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NEW MEXICO LAW ENFORCEMENT ACADEMY

VIRTUAL REGULAR BOARD MEETING

December 10, 2020

9:03 a.m.

REPORTED BY: Jan A Williams, RPR, 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

Sergeant Hollie Anderson

Connie Monahan

Rick Tedrow, Esq.

Chief Naithan Gurule

BOARD MEMBERS NOT PRESENT

Sheriff Adan Mendoza

ALSO PRESENT

Kelly Alzaharna, Director

John Kreienkamp, Esq.

Monica Medrano, Case Manager

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1 A.G. BALDERAS: Good morning, everyone. I
2 believe it's about 9:03. I call this meeting to
3 order.

4 ITEM NO. 1: ROLL CALL

5 A.G. BALDERAS: The first item of business is
6 roll call. Good morning, Monica. If you could begin
7 roll call to see which Board Members are present.

8 MS. MEDRANO: Honorable Hector Balderas.

9 A.G. BALDERAS: Present.

10 MS. MEDRANO: Rick Tedrow.

11 MR. TEDROW: Present.

12 MS. MEDRANO: Chief Tim Johnson.

13 CHIEF JOHNSON: Present.

14 MS. MEDRANO: Sheriff Adan Mendoza.

15 (No response.)

16 MS. MEDRANO: Chief Clayton Garcia.

17 CHIEF GARCIA: Present.

18 MS. MEDRANO: Sergeant Hollie Anderson.

19 SERGEANT ANDERSON: Present.

20 MS. MEDRANO: Ms. Connie Monahan.

21 MS. MONAHAN: Present.

22 MS. MEDRANO: Dr. Bobbie Green.

23 DR. GREEN: Present.

24 A.G. BALDERAS: Thank you, Monica. It seems
25 that we have a quorum.

1 At this time I would also like to I believe
2 welcome our new Board Member, Mr. Gurule. I believe
3 he's got his mute button on.

4 Welcome. Good morning.

5 CHIEF GURULE: Good morning, sir. Thank you.

6 A.G. BALDERAS: We have an affable Board
7 here, all diverse different backgrounds. But I would
8 like to maybe give you a quick minute or so just to
9 introduce yourself to the rest of the Board and
10 members of the community we have.

11 CHIEF GURULE: Yes, sir. I started with the
12 Los Lunas Police Department in 2002. I've been with
13 LLPD this entire time. During my time here, I was
14 able to go back to school, get my Bachelor's degree,
15 my Master's degree, lucky enough to attend the FBI
16 National Academy. And I'm just very excited to be
17 part of this Board and hopefully I can make a
18 difference.

19 A.G. BALDERAS: That's fantastic. Welcome.
20 Is my counsel on? John, can you hear me?

21 MR. KREIENKAMP: I can, Mr. Chair.

22 A.G. BALDERAS: Great. Is Board Member
23 Gurule qualified to conduct all aspects of the meeting
24 as well and engage?

25 MR. KREIENKAMP: I haven't seen any

1 appointment papers. But assuming that he was
2 appointed by the governor, then yes, he would be able
3 to participate.

4 A.G. BALDERAS: Board Member Gurule, I
5 understand, I heard the appointment was certified.
6 But I will defer to you. I'm not sure if the LEA has
7 received all of the commissioning paperwork necessary.
8 But do you have any more information on your technical
9 appointment I guess to the Board?

10 CHIEF GURULE: Yes, sir. I did receive a
11 call last week from the Governor's Office.

12 A.G. BALDERAS: Okay. Have you received any
13 paperwork?

14 CHIEF GURULE: I have not. I was told it
15 would be in the mail, but I have yet to receive it.

16 A.G. BALDERAS: What do you think, John?

17 I mean I think to be safe, if you want to
18 abstain from votes and just listen in, I think that
19 would be kind of the middle of the road and maybe
20 safer for you.

21 MR. KREIENKAMP: Yeah. Mr. Chair, I guess in
22 the absence of that paperwork, my suggestion would be
23 that he not participate in the votes. But he could I
24 mean certainly participate in the discussions. And
25 then, if the Board would like to bring him into closed

1 session, that's probably advisable too.

2 A.G. BALDERAS: Okay. Are you okay with
3 that, Board Member Gurule?

4 CHIEF GURULE: Absolutely. Thank you, sir.

5 CHIEF JOHNSON: Mr. Chair, it's Tim Johnson.
6 What paperwork do you need? We were sent a letter
7 yesterday from the Governor's Office appointing him.

8 MR. KREIENKAMP: If you do have the
9 appointment letter, that's sufficient.

10 CHIEF JOHNSON: Okay. Do you want me to
11 forward that to you, Mr. Kreienkamp, so that you make
12 sure it's good?

13 MR. KREIENKAMP: I mean you could I suppose.
14 I mean yeah, that would be fine.

15 DIRECTOR ALZAHARNA: I did that, sir.

16 CHIEF JOHNSON: Just a quick note to start
17 this off with humor. Chief Gurule was so excited to
18 be a part of this Board that he logged on yesterday at
19 nine a.m. and stayed on the call for an hour before he
20 realized that it wasn't happening. So I think it's a
21 good appointment.

22 A.G. BALDERAS: We appreciate that
23 enthusiasm.

24 Monica, do you need to call on Board Member
25 Gurule so you can note his presence or do you want to

1 reflect that in the record?

2 MR. KREIENKAMP: Mr. Chair, so I have
3 reviewed the letter that the Director just emailed me
4 from the Governor's Office. It does indicate that the
5 appointment commences on December 8. So I do think
6 that he can vote at today's meeting.

7 I mean I think it's clear for the record that
8 he is present. And for any votes there will be roll
9 call votes anyway. So I don't think you need to do an
10 extra roll call for him.

11 A.G. BALDERAS: Excellent. All right. Well,
12 welcome, Chief Gurule. And I'm excited to have the
13 appointment filled. Our former Vice Chairman was a
14 fantastic Board Member and we were sorry to see him
15 leave.

16 But we operate best when we are at full
17 capacity. And we look forward to your perspective as
18 well moving forward. And we're also grateful that you
19 were willing to serve in addition to your other
20 professional duties.

21 Actually I have a question. Mr. Gurule has
22 all the materials I'm assuming for the meeting as
23 well, all the written materials, or does he not?

