 Congratulations. Like I said, we do appreciate you  
17 stepping up and your willingness to lead us in the  
18 Vice Chair position.

19 ITEM NO. 6: CHAIRMAN'S REPORT

20 A.G. BALDERAS: I think we can now go to item  
21 No. 6, the Chairman's report. I would like to maybe  
22 brief everyone on a very busy session.

23 The LEAB and in general law enforcement  
24 issues were at the forefront of the session. Our  
25 office, with feedback from the Board, engaged the

1 proper legislators that were carrying various issues.

2           The first that we noted some concern was a  
3 bill that was trying to change out the officer  
4 judgment in terms of involving the dischargeable  
5 weapon or active shooting. And the majority of law  
6 enforcement was very concerned that it was putting  
7 officer safety at risk. And we did weigh in.

8           And the bill did not necessarily successfully  
9 move through the Legislature, but I think that is  
10 going to be a continual area of concern. And I think  
11 the LEAB and the training mission and also the need to  
12 educate lawmakers in terms of the split-second  
13 decision-making that officers have to undertake is I  
14 believe an issue that is easily sensationalized, it's  
15 easily debated in coffee shops and in legislative  
16 institutions.

17           But I think the LEAB academies can invite  
18 lawmakers to engage in simulated shootings and see how  
19 difficult it is and also how effective some of the  
20 training is to ensure that officers use proper and  
21 constitutional force when necessary.

22           But really it is an area that really should  
23 be left to the professionals, especially law  
24 enforcement professionals and litigators, who  
25 understand that those laws grant certain protections



1 to officers because they quite frankly have to make a  
2 unique decision that is not easily applied in other  
3 professions.

4 And the good news is that the issue didn't  
5 move very far for reform or to change some of those  
6 standards. I think they heard law enforcement's  
7 concerns. The bad news is I think this will be a  
8 recurring area for pundits and citizens to want to  
9 look at for the future.

10 And it should always be on the table. But I  
11 do think that's an area that, at least during this  
12 session, was maybe a little bit too much to deal with.  
13 And there were other priorities. So that bill didn't  
14 progress very strongly moving forward.

15 Number two, the changing of the LEA Board,  
16 breaking it into a discipline board and a training  
17 board, it did move and it did pass the Legislature.  
18 Some of the highlights of that reform -- and I worked  
19 closely with some of the sponsor's team.

20 This Board has always been concerned about  
21 underfunding the entire LEAB process. And so there  
22 was a very strong financial commitment from the  
23 Legislature to strengthen the investigations and also  
24 the processing of training certifications.

25 That passed. And another highlight was

1 oftentimes Secretary Johnson and myself will have to  
2 abstain from some of the discipline decisions. And so  
3 I think they realigned the Board makeup.

4 I would encourage, if this Board individually  
5 or in its capacity would like to weigh in on whether  
6 the Governor should sign that bill, I would say that I  
7 would welcome your feedback. You can be shy and pass  
8 that information on to us and we can forward it or we  
9 would encourage you to engage the Governor and give  
10 her feedback on that.

11 There were other indirect bills. The other  
12 one I would say, the immunity for law enforcement, was  
13 a great concern. And that was carved out. So overall  
14 I would say that the Legislature was engaged  
15 aggressively.

16 I will say that the temperament of the  
17 Legislature is that they're going to continue to look  
18 at accountability issues. But I think they're  
19 learning a lot about what the LEAB does. I think  
20 there was a general lack of understanding at all the  
21 discipline work that you guys all engage in.

22 And also the level of difficulty for the LEAB  
23 to investigate complaints in a timely manner, have  
24 them processed through the Board, and then have the  
25 A.G. administratively prosecute those. It's not only

1 a large undertaking for our Director, but it's also  
2 just generally a more complicated process.

3 And so I think overall, in terms of educating  
4 the Legislature, it was a good year. The LEAB was at  
5 the forefront of many of the minds of certain  
6 legislators.

7 But I will continue to always encourage this  
8 LEAB to put forth our needs and our priorities in  
9 terms of helping make the overall process more  
10 efficient and more effective for the law enforcement  
11 community.

12 I'll keep it somewhat short. But that was  
13 kind of my summation of the Legislature and how it was  
14 reviewing the LEAB functions as well.

15 ITEM NO. 7: DIRECTOR'S REPORT

16 A.G. BALDERAS: We can now go to item No. 7,  
17 the Director's report. And, Director, you now have  
18 the floor.

19 DIRECTOR ALZAHARNA: Good morning, Board  
20 Members. A couple updates from the Director's  
21 perspective.

22 In December, the 14th through the 18th, we  
23 brought up Envisage Technologies. They are the vendor  
24 for our database that we've been working on, trying to  
25 get different portions of it up and running.

1           They were here in December for a week. They  
2 worked with each of our staff members in their roles  
3 and how they're utilizing the program. And they  
4 worked extensively with me and Deputy Director Coss to  
5 identify the areas that we need improvement on.

6           Compliance is one, the ability for agencies  
7 to report their compliance and the ability for us to  
8 be able to pull that information out of the system to  
9 report to the different entities that have a vested  
10 interest in that. So it was very, very successful.

11           Some of the things that we were able to get  
12 implemented pretty quickly is now our State  
13 certification exams for telecommunicators and police  
14 officers are purely online. We no longer have to send  
15 a representative from our staff to the satellite  
16 academies to actually proctor those exams.

17           We've successfully done one for a  
18 telecommunicator academy, our CBW academy, and our  
19 full Basic Academy. And we've done them at one of the  
20 satellites. So that's up and running and that's a big  
21 step for us.

22           We've been communicating with all the  
23 agencies. We've put on five separate training  
24 sessions since January and had asked the agencies to  
25 identify a set number of people that they feel within

1     their agency that will actually do the data entry on  
2     their end.

3             And it was all the same training, but people  
4     could participate as many times as they wanted. And  
5     then, as part of that session, they were able to  
6     actually apply to get access to the portal so they  
7     could start using it.

8             We did that. And as of yesterday we uploaded  
9     those applications. And I think we have 77 agencies  
10    who have applied and now their agencies have access to  
11    the portal.

12            So they can start updating those rosters,  
13    keeping their agency rosters up-to-date on who is  
14    employed, who is no longer employed. So that  
15    alleviates a step, where they were having to report  
16    stuff manually, and then our staff was having to turn  
17    around and enter that into the system.

18            So later today or first thing tomorrow I'm  
19    going to send notification out to the agencies who  
20    have not had somebody sign up yet to let them know  
21    that we're open to have those rosters updated by the  
22    end of this month.

23            So that, as we move into May and June, we can  
24    start working on those staff members starting to enter  
25    their in-service training on their end. Again that

1 will alleviate a big step for us. So we're pretty  
2 happy about that, about getting these agencies on  
3 board, and having Acadis utilized in the manner to  
4 which we had hoped.

5 We have Basic Police Officer Training Academy  
6 201 running right now. They started on January 25  
7 here in Santa Fe. They're currently in week ten of 16  
8 of their training. They are back to a five-day-a-week  
9 regular academy.

10 Where we were in the process with COVID at  
11 the time is that, for these recruits to be able to go  
12 home when they arrived on the first night, they had  
13 COVID testing. And if they wanted to go home on the  
14 weekends, then they agreed to test when they come back  
15 each weekend unless they had already had both doses of  
16 the vaccine.

17 Up until and including this last weekend, we  
18 have had all negative tests come back. So that's  
19 running smoothly as well.

20 We have five regional or satellite academy  
21 programs running right now. CNM has their full Basic  
22 Academy in progress right now. Southeastern New  
23 Mexico Law Enforcement Academy in Hobbs has one  
24 running. Las Cruces PD is running theirs. San Juan  
25 County Criminal Justice Training Authority is running

1   theirs. And then we currently have a telecommunicator  
2   academy in process right now here as well.

3           We did send out notice to the agencies right  
4   before the deadline of March 1 for their annual  
5   in-service training reporting for 2020. As of  
6   March 1, which was the deadline for reporting, we had  
7   23 agencies who had reported annual training.

8           I have worked with a lot of agencies. And I  
9   sent out I think two updates. One that went out, and  
10   then we got some good clarification questions from the  
11   agencies. So I sent out an update.

12           The way the regulations are right now,  
13   identifying what's mandated as in-service training and  
14   whether it's annually required or biennially required,  
15   it's spread out in the NMAC. So a lot of agencies who  
16   don't work with it regularly, there's not a place you  
17   can just go and look and there's a list of the  
18   training.

19           So we compiled that in that manner. So when  
20   we send it out to the agencies, they'll be able to  
21   tell, this is the training that's required annually,  
22   here is the date the training has to be done by, here  
23   is the date it has to be reported by.

24           And we did the same thing for the biennial  
25   training. So we're hoping that's going to help

1 agencies going through the rest of 2021 for annual  
2 reporting and as they wrap up the 2021 biennial  
3 reporting period.

4           We've seen a noticeable increase in  
5 background requests for agencies applying to go out of  
6 state. We're probably averaging about ten a week  
7 right now. And most of them are either from Arizona  
8 or Texas and we've had a sporadic handful out of  
9 Colorado, but it's very noticeable.

10           Hiring. We have completed the interview  
11 processes for five of our nine vacant positions. So  
12 I'm hoping by early next week we'll be able to make  
13 offers and get those five positions filled.

14           And the other positions are in process, we're  
15 just not done with the interview process yet. So  
16 that's also very optimistic news on our end and our  
17 staff.

18           The last thing I have was just something for  
19 the Board to think about, because it's a question we  
20 get all of the time. And it started back in one of my  
21 first meetings here. There was discussion amongst the  
22 Board about understanding what the requirements are  
23 for the basic police officer curricula.

24           And I was hearing two different things.  
25 There were people who their perception was that the



1    basic curricula is the same for all of our ten  
2    academies in the state and that every academy is  
3    teaching the exact same lesson plans. And then I had  
4    confirmation from the satellite academies that, no,  
5    that's not the case either.

6                So I just wanted to put that out there as I  
7    imagine there's going to be some consideration with  
8    some of the legislation that is passed and some topics  
9    up for discussion. This is one of them that would be  
10   good for future discussion.

11               To point out, the NMAC actually identifies  
12   the minimum standards of basic training for the  
13   academy. And that's in 10.29.9.8. And what that does  
14   is it spells out the minimum standards, it says  
15   minimally this is what your basic curriculum has to  
16   be.

17               But in the section that regards the  
18   curriculum for satellite academies, our regional  
19   academies, it actually identifies that those  
20   academies' curriculum must meet or exceed the  
21   standards that are set by the Board. And another  
22   section says that the curriculum must correspond with  
23   the Board's minimum standards.

24               So it doesn't say that all these curricula  
25   have to be the same. I think what the intent is is

1 the Board has set out those hours. So there has to be  
2 a minimum number of hours in each of those topics  
3 identified; but in real curricula what should be the  
4 same is the objectives for each of those training  
5 blocks.

6 And one academy may have a little bit of  
7 different curricula than another. But as long as  
8 they're meeting those same objectives, that's fine.  
9 But the Board hasn't really had a conversation to say  
10 what their direction is on that.

11 So I think this is something that should be  
12 put out there, because we get asked all the time, do  
13 we have to teach this curriculum or we're teaching our  
14 own. That's my report for this meeting.

15 A.G. BALDERAS: Are there any questions for  
16 the Director from the Board?

17 CHIEF JOHNSON: Mr. Chair, it's Tim Johnson.  
18 Director Alzaharna and I have had several  
19 conversations about that last bullet. I do believe  
20 that, before we move on to the next agenda item, this  
21 Board should discuss that piece.

22 So I wouldn't say that I've received  
23 complaints, I'm not sure if Director Alzaharna has, or  
24 just various chatter throughout the state on this.

25 But I believe it's likely one of those topics

1     that I think, you know, if the Board's lawyer agrees  
2     with me, it's probably something we should debate now  
3     and then vote on in the future.

4             A.G. BALDERAS:  Go ahead, Secretary, and  
5     finish.

6             CHIEF JOHNSON:  The piece that I get pinged  
7     on is -- I'm not 100 percent sure.  Maybe the Director  
8     can fill in the Board, because I don't want to put  
9     words in her mouth.

10            But the piece that I get pinged on is there  
11     is some chatter that the various academies are being  
12     asked to do the basic curriculum that is obviously  
13     mandated as she indicated.  Do that first.  And then  
14     any additional hours that an academy does on a certain  
15     topic, they can pick that up later.

16            And although I do understand, you know, both  
17     philosophies and why we would do that, I also look at  
18     it as like a continuity of training.  And I'll just  
19     use this as an example.  And I'm not sure it's  
20     accurate, but I'll use it as an example.

21            But let's just say we're mandated, you know,  
22     40 hours of DWI training.  That's what NMAC or the law  
23     tells us we have to do.  And an agency, whether it be  
24     State Police, APD, or, you know, one of the other  
25     larger, believe that their officers need 80 hours in

1 training in that.

2 I think they should do all 80 hours when  
3 they're doing the DWI block, not 40 hours of the  
4 basic, and then coming back later, after they finish  
5 all the basic curriculum, and then do that other 40  
6 hours.

7 And I think that's kind of along the lines of  
8 what I'm getting pinged on and I do believe the  
9 Director is as well. And that's kind of what I want  
10 the Board to discuss today.

11 MR. ROMERO: Chief, this is Counselor Romero.  
12 I just want to thank you, Director, for bringing that  
13 up as part of your report. I think it's okay to kind  
14 of engage in some preliminary discussion at this  
15 point, kind of the left and right of the issue.

16 You know, we can't get too deep into it or  
17 especially we can't vote on something like this or  
18 take any action. But, you know, to kind of flesh out  
19 the issue, I think it's okay to kind of build on what  
20 you brought up, Chief.