24 DIRECTOR ALZAHARNA: Chairman, I spoke with
25 the chief yesterday and sent him a copy of the binder.

1 A.G. BALDERAS: All right. Just as long as
2 he's got enough information in front of him. Okay.

3 ITEM NO. 2: APPROVAL OF AGENDA

4 A.G. BALDERAS: We will go to item No. 2,
5 approval of the agenda. And I'll give everyone a
6 quick second. And if there is no opposition or
7 changes, I'll entertain a motion to approve today's
8 agenda.

9 MS. MONAHAN: Mr. Chair, this is Connie
10 Monahan. I move to accept the agenda as submitted.

11 A.G. BALDERAS: Thank you, Board Member.
12 There is a motion to approve the agenda as submitted.
13 Is there a second?

14 DR. GREEN: Mr. Chair, this is Bobbie Green.
15 I second.

16 A.G. BALDERAS: Thank you, Board Member.
17 There is a motion and a second to approve today's
18 agenda. All in favor say aye.

19 (The Board Members voted unanimously.)

20 MR. KREIENKAMP: Mr. Chair, because this is a
21 virtual meeting, I do recommend a roll call vote.

22 A.G. BALDERAS: Okay. Monica.

23 MS. MEDRANO: Balderas.

24 A.G. BALDERAS: In favor.

25 MS. MEDRANO: Tedrow.

1 MR. TEDROW: Yes.

2 MS. MEDRANO: Johnson.

3 CHIEF JOHNSON: Yes, ma'am.

4 MS. MEDRANO: Garcia.

5 CHIEF GARCIA: Yes.

6 MS. MEDRANO: Gurule.

7 CHIEF GURULE: 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 A.G. BALDERAS: I note eight in favor and no
15 one opposing. The motion does pass to approve today's
16 agenda, item No. 2.

17 ITEM NO. 3: APPROVAL OF MEETING MINUTES

18 A.G. BALDERAS: We can now move forward to
19 item No. 3, approval of the minutes. The last meeting
20 was November 12. You should all have in your binder
21 copies of those minutes that were distributed to all
22 of you. And these minutes were also on the LEA
23 website.

24 I would ask if you'll take a few minutes or
25 seconds to take a look at that and see if there are

1 any corrections that are needed at this time.

2 If there are no corrections, I'll entertain a
3 motion to approve the minutes.

4 CHIEF JOHNSON: Sir, this is Tim Johnson.
5 I'll make a motion to approve the minutes.

6 A.G. BALDERAS: Thank you, Board Member.
7 There is a motion to approve the minutes from Board
8 Member Johnson. Is there a second?

9 CHIEF GARCIA: This is Chief Garcia. I
10 second.

11 A.G. BALDERAS: Thank you, Board Member
12 Garcia. There is a motion and a second to approve the
13 minutes from November 12, 2020. We can now have a
14 voice vote. Monica.

15 MS. MEDRANO: Balderas.

16 A.G. BALDERAS: Approve.

17 MS. MEDRANO: Tedrow.

18 MR. TEDROW: Yes.

19 MS. MEDRANO: Johnson.

20 CHIEF JOHNSON: Yes, ma'am.

21 MS. MEDRANO: Garcia.

22 CHIEF GARCIA: Yes.

23 MS. MEDRANO: Gurule.

24 CHIEF GURULE: 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 A.G. BALDERAS: The motion passes to adopt
7 and approve the minutes of November 12, 2020.

8 ITEM NO. 4: SET 2021 BOARD MEETING DATES

9 A.G. BALDERAS: We now can go to item No. 4,
10 the scheduling of our 2021 Board meeting dates, the
11 next agenda item. At this time we can just casually
12 kind of consider some windows of opportunity.
13 Obviously we hope that we'll be in a position or a
14 place to have options to meet in person.

15 But the windows of time that I'd like to
16 direct the Board to consider for the next four
17 meetings would be April 1, 2021; June 3, 2021;
18 September 2, 2021, and December 2, 2021. And all of
19 these fall on a Thursday.

20 And I would like to maybe get some feedback
21 from the group. I think some of the general thinking
22 in how these windows were identified is that obviously
23 the New Mexico legislative session is coming up.
24 We're optimistic that we will be engaged on behalf of
25 the LEAB more proactively.

1 Secondly, the pandemic. So we tried to
2 optimistically book more dates into the spring,
3 summer, and fall. But these are up for discussion.
4 We want to make sure we have maximum and full
5 participation.

6 Anybody have any questions or thoughts as to
7 those four dates at this point? Anybody on leave or
8 military duty or anything like that?

9 (No response.)

10 A.G. BALDERAS: Okay. And you're also
11 individually welcome to keep us posted. If you
12 encourage us to consider another date or window or
13 week, we would consider that. I just wanted to give
14 you advance notice of those four meetings.

15 CHIEF JOHNSON: Mr. Chair, this is Tim
16 Johnson. These are just placeholders, right? We
17 would be able to meet more frequently if we needed to,
18 right?

19 A.G. BALDERAS: That's correct.

20 CHIEF JOHNSON: Okay.

21 A.G. BALDERAS: These are only the minimum
22 four that we're required to do. But around
23 rulemaking, discipline, community, I'm always open to
24 more suggestions from the Board.

25 CHIEF JOHNSON: Yes, sir. Thank you.

1 ITEM NO. 5: CHAIRMAN'S REPORT

2 A.G. BALDERAS: We can now move to item
3 No. 5, the Chairman's report.

4 Again I want to welcome our new Board Member
5 Gurule. And it is quite the process to finally have a
6 full Board and then lose a Board Member. And so I'm
7 grateful to all the staff and the individuals who
8 helped evaluate the applicants and, more importantly,
9 who helped process Board Member Gurule. So I'm
10 excited that we're at full capacity.

11 And then I would also like to inform you all
12 that I and several staff have had what I would call a
13 heightened discussion with community stakeholders and
14 legislators around the LEA curriculum and the
15 disciplinary process.

16 And my update is that there is an all-time
17 high in interest. I had requested a follow-up. There
18 were several Board Members that wanted to get
19 specifically involved in the understanding and review
20 of the curriculum, to modernize the curriculum.

21 And it was reported to me that our Director
22 has provided that to the Board Members that requested
23 the curriculum for specific review. That is one of
24 the top three priorities of the Board, is to review
25 the curriculum and also have the Board Members' own

1 perspectives basically amended into this curriculum.