21 DIRECTOR ALZAHARNA: Chairman Balderas.

22 A.G. BALDERAS: Yes. I'm here.

23 DIRECTOR ALZAHARNA: That was why I had  
24 brought it up in the report, for the Board just to be  
25 aware that those are some of the questions that are

1 being asked, so that it could be put as an agenda item  
2 for a future meeting for discussion.

3 A.G. BALDERAS: Yeah. I guess a couple  
4 things kind of come to mind. And I would ask John to  
5 maybe weigh in a little bit or do some research first  
6 on complete and direct oversight as to not only the  
7 curriculum, but certain competencies. In other words,  
8 what are the enforceability options between  
9 consistency and competencies as it relates to the  
10 individual academies.

11 The first thing that comes to mind is to be  
12 able to advise the Board in terms of a set of options.  
13 So, in other words, the Board wants more consistency;  
14 what is our legal authority to enforce, not just amend  
15 it, but to enforce.

16 And then number two, is there a little bit of  
17 discretion at the academy level in terms of where they  
18 comply with the requirements, but that they have a  
19 little distinction in content versus securing and  
20 delivering certain competencies in the training so  
21 that there is consistency across the board.

22 A former Vice Chair had a lot of concerns  
23 about the lack of consistency and really was concerned  
24 how it impacted safety in the community, that years  
25 later those inconsistencies in training could result

1 in potentially impacting effectiveness in terms of  
2 when these officers engage in their respective  
3 communities.

4           So we can put it on the agenda. And I do  
5 hear the Secretary's concerns. I would say that if we  
6 could come back at the next meeting and give you a  
7 range of legal options. And I think that's probably  
8 for me a critical piece that I'd like to make sure  
9 that we've gotten researched and out of the way for  
10 you all.

11           And then the second is what actions could we  
12 take to apply effective oversight and enforcement. I  
13 think oversight without enforcement to me has not ever  
14 been a successful model in governing or in any other  
15 areas. And then the third I think is where the Board  
16 is already at right now, Director.

17           And I think you can hear them, is if we can  
18 come better prepared with some options. Because I  
19 think the Board clearly has a role in directing policy  
20 and oversight of the academies. The question for me  
21 is to what degree and what if they are veering from  
22 that and what is the way we can resolve those  
23 complaints.

24           Secretary, do I kind of understand the issue  
25 or do I have a different issue from where you say

1   you're getting pinged? I just want to make sure we're  
2   on the same page as to what the problem is.

3               CHIEF JOHNSON: Yes. Mr. Chair, let me  
4   first, as all of you know, I'm not the most eloquent  
5   thinker or speaker. However, if I made it sound like,  
6   you know, the State Police or any other agency out  
7   there is not interested in doing the minimum  
8   qualifications that are outlined in the NMAC, that's  
9   not what I'm getting at.

10              What I'm saying is I do believe that this  
11   Board and the Director oversee that basic piece. And  
12   they should, as strongly as possible, make sure that  
13   all the academies and all the agencies are following  
14   that basic curriculum exactly the same.

15              What I'm saying is that, as the Director  
16   mentioned, some agencies have the ability and choose  
17   to do so, but they add hours to their academy to give  
18   more advanced training or more in-depth training on a  
19   certain topic.

20              What I'm getting pinged on is that maybe some  
21   of them are doing the minimum curriculum first and  
22   then having to circle back around at the end of the  
23   academy to do any advanced pieces on a certain topic.

24              And I'll use the DWI reference again. So you  
25   do that 40 hours minimum piece of DWI. And then, you

1 know, two months later the agency is doing the  
2 advanced piece of that DWI that they feel their  
3 officers need.

4 And I just don't think that's a good training  
5 model, for agencies to split up that topic two months  
6 apart when they can just do it all at once in 80 hours  
7 so they're learning DWI, you know, throughout those  
8 two weeks.

9 A.G. BALDERAS: I definitely understood. You  
10 were articulate for sure.

11 Director, when you engage the respective  
12 academies, is there pushback? And I'm talking more  
13 not on the substance, but just in the process in terms  
14 of, no, we're going to do it the way we want. Do they  
15 support the idea of consistency across the board?

16 DIRECTOR ALZAHARNA: For a little  
17 clarification, I think kind of how this came about is  
18 early on, about a year ago, there was a discussion  
19 that came up about whether the academies were  
20 equivalent.

21 I think there were comments about how can  
22 certification be the same for everybody if somebody  
23 goes to one academy and they only have to go through  
24 675 hours of training, but they go to another academy  
25 and are required to go through 1,000 hours of



1 training. That was just a general discussion.

2 So as I have discussed, as I have spoken with  
3 satellite academy directors, there hasn't been any  
4 directive that's gone out that says you have to do  
5 this differently.

6 I think the last conversation the Board had,  
7 and I think it was two meetings ago, where I had said  
8 this was one of the discussions, was for consideration  
9 of having the minimum standards taught at the front  
10 end of an academy.

11 And then that way each academy could -- once  
12 those minimum standards were done, the recruits in  
13 that academy could take the certification exam and be  
14 certified. And then any academy who was teaching  
15 above and beyond that could teach whatever.

16 An example is Albuquerque PD has extensive  
17 additional hours that is specific to their agency. It  
18 may not be necessarily police tactics and stuff, it  
19 may be something only, you know, that involves their  
20 agency. And that was a common comment for agencies  
21 who teach their own recruits.

22 But then we had I believe the Hobbs Academy  
23 and San Juan County, they described that if they run  
24 over an hour, even by 50 hours, it's not because they  
25 want to add additional topics, it may be because they

1     don't have the staff; and if the minimum hours for  
2     domestic violence says 50 hours, it may take them 60  
3     hours because they need the additional time to run  
4     more scenarios or whatever.

5                 So I won't say there's been pushback. I  
6     think they're wondering if that's something that's  
7     going to be decided. And I've tried to say no, you  
8     know, it's been brought up at the Board meetings that  
9     the expectation is that all academies are teaching the  
10    exact same criteria. I wouldn't say I'm getting any  
11    pushback. I would say I'm getting good discussion  
12    about it.

13                SHERIFF MENDOZA: Mr. Chair, Sheriff Mendoza.

14                A.G. BALDERAS: Go ahead.

15                SHERIFF MENDOZA: I would like to say that I  
16    was one of the ones early on that had some concerns in  
17    reference to the consistency of the curriculum that  
18    was being taught at the academies. And I understand  
19    the minimum hours for certification.

20                I guess my concern is who has oversight over  
21    the whole curriculum? Is that being approved by  
22    somebody? Is the Board responsible based on the fact  
23    that we're responsible for the academies? And who is  
24    reviewing that curriculum and who knows what the  
25    differences are and who is approving that?

1           Or are we just saying you've got to meet the  
2   minimum requirement and then you can teach anything  
3   above and beyond that. And what are the topics and  
4   what is the training?

5           So I think that leads to in my mind a  
6   question of whether we as a Board really know what's  
7   being taught at each individual academy and who is  
8   approving that and who has the oversight with that.  
9   That's my concern.

10           A.G. BALDERAS: Director, I think there was  
11   an early request to provide our Board kind of the  
12   statewide curriculum so that the Board could kind of  
13   identify areas that they wanted to either improve or  
14   bring forth or modify. I do think uniformity is an  
15   ongoing issue.

16           I'm not sure whatever occurred, Director, if  
17   some of the Board Members that initially requested  
18   curriculum early or mid-last year, one, were ever  
19   given the opportunity to kind of engage.

20           Number two, clearly I think what I'm hearing  
21   in the discussion is we absolutely should put on the  
22   next agenda kind of an entire module on the  
23   curriculum, the direct authority of this Board to  
24   modify that or impact it, and then also I would throw  
25   in there our authority for rulemaking.

1           And then later on in this agenda both  
2 officers and citizens are going to suggest to this  
3 Board certain other areas of modernizing training to  
4 support the officer or cadet experience.

5           So I think we're definitely at a critical  
6 crossroads, where I think we really need to have maybe  
7 an entire agenda item to flesh out some of these  
8 questions.

9           Director, definitely answer if you have input  
10 at this point, that would be fine. But I know our  
11 office will provide some of the regulatory oversight  
12 refresher on the curriculum specifically. And then I  
13 would ask the Director if we could be ready to go at  
14 the next meeting to provide an entire refresher.

15           I think, even just the two or three questions  
16 that we've entertained here now in discussion, you can  
17 see that I think the Board is interested in what  
18 enforcement role we have, number one, what policy  
19 areas. You can also see that there's a considerable  
20 desire to get better informed of what each specific  
21 academy is doing and what the differences are.

22           So I know it's a rather large undertaking.  
23 But I think the way we've engaged discipline in the  
24 last year in terms of an entire rewrite of the backlog  
25 and trying to secure funding for successful

1 investigation and prosecution, I think curriculum is  
2 probably more important in our mission than even  
3 discipline.

4           So I don't know how to get around not having  
5 a complete refresher. And I do think it's probably  
6 more appropriate so we have additional time to put  
7 that on the agenda for the next meeting. But I'm not  
8 trying to delay any type of feedback or input that the  
9 Director would like to have at this point.

10           So, Director, what are your thoughts as  
11 you're kind of hearing the Board say they want to  
12 weigh in more on curriculum, but it's kind of hard to  
13 know when we don't have the entire lay of the land?

14           MR. ROMERO: Chair, if I may, this is  
15 Counselor Romero. I just want to add that, you know,  
16 we're happy to look into kind of the left and right of  
17 the Board's oversight as the Director mentioned, you  
18 know. The Board does have accreditation authority in  
19 the NMAC. We're happy to kind of flesh that out and  
20 give the Board some potential courses of action moving  
21 ahead.

22           A.G. BALDERAS: Thank you. I appreciate  
23 that. Thank you.

24           DIRECTOR ALZAHARNA: Just real briefly, I'm  
25 ecstatic to hear that, because these questions have

1    been going on for about a year.

2                   Basically the Director and/or through the  
3    Director, the Board does have the accreditation  
4    authority. Our process is right now, every time an  
5    academy, whether it's a full basic academy, a  
6    certification-by-waiver, or a telecommunicator  
7    academy, there is a process that each of those has to  
8    go through.

9                   So our staff goes through and verifies that  
10   it meets all of the standards identified at NMAC that  
11   previous boards have approved and set the regulations  
12   on. And so that whole review process is done every --  
13   not just as a "Here is our academy, can we teach it."  
14   But every time they teach it, that process is gone  
15   through. So it's an extensive process.

16                  As far as the request for the curriculum, the  
17   Board has been sent I think up through the first seven  
18   blocks of training. And it wasn't paused  
19   intentionally. But as we got that second part out,  
20   the legislative session started, the bills started  
21   coming in that proposed some major changes.

22                  So I will continue to get more of those  
23   blocks of training out. But right now the Board  
24   should have half of the basic curriculum that they  
25   have already been sent to review. And we will

1 continue to get the remainder of that out.

2 A.G. BALDERAS: Thank you. Are there any  
3 other additional questions? I think that has been  
4 helpful.

5 (No response.)

6 A.G. BALDERAS: Okay. Then we will set that  
7 definitely for an agenda item at our next meeting. I  
8 do appreciate it. I think the Board is definitely  
9 ready to certify their own stamp of approval on some  
10 of these issues. And so we will definitely set that.  
11 And we will make sure we get enough advanced material  
12 and information to the Board Members with sufficient  
13 time to review it before the next meeting.

14 ITEM NO. 8: PUBLIC COMMENT

15 A.G. BALDERAS: I'd like to go to item No. 8,  
16 concluding the Director's report, into public comment.  
17 We generally invite people from all over the state.  
18 We ask respectfully that they maybe keep their public  
19 comment limited to between two to three to four or  
20 five minutes. We're fairly liberal on that.

21 I don't have a list. Monica, because I don't  
22 have a visual here, do we have anybody that is wanting  
23 to participate in public comment at this time?

24 MS. MEDRANO: I don't have anybody listed or  
25 requested.

1                   SERGEANT ANDERSON: I notice Chris Mechels  
2 has his hand up.

3                   CHIEF JOHNSON: Mr. Chair, Mr. Mechels has  
4 his hand up.

5                   A.G. BALDERAS: Great. We can recognize  
6 Mr. Mechels for public comment. Thank you.

7                   MR. MECHEL: Good morning to the Board. I  
8 think first off, as you know, I've been engaging this  
9 Board for about seven years now. So I do have a  
10 little bit of a dog in the fight.

11                   I think the issue that you're raising is  
12 important. What you haven't mentioned is that  
13 apparently your Board, as it's currently constituted,  
14 is going away as I understand it. If the Governor  
15 signs Senate Bill 375, you're going to get a new board  
16 newly constituted.

17                   That's very important. And I suggest to you  
18 all as a citizen that you contact the Governor and  
19 tell her to veto Senate Bill 375. From my long  
20 exposure with this Board, I think it would make things  
21 worse.

22                   It's not as if the Board doesn't have  
23 problems. You have plenty of problems. But I think  
24 we understand what they are. If they go forward with  
25 this reorganization, you will have a new set of



1 problems and you won't know what they are. So why  
2 don't we deal with the problems we have rather than  
3 trying to tip the table over and get a new set.

4 As far as your discussion at the end here, I  
5 think it's very healthy. I've long been frustrated  
6 with the fact that the Board members aren't getting  
7 properly educated when they have been assigned to the  
8 Board. I have taken this up with Board counsel  
9 numerous times.

10 The Board as far as I can tell is uninformed  
11 as far as the content of the curriculum in the various  
12 academies. I appear to have much more information  
13 about that than the Board does, and that's a disgrace.

14 The Board Members have shown a lack of energy  
15 and a lack of interest in knowing what all of these  
16 various academies are doing, which they should know.  
17 They should not be just turning to the Director and  
18 saying, oh, what's going on over there. You have an  
19 obligation.

20 The current problem I think, if you're  
21 looking at this historically -- again I can go way  
22 back on this. This whole problem got pretty much  
23 destroyed back in 2013, because in 2013 the deal that  
24 was cut, when you made a huge modification of the  
25 curriculum -- which I have repeatedly said was illegal

1     because it wasn't approved in a rulemaking public  
2     hearing.

3             But part of the deal that was cut there was  
4     that the Director and the DPS Secretary at the time  
5     pretty much agreed with all the academies that, as  
6     long as they ran the basic academy, that they could do  
7     whatever they wanted about that. And that's pretty  
8     much been the case.

9             The only thing that makes this work is  
10    because you've also pretty much agreed, going back to  
11    2013, that the LEOCE, the law enforcement officer  
12    competency exam, doesn't really indicate the training  
13    level of the officers. Because with the exception of  
14    one academy, which is the Las Cruces Academy, you all  
15    teach the test to your cadets.

16            So whatever you're doing at your academy, as  
17    long as you all teach the test to the cadets so they  
18    can pass it, you think everything is wonderful. No.  
19    You should stop teaching the test and then you might  
20    get a readout of what's actually going on.

21            So the question is why are you teaching the  
22    test? Because it's supposed to be an impartial  
23    objective examination as to the merits of the  
24    training. It is anything but. Because I've looked at  
25    every academy. And they teach the test, they teach it

1 with a different amount of hours.

2           There is no consistency in how you teach the  
3 test. So why do you think that the law enforcement  
4 officer competency exam means anything. There is no  
5 indication that the competency exam means anything  
6 except for the fact that you have successfully taught  
7 the test. I mean this is outrageous.

8           If you want to have any kind of an  
9 understanding of what's going on in this state, get  
10 rid of the damned test or at least put one in there  
11 that they don't know what the content of it is.  
12 Because right now it's pretty much totally corrupt.

13           So how can you adjust your standards and  
14 compare academies when all you've done is teach the  
15 test so they can pass it. You've got to question the  
16 crux of the whole process. And that goes back to  
17 2013. So what is your history. And then try to fix  
18 what you broke back there and get a bit closer to  
19 actually having your competency exam mean something.

20           And as far as what the Director -- I'll close  
21 up here now. The last thing I would say is, you know,  
22 I keep raising the issue that in Santa Fe we have the  
23 basic curriculum, 667.

24           Cruces, basically a sister city, about the  
25 same size city, same size force, 1,100 hours. Yet

1   they both give the same test and they all pass. The  
2   training is by no means equivalent. What does  
3   equivalency even mean.

4               Again I think these are serious questions.  
5   I'm glad to see they're being raised finally. You're  
6   only about seven years late. But you need to raise  
7   those questions.

8               I also really worry about the fact that this  
9   Board, as I understand it from Senate Bill 375, you're  
10   going away. You're going to get a totally new board.  
11   So my first suggestion is, to have a chance to deal  
12   with any of this, the first thing you've got to do is  
13   ask the Governor to veto Senate Bill 375. And I hope  
14   you do that.

15              Thank you so much. I'm glad to see you're  
16   showing some signs of interest in important areas. As  
17   you know, I've been encouraging you for seven years  
18   and hopefully I'll have another seven. Good seeing  
19   you all.

20              A.G. BALDERAS: Thank you, Mr. Mechels. And  
21   I'm assuming, Mr. Mechels, you've also contacted the  
22   governor and weighed in on the bill. I think your  
23   input is helpful.

24              MR. MECHELS: Of course, I have.

25              A.G. BALDERAS: Okay. We appreciate it. I

1   also think the Board needs to weigh in.  There are  
2   some nuances in that legislation that I think this  
3   Board does need to weigh in on as well.  So we  
4   appreciate your input.  Thank you.

5               Do we have anybody else on public input?

6               MR. ORTEGA:  Yes.  My name is Frank F.  
7   Ortega.  I'm a Belen city councilman and a mayor pro  
8   tem for the City of Belen.

9               My concern is on the pending disciplinary  
10  actions on your officers.  And my concern is on 19-026  
11  and 19-029.  I understand this has been going on for  
12  quite awhile.  And it concerns the City of Belen and  
13  when all these disciplinary actions are going to take  
14  place.

15              I don't know if these things will be settled  
16  today.  I'm not sure if you're going to go into  
17  executive session to go ahead and take care of this.  
18  But when will the cities know what action you take  
19  against some of these disciplinary actions?  Thank  
20  you.

21              A.G. BALDERAS:  We appreciate it.  I know  
22  that the Board does have a slate of discipline cases.  
23  And I will note that you're concerned about the Belen  
24  Police Department, do I understand you correctly?

25              MR. ORTEGA:  That's correct, 19-026 and

1 19-029. The reason I don't mention their name is  
2 because I know it's a personnel action and I  
3 understand the litigations on that. So I do mention  
4 their case numbers.

5 A.G. BALDERAS: We understand that. We  
6 appreciate that, you also being sensitive to that.  
7 I'll make sure that the Board looks out for those  
8 cases or at least from the department. And then we'll  
9 also inquire with the Director if they're not on the  
10 list of discipline at this time. So we do appreciate  
11 your participating as well.

12 MR. ROMERO: Chair, this is Counselor Romero.  
13 Both those cases are on the list today and they will  
14 be dealt with during executive session.

15 A.G. BALDERAS: Thank you. Anyone else for  
16 public comment?

17 (No response.)

18 A.G. BALDERAS: Okay. I don't think we have  
19 anything additional. I want to thank our public  
20 members for participating with us.

21 ITEM NO. 9: LAW ENFORCEMENT OFFICER CERTIFICATIONS  
22 FOR APPROVAL AND ISSUE

23 A.G. BALDERAS: We will now move on the  
24 agenda from item No. 8 to item No. 9, law enforcement  
25 officer certifications for approval. Those will be

1 facilitated by Director Alzaharna.

2 Director, you have the floor. I believe, if  
3 you'll also get us all on the same page, I believe  
4 we're on item No. 9 in our binders.

5 DIRECTOR ALZAHARNA: Yes. Thank you, Chair.  
6 It is item No. 9, law enforcement officer  
7 certifications for approval and issue. Exhibit No. A  
8 is APD BPOT No. 123, Certification Nos. 21-0032-P  
9 through 21-0063-P.

10 A.G. BALDERAS: Did you just complete  
11 Exhibit A in your reference or are we going to try to  
12 get A, B, C, and D done in one motion?

13 DIRECTOR ALZAHARNA: Whichever your  
14 preference is. I just finished reading Exhibit A.

15 A.G. BALDERAS: It's a little more work for  
16 our Board, but I think we can keep them separate. And  
17 I'll entertain a motion as I understand it for  
18 Exhibit A, 21-0032-P through 21-0063-P. Is there a  
19 motion?

20 SERGEANT ANDERSON: Mr. Chair, this is Hollie  
21 Anderson. And I'll move to accept Exhibit A as listed  
22 by the Director.

23 A.G. BALDERAS: Thank you for that motion.  
24 Is there a second to approve Exhibit A?

25 MS. MONAHAN: This is Connie. I second that

1 motion.

2 A.G. BALDERAS: Thank you. I appreciate  
3 that. There is a motion and a second to approve  
4 Exhibit A. We can do a roll call.

5 MS. MEDRANO: Balderas.

6 A.G. BALDERAS: In favor.

7 MS. MEDRANO: Gurule.

8 CHIEF GURULE: Yes.

9 MS. MEDRANO: Johnson.

10 CHIEF JOHNSON: Yes, ma'am.

11 MS. MEDRANO: Mendoza.

12 SHERIFF MENDOZA: Yes.

13 MS. MEDRANO: Garcia.

14 CHIEF GARCIA: Yes.

15 MS. MEDRANO: Anderson.

16 SERGEANT ANDERSON: Yes.

17 MS. MEDRANO: Monahan.

18 MS. MONAHAN: Yes.

19 MS. MEDRANO: Green.

20 DR. GREEN: Yes.

21 A.G. BALDERAS: Great. I note no opposition.  
22 The motion carries to approve Exhibit A, Certification  
23 Nos. 21-0032-P through 21-0063-P.

24 Director, we can move on to Exhibit B.

25 DIRECTOR ALZAHARNA: Exhibit B is a New



1 Mexico State Police CBW No. 4, Certification  
2 No. 12-0258-P.

3 A.G. BALDERAS: Great. I'll entertain a  
4 motion for Exhibit B, Certification No. 12-0258-P. Is  
5 there a motion?

6 SHERIFF MENDOZA: This is Sheriff Mendoza.  
7 I'll make a motion to approve Exhibit B.

8 A.G. BALDERAS: Thank you. There is a  
9 motion. Is there a second for approval of Exhibit B?

10 DR. GREEN: Mr. Chair, this is Bobbie Green.  
11 I'll second the motion.

12 A.G. BALDERAS: Thank you, Board Member  
13 Green. There is a motion and a second to pass  
14 Exhibit B, Certification No. 12-0258-P. We can have a  
15 voice vote.

16 MS. MEDRANO: Balderas.

17 A.G. BALDERAS: In favor.

18 MS. MEDRANO: Gurule.

19 CHIEF GURULE: Yes.

20 MS. MEDRANO: Johnson.

21 CHIEF JOHNSON: Yes, ma'am.

22 MS. MEDRANO: Mendoza.

23 SHERIFF MENDOZA: Yes.

24 MS. MEDRANO: Garcia.

25 CHIEF GARCIA: Yes.

1 MS. MEDRANO: Anderson.

2 SERGEANT ANDERSON: Yes.

3 MS. MEDRANO: Monahan.

4 MS. MONAHAN: Yes.

5 MS. MEDRANO: Green.

6 DR. GREEN: Yes.

7 A.G. BALDERAS: Thank you. There is a motion  
8 and a second. I note no opposition. The motion  
9 carries to approve Exhibit B, Certification  
10 No. 12-0258-P. Exhibit C.

11 DIRECTOR ALZAHARNA: Exhibit C is APD CBW  
12 No. 6, Certification Nos. 21-0064-P and 86-0021-P.

13 A.G. BALDERAS: Thank you. I'll entertain a  
14 motion for Exhibit C.

15 CHIEF JOHNSON: Mr. Chair, Tim Johnson. I'll  
16 make a motion to approve Exhibit C.

17 A.G. BALDERAS: Thank you. There is a motion  
18 to approve Exhibit C. Is there a second to that  
19 motion?

20 SERGEANT ANDERSON: Mr. Chair, Hollie  
21 Anderson. I second.

22 A.G. BALDERAS: Thank you, Board Member.  
23 There is a motion and a second to pass Exhibit C,  
24 Certification Nos. 21-0064-P and 86-0021-P. Roll  
25 call.

1 MS. MEDRANO: Balderas.  
2 A.G. BALDERAS: Pass.  
3 MS. MEDRANO: Gurule.  
4 CHIEF GURULE: Yes.  
5 MS. MEDRANO: Johnson.  
6 CHIEF JOHNSON: Yes, ma'am.  
7 MS. MEDRANO: Mendoza.  
8 SHERIFF MENDOZA: Yes.  
9 MS. MEDRANO: Garcia.  
10 CHIEF GARCIA: Yes.  
11 MS. MEDRANO: Anderson.  
12 SERGEANT ANDERSON: Yes.  
13 MS. MEDRANO: Monahan.  
14 MS. MONAHAN: Yes.  
15 MS. MEDRANO: Green.  
16 DR. GREEN: Yes.  
17 A.G. BALDERAS: Great. Thank you. There was  
18 a motion and a second. And I note no opposition. The  
19 motion carries to pass Exhibit C, Certification  
20 Nos. 21-0064-P and 86-0021-P.  
21 We can now move to Exhibit D.  
22 DIRECTOR ALZAHARNA: Exhibit D, CBW No. 100,  
23 Certification No. 20-0309-P.  
24 A.G. BALDERAS: Great. Is there a motion to  
25 move Exhibit D for passage?

1 CHIEF JOHNSON: Mr. Chair, Tim Johnson. I'll  
2 make a motion to approve Exhibit D.

3 A.G. BALDERAS: Is there a second to that  
4 motion to pass Exhibit D?

5 MS. MONAHAN: Chairman, this is Connie  
6 Monahan. I second that motion.

7 A.G. BALDERAS: Great. There is a motion and  
8 a second to pass Exhibit D, Certification  
9 No. 20-0309-P. Roll call vote.

10 MS. MEDRANO: Balderas.

11 A.G. BALDERAS: Pass.

12 MS. MEDRANO: Gurule.

13 CHIEF GURULE: Yes.

14 MS. MEDRANO: Johnson.

15 CHIEF JOHNSON: Yes, ma'am.

16 MS. MEDRANO: Mendoza.

17 SHERIFF MENDOZA: Yes.

18 MS. MEDRANO: Garcia.

19 CHIEF GARCIA: Yes.

20 MS. MEDRANO: Anderson.

21 SERGEANT ANDERSON: Yes.

22 MS. MEDRANO: Monahan.

23 MS. MONAHAN: Yes.

24 MS. MEDRANO: Green.

25 DR. GREEN: Yes.

1           A.G. BALDERAS: Great. I'll note that my  
2 reference to pass is also a yes. There is no  
3 opposition. The motion carries to move Exhibit D,  
4 Certification No. 20-0309-P.

5           I want to congratulate Cesar Moreno and the  
6 Deming Police Department for accomplishing that feat.

7           ITEM NO. 10: PUBLIC SAFETY TELECOMMUNICATOR  
8 CERTIFICATIONS FOR APPROVAL AND ISSUE

9           A.G. BALDERAS: We can now move to item  
10 No. 10, which is now our public safety  
11 telecommunicator certifications.

12           Director, you have the floor.

13           DIRECTOR ALZAHARNA: Exhibit A, CNM PSD  
14 No. 1, Certification No. 20-0100-PST.

15           A.G. BALDERAS: Thank you. I'll now  
16 entertain a motion for Exhibit A, Certification  
17 No. 20-0100-PST.