2 And I think everyone on the Board is unified
3 to always improving and modernizing and standardizing
4 the curriculum in a way that not only meets
5 compliance, but also is one of the leadership goals of
6 this Board.

7 And I have communicated that to the Director
8 early on with Board Members changing. But this new
9 Board wants to stamp their own approval on the
10 curriculum and be confident that they can report back
11 to the community that the education, curriculum, and
12 training is truly the top priority or one of the top
13 three priorities of this Board.

14 And so my update is that as I know some
15 Members have the curriculum in front of them. If
16 there are other Board Members that do not have the
17 curriculum for your input, we can either work through
18 a subcommittee or we can defer to some of the Board
19 Members that have taken a leadership role in reviewing
20 the curriculum.

21 But either way you will all have the
22 opportunity to weigh in on the direction of the
23 curriculum. And we will be facilitating that as soon
24 as I get some feedback from the Board.

25 So this is an important step. But the reason

1 I update the Board in that context is that I have
2 never seen such support from law enforcement leaders
3 across the State in New Mexico and also lawmakers and
4 what I would call almost disinterested parties,
5 parties that don't know a lot about how the law
6 enforcement training and discipline process works.

7 They are getting fully engaged and
8 acknowledging that they've got some catching up to do.
9 And they're relying on us to partially educate them on
10 not only the process, but kind of what the deficits
11 and deficiencies are.

12 No one on either side of the law enforcement
13 community, that defends the law enforcement community
14 or the reformists and the civil rights defenders,
15 nobody has ever identified adequate staffing resources
16 for the LEA.

17 In other words, it is appalling that this is
18 considered an oversight agency, yet no one has truly
19 done a fiscal analysis to try to deliver the
20 accountability and the enforcement of the rulemaking
21 that everyone proclaims to demand of our community.

22 And I'm finally excited that there are
23 serious conversations that are both fundamental to
24 success and safety that I think will benefit all
25 citizens that are impacted, both positively and

1 negatively, by us not strengthening accountability and
2 discipline and training.

3 But we're finally looking under the hood and
4 truly looking at the entire model. And legislators
5 are finally acknowledging that they were completely
6 unaware of the process, much less how to improve it.

7 And so this is where resources have come to
8 call into question that they're realizing, wow, we are
9 severely underfunding one of the most important
10 oversight processes in the State of New Mexico and yet
11 we want certain results.

12 So I'm really excited. And I want to give
13 the Board a lot of credit and our Director and our
14 staff that the dialogue and the conversation is very
15 critical at this stage and time, especially with the
16 session coming up and all of the very important
17 national dialogue.

18 This is why it's so critical for our Board.
19 Now is really the time, between the holidays and the
20 next meeting, to take a look at this curriculum and
21 get a feel for the ideas and the questions you have
22 and the direction you have.

23 And I'm excited because I think it's going to
24 be one of your most important leadership roles, is
25 just weighing in on whether or not the State of New

1 Mexico is funding and providing the best curriculum in
2 the country.

3 I think that is the starting point. And
4 that's the standard that this Board can set. We
5 understand everything can always improve. But we need
6 to set the tone and request the resources and engage
7 everyone.

8 So you will all be I guess playing a very
9 critical role. But what's different this year than
10 many years in the past is there were very few
11 advocates, there were very few lawmakers, very few
12 real stakeholders that were impacted that really paid
13 attention to what this Board did in terms of the
14 curriculum and the discipline. And now they're all
15 willing to really engage and push at least an agenda
16 forward that involves a lot of people.

17 So I have the head of the Municipal League
18 chiefs law enforcement association willing to meet
19 with other community groups and lawmakers that will
20 generally represent reform issues. Now they're really
21 willing to look at law enforcement infrastructure
22 first as well as just taking policy positions.

23 So I give you that brief update in that I
24 think now is really a critical time to get your
25 feedback over the next couple months and make sure

1 that I request that the LEA staff do everything we can
2 to make sure that our Board has all of the critical
3 curriculum information that they need so that they can
4 begin to make suggestions on how to improve some of
5 that curriculum.

6 I do think we are going to be asking for
7 funding so that there are adequate instructors and
8 adequate opportunities for our cadets in a way that it
9 really raises the standard.

10 In the past I get the sense that this
11 function was left to a reality of, well, whatever
12 scraps are left in terms of funding, we will try to
13 duct tape together a training program. And I think
14 the opportunity to change that a little bit is
15 important right now and very exciting.

16 The second update I would like to maybe
17 identify that our Board continues to focus on is there
18 has been considerable discussion as well on your
19 discipline function or the role of discipline when
20 these complaints come in.

21 And I'm also pleased. Much like there is
22 enthusiasm and a real sincerity to just improve and
23 fix and fund curriculum and support the mission, I
24 think there are now really sincere and tough questions
25 on why a backlog would form or whether or not a

1 backlog is appropriate in the size that it is.

2 And I think those are honest questions. I
3 think, if you have 100 cases and you have thousands
4 and thousands of officers, it's up to us as a Board,
5 the Legislature, members of the press corp, to put
6 that percentage in perspective with schoolteachers,
7 accountants, doctors.

8 And I think it's important to have that real
9 objectivity. Anyone can look at a Larry Barker story
10 and draw an opinion. But I think we have these
11 stakeholders asking for this data, asking how long
12 does it take to process a discipline complaint.

13 And many didn't even know the distinction
14 between what the LEA does to investigate on the front
15 end, what the Board does to certify that discipline;
16 and then, if the officer resists discipline, that's
17 not the end of the process. Then this Board refers it
18 to the Attorney General's Office for an on-the-record
19 prosecution. It's a very timely process.

20 So I want the Board to have stakeholders
21 prepared to represent the Board's experience
22 objectively and provide real information to the
23 Legislature, because they are looking and starting to
24 again ask the right questions.

25 I think initially it's easy to say 125 cases

1 is a profound backlog and assign it a certain time
2 period and then judge it. But I think now they're
3 comparing it to the level of financial commitment they
4 give.

5 I think they are also weighing those due
6 process considerations with other professions. And
7 then I think they're realizing -- and I say this with
8 full sincerity. But accountability, because I defend
9 those who have been serving and grinding in this very
10 nonglamorous role.