18           SERGEANT ANDERSON: Hollie Anderson,  
19 Mr. Chair. I will move to accept the certification as  
20 listed by the Director.

21           A.G. BALDERAS: Thank you. There is a  
22 motion. Is there a second to Board Member Anderson?

23           CHIEF JOHNSON: Mr. Chair, Tim Johnson. I'll  
24 second that.

25           A.G. BALDERAS: Thank you. There is a motion

1 and a second to approve Exhibit A. I'll entertain a  
2 roll call vote.

3 MS. MEDRANO: Balderas.

4 A.G. BALDERAS: Yes.

5 MS. MEDRANO: Gurule.

6 CHIEF GURULE: Yes.

7 MS. MEDRANO: Johnson.

8 CHIEF JOHNSON: Yes, ma'am.

9 MS. MEDRANO: Mendoza.

10 SHERIFF MENDOZA: Yes.

11 MS. MEDRANO: Garcia.

12 CHIEF GARCIA: Yes.

13 MS. MEDRANO: Anderson.

14 SERGEANT ANDERSON: Yes.

15 MS. MEDRANO: Monahan.

16 MS. MONAHAN: Yes.

17 MS. MEDRANO: Green.

18 DR. GREEN: Yes.

19 A.G. BALDERAS: No opposition. The motion  
20 passes to approve Exhibit A. Congratulations. I do  
21 believe that concludes the public safety  
22 telecommunicators.

23 ITEM NO. 11: DUTY DEATH BENEFITS

24 A.G. BALDERAS: Now we can go to item No. 11,  
25 duty death benefits, concerns of police survivors.

1 I'm not sure, we might have lost one of our guests.

2 Michelle Carlino-Webster and Cheryl Schultz  
3 wanted to present some of their perspective. And the  
4 way I would refer to our two guests is that, not only  
5 are they courageous leaders from our community, they  
6 are attempting and have made a national impact on this  
7 issue.

8 But I will defer to them on how they  
9 introduce themselves to this Board. Just know that  
10 they have a lot of courage. We have had discussions  
11 about this issue. And I suggested that they reach out  
12 to our Board. And they have a lot of great ideas.

13 I do think this is another area that the  
14 Board would be very interested in. Please note that  
15 Cheryl Schultz and Michelle Carlino-Webster are not  
16 only active in the law enforcement community, but the  
17 reason I invited them is I believe they have a very  
18 powerful story.

19 And powerful stories are really what inspire  
20 and carry lawmakers and decision-makers to take  
21 action. It's usually not politicians and not  
22 technically smart people, it's usually the people that  
23 are the most impacted by a story in their life.

24 And so without further ado, I'll defer to  
25 Cheryl and Michelle to kind of talk a little bit about

1    what they're concerned about. And then at the end of  
2    their presentation, there is some good news that I  
3    think Secretary Johnson and I forgot to brief the  
4    Board on in terms of the law enforcement death  
5    benefit.

6                But I'll defer at this time, they've been  
7    very patiently waiting. Without further ado, Cheryl  
8    and Michelle, you have the floor.

9                MS. CARLINO-WEBSTER: Thank you. Good  
10   morning to everybody here. I know some of you.  
11   Hello, Frank. I see you over there in the corner.  
12   Frank was instrumental in this as he is the one who  
13   approved my class.

14               For those of you who may not know me, I'm  
15   Michelle Carlino-Webster. Officer Daniel Webster was  
16   my husband who was killed in the line of duty in  
17   October of 2015. And since then I have been trying to  
18   get more involved and trying to make some changes as  
19   far as awareness and support and different things as  
20   far as line-of-duty death benefits are concerned,  
21   different support.

22               And Cheryl here is a former past president of  
23   the national Concerns of Police Survivors  
24   organization. And she is now our current president in  
25   New Mexico. I am now the law enforcement liaison here



1 in Southern California.

2 And basically what we do is we go and meet  
3 with all the survivors of any line-of-duty death and  
4 offer them support, whether it's spouses, co-workers,  
5 children, siblings, parents, especially children.  
6 It's a really great organization.

7 So with that, in about 2018 or so, I was  
8 approached by my former department, the Bernalillo  
9 County Sheriff's Department, captain at the time to  
10 try to get some information going on Wills for Heroes  
11 or just information on death benefits and different  
12 things like that.

13 And it sort of created an idea in my mind to  
14 put this class together of -- and, you know, Cheryl  
15 knows this too. When this happens to you, you don't  
16 know what the hell you're doing. It's very raw and  
17 it's very confusing.

18 There are a lot of things that I had no idea  
19 about as a law enforcement officer myself. They don't  
20 tell you this stuff when you're in the academy.

21 Nobody knows until you're going through it.  
22 And then all of a sudden you're lost and you're trying  
23 to figure it out. And people are telling you one  
24 thing. And in Cheryl's case she was denied benefits.

25 So I decided to develop this class. And I

1 put it together and got it approved through the LEA.  
2 It is based on my experience, but it's also some legal  
3 wording as far as what the benefits are in the State  
4 of New Mexico, what is available to an officer if they  
5 do end up being killed in the line of duty, and what  
6 is available for your family.

7 A lot of times this is the kind of  
8 information that needs to be pushed out early. And it  
9 doesn't, it never gets pushed out. I taught the class  
10 to the Bernalillo County Sheriff's Department, to APD,  
11 Albuquerque Police, and also some of Santa Fe County  
12 as well. And I've always gotten really good feedback.  
13 It's information people need to know, we should all  
14 know.

15 And in talking with Hector and with Jerry  
16 about this, we thought the way to present it to you  
17 guys is why aren't we doing this in our academies, why  
18 aren't people being informed about this information as  
19 far as what the PSOB is, the Public Safety Officer  
20 Benefit. That's a Federal death benefit that the  
21 Bureau of Justice Assistance offers for a line-of-duty  
22 death. There's also a State benefit.

23 Nobody knows about this. And I think, if  
24 families knew about this information -- I don't want  
25 to say it's calming or whatever. But if you know what

1 to expect. Because this job is inherently dangerous,  
2 it's unpredictable. And no one ever knows or thinks  
3 they're going to die. But this is part of our job  
4 unfortunately. And it can happen.

5           So I think it's really important that we  
6 educate our cadets. And I know that, when we  
7 discussed this last time with Hector and with Jerry  
8 and a few others on the meeting, you know, we  
9 discussed the military.

10           The military has this locked down. They have  
11 everybody ready for deployment. They have wills, they  
12 have all their benefits laid out, they have support  
13 units that take care of all this stuff. And why  
14 aren't we doing better with that.

15           I know it's a big task. But I think, if we  
16 just start small with just teaching cadets and even  
17 just officers all over the state and their families  
18 about what is there, I think it's a really good place  
19 to start.

20           And it's a necessary thing to have. We  
21 should be doing better with that to let people know  
22 what's going on. I'll shut up for now and let Cheryl  
23 go ahead, if she has anything to say or questions.

24           MS. SCHULTZ: Thanks, Michelle. My name is  
25 Cheryl Schultz. My husband was Kevin Schultz. He

1 died in the line of duty August 17, 2002.

2           One of the things that was different about  
3 Kevin's death was he was not clocked in. And my  
4 benefits were denied initially. Not because it wasn't  
5 considered line-of-duty but because of different  
6 statutory issues that people were trying to get  
7 around.

8           I spent 12 years almost in court trying to  
9 get my Work Comp. And we actually won. When we did  
10 that, it actually changed some of the laws. And it  
11 changed that, when an officer is trained to do a  
12 certain act, which you guys did in the academy, then  
13 the community has an expectation that, if that officer  
14 comes across that situation and they're not clocked  
15 in, that the family is going to be taken care of.

16           And it really came down to something as  
17 stupid -- and I shouldn't say stupid. But it was  
18 important enough for the community that, if somebody  
19 was in peril or if there was a car thing, then they  
20 would be able to have their family taken care of.

21           So I say all that to say that, like Michelle  
22 said, there's a hard discussion that has to be had  
23 with these cadets, with the departments. And we have  
24 to not be afraid to have the discussion about whether  
25 or not death might occur.

1           Just like she said with the military, death  
2 happens. We know that. And if you're not prepared,  
3 then what you do is you further traumatize the family,  
4 you further traumatize the department.

5           Most departments want to help their  
6 survivors. But if they don't know, they usually  
7 either fumble through it and figure it out or they  
8 totally ignore the survivor.

9           And in my situation my department, they took  
10 the media props that Kevin was a hero and that he  
11 saved a little boy's life. But what they did in the  
12 process is after that, when all the cameras are gone,  
13 they cut us off.

14           And I lost my insurance in two weeks. I had  
15 to fumble through the whole benefit hoops all by  
16 myself. And fortunately I had Concerns of Police  
17 Survivors that helped me a little bit on guiding me on  
18 the Federal level.

19           But even on the State, I had to deal with --  
20 and I'm just going to be real honest. I've had to  
21 deal with the politics and bureaucracy and the good  
22 old boys' club, whether they liked my husband's death  
23 or they liked my husband or his department.

24           And those are hoops that a survivor honestly,  
25 number one, should never have to deal with. But they

1 shouldn't have to navigate alone. And that's really  
2 what I had to say.

3 A.G. BALDERAS: Thank you, Cheryl, Michelle.  
4 Are there any questions from the Board? I do kind of  
5 want to give an update. And I do have some strong  
6 positions on this topic. But I do want to let my  
7 Board see if they have any questions.

8 SERGEANT ANDERSON: Hollie Anderson. I don't  
9 have a question. But I do have a comment to say thank  
10 you, Michelle and Cheryl, for being here. I was in  
11 Michelle's class over at APD when she came and put  
12 that on. And I had already been on the department at  
13 that time about 15 years and didn't know that  
14 information that she provided.

15 My husband and I both are officers. And it's  
16 really important for all of us to know that and for  
17 our children to be able to have some type of security,  
18 to know that that is a thing. And I think that it is  
19 unfortunate that it took 15 years with me on the  
20 department at that time to learn this information.

21 So I do believe that it is very important.  
22 And I appreciate you guys for putting in the time and  
23 work into making a curriculum out of it and bringing  
24 it to us today.

25 MS. CARLINO-WEBSTER: Thank you, Hollie.

1           A.G. BALDERAS: Thank you, Board Member  
2 Anderson. Any other board members with questions or  
3 comments?

4           CHIEF JOHNSON: Mr. Chair, Tim Johnson. Just  
5 a couple. I'll kind of echo what Sergeant Anderson  
6 said. I appreciate Ms. Webster and Ms. Schultz being  
7 here. And again I'm sorry for your loss.

8           Having a say over the State Police, I think  
9 we're probably the most recent agency to have to go  
10 through this. And I can assure you, it's confusing on  
11 our end exactly how you described it.

12           A couple questions that I do have. The  
13 material that you think should be presented, is it in  
14 person, ma'am, or is there a virtual way? I just  
15 think it's maybe a little bit difficult to do 4,500  
16 officers in an in-person setting or if there's a train  
17 the trainer.

18           I think that would be an excellent class. I  
19 just don't understand the logistics of getting that  
20 out to 4,500.

21           MS. CARLINO-WEBSTER: Right. And I think  
22 this could very well be a virtual class. It's  
23 something that I think could be put together to just  
24 say here is the information and you have it. And even  
25 if it was like virtual or maybe on a video, then it

1     could be shown whenever to whoever instead of trying  
2     to do an in-person.

3                 I mean the in-person is great obviously for  
4     any training. But with this type of information, it's  
5     not so hands-on so to speak that you can't do it, you  
6     know, virtually.

7                 So I think that definitely it could be  
8     something virtual. I mean I would be completely  
9     honored to be able to do that. But it is something  
10    that could also be train the trainer as well.

11                I think it has a little bit of a different  
12    feel when it comes from a survivor. Because instead  
13    of taking this information from someone who has never  
14    experienced this, you're taking it from someone who  
15    knows and can tell you this is why you need to get  
16    your stuff together because this is the reality of  
17    what can happen.

18                And I think that that really drives that home  
19    as far as having the actual survivor teach something  
20    like that or give the information. But yeah. Good  
21    question.

22                CHIEF JOHNSON: So is there a cost to this  
23    training? That was my second question.

24                MS. CARLINO-WEBSTER: No. The cost is that  
25    we don't want to have more families go through it with



1 being blind. It's invaluable I think. And having  
2 gone through it -- and I know Cheryl has been through  
3 much more difficult things than I did. But there is a  
4 need. There is a need for this type of information to  
5 be communicated.

6 I mean here in L.A. County, we just had a  
7 couple of line-of-duty deaths back to back. And even  
8 with a department as large as the L.A. County  
9 Sheriff's Office, they are still not doing it right  
10 either.

11 There is so much information to be gained  
12 from something like this. And if we can even just  
13 start small and other people catch on. There is no  
14 cost, though. The cost, like I said, it's invaluable  
15 that way.

16 CHIEF JOHNSON: Thank you for that. I just  
17 have two more questions. I'm sorry to highjack this  
18 piece.

19 Ms. Schultz, I think I'm familiar with your  
20 case. You had mentioned that you had to fight for  
21 many years. And you said some things have changed.  
22 And I should know this, but I don't. We kind of just  
23 went through it with the last session.

24 Do you see a law or a definition change that  
25 would help this moving forward? I think we had an

1 opportunity this last session with Senate Bill 375,  
2 where we upped the survivor benefits. And we were  
3 kind of debating back and forth whether we change the  
4 definition of what the State has.

5           The State statute is very broad and generic,  
6 which I didn't like. So we kind of deferred to the  
7 Federal statute of in the line of duty, which I don't  
8 know is really that good either.

9           But if you would be willing to maybe carry  
10 that flag next January, I would definitely be standing  
11 right next to you to try to get that definition  
12 changed.

13           MS. SCHULTZ: I have to say that I really  
14 appreciate that Hector and you are both willing to try  
15 to improve how officers are treated and their  
16 families.

17           I will say also that some of the things that  
18 changed were that, if an officer is on their way home  
19 and they see a wreck and they get killed in the  
20 process of assisting, their families know that they're  
21 going to be taken care of. Those are some of the  
22 issues.

23           Michelle and I are working on rewriting a  
24 first responder death benefit act that we wanted to  
25 propose too. So maybe we can work with you on that.

1     Would that be okay?

2                 CHIEF JOHNSON: 100 percent. And I wish we  
3     would have had this in January. I know it's easy to  
4     say that. But we had a pretty successful session as  
5     it pertains to that.

6                 And I think our officer being killed during  
7     the session, tragic as it was, it kind of opened their  
8     eyes to a few things that maybe they hadn't been  
9     hearing the last six or seven months from everybody  
10    else.

11                If we change that definition to something  
12    reasonable and maybe a little clearer, I don't think  
13    we would have any roadblocks from the legislature.

14                MS. SCHULTZ: And, you know, also, like with  
15    Concerns of Police Survivors, there's a time and place  
16    that we step in. It's definitely not at the hospital,  
17    it's not on that initial, you know, day, because  
18    there's so much trauma going on with the family, with  
19    the department, things like that.

20                And we do have a resource page that  
21    departments can tap into so that they can go, hey, I  
22    know there's this organization that's going to help  
23    the family, I know this organization is going to help  
24    with the death benefits, things like that.

25                I think just having some kind of nexus that

1 will help connect the departments to what's going to  
2 be best for that family. I mean I know, like with  
3 your officer, there are so many dynamics that are  
4 going on with that that you have to really, one, be  
5 sensitive and not be afraid to have those hard  
6 conversations with them and just say this is how it  
7 is, period.

8           A.G. BALDERAS: I was going to offer up a  
9 couple areas of direction I think. And again, just  
10 hearing them out, not only do we get motivated, but we  
11 understand how long time coming these issues are.

12           Because there's a public expectation, a  
13 family expectation, and there's an officer  
14 expectation; because of the service and the oath, you  
15 know, we as humans are almost trained not to think  
16 about some of those issues.

17           So some of it could be just in the way we  
18 train officers and our cadets that, you know, that  
19 phase of life planning is taboo or sometimes we have a  
20 culture where we don't want to think about those  
21 things.

22           But I think ironically, in this era of  
23 officer reform, one of the questions that applies to  
24 all three of those categories that I think the A.G's  
25 Office would like to work with the Director and take

1 the first piece of is that there should be a survivor  
2 guide for families that is family-centric, just asking  
3 the right questions. Is there enough insurance, what  
4 are my rights under due process.

5           Clearly Cheryl has raised some issues just in  
6 governance, the way some of those past votes were  
7 handed down. There was very little explanation.  
8 There was nothing in writing. So there is an entire  
9 experience just from a survivor benefit from a non-law  
10 enforcement member.

11           So we will produce a guide, a simplified  
12 guide based on the feedback from Michelle and Cheryl  
13 and everyone to create kind of like what we have in  
14 the Open Meetings Act. There is a general guide that  
15 just any average citizen could read and get themselves  
16 abreast as to the process.

17           I think, from the public expectation, we  
18 could not believe that there was not a level of surety  
19 and benefits that were almost automatically paid out  
20 in the line of death of an officer.

21           So to hear stories that you almost have to  
22 lawyer up, learn a process during a traumatic  
23 experience, I don't think that's the majority of the  
24 general public's expectation. If you put on a badge,  
25 there should be a requisite level of financial safety

1 net that automatically applies.

2 And what we're hearing is apparently it's  
3 different for everyone depending on the department,  
4 depending on the officer's knowledge, depending on the  
5 level of preparation. And I think we can come up with  
6 a guide as to what is out there.

7 The second piece. I do think, if the Board  
8 is interested, I'll have my attorney and staff kind of  
9 put together just a policy letter, saying that this  
10 really should be a proactive competency that's taught  
11 to cadets.

12 I cannot imagine that you would sign up for a  
13 job with certain skills and dangers. And we should  
14 afford those cadets a level of knowledge and  
15 expectation. And I think from there we also are  
16 identifying gaps in reforms.

17 And then thirdly I do think we can put like a  
18 working group together on this Board or a  
19 subcommittee, Michelle and Cheryl, that we identify as  
20 a priority. We can come up with potential solutions  
21 on how to fix some of those issues.

22 And I also want to add that the Secretary was  
23 very instrumental early on. The death benefit was  
24 250,000. And he was successful with a team to up it  
25 to 400,000.

1           But it sounds like there's a lot of work that  
2   could be improved and a whole spectrum of issues. But  
3   I'm supportive, if the rest of the Board is, of kind  
4   of moving a lot of these issues that you identified  
5   forward.

6           SHERIFF MENDOZA: Mr. Chair, Sheriff Mendoza.  
7   I would just like to make a quick comment. I would  
8   like to thank Cheryl and Michelle for bringing this  
9   information to the Board. I'm a total proponent of  
10  getting this information to cadets as soon as  
11  possible. I think the sooner they have the  
12  information, the better.

13           I think I'd like to even go a step further  
14  and have some type of information or training that  
15  they can take to their families and sit down and watch  
16  with their families, with their significant others or  
17  their children, so they're aware.

18           Because they may get the training. But  
19  unfortunately they may be the ones that lose their  
20  life with that information. And it's typical for  
21  officers not to want to talk about those type of  
22  life-and-death situations.

23           I'm a big proponent of that information. I  
24  knew Officer Schultz personally. And on that note I  
25  would like to say that it is very clear sometimes when

1 an officer is on duty and in his uniform and he's  
2 wearing a badge and he loses his life.

3 It's not so clear when they're not in uniform  
4 and not displaying their badge, but they're doing  
5 their job and what they're trained to do. So I think  
6 that needs to be worked on and clarified.

7 It's not just, you know, in the line of duty.  
8 What does that mean. A lot of officers are on duty  
9 24/7. And they do heroic things and they step in when  
10 others don't. And they need to feel like there is a  
11 safety net for those circumstances. Thank you. And  
12 thanks for letting me make those few comments.

13 MS. CARLINO-WEBSTER: Thank you. And as far  
14 as the line-of-duty definitions go, I think, Hector,  
15 you had mentioned the Federal definitions. The PSOB  
16 outlines really great definitions, line of duty, what  
17 line of duty means, and what it means to be an  
18 officer.

19 And those are actually really good models I  
20 think. I think they've really narrowed it down as far  
21 as the legal terms and how they describe it. So I  
22 implore all of you to just look that up and just see  
23 what those definitions are if you haven't already.

24 They're very clear. Even if I stop a robbery  
25 in progress and I'm off duty, yes, that is considered



1 a line-of-duty death because you are still acting in  
2 your duties as an officer. We have duty to act,  
3 right. That's the good faith and that should be  
4 protected.

5 MS. SCHULTZ: Just not a plug per se. But  
6 Concerns of Police Survivors does a seminar or a  
7 session. It's free. And we're actually having one in  
8 Albuquerque in September. And it's called Traumas of  
9 Law Enforcement. And we partner with an organization  
10 called Warrior's Rest.

11 And these two groups deal with those cold,  
12 hard, what do you do in the line of death, everything  
13 from that to suicide and prevention and things like  
14 that. It's a really good program. And I'll forward  
15 everybody the information. But we are having it in  
16 Albuquerque in September. So that's one piece of it.

17 And I want to thank you, Sheriff Mendoza,  
18 because not too many remember Kevin because it's been  
19 almost 20 years.

20 You know, one of the things I wanted to bring  
21 up too, along with the line-of-duty death benefit New  
22 Mexico has, another big catastrophic thing that was  
23 very emotional but was also logistically struggling  
24 was the loss of my insurance and having to pay an \$800  
25 COBRA thing.

1           We ended up having to go down to the welfare  
2   office and sign up for Medicaid because I couldn't  
3   work. There were so many things that were going on.  
4   I had to have insurance for my son. And it just  
5   immediately gets cut off with not a lot of options  
6   while you're waiting for benefits to come in. I just  
7   think there's a lot that we can do to work on this.  
8   And I appreciate everybody being open to that.

9           A.G. BALDERAS: Cheryl, just to make sure we  
10   don't forget at our office, we would love to  
11   co-support any type of community events like that. We  
12   also have the Advocacy Division.

13           And I know our office, as a law enforcement  
14   agency, would love to either invite people or be a  
15   part of that in September. But by all means, any way  
16   we can help cosponsor or get the word out to multiple  
17   departments, I think that we would be very supportive.

18           And then I'll have for this Board kind of  
19   maybe like a position letter that there is a need,  
20   that we support greater awareness and reform. And I  
21   think you guys are filling out two or three or four  
22   areas. But we'll try to write a summary letter. And  
23   I'll get a draft to the rest of the Board.

24           And, unless I'm not hearing correctly, I  
25   would think that, if the academies understand the

1 proactive need for cadets and then we can take the  
2 other family piece as well, I think this is a real  
3 important issue.

4           There's a lot I guess we could do, Michelle  
5 and Cheryl. The LEAB can be influential in the  
6 curriculum, but we can also be influential as a  
7 partner on these issues.

8           And then again I have no problem as kind of  
9 the civilian person in this group. It is not our  
10 expectation that there is an antagonistic or unstable  
11 process if we lose an officer in the line of duty.  
12 And we all generally in the public I think take a  
13 literal interpretation that the line of duty is when  
14 they choose to defend the community in any way, on or  
15 off duty.

16           So this is going to be a good educational  
17 process for a lot of average New Mexicans. We assume  
18 that there is a level of safety net. And these are  
19 horrific details that I do appreciate you all sharing.  
20 But we need to get this out.

21           City councilors, county commissioners, state  
22 legislators need to be accountable that our  
23 assumptions as elected officials are totally out of  
24 touch I would think, because that's not what we are  
25 expecting. We're just assuming that a safety net

1     kicks in when someone loses their life in the line of  
2     duty. So this is going to be a good project for all  
3     of us to partner on.

4             Are there any other questions? You've given  
5     us a lot to think about and a lot of good things we  
6     can work on. And we'll be in touch with Michelle and  
7     Cheryl and work closely with you guys on these issues.  
8     So thank you.

9             MS. SCHULTZ: Thank you for the opportunity,  
10    I appreciate it.

11            A.G. BALDERAS: Thanks for being patient. I  
12    know that we were delayed for a couple hours. We're  
13    grateful. And again I love just having you guys.  
14    Your stories just put everything in the right  
15    perspective. So thank you for being here. So we can  
16    now kind of move on from this topic.

17            Thanks, Michelle and Cheryl, we'll see you  
18    soon. I'll give you a call. Take care.

19            ITEM NO. 12: OPERATIONAL PLANNING

20            A.G. BALDERAS: Now we'll move on to item  
21    No. 12. I also want to thank our guests for being  
22    patient. Some of you know these folks. Ben Baker is  
23    my Division Director Special Investigations. Frank  
24    Ortiz is a special agent in our Medicaid Fraud  
25    Division.

1           This like the previous topic came about from  
2   an organic conversation with people that have a vested  
3   interest in our community. But also, whether we  
4   support law enforcement indirectly or we rely on law  
5   enforcement or, the third category which many of you  
6   fall into, whether you serve in law enforcement, there  
7   is such debate out there about what law enforcement  
8   should and shouldn't do, which is not a bad thing.

9           But I've always come back to wanting to  
10   support leaders that work within law enforcement to  
11   get out into the community and engage in those  
12   vigorous debates. And this other topic came about as  
13   well.

14           In the real world, not all departments have  
15   this same amount of resources; in the real world,  
16   training may vary. But more importantly, some of the  
17   risks and the dangers that communities face are all  
18   very different.

19           And I encouraged Ben and Frank to come  
20   forward before the Board to also raise another issue  
21   in supporting law enforcement. So I'll defer to them  
22   now to kind of introduce themselves and kind of share  
23   why they think this is an important issue for the LEAB  
24   to have a leadership position on.

25           MR. BAKER: Mr. Chair, Members of the Board,

1    thank you for the opportunity to have an audience with  
2    you folks this morning.

3               I get the privilege of directing our  
4    statewide law enforcement effort as the Attorney  
5    General mentioned. That job gives me the opportunity  
6    to view New Mexico law enforcement from a very unique  
7    perspective. It also affords us a view where we  
8    interact with these agencies statewide. This is I  
9    think different than a lot of folks.

10              I've worked in municipalities, I've worked in  
11   state functions, I've worked in large and small  
12   agencies. Our view is unique because we interact with  
13   most of the folks in New Mexico law enforcement.

14              Over the last several years, we've learned  
15   through observation and experience that there is an  
16   opportunity that likely exists for development and/or  
17   expansion of training of New Mexico law enforcement  
18   officers related to operational planning.

19              And obviously that's a big, broad topic. But  
20   I think it's just like the discussion we just had with  
21   Michelle and Cheryl. There's an assumption of a  
22   certain level of standardization. And I think what  
23   we're starting to learn and to understand here in New  
24   Mexico is that perhaps that perception is not  
25   congruent with the reality of our situation.

1           So I brought with me this morning Frank  
2 Ortiz, who is a special agent in our Medicaid Fraud  
3 Division. Many of you guys know Frank.

4           I bring Frank so that he can share some of  
5 his thoughts on this topic. Not only because he's an  
6 experienced New Mexico member of our law enforcement  
7 community, but also because he has a diverse  
8 background that includes a significant amount of time  
9 spent in the training environment. And I think that's  
10 not only important to the topic, but also important to  
11 this group's edification.

12           Frank has prepared a few words to share with  
13 us this morning. And our hope is that these comments  
14 will lead to a continued discussion of this topic as  
15 this Board continues its difficult and important work.  
16 Obviously prioritizing where things fall is a task  
17 that is difficult. And I am certainly empathetic to  
18 that.