11 I can assure you there are just handfuls of
12 people that have truly committed to investigating and
13 prosecuting malfeasance, civil malfeasance; in other
14 words, licensees that conduct harm to the community,
15 whether it's contractors, doctors, beauty stylists,
16 law enforcement officers.

17 I can assure you that those who judge whether
18 there should be more done, that many of those people
19 have never joined the fight to truly protect consumers
20 and citizens across New Mexico and really looked at
21 the system to see if we are fully investing in proper
22 investigators and providing a process that's
23 responsive enough to the amount of malfeasance, abuse,
24 fraud, misrepresentation, breach of contract.

25 I get calls from ladies who contracted with a

1 roofing contractor that's not even licensed and are
2 not getting any callbacks. So there are many areas of
3 need, not just law enforcement licensees.

4 But I think now there is truly at least a
5 real honest dialogue on whether or not this LEA Board
6 needs to improve their discipline process. I welcome
7 that. I think there are areas that we can improve on
8 the investigative side.

9 But I can tell you that, on the backside of
10 prosecuting those licensees, once an officer chooses
11 to not accept the discipline of this Board, there
12 probably is no better unit in government once the
13 A.G's Office takes over the prosecution.

14 But many in the Legislature didn't understand
15 the complexity of that process. And so now I think
16 they're going to be looking at really potentially
17 providing more robust resources on the investigative
18 side, on the file management side.

19 And I think it's important to have everyone
20 at the table starting off saying we have this many
21 officers, we have this type of process, we can improve
22 timeliness or due process. You have to balance
23 everything.

24 But ultimately in the end I want a shared
25 community setting goals, saying these are the goals we

1 want to set. If there are this many citizens in the
2 state, this many officers, this is how we're going to
3 improve the entire process so that it's fair; but that
4 it's accountable and that we don't have cases backing
5 up and falling through the cracks.

6 So those two areas of curriculum and
7 discipline, my report encompasses conversations with
8 many stakeholders and that I will be engaging with
9 this Board to get more of your sincere positioning and
10 leadership on those critical areas to improve.

11 And the Legislature may be looking at our
12 enabling statutes that empower us. And then also
13 there will be at least a lot of interest in weighing
14 in on the clarity of all the roles; in other words,
15 how should this process fit into all of the lack of
16 oversight in the State of New Mexico in other areas in
17 terms of the entire community and market.

18 So that is where we're at in the Chairman's
19 report at this time.

20 ITEM NO. 6: DIRECTOR'S REPORT

21 A.G. BALDERAS: We can now go to item No. 6.
22 Welcome, Director. How are you this morning?

23 DIRECTOR ALZAHARNA: Fine. Thank you,
24 Chairman. Good morning, Board Members.

25 For the Director's report, first are the

1 academy graduations that we've had since the last
2 Board meeting. We had the New Mexico Law Enforcement
3 Academy CBW Class No. 102 graduated 13. Southeastern
4 New Mexico Law Enforcement Academy graduated a CBW
5 with six students. The New Mexico Law Enforcement
6 Academy Public Safety Telecommunicator Class No. 149
7 graduated 20. And CNM Public Safety Dispatch Academy
8 No. 1 graduated ten.

9 As far as compliance goes, we had zero
10 compliance reports received again like last month.
11 We're at a period in the year right now where we're
12 going into the midpoint of the biennium requirement.

13 So the actual deadline to complete the
14 training for biennium training isn't until December 31
15 of 2021. But we are coming up on the five and a half
16 hours that are required annually. That training is
17 expected to be done December 31 and the reporting is
18 expected to be done by March 5 of 2021.

19 We did process LEA-82s which are employment
20 action forms that notifies us when people are hired or
21 separated or get a position change. We processed 108
22 of those this month.

23 As far as misconduct goes, we received five
24 misconduct cases. And that's just since November 12,
25 since your last meeting. Currently as of today we

1 have 116 active cases. We have ten cases on today's
2 agenda. Seventeen of those people whose cases are
3 active are currently employed and the remainder of
4 them are not currently employed.

5 We are in need of Hearing Officers. I
6 believe we have two Hearing Officers right now. And I
7 think it would be very beneficial if we had an
8 additional two Hearing Officers.

9 If you or if you know anyone who is
10 interested in being a Hearing Officer, please have
11 them contact me directly. My number is 505-827-9262.

12 The process we've just used for the last one
13 was they submit a resume. That's reviewed based on
14 the criteria that was here in the office. And then
15 the last candidate went before the Board for your
16 approval on that. So if we have any interest, please
17 let me know.

18 Speaking about the accredited Basic Police
19 Officer Academy curriculum, when I first came on
20 board, I believe it was last fall, September or
21 October, at the meeting -- I take that back.

22 As far as the curriculum goes, I have sent
23 out the block training and lesson plans to the entire
24 Board. I will get that to our new Board Member. I
25 will send that out as well. And I'm continuing to

1 send out blocks as we get them formatted to keep in
2 line with the Chairman and the Board's request.

3 As far as our Basic Police Officer Academy,
4 it's 677 hours. And I'm getting ready to early next
5 week send out a notification to all of our regional
6 and satellite academies with a memorandum that's going
7 to outline the steps for getting their academies
8 accredited.

9 There is an overall process when an entity
10 wants to be accredited and accepted to actually run
11 academies. And that's done and reapproved every three
12 years.

13 But every time one of those regional or
14 satellite academies wants to run one of their
15 programs, either a basic police officer training,
16 telecommunicator class, or a CBW, they go through an
17 accreditation process. And it's a process, it's
18 outlined in the NMAC, and it's them providing us
19 information so that we can verify that they have met
20 the requirements.

21 That hasn't been real clear. I've been
22 working with staff to spell out the steps in line with
23 the NMAC in the areas that it's not clear.

24 One of the things that the Board did ask is
25 they spoke about having the curriculum consistent for

1 all of our regional satellite academies. And I got
2 mixed feedback as I spoke with the regional directors
3 and agency heads.

4 The expectation was that yes, that it should
5 be. All of the satellite academies said they included
6 the NMLEA curriculum, but they didn't necessarily
7 teach it the way it had been approved and it was put
8 out.

9 A classic example is ours is 677 hours. But
10 some of those academies want to have a basic, what
11 they call a basic, which is over 1,000 hours.