19           We want to stand ready at the Attorney  
20 General's Office to be of assistance to not only this  
21 Board, but to continue to support New Mexico law  
22 enforcement as we work towards discussion around this  
23 topic and potentially development and implementation.

24           So I will yield to Frank so that he can share  
25 with you some of his thoughts. And we will stand

1 available for any questions or clarification that the  
2 Board Members have. Thank you.

3 MR. ORTIZ: Thank you, sir. Esteemed Members  
4 of the Law Enforcement Academy Board, General  
5 Balderas, Director Alzaharna, my name is Frank Ortiz.  
6 I'm a special agent with the New Mexico Office of the  
7 Attorney General.

8 The Office of the Attorney General has 31  
9 special agents who are assigned to all corners of our  
10 state. We daily interact and collaborate with  
11 federal, state, local, and tribal law enforcement  
12 officers and investigators.

13 The Office of the Attorney General has  
14 several missions that function under various units in  
15 our office. These are the Internet Crimes Against  
16 Children Unit, the ICAC; the Human Trafficking Unit,  
17 HTU; Special Investigations Unit, the SIU; the  
18 Anti-Money Laundering Unit, the AMLU; and the Medicaid  
19 Fraud Control Unit, where I am assigned.

20 All of our special agents function in concert  
21 with numerous state and federal task forces throughout  
22 New Mexico, lending critical assistance and resources  
23 and intelligence to all of the numerous law  
24 enforcement organizations represented within our  
25 state.



1           In our capacity we have observed an absence  
2 of standardized operational planning in our law  
3 enforcement interactions. Many agencies conduct  
4 operational planning very well, while other agencies  
5 lack the experience and training necessary to conduct  
6 operational planning effectively, which can compromise  
7 the safety and well-being of both law enforcement  
8 officers and the public we serve.

9           We are here today to raise awareness of the  
10 need for standardization of operational planning.  
11 Operational planning is a critical function of police  
12 work, wherein police officers, investigators, and  
13 supervisors think critically about a law enforcement  
14 operation, carefully considering both the benefits and  
15 the risks of a particular law enforcement operation.

16           From search and arrest warrants to  
17 surveillance, from undercover operations to DWI  
18 checkpoints, these operations all can pose risks to  
19 both the police officer and the public.

20           Although no law enforcement operation is ever  
21 risk free and it is impossible to eliminate all risk,  
22 careful, consistent, and standardized operational  
23 planning can benefit the safety of all of the involved  
24 law enforcement professionals as well as the safety of  
25 the general public.

1           As you may be aware, the critical thinking  
2 process involves police officers, supervisors,  
3 on-scene commanders, and incident commanders initially  
4 determining if the law enforcement action is  
5 reasonable and necessary; whether it is risk effective  
6 and that it will produce optimal results while  
7 following all safety priorities; whether the operation  
8 is in accordance with established law and within a law  
9 enforcement agency's policies and procedures.

10           Law enforcement operational planning can both  
11 be flexible and adaptable for both the rural officer  
12 and metropolitan officer. Agencies, both large and  
13 small, will endeavor to conduct law enforcement  
14 operations.

15           A standardized flexible and adaptable  
16 training module for all officers in our state assists  
17 in the discipline and effective application of  
18 personnel and resources during the planning phase of  
19 enforcement operations.

20           This standardization can substantially  
21 increase the level of preparedness and the safety of  
22 police officers in the State of New Mexico as well as  
23 the public affected by these operations, most  
24 especially smaller and rural departments.

25           Currently there exists comprehensive, readily

1 available operational planning best practices,  
2 templates, lesson plans, courses, which can all be  
3 contained in law enforcement training, policies,  
4 procedures, and legislation.

5           It should be noted that operational planning  
6 is not a replacement for critical incident management,  
7 which is already taught at all of the New Mexico Law  
8 Enforcement Academies and is focused on the aftermath  
9 of a critical incident, which does not include the  
10 initial planning stage for a law enforcement  
11 operation.

12           Thank you for allowing us to present this  
13 information on behalf of all the officers who every  
14 day serve the many communities and the people of New  
15 Mexico. I am available as well as Ben is available to  
16 answer any questions or concerns you may have related  
17 to our observations of operational planning statewide.  
18 Thank you.

19           A.G. BALDERAS: Thank you. Any questions  
20 from the Board? I think this is one of those topics  
21 that sometimes doesn't make the top of the list,  
22 whether it's community groups or law enforcement  
23 advocates.

24           But as we've all seen, there just is a much  
25 more violent environment and there's a much more

1   skeptical community. And I just thought that cadets  
2   be better trained to ensure that they are also aware  
3   of what questions to ask. And our rural departments  
4   also given the opportunity for operational training  
5   expertise as they engage in very, very dangerous  
6   situations.

7           And, of course, I think both community and  
8   law enforcement can agree that this is the type of  
9   topic or area that is critical for community safety  
10  just as much as officer safety.

11           So I just thought I would have our group come  
12  over and introduce themselves and maybe advance this  
13  for a topic of discussion as this is an area that  
14  sometimes is either criticized or there might be blind  
15  spots as well that we don't always get to address.

16           So anyway I'll defer to the Board if there  
17  are any questions at this time on this topic.

18           (No response.)

19           A.G. BALDERAS: All right. I don't believe  
20  there are any questions. Thank you both for  
21  presenting. I do appreciate your effort, what you do  
22  for us at our office.

23           I'd like us to maybe take a break. And we'll  
24  be coming back in about ten minutes to address  
25  discipline. Are there any other concerns from the

1 Board on our agenda at this time?

2 (No response.)

3 A.G. BALDERAS: Okay. Thank you all. We'll  
4 take a ten-minute break.

5 (Recess.)

6 DR. GREEN: I now move that the Board go into  
7 closed executive session to discuss only those matters  
8 listed on the agenda under executive session pursuant  
9 to NMSA 1978 10-15-1(H)(1), (3), and (7). Do I have a  
10 second?

11 MS. MONAHAN: Madam Vice Chair, I second that  
12 motion.

13 DR. GREEN: Okay. Ms. Medrano, can you  
14 please call the roll.

15 MS. MONAHAN: I misspoke. I seconded it, but  
16 I really think I have to move it. So I moved it.  
17 Somebody else has to second.

18 DR. GREEN: I moved it, but we can have a  
19 second second.

20 MS. MONAHAN: No. You're right. You moved,  
21 I seconded.

22 DR. GREEN: Okay. Ms. Medrano, please.

23 MS. MEDRANO: Gurule.

24 CHIEF GURULE: Yes.

25 MS. MEDRANO: Garcia.

1 CHIEF GARCIA: Yes.

2 MS. MEDRANO: Johnson.

3 (No response.)

4 MS. MEDRANO: Mendoza.

5 SHERIFF MENDOZA: Yes.

6 MS. MEDRANO: Anderson.

7 SERGEANT ANDERSON: Yes.

8 MS. MEDRANO: Monahan.

9 MS. MONAHAN: Yes.

10 MS. MEDRANO: Green.

11 DR. GREEN: Yes.

12 So we will at this point go into closed  
13 session.

14 (Recess from 11:26 a.m. to 1:44 p.m.)

15 DR. GREEN: Welcome back. The Board is now  
16 in open session. I affirm that, while in closed  
17 session, we discussed only those matters specified in  
18 the motion and listed on the agenda under executive  
19 session in accordance with NMSA 1978,  
20 Section 10-15-1(H).

21 ITEM NO. 13: MICHAEL GARCIA

22 DR. GREEN: We are moving to item 13. Do I  
23 have a motion regarding Michael Garcia?

24 SERGEANT ANDERSON: Yes, ma'am. This is  
25 Hollie Anderson with the Albuquerque Police

1 Department. And I move to revoke this certification.

2 DR. GREEN: Thank you, Sergeant Anderson. Do  
3 I have a second?

4 MS. MONAHAN: Madam Chair, this is Connie. I  
5 second that motion.

6 DR. GREEN: Thank you, Ms. Monahan. We have  
7 a motion and a second. Ms. Medrano, Monica, can you  
8 call the roll please, ma'am.

9 MS. MEDRANO: Gurule.

10 CHIEF GURULE: Yes.

11 MS. MEDRANO: Johnson.

12 CHIEF JOHNSON: Yes, ma'am.

13 MS. MEDRANO: Mendoza.

14 SHERIFF MENDOZA: Yes.

15 MS. MEDRANO: Garcia.

16 CHIEF GARCIA: Yes.

17 MS. MEDRANO: Anderson.

18 SERGEANT ANDERSON: Yes.

19 MS. MEDRANO: Monahan.

20 MS. MONAHAN: Yes.

21 MS. MEDRANO: Green.

22 DR. GREEN: Abstained.

23 ITEM NO. 14: NELSON BEGAY

24 DR. GREEN: All right. Moving on to item 14,  
25 Nelson Begay, may I have a motion regarding Nelson

1 Begay.

2 CHIEF JOHNSON: Dr. Green, this is Tim  
3 Johnson. I will make a motion to revoke the  
4 certification of Mr. Nelson Begay.

5 DR. GREEN: Thank you, Chief Johnson. Do I  
6 have a second?

7 CHIEF GURULE: Dr. Green, this is Chief  
8 Gurule. I second it.

9 DR. GREEN: Thank you, Chief. All right. I  
10 have a motion and a second. Ms. Medrano, please call  
11 the roll.

12 MS. MEDRANO: Gurule.

13 CHIEF GURULE: Yes.

14 MS. MEDRANO: Johnson.

15 CHIEF JOHNSON: Yes, ma'am.

16 MS. MEDRANO: Mendoza.

17 SHERIFF MENDOZA: Yes.

18 MS. MEDRANO: Garcia.

19 CHIEF GARCIA: Yes.

20 MS. MEDRANO: Anderson.

21 SERGEANT ANDERSON: I'll abstain from the  
22 vote.

23 MS. MEDRANO: Monahan.

24 MS. MONAHAN: Yes.

25 MS. MEDRANO: Green.



1 DR. GREEN: Green votes yes.

2 ITEM NO. 36: KEITH SANDY

3 DR. GREEN: And I have a point of order. We  
4 were supposed to do item 36 first so that we make sure  
5 that we have sufficient vote. Am I correct on that,  
6 that we can move to item 36? Yes. Item 36 is Keith  
7 Sandy. And do I have a motion on item 36?

8 CHIEF GARCIA: This is Chief Garcia. I make  
9 the motion to move to dismiss for lack of evidence.

10 DR. GREEN: Thank you, Chief Garcia. Do I  
11 have a second?

12 MS. MONAHAN: This is Connie. I second that  
13 motion.

14 DR. GREEN: Thank you. All right.  
15 Ms. Medrano, please.

16 MS. MEDRANO: Gurule.

17 CHIEF GURULE: Yes.

18 MS. MEDRANO: Johnson.

19 CHIEF JOHNSON: Abstain.

20 MS. MEDRANO: Mendoza.

21 SHERIFF MENDOZA: Yes.

22 MS. MEDRANO: Garcia.

23 CHIEF GARCIA: Yes.

24 MS. MEDRANO: Anderson.

25 SERGEANT ANDERSON: I'll abstain.

1 MS. MEDRANO: Monahan.

2 MS. MONAHAN: Yes.

3 MS. MEDRANO: Green.

4 DR. GREEN: Green abstains. So now we can go  
5 back. Thank you for taking these out of order.

6 ITEM NO. 15: SHANE HARGER

7 DR. GREEN: I'm moving now to item 15, Shane  
8 Harger. Can I have a motion on item 15, Shane Harger.

9 CHIEF JOHNSON: Dr. Green, this is Tim  
10 Johnson. I'll make a motion to revoke the  
11 certification of Mr. Shane Harger.

12 DR. GREEN: Thank you, Chief Johnson. Do I  
13 have a second?

14 SERGEANT ANDERSON: Sergeant Hollie Anderson.

15 DR. GREEN: Thank you, Sergeant Anderson.  
16 Ms. Medrano.

17 MS. MEDRANO: Gurule.

18 CHIEF GURULE: Yes.

19 MS. MEDRANO: Johnson.

20 CHIEF JOHNSON: Yes, ma'am.

21 MS. MEDRANO: Mendoza.

22 SHERIFF MENDOZA: Yes.

23 MS. MEDRANO: Garcia.

24 CHIEF GARCIA: Yes.

25 MS. MEDRANO: Anderson.

1           SERGEANT ANDERSON:   Yes.

2           MS. MEDRANO:   Monahan.

3           MS. MONAHAN:   Yes.

4           MS. MEDRANO:   Green.

5           DR. GREEN:   Yes.

6                   ITEM NO. 16:   ISAAC VIGIL

7           DR. GREEN:   Moving on to item 16, Isaac

8 Vigil, do I have a motion on Isaac Vigil?

9           CHIEF GURULE:   Dr. Green, this is Chief

10 Gurule. I make a motion that we revoke the

11 certification for Isaac Vigil.

12           DR. GREEN:   Thank you, Chief Gurule. Do I

13 have a second?

14           SHERIFF MENDOZA:   Ms. Vice Chair, this is

15 Sheriff Mendoza. I'll second the motion.

16           DR. GREEN:   Thank you, Sheriff. Ms. Medrano.

17           MS. MEDRANO:   Gurule.

18           CHIEF GURULE:   Yes.

19           MS. MEDRANO:   Johnson.

20           CHIEF JOHNSON:   Abstain.

21           MS. MEDRANO:   Mendoza.

22           SHERIFF MENDOZA:   Yes.

23           MS. MEDRANO:   Garcia.

24           CHIEF GARCIA:   Yes.

25           MS. MEDRANO:   Anderson.

1           SERGEANT ANDERSON:   Yes.

2           MS. MEDRANO:   Monahan.

3           MS. MONAHAN:   Yes.

4           MS. MEDRANO:   Green.

5           DR. GREEN:   Yes.

6                   ITEM NO. 17:   VIDAL SANDOVAL

7           DR. GREEN:   Moving on to item 17, Vidal  
8 Sandoval, do I have a motion?

9           CHIEF JOHNSON:   Dr. Green, this is Tim  
10 Johnson.   I'll make a motion to revoke the  
11 certification of Mr. Vidal Sandoval.

12           DR. GREEN:   Thank you, Chief Johnson.   Do I  
13 have a second?

14           MS. MONAHAN:   Madam Vice Chair, this is  
15 Connie.   I second that motion.

16           DR. GREEN:   Thank you, Ms. Monahan.  
17 Ms. Medrano, please.

18           MS. MEDRANO:   Gurule.

19           CHIEF GURULE:   Yes.

20           MS. MEDRANO:   Johnson.

21           CHIEF JOHNSON:   Yes, ma'am.

22           MS. MEDRANO:   Mendoza.

23           SHERIFF MENDOZA:   Yes.

24           MS. MEDRANO:   Garcia.

25           CHIEF GARCIA:   Yes.

1 MS. MEDRANO: Anderson.

2 SERGEANT ANDERSON: Yes.

3 MS. MEDRANO: Monahan.

4 MS. MONAHAN: Yes.

5 MS. MEDRANO: Green.

6 DR. GREEN: Yes.

7 ITEM NO. 18: LEON HERRERA

8 DR. GREEN: Item 18 is Leon Herrera. Do I  
9 have a motion on Leon Herrera?

10 CHIEF JOHNSON: Dr. Green, this is Tim  
11 Johnson. I will make a motion to revoke the  
12 certification of Mr. Leon Herrera.

13 DR. GREEN: Thank you, Chief Johnson. Do I  
14 have a second?

15 CHIEF GURULE: Dr. Green, this is Chief  
16 Gurule. I will second.

17 DR. GREEN: Thank you, Chief Gurule.  
18 Ms. Medrano, please call the roll.

19 MS. MEDRANO: Gurule.

20 CHIEF GURULE: Yes.

21 MS. MEDRANO: Johnson.

22 CHIEF JOHNSON: Yes, ma'am.

23 MS. MEDRANO: Mendoza.

24 SHERIFF MENDOZA: Yes.

25 MS. MEDRANO: Garcia.

1 CHIEF GARCIA: Yes.

2 MS. MEDRANO: Anderson.

3 SERGEANT ANDERSON: Yes.

4 MS. MEDRANO: Monahan.

5 MS. MONAHAN: Yes.

6 MS. MEDRANO: Green.

7 DR. GREEN: Yes.

8 ITEM NO. 19: VALERIE PALOMBI

9 DR. GREEN: Item 19 is Valerie Palombi. Do I  
10 have a motion on Valerie Palombi?

11 CHIEF JOHNSON: Dr. Green, this is Tim  
12 Johnson. I'll make a motion to revoke the  
13 certification of Ms. Valerie Palombi.

14 DR. GREEN: Thank you, Chief Johnson. Do I  
15 have a second?

16 SHERIFF MENDOZA: This is Sheriff Mendoza.  
17 I'll second that motion.

18 DR. GREEN: Thank you, Sheriff Mendoza.  
19 Ms. Medrano, please.

20 MS. MEDRANO: Gurule.

21 CHIEF GURULE: Yes.

22 MS. MEDRANO: Johnson.

23 CHIEF JOHNSON: Yes, ma'am.

24 MS. MEDRANO: Mendoza.

25 SHERIFF MENDOZA: Yes.

1 MS. MEDRANO: Garcia.  
2 CHIEF GARCIA: Yes.  
3 MS. MEDRANO: Anderson.  
4 SERGEANT ANDERSON: Yes.  
5 MS. MEDRANO: Monahan.  
6 MS. MONAHAN: Yes.  
7 MS. MEDRANO: Green.  
8 DR. GREEN: Yes.  
9 ITEM NO. 20: GEORGE HATFIELD  
10 DR. GREEN: Item 20, George Hatfield. Do I  
11 have a motion on George Hatfield?  
12 CHIEF JOHNSON: Dr. Green, this is Tim  
13 Johnson. I'll make a motion to revoke the  
14 certification of Mr. George Hatfield.  
15 DR. GREEN: Thank you, Chief Johnson. Do I  
16 have a second?  
17 CHIEF GARCIA: This is Chief Garcia. I'll  
18 second.  
19 DR. GREEN: Thank you, Chief Garcia.  
20 Ms. Medrano.  
21 MS. MEDRANO: Gurule.  
22 CHIEF GURULE: Yes.  
23 MS. MEDRANO: Johnson.  
24 CHIEF JOHNSON: Yes, ma'am.  
25 MS. MEDRANO: Mendoza.

1           SHERIFF MENDOZA:   Yes.

2           MS. MEDRANO:   Garcia.

3           CHIEF GARCIA:   Yes.

4           MS. MEDRANO:   Anderson.

5           SERGEANT ANDERSON:   Yes.

6           MS. MEDRANO:   Monahan.

7           MS. MONAHAN:   Yes.

8           MS. MEDRANO:   Green.

9           DR. GREEN:   Yes.

10                 ITEM NO. 21:   KELSEY FRANCISCO

11           DR. GREEN:   Item 21, Kelsey Francisco.   Do I

12   have a motion?

13           CHIEF JOHNSON:   Dr. Green, this is Tim

14   Johnson.   I'll make a motion to revoke the

15   certification of Kelsey Francisco.

16           DR. GREEN:   Thank you, Chief Johnson.   Do I

17   have a second?

18           MS. MONAHAN:   Madam Vice Chair, this is

19   Connie.   I second that motion.

20           DR. GREEN:   Thank you, Ms. Monahan.

21   Ms. Medrano.

22           MS. MEDRANO:   Gurule.

23           CHIEF GURULE:   Yes.

24           MS. MEDRANO:   Johnson.

25           CHIEF JOHNSON:   Yes, ma'am.



1 MS. MEDRANO: Mendoza.  
2 SHERIFF MENDOZA: Yes.  
3 MS. MEDRANO: Garcia.  
4 CHIEF GARCIA: Yes.  
5 MS. MEDRANO: Anderson.  
6 SERGEANT ANDERSON: Yes.  
7 MS. MEDRANO: Monahan.  
8 MS. MONAHAN: Yes.  
9 MS. MEDRANO: Green.  
10 DR. GREEN: Yes.  
11 ITEM NO. 22: SCOTT GORDON  
12 DR. GREEN: Item 22 is Scott Gordon. Do I  
13 have a motion regarding Scott Gordon?  
14 CHIEF JOHNSON: Madam Vice Chair, this is Tim  
15 Johnson. I'll make a motion to revoke the  
16 certification of Mr. Scott Gordon.  
17 DR. GREEN: Thank you, Chief Johnson. Do I  
18 have a second?  
19 CHIEF GARCIA: This is Chief Garcia. I'll  
20 second.  
21 DR. GREEN: Thank you, Chief. Ms. Medrano.  
22 MS. MEDRANO: Gurule.  
23 CHIEF GURULE: Abstain.  
24 MS. MEDRANO: Johnson.  
25 CHIEF JOHNSON: Yes, ma'am.

1 MS. MEDRANO: Mendoza.  
2 SHERIFF MENDOZA: Yes.  
3 MS. MEDRANO: Garcia.  
4 CHIEF GARCIA: Yes.  
5 MS. MEDRANO: Anderson.  
6 SERGEANT ANDERSON: Yes.  
7 MS. MEDRANO: Monahan.  
8 MS. MONAHAN: Yes.  
9 MS. MEDRANO: Green.  
10 DR. GREEN: Yes.  
11 ITEM NO. 23: EDWARD VON KUTZLEBEN  
12 DR. GREEN: Item 23 regarding Edward von  
13 Kutzleben, do I have a motion?  
14 SHERIFF MENDOZA: This is Sheriff Mendoza.  
15 I'll make a motion for a one-year suspension in  
16 regards to Edward von Kutzleben.  
17 DR. GREEN: Thank you, Sheriff. Do I have a  
18 second?  
19 CHIEF GARCIA: This is Chief Garcia. I'll  
20 second.  
21 DR. GREEN: Thank you, Chief Garcia.  
22 Ms. Medrano, please.  
23 MS. MEDRANO: Gurule.  
24 CHIEF GURULE: Yes.  
25 MS. MEDRANO: Johnson.

1 CHIEF JOHNSON: Yes, ma'am.

2 MS. MEDRANO: Mendoza.

3 SHERIFF MENDOZA: Yes.

4 MS. MEDRANO: Garcia.

5 CHIEF GARCIA: Yes.

6 MS. MEDRANO: Anderson.

7 SERGEANT ANDERSON: Yes.

8 MS. MEDRANO: Monahan.

9 MS. MONAHAN: Yes.

10 MS. MEDRANO: Green.

11 DR. GREEN: Yes.

12 ITEM NO. 24: DOROTHY ONIKUTE

13 DR. GREEN: Item 24, Dorothy Onikute, do I

14 have a motion regarding Dorothy Onikute?

15 CHIEF JOHNSON: Dr. Green, this is Tim

16 Johnson. I'll make a motion to accept the voluntary

17 relinquishment of the certification of Ms. Dorothy

18 Onikute.

19 DR. GREEN: Thank you, Chief Johnson. Do I

20 have a second?

21 CHIEF GURULE: Dr. Green, this is Chief

22 Gurule. I'll second.

23 DR. GREEN: Thank you, Chief Gurule.

24 Ms. Medrano.

25 MS. MEDRANO: Gurule.

1 CHIEF GURULE: Yes.

2 MS. MEDRANO: Johnson.

3 CHIEF JOHNSON: Yes, ma'am.

4 MS. MEDRANO: Mendoza.

5 SHERIFF MENDOZA: Yes.

6 MS. MEDRANO: Garcia.

7 CHIEF GARCIA: Yes.

8 MS. MEDRANO: Anderson.

9 SERGEANT ANDERSON: Yes.

10 MS. MEDRANO: Monahan.

11 MS. MONAHAN: Yes.

12 MS. MEDRANO: Green.

13 DR. GREEN: Yes.

14 ITEM NO. 25: CHRISTOPHER BLEA

15 DR. GREEN: Item 25, Christopher Blea. Do I

16 have a motion?

17 CHIEF JOHNSON: Dr. Green, this is Tim

18 Johnson. I'll make a motion to revoke the

19 certification of Mr. Christopher Blea.

20 DR. GREEN: Thank you, Chief Johnson. Do I

21 have a second?

22 CHIEF GARCIA: This is Chief Garcia. I'll

23 second.

24 DR. GREEN: Thank you, Chief Garcia.

25 Ms. Medrano.

1 MS. MEDRANO: Gurule.  
2 CHIEF GURULE: Yes.  
3 MS. MEDRANO: Johnson.  
4 CHIEF JOHNSON: Yes, ma'am.  
5 MS. MEDRANO: Mendoza.  
6 SHERIFF MENDOZA: Yes.  
7 MS. MEDRANO: Garcia.  
8 CHIEF GARCIA: Yes.  
9 MS. MEDRANO: Anderson.  
10 SERGEANT ANDERSON: Yes.  
11 MS. MEDRANO: Monahan.  
12 MS. MONAHAN: Yes.  
13 MS. MEDRANO: Green.  
14 DR. GREEN: Yes.  
15 ITEM NO. 26: ALAN PACHECO  
16 DR. GREEN: Item 26 is Alan Pacheco. Do I  
17 have a motion on Alan Pacheco?  
18 SERGEANT ANDERSON: Yes, ma'am. This is  
19 Sergeant Hollie Anderson. I move to dismiss, please.  
20 DR. GREEN: Thank you, Sergeant Anderson. Do  
21 I have a second?  
22 SHERIFF MENDOZA: This is Sheriff Mendoza. I  
23 second.  
24 DR. GREEN: Thank you, Sheriff Mendoza.  
25 Ms. Medrano.

1 MS. MEDRANO: Gurule.  
2 CHIEF GURULE: Yes.  
3 MS. MEDRANO: Johnson.  
4 CHIEF JOHNSON: Yes, ma'am.  
5 MS. MEDRANO: Mendoza.  
6 SHERIFF MENDOZA: Yes.  
7 MS. MEDRANO: Garcia.  
8 CHIEF GARCIA: Yes.  
9 MS. MEDRANO: Anderson.  
10 SERGEANT ANDERSON: Yes.  
11 MS. MEDRANO: Monahan.  
12 MS. MONAHAN: Yes.  
13 MS. MEDRANO: Green.  
14 DR. GREEN: Yes.  
15 ITEM NO. 27: RICARDO DELGADO  
16 DR. GREEN: Item 27 is Ricardo Delgado. Do I  
17 have a motion on Ricardo Delgado?  
18 SHERIFF MENDOZA: This is Sheriff Mendoza.  
19 I'll make a motion for dismissal in reference to  
20 Ricardo Delgado.  
21 DR. GREEN: Thank you, Sheriff Mendoza. Do I  
22 have a second?  
23 CHIEF JOHNSON: Dr. Green, this is Tim  
24 Johnson. I'll second that.  
25 DR. GREEN: Thank you, Chief Johnson.

1 Ms. Medrano.

2 MS. MEDRANO: Gurule.

3 CHIEF GURULE: Yes.

4 MS. MEDRANO: Johnson.

5 CHIEF JOHNSON: Yes, ma'am.

6 MS. MEDRANO: Mendoza.

7 SHERIFF MENDOZA: Yes.

8 MS. MEDRANO: Garcia.

9 CHIEF GARCIA: Yes.

10 MS. MEDRANO: Anderson.

11 SERGEANT ANDERSON: Yes.

12 MS. MEDRANO: Monahan.

13 MS. MONAHAN: Yes.

14 MS. MEDRANO: Green.

15 DR. GREEN: Yes.

16 ITEM NO. 28: MICHAEL PADILLA

17 DR. GREEN: Item 28, Michael Padilla. Do I

18 have a motion on Michael Padilla?