12 The State Police, on this last session, they
13 ran their class so that the front end, the first 677
14 hours, was the NMLEA approved curriculum. And then
15 their students sat for the certification exam. And
16 once that was done, then they moved on and taught the
17 initial hours that they felt were necessary for their
18 recruits.

19 The notification I'm sending out is going to
20 give direction to those academies that that is the way
21 they should be running their academies.

22 We have four or five that are similar to the
23 State Police, where they're running the bulk of their
24 training, the basic academy, for their own employees,
25 not employees from multiple agencies like we do at the

1 NMLEA.

2 So in efforts to meet that, we're going to
3 let them know that this is the expectation, that the
4 first 677 hours will be the core curriculum that was
5 approved by the Board. And then once we've received
6 verification that they've met those standards, we will
7 proctor the certification exam for them. And then
8 they can go on to teach whatever material they feel is
9 relevant for their academy.

10 Once that goes out, I'm going to tie in a
11 notification to the agency heads that lets them know
12 what information the satellite academies need and the
13 deadlines and time frames for getting that information
14 to the satellite academies so that they can process
15 these applications in a timely manner.

16 We've run into the point where there are
17 deadlines. There are requirements spelled out in the
18 NMAC. And it's been very difficult again to get
19 compliance with that because there are no
20 ramifications if it doesn't happen.

21 We've dealt recently with an academy who we
22 didn't even receive the application packets until
23 after the academy started. And it's just really
24 frustrating on our end to be trying to back up and
25 process applications when the academy is already in

1 session.

2 So that notification is going to go out on
3 top of that. And it's going to follow the NMAC
4 specifically, letting them know that some of the
5 ramifications, if they don't get that in timely, is
6 that the students won't be approved to attend it; if
7 it's their own academy, that their academy start date
8 may be pushed back until all the NMAC criteria is
9 received.

10 I think the NMAC also identifies that, if
11 it's a consistent problem with a satellite academy,
12 that there is also the possibility of having their
13 academy decertified for lack of a better term or not
14 being reaccredited until they come back up to the
15 standards that are set out. So that will be going out
16 in the next week or so.

17 Academies that I'm aware of that have already
18 started submitting paperwork to start academies after
19 the first of the year is our academy, the NMLEA.
20 Basic Police Officer Training No. 201 is tentatively
21 set to start on January 25.

22 And we're planning on running four CBW
23 academies in 2021 and four public safety
24 telecommunicator academies in 2021. We don't have
25 dates set for that yet.

1 We've also received notification that three
2 satellite academies, Western New Mexico, CNM, and San
3 Juan County, have started the accreditation process
4 each to also begin academies January 11, 2021.

5 As far as what our staff has been processing,
6 including satellite academies, we've processed 33
7 Basic Police Officer Training Academy applications.
8 That seems like a low number, but it's not really;
9 because the bulk of that processing for the upcoming
10 academies has been done over the last few months. So
11 these are like the last few trickling in, knowing that
12 academies are getting ready to start.

13 We've received four CBW academy applications.
14 The same thing. We've just finished running two full
15 academies on our end and there were one or two that
16 happened at satellite academies. So those have been
17 pretty much caught up.

18 We've received 26 applications and processed
19 them for public safety telecommunicator academies.
20 And again we just finished running three of those as
21 well. We've processed 51 instructor applications, one
22 advanced certification application, and 50 course
23 accreditation applications.

24 As far as what's going on with our facilities
25 right now, since our last meeting, our firearms range

1 had 14 days of use from us and outside agencies and
2 our EVOC track had seven days of use.

3 An update on the reorganization or
4 reclassification. Secretary Fons, Director Anaya who
5 is DPS HR director, and I will be presenting at the
6 State Personnel Office board meeting tomorrow
7 specifically regarding the pay ban increase for the
8 instructor positions, which is a very important part
9 of us being able to get highly trained and qualified
10 instructors on board here. So that will be happening
11 tomorrow.

12 A final Envisage update. Envisage will be
13 here Tuesday, Wednesday, and Thursday of next week to
14 implement the rapid start. I will be meeting with
15 them all three and a half days as well as NMLEA staff.

16 They're aware of where we were when they left
17 several years ago, when they first implemented it.
18 Their purpose is to get an idea of where we are now
19 and what they can do to help us move forward. We
20 already know what they can do to help us and working
21 with a subcommittee.

22 But their staff member, who is going to be
23 working with us 20 hours a week for the next year, is
24 going to be working real closely to get into the weeds
25 about what we need to do to get our compliance

1 reporting, all of the functionality that this program
2 has to give us to get us up and running.

3 Along with this we have purchased the case
4 management module of Acadis, which will help us
5 transition from all of our misconduct cases right now
6 being tracked manually on our side to be included in
7 the Acadis tracking system and hopefully be able to
8 give you better real-time reporting information on the
9 status of these conduct cases. And that is my report,
10 Chairman.

11 A.G. BALDERAS: Board Member Tedrow, I see
12 your hand up.

13 MR. TEDROW: Yes. Thank you, Chairman.
14 Director, I did have a question posed to me the other
15 day from an academy wondering why baton strikes were
16 removed from curriculum. And I didn't know how to
17 answer that. So I was wondering if maybe you could
18 help me out with why we removed baton strikes from our
19 curriculum training.

20 DIRECTOR ALZAHARNA: I was not aware we
21 removed baton strikes from our curriculum. I remember
22 early on discussions just like with the firearms
23 program, that shotguns and rifles aren't taught or
24 certain implement tools because they're not considered
25 part of basic training. It was something that was

1 decided that was taught at the agency level.

2 If that was done at any point in time, my
3 only recollection of a conversation was that a large
4 portion of agencies are not carrying batons. And
5 that's a type of training that an agency would provide
6 their officers if they were going to provide that tool
7 for them to use.

8 MR. TEDROW: Okay. Thank you, Director. I
9 appreciate it.

10 A.G. BALDERAS: Any other questions from the
11 Board to the Director? I have I guess more of a
12 partial question and maybe kind of veers into more of
13 a comment or a suggestion.

14 I mentioned earlier in my report that I think
15 there is considerable interest from diverse
16 stakeholders across the board to really look at an
17 adequate funding assessment in the areas of training
18 and discipline really in a sincere way, acknowledging
19 that the level of investment does not proportionately
20 meet the level of demand in the community if you look
21 at the amount of departments.

22 And I think I've heard you say a couple times
23 in a couple different topic areas that you don't have
24 a lot of teeth. If a department does not communicate
25 with you or get back with you in a timely manner, you

1 don't have a mechanism or specific points of contact,
2 is that correct, where there are key performance
3 measures regarding processing of curriculum or
4 certification as well?

5 Do I understand that? Have you expressed in
6 the past that sometimes it's hit or miss depending on
7 how departments communicate with you in your office?

8 DIRECTOR ALZAHARNA: Yes. Basically what
9 I've experienced, when I first came in, was feedback
10 that we only have one curriculum and that everybody is
11 teaching it the same and there's, you know, absolutely
12 no differentiation.

13 And so when I reviewed that section of the
14 NMAC -- and it's only my interpretation. But when I
15 read it, based on my experience, it doesn't say there
16 is only one curriculum. It says that a basic training
17 curriculum must be accredited by the Board.

18 In lots of states, what that means is you
19 could have different academies teaching -- based on
20 like our NMAC is set up, it identifies the hours and
21 the topics. But those hours and topics could be
22 taught different ways with different lesson plans.
23 And as long as it's accredited, you could have several
24 basic curriculums out there.

25 So I identified that first. And then, as I

1 spoke with satellite academy directors, they would
2 say, oh, yes, we received the NMLEA curriculum and,
3 yes, we teach it. And I said okay.

4 So if I came down and monitored that, I would
5 see the 677 hours. And then I was told, well, no, not
6 really, because, you know, let's say we have 800
7 hours. We intersperse the NMLEA curriculum with our
8 curriculum. And that's basically what we have been
9 dealing with.

10 Let's say we really had to do a full-blown
11 audit on an academy that has an 800-hour curriculum.
12 I think we would be hard-pressed to pull and identify
13 that they're teaching the exact block the exact same
14 way that it is sent out to the academies.

15 That's partially my move to clear that up and
16 say this needs to be taught on the front end, that
17 this minimum academy is what's required by the NMAC to
18 gain certification after passing the LEOCE. And then
19 whatever additional stuff you can teach.

20 If you want your students, your officers, to
21 get the additional credit, then you will have to send
22 that curriculum in again for it to be accredited.

23 Let's say the Las Cruces Police Department
24 runs their own and they have purchased specific
25 department information they want to teach their

1 recruits. They can do that.

2 If they want them to get credit, great. They
3 still have to go through our process. If they don't,
4 then they don't go through our process and they have
5 just received that additional training.

6 A.G. BALDERAS: Thank you, Director. The
7 reason I raise that question is because I don't know
8 how best you can do this. But I would encourage you
9 to start looking at areas in which you request or
10 engage departments and need vital information.

11 One that came to mind in the past that you
12 raised was just making sure that all law enforcement
13 officers are properly recertified or receive continual
14 training. And it's hard to get an actual
15 understanding when you're not dealing with one set of
16 data.

17 And the other, of course, is compliance with
18 curriculum or really enforcing the will and the vision
19 of this Board in terms of setting the tone at the top
20 in terms of the type of curriculum.

21 The reason I ask you to maybe begin to date
22 and summarize those difficulties is I have a feeling
23 we're going to identify -- or I can already tell you,
24 as just the Chair's experience, there needs to be a
25 statutory review by the Legislature in really looking

1 at enforceability in terms of what are the options of
2 the LEAB when a department does not become helpful.

3 And also sharing the mission of making sure
4 that the officers and deputies receive updated
5 required curriculum. In other words, if you're from
6 Santa Fe chasing everybody and there's not
7 accountability and compliance and timeliness, it seems
8 like you have very little teeth in the law.

9 You may get asked by the legislative
10 committees, before they enact creating a more seamless
11 process, to share some of those examples of why there
12 needs to be a more integrated process under law, under
13 the same rule of law, and that it can't be like a
14 voluntarily willy-nilly education process that's on
15 the side.

16 So if you have enthusiastic learners, then
17 those are folks that are probably calling you. But
18 there are officers in departments that are tired and
19 they may be focused on other areas like crime or
20 they're getting overwhelmed.

21 But I want to make sure that the dollars and
22 the level of legal accountability is truly a mission
23 that is shared across multiple agencies, not just your
24 little division housed at the DPS department in the
25 fifth most rural state in the country.

1 And I'll divert to the other area that you
2 raised, which is we need to have the same kind of
3 emphasis in the academies that the Legislature and the
4 communities as well are expecting. But there has to
5 be another regulatory structure in place where all the
6 expectations are the same.

7 Even in your ability to review or audit these
8 entities, it seems like at least in my expectation it
9 should be set by a certain standard of law. And those
10 uniformity questions should be hammered out in a much
11 more formal professional process so that, when we get
12 to the beginning of a calendar year, we are educating
13 and processing and that we truly are leading the
14 nation.

15 And then I will close with this, and this was
16 my question to you in your report. I know that this
17 Board has considerable interest as they're looking at
18 the curriculum in addition to just uniformity and how
19 it's being executed on the ground. We appreciate your
20 update on the academies.

21 But I know that some Board Members want to
22 ensure just across the board that they're confident
23 that our cadets are receiving the most modern mental
24 health training possible and that they're also
25 receiving the most adequate performance training

1 across the board.

2 In other words, after they direct you and
3 they get feedback from the Legislature and we think we
4 can tighten up consistent accountability in State law
5 and we actually have proportional funding to go from a
6 broken-down scenario to a high-performance vehicle
7 across the board in the spectrum, there will be a
8 question as to whether the will of this Board is
9 actually being executed on the ground.

10 So we do appreciate your update to that
11 regard. But I will say that the feedback from this
12 Board will be in improving critical areas, in how
13 cadets today are prepared for the risks and the
14 community complexity that we're facing the next five,
15 ten, 15, 20 years. It will be a proactive look
16 instead of a reactive look.

17 So that's why I say that I'm asking you to
18 begin to document maybe outside your traditional role
19 truly the LEA's challenge and difficulty in just
20 engaging the areas of training and discipline as we
21 communicate with the infrastructure in the State of
22 New Mexico. And that will be relevant both in
23 statutory reform and in requesting more resources.