19 SERGEANT ANDERSON: Yes, ma'am. This is

20 Sergeant Hollie Anderson, and I move to dismiss.

21 DR. GREEN: Thank you, Sergeant Anderson. Do

22 I have a second?

23 MS. MONAHAN: Madam Vice Chair, this is

24 Connie. I second that motion.

25 DR. GREEN: Thank you, Ms. Monahan

1 Ms. Medrano.

2 MS. MEDRANO: Gurule.

3 CHIEF GURULE: Yes.

4 MS. MEDRANO: Johnson.

5 CHIEF JOHNSON: Yes, ma'am.

6 MS. MEDRANO: Mendoza.

7 SHERIFF MENDOZA: Yes.

8 MS. MEDRANO: Garcia.

9 CHIEF GARCIA: Yes.

10 MS. MEDRANO: Anderson.

11 SERGEANT ANDERSON: Yes.

12 MS. MEDRANO: Monahan.

13 MS. MONAHAN: Yes.

14 MS. MEDRANO: Green.

15 DR. GREEN: Yes.

16 ITEM NO. 29: JUSTIN LEE

17 DR. GREEN: Item 29 is Justin Lee. Do I have  
18 a motion on Justin Lee?

19 CHIEF JOHNSON: Dr. Green, this is Tim  
20 Johnson. I will make a motion to dismiss based on the  
21 lack of sufficient evidence that the Respondent  
22 violated a Board rule.

23 DR. GREEN: Thank you, Chief Johnson. Do I  
24 have a second?

25 MS. MONAHAN: Madam Vice Chair, this is



1 Connie. I second that motion.

2 DR. GREEN: Thank you, Ms. Monahan.

3 Ms. Medrano, please.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Mendoza.

9 SHERIFF MENDOZA: Yes.

10 MS. MEDRANO: Garcia.

11 CHIEF GARCIA: Yes.

12 MS. MEDRANO: Anderson.

13 SERGEANT ANDERSON: I'll abstain.

14 MS. MEDRANO: Monahan.

15 MS. MONAHAN: Yes.

16 MS. MEDRANO: Green.

17 DR. GREEN: Yes.

18 ITEM NO. 30: WAYNE JONES

19 DR. GREEN: Item 30, Wayne Jones. Do I have  
20 a motion on Wayne Jones?

21 CHIEF JOHNSON: Dr. Green, Tim Johnson. I'll  
22 make a motion to dismiss based on a lack of evidence  
23 that the Respondent violated a Board rule.

24 DR. GREEN: Thank you, Chief Johnson. Do I  
25 have a second?

1 MS. MONAHAN: Madam Vice Chair, this is  
2 Connie. I second that motion.

3 DR. GREEN: All right. Ms. Medrano, please.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Mendoza.

9 SHERIFF MENDOZA: Yes.

10 MS. MEDRANO: Garcia.

11 CHIEF GARCIA: Yes.

12 MS. MEDRANO: Anderson.

13 SERGEANT ANDERSON: I'll abstain.

14 MS. MEDRANO: Monahan.

15 MS. MONAHAN: Yes.

16 MS. MEDRANO: Green.

17 DR. GREEN: Yes.

18 ITEM NO. 31: FRED DURAN

19 DR. GREEN: Item 31, Fred Duran. Do I have a  
20 motion on Fred Duran?

21 SHERIFF MENDOZA: This is Sheriff Mendoza.  
22 I'll make the motion for dismissal in reference to  
23 Fred Duran based on the lack of sufficient evidence  
24 that Respondent violated a Board rule.

25 DR. GREEN: Thank you, Sheriff Mendoza. Do I

1 have a second?

2 CHIEF GARCIA: This is Chief Garcia. I'll  
3 second.

4 DR. GREEN: Thank you, Chief Garcia.  
5 Ms. Medrano, please.

6 MS. MEDRANO: Gurule.

7 CHIEF GURULE: Yes.

8 MS. MEDRANO: Johnson.

9 CHIEF JOHNSON: Yes, ma'am.

10 MS. MEDRANO: Mendoza.

11 SHERIFF MENDOZA: Yes.

12 MS. MEDRANO: Garcia.

13 CHIEF GARCIA: Yes.

14 MS. MEDRANO: Anderson.

15 SERGEANT ANDERSON: I'll abstain.

16 MS. MEDRANO: Monahan.

17 MS. MONAHAN: Yes.

18 MS. MEDRANO: Green.

19 DR. GREEN: Yes.

20 ITEM NO. 32: ROBERT SALAS

21 DR. GREEN: Item 32 is Robert Salas. Do I  
22 have a motion on Robert Salas?

23 CHIEF GURULE: Dr. Green, this is Chief  
24 Gurule. I'll make a motion to dismiss.

25 DR. GREEN: Thank you, Chief. Do I have a

1 second?

2 SERGEANT ANDERSON: Yes, ma'am. This is  
3 Sergeant Anderson. I'll second the motion.

4 DR. GREEN: Thank you, Sergeant Anderson.  
5 Ms. Medrano.

6 MS. MEDRANO: Gurule.

7 CHIEF GURULE: Yes.

8 MS. MEDRANO: Johnson.

9 CHIEF JOHNSON: Yes, ma'am.

10 MS. MEDRANO: Mendoza.

11 SHERIFF MENDOZA: Yes.

12 MS. MEDRANO: Garcia.

13 CHIEF GARCIA: Yes.

14 MS. MEDRANO: Anderson.

15 SERGEANT ANDERSON: Yes.

16 MS. MEDRANO: Monahan.

17 MS. MONAHAN: Yes.

18 MS. MEDRANO: Green.

19 DR. GREEN: Yes.

20 ITEM NO. 33: BRYAN GORE

21 DR. GREEN: Item 33 is Bryan Gore. Do I have  
22 a motion regarding Bryan Gore?

23 SHERIFF MENDOZA: This is Sheriff Mendoza.

24 I'd like to make a motion for dismissal in reference  
25 to Bryan Gore.

1 DR. GREEN: Thank you, Sheriff. Do I have a  
2 second?

3 SERGEANT ANDERSON: Yes, ma'am. This is  
4 Sergeant Hollie Anderson. I second the motion.

5 DR. GREEN: Thank you, Sergeant Anderson.  
6 Ms. Medrano.

7 MS. MEDRANO: Gurule.

8 CHIEF GURULE: Yes.

9 MS. MEDRANO: Johnson.

10 CHIEF JOHNSON: Yes, ma'am.

11 MS. MEDRANO: Mendoza.

12 SHERIFF MENDOZA: Yes.

13 MS. MEDRANO: Garcia.

14 CHIEF GARCIA: Yes.

15 MS. MEDRANO: Anderson.

16 SERGEANT ANDERSON: Yes.

17 MS. MEDRANO: Monahan.

18 MS. MONAHAN: Yes.

19 MS. MEDRANO: Green.

20 DR. GREEN: Yes.

21 ITEM NO. 34: ADRIAN QUETAWKI

22 DR. GREEN: Item 34, Adrian Quetawki, do I  
23 have a motion on Adrian Quetawki?

24 CHIEF GURULE: Dr. Green, this is Chief  
25 Gurule. I make a motion that we accept the

1     prereferral settlement agreement of a 60-day  
2     suspension.

3             DR. GREEN:   Thank you, Chief.   Do I have a  
4     second?

5             MS. MONAHAN:   Madam Vice Chair, this is  
6     Connie.   I second that motion.

7             DR. GREEN:   Thank you, Ms. Monahan.  
8     Ms. Medrano, please.

9             MS. MEDRANO:   Gurule.

10            CHIEF GURULE:   Yes.

11            MS. MEDRANO:   Johnson.

12            CHIEF JOHNSON:   Yes, ma'am.

13            MS. MEDRANO:   Mendoza.

14            SHERIFF MENDOZA:   Yes.

15            MS. MEDRANO:   Garcia.

16            CHIEF GARCIA:   Yes.

17            MS. MEDRANO:   Anderson.

18            SERGEANT ANDERSON:   Yes.

19            MS. MEDRANO:   Monahan.

20            MS. MONAHAN:   Yes.

21            MS. MEDRANO:   Green.

22            DR. GREEN:   Yes.

23            ITEM NO. 35:   GEORGE MARTINEZ

24            DR. GREEN:   Item 35, George Martinez.   Do I  
25     have a motion on George Martinez?

1           SERGEANT ANDERSON:  Yes, ma'am.  This is  
2  Sergeant Hollie Anderson, and I move to dismiss.

3           DR. GREEN:  Thank you, Sergeant.  Do I have a  
4  second?

5           SHERIFF MENDOZA:  This is Sheriff Mendoza.  
6  I'll second the motion.

7           DR. GREEN:  Thank you, Sheriff.  Ms. Medrano,  
8  please.

9           MS. MEDRANO:  Gurule.

10          CHIEF GURULE:  Yes.

11          MS. MEDRANO:  Johnson.

12          CHIEF JOHNSON:  Yes, ma'am.

13          MS. MEDRANO:  Mendoza.

14          SHERIFF MENDOZA:  Yes.

15          MS. MEDRANO:  Garcia.

16          CHIEF GARCIA:  Yes.

17          MS. MEDRANO:  Anderson.

18          SERGEANT ANDERSON:  Yes.

19          MS. MEDRANO:  Monahan.

20          MS. MONAHAN:  Yes.

21          MS. MEDRANO:  Green.

22          DR. GREEN:  Green votes yes.

23                   ITEM NO. 37:  ADJOURNMENT

24          DR. GREEN:  And I believe that concludes our  
25  meeting.  At this time I'll take a motion to adjourn.

1                   SERGEANT ANDERSON:  Yes, ma'am.  Sergeant  
2  Anderson.  I move to adjourn the meeting.

3                   DR. GREEN:  Thank you, Sergeant Anderson.  Is  
4  there anyone opposed to adjourning the meeting?  I  
5  believe the meeting is adjourned.  Thank you so much  
6  for your time and your service, all of you.

7                   (The meeting adjourned at 2:05 p.m.)

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REPORTER'S CERTIFICATE

I, JAN A. WILLIAMS, New Mexico CCR #14, DO  
HEREBY CERTIFY that on April 1, 2021, the proceedings  
in the above matter were taken before me, that I did  
report in stenographic shorthand the proceedings set  
forth herein, and the foregoing pages are a true and  
correct transcription to the best of my ability.

\_\_\_\_\_  
JAN A. WILLIAMS  
New Mexico CCR #14  
License Expires: 12/31/21

<b>Certification #</b>	<b>Name</b>	<b>Academy</b>	<b>Agency</b>
21-0032-P	Acosta, Arthur	APD #123	Albuquerque PD
21-0033-P	Almaraz de Andrade, Paulina	APD #123	Albuquerque PD
21-0034-P	Auge, David	APD #123	Albuquerque PD
21-0035-P	Betty, Ryan	APD #123	Albuquerque PD
21-0036-P	Cabaday, Alex	APD #123	Albuquerque PD
21-0037-P	Calvillo, Marissa	APD #123	Albuquerque PD
21-0038-P	Copeland, Ricky	APD #123	Albuquerque PD
21-0039-P	Couch, Alex	APD #123	Albuquerque PD
21-0040-P	DeLeon, Joshua	APD #123	Albuquerque PD
21-0041-P	Dolan, Joshua	APD #123	Albuquerque PD
21-0042-P	Dudnow, Damien	APD #123	Albuquerque PD
21-0043-P	Edmonds, Amber	APD #123	Albuquerque PD
21-0044-P	Eichel, Brian	APD #123	Albuquerque PD
21-0045-P	Fulton, Kevin	APD #123	Albuquerque PD
21-0046-P	Gallegos, Lonetta	APD #123	Albuquerque PD
21-0047-P	Garrity, Casey	APD #123	Albuquerque PD
21-0048-P	Gore, Chance	APD #123	Albuquerque PD
21-0049-P	Griego, Matthew	APD #123	Albuquerque PD
21-0050-P	Hol, Jarno	APD #123	Albuquerque PD
21-0051-P	Kamps, Nathan	APD #123	Albuquerque PD
21-0052-P	Martinez, Chayton	APD #123	Albuquerque PD
21-0053-P	Osborne, Jacob	APD #123	Albuquerque PD
21-0054-P	Perez, Manuel	APD #123	Albuquerque PD
21-0055-P	Powell, Cody	APD #123	Albuquerque PD
21-0056-P	Salberg, Kyle	APD #123	Albuquerque PD
21-0057-P	Saul, Kelsie	APD #123	Albuquerque PD
21-0058-P	Saylor, Andrew	APD #123	Albuquerque PD
21-0059-P	Sexson, Nelson	APD #123	Albuquerque PD
21-0060-P	Steward, Nicholas	APD #123	Albuquerque PD
21-0061-P	Villalobos, Jorge	APD #123	Albuquerque PD
21-0062-P	Yaegle, Zachary	APD #123	Albuquerque PD
21-0063-P	Werner, Devin	APD #123	Albuquerque PD

Exhibit B – NMSP CBW #4

<b>Certification #</b>	<b>Name</b>	<b>Academy</b>	<b>Agency</b>
12-0258-P	Volk, Jerri	NMSP CBW #4	New Mexico State Police

Exhibit C – APD CBW #6

<b>Certification #</b>	<b>Name</b>	<b>Academy</b>	<b>Agency</b>
21-0064-P	Jason Janopoulos	APD CBW #6	Albuquerque PD
86-0021-P	Lorraine Sadler Lopez	APD CBW #6	Albuquerque PD

Exhibit D – CBW #100

<b>Certification #</b>	<b>Name</b>	<b>Academy</b>	<b>Agency</b>
20-0309-P	Cesar Moreno	CBW #100	Deming PD

Exhibit A – CNM PSD #1

<b>Certification #</b>	<b>Name</b>	<b>Academy</b>	<b>Agency</b>
20-0100-PST	Lopez, Samantha	CNM PSD #1	Bernalillo County Communications