24 So I'll shut up with that. Director, do you
25 have anything else in your report or I defer to my

1 Board if there are any other questions.

2 DIRECTOR ALZAHARNA: No, sir.

3 A.G. BALDERAS: Thank you.

4 SERGEANT ANDERSON: Chairman, I have a
5 question.

6 A.G. BALDERAS: Yes. Board Member Anderson.

7 SERGEANT ANDERSON: Thank you. Director, I
8 just wanted to say, when we do start reviewing the
9 curriculum, we know our idea of what we are looking
10 for. But are we also going to be requesting from the
11 other agencies and the other satellite academies and
12 their instructors who are familiar with creating
13 curriculum, are we going to be getting their input as
14 well?

15 I think it's important for us to know that,
16 when we set something in general for the entire State
17 to follow, we need the input of the other agencies to
18 be able to see whether or not they're going to be able
19 to attain what we're putting forth to them and make
20 sure that the topics that we think are important are
21 also what they would like to see covered; because I'm
22 sure that a lot of the satellite agencies are going to
23 have a lot of good suggestions as to what the current
24 trends are that they're seeing and maybe some of the
25 training that we need to make sure goes in that

1 overall curriculum for the entire academy.

2 DIRECTOR ALZAHARNA: I would anticipate that
3 input would come from wherever the Board directs that
4 input come from. At this point what I'm trying to do
5 is get you the actual curriculum that was sent out I
6 think in the memo I sent you all.

7 There is a discrepancy between what the
8 actual formal curriculum was because of what I
9 explained previously, that a curriculum had been sent
10 out. But some of the satellite academies have added
11 to or altered what was there as I have pulled back
12 since the Board initially made this request.

13 The last solid tracking information that
14 shows where a set curriculum went out was in 2016.
15 But I've read feedback from the satellite academies
16 that piecemeal stuff has gone out or they've shared
17 information.

18 So I was not dragging my feet to send you all
19 the curriculum. It was because I'm trying to put it
20 together and say, as a baseline date as the Chairman
21 said, right now this is what we have. And so moving
22 forward you all have an opportunity to look at what's
23 there and then seek input from whoever you deem
24 appropriate to be involved in that.

25 SERGEANT ANDERSON: Thank you, Director.

1 A.G. BALDERAS: Director, I want to follow up
2 on Board Member Anderson just so I'm clear as well.
3 Did you confirm that we are getting the satellite
4 academies' curriculum that they use or are we just
5 being provided the information that's in your
6 possession?

7 DIRECTOR ALZAHARNA: We are. Part of the
8 accreditation process -- of course, their first
9 response is, well, we teach what you send us. And so
10 that's easy to say because, if something happens
11 later, what I'm finding is their response is, well,
12 that's what the NMLEA told us to teach.

13 But what raises a question is, if you are an
14 academy that has a 1,000-hour basic academy and the
15 NMLEA's academy is only 677 hours, then how can you
16 tell us you're only teaching what the NMLEA sends out.
17 There is obviously additional information being sent
18 out.

19 So what we request is we make them send a
20 copy. And we get pushback. Well, why do we have to
21 send it to you, you have it, it's your curriculum.
22 Well, we have 677 hours. Send us the remaining 300
23 something hours that you're teaching so that it's
24 reviewed and accredited.

25 A.G. BALDERAS: Okay. John, can you hear me?

1 MR. KREIENKAMP: Yes, Mr. Chair. I can.

2 A.G. BALDERAS: Maybe for the next meeting
3 just do a little bit of research on an opportunity for
4 this Board to directly write a letter to the
5 academies, the satellites, maybe just updating them on
6 kind of what our curriculum review status is.

7 Maybe we'll educate them as well I think in
8 terms of just general areas that we've expressed
9 interest in looking at in order to improve. And then,
10 at the same time, just as a tool, I think that it
11 would be a good opportunity for our Board to generate
12 a letter, a communication, for a public record as
13 well.

14 And then I would ask you to just research
15 just kind of the legal framework with those academies,
16 how they are housed and funded and how they relate to
17 the Board and the LEA.

18 MR. KREIENKAMP: Absolutely, Mr. Chair. Just
19 to clarify, is it just research or do you want us to
20 have a letter ready for you at the next meeting?

21 A.G. BALDERAS: I would say even a draft.
22 Board Member Anderson, you're not opposed to maybe us
23 following up on just also getting their perspective,
24 that they confirm that they have provided us
25 everything that we need to consider these critical

1 areas of curriculum training?

2 SERGEANT ANDERSON: Of course. Yes, sir.

3 A.G. BALDERAS: Yeah. I would say, John,
4 maybe a draft. And then I definitely think in that
5 letter you can confirm from us that we are doing a
6 curriculum review and we need their full cooperation
7 to ensure that we're looking at the entire data set.

8 But I don't mind doing that transparently for
9 them so that they're on notice as well that they can
10 interpret what the Director has said and then they can
11 interpret that we're probably being very consistent
12 with what the Director's request is but that this is
13 coming from the Board as well.

14 MR. KREIENKAMP: Absolutely. You'll have
15 that at the next regular meeting.

16 A.G. BALDERAS: Thank you.

17 SERGEANT ANDERSON: Thank you.

18 A.G. BALDERAS: Board Member Green, you're
19 being very quiet. I would assume everyone is kind of
20 on board with us generating a letter. Our staff will
21 be in contact so you can review that draft.

22 And I think you all have been very, very
23 patient. But we don't have any more patience in terms
24 of jumping in to see if there are areas that we can
25 both create uniformity in the curriculum, but put your

1 stamp on that we are trying at least to provide the
2 best curriculum in the country. That's not an empty
3 standard that you set probably quite a time ago.

4 DR. GREEN: Good morning, Mr. Chair. It's a
5 pleasure to be here today. And my comments with
6 regard to the curriculum is that we make sure that it
7 meets not only the law enforcement standards but the
8 standards that have been set forth by universities.

9 There are some governing bodies that do have
10 standards that we could try to maybe not meet but
11 certainly use those as our guidelines, especially if
12 we're doing an online curriculum. There are certain
13 standards and certain requirements that should be
14 included to make it as user friendly for the students
15 as possible.

16 So I would like to suggest that we look at
17 the curriculum with regard to some of the other
18 university level standards that have been put into
19 place. That would be my suggestion.

20 A.G. BALDERAS: Thank you, Board Member
21 Green. I appreciate that. Like I said, we'll work
22 with every one of you to look at that letter and get
23 everybody's feedback on it.

24 But I do think, Director, we're more than
25 committed to helping you. But I think at this point

1 we're also very frustrated in the sense that my Board
2 wants to weigh in and assist in the process.

3 And so we'll gladly join you in trying to
4 make sure that you have the complete picture statewide
5 on the curriculum. And we'll deal with some of the
6 resistance that maybe you have dealt with. So thank
7 you.

8 ITEM NO. 7: PUBLIC COMMENT

9 A.G. BALDERAS: I would like to go to item
10 No. 7 and welcome our members of the public. Monica,
11 I understand we have two members of the public. Do I
12 have that correct? I generally allow about five
13 minutes per community member. But do we have two
14 right now? I have Mr. Mechels and Mr. Fritts I
15 believe. Is that correct, Monica?

16 MS. MEDRANO: Yes. Ray Fritts and
17 Mr. Mechels.

18 A.G. BALDERAS: Great. We are now at public
19 comment. We generally allow about five minutes.
20 Mr. Mechels, you signed up first. Welcome and good
21 morning. You have the floor, sir.

22 MR. MECHEL: Good morning, Mr. Chair and
23 Members of the Board. First, I've got a housekeeping
24 point which has been an ongoing issue, financial
25 disclosures. This Board historically has had problems

1 meeting the requirements there.

2 Currently you have three members, Member
3 Green, Member Johnson, and Member Anderson, who show
4 as not having met their financial disclosure
5 requirements for this year. Mr. Gurule also I
6 noticed, he is presumably aware that he has to make a
7 financial disclosure now that he has been made a
8 Member of the Board also.

9 I believe that the failure here rests with
10 the Board Members, of course. But probably more
11 precisely Board counsel should be making sure the
12 requirements get met every year. And that's been an
13 ongoing problem.

14 I have spoken with the Attorney General's
15 Office about this and I thought they were going to
16 make progress. But Board counsel really needs to take
17 this seriously and make sure the Board Members are
18 disclosed. It's a condition of service. You can't
19 avoid it. Enough of that.

20 The other big point I wish to make this
21 morning, going back to the Black Lives Matter issues,
22 the bias based policing in the state. We have a law
23 that goes back to 2009 about profiling, racial
24 profiling and bias. It's just not working.

25 The academy needs to step up to this. We've

1 got a law on the books. All the police agencies have
2 a policy in their policies. And it's not working.

3 And the only member I see who has policies
4 that are acceptable are Chief Gurule from Los Lunas.
5 I've talked to him about it and he's got good-looking
6 policies. The rest of you do not.

7 This needs to be addressed, because racial
8 profiling is a very serious problem. You're not
9 meeting it and the training requirements are not being
10 met. They're not part of the biannual training.
11 They're left to the agencies. This is not working.

12 So part of the problem we have with the bias
13 problem is that the police policies statewide should
14 and ought to be put online. Right now the only
15 policies that are online are the New Mexico State
16 Police and the Albuquerque Police Department. Those
17 policies are online.

18 As far as the rest of you, no. Even Chief
19 Gurule, who has quite good policies, doesn't put them
20 online. We talked about that. These policies should
21 be online so the public can see what you're doing and
22 hold officers accountable. Keeping it a secret is
23 just sort of out of bounds. You really need to do
24 that.

25 So you need to fix racial profiling, you

1 really need to get police policies online across the
2 State. This would all help to correct problems that
3 we have with courts. So please look into this stuff.
4 We've got to address this. So I'll leave it there.
5 And if there are any questions, I'll be glad to
6 answer.

7 A.G. BALDERAS: Thank you, Mr. Mechels. Any
8 questions from the Board?

9 (No response.)

10 A.G. BALDERAS: Thank you for your
11 participation. Mr. Fritts.

12 MR. FRITTS: Yes, sir. Can you hear me?

13 A.G. BALDERAS: Yes. How are you?

14 MR. FRITTS: I'm doing well. Good morning,
15 Mr. Chairman, Members of the Board. I just wanted to
16 take a moment to kind of piggyback off the discussions
17 on the curriculum and just kind of stress I think some
18 critical importance.

19 If curriculum is going to be developed, there
20 needs to be some level of education by the individuals
21 who are doing it to ensure that there is experience
22 and knowledge in curriculum development; because the
23 current curriculum, as far as from the goals to the
24 objectives to the content, is deficient as we all can
25 acknowledge most likely.

1 But I think it needs to be developed with
2 solid SLOs or student learning objectives. And those
3 learning objectives need to be tied to the testable
4 material. Right now there's disconnects and there's
5 content that is, you know, somewhat irrelevant to what
6 the ultimate goal of a law enforcement officer is.

7 And I think it's just critically important
8 that we do include someone in the process that has
9 experience in curriculum development.

10 Just so you know who I am, I was remiss in
11 introducing myself. I'm the director of the Law
12 Enforcement Academy at CNM as well as overseeing the
13 criminal justice program.

14 I know in the past there was some work done
15 on SLOs for all the blocks of instruction. I'm not
16 sure what the status is of that or where that went.
17 That was with a previous director of the LEA.

18 But that is something that perhaps we could
19 lend some assistance with. I would have to consult
20 with the dean of the School of Health, Wellness and
21 Public Safety. But we would surely be willing to help
22 in any way we can to assist in this process.

23 Another thing I think needs to be addressed
24 is that we need to bring the NMAC up to current times
25 and allow for delivery of online instruction in

1 certain areas. Obviously hard skills would have to be
2 delivered face-to-face.

3 But there is a considerable amount of
4 material that has the potential to be delivered online
5 and effectively. And as it stands now, it requires
6 face-to-face instruction. So I think that's something
7 that definitely needs to be addressed as well.

8 Possibly developing some type of modular
9 system similar to what was delivered in -- I believe
10 Texas and California have modular systems. They have
11 a standard academy system, where it's a standard
12 academy delivery.

13 And then they have a modular system, which
14 allows for delivery over the course of -- say during,
15 you know, four or five terms over the course of a
16 two-year period to allow for the delivery in any
17 typical academic environment.

18 So I mean there's different options I think
19 that could be looked at as far as forward progress in
20 delivery of instruction for potential law enforcement
21 officers in the State of New Mexico. And with that I
22 say thank you for your time.

23 A.G. BALDERAS: Mr. Fritts, I have just a
24 quick follow-up question. I'll defer first to my
25 Board. Do any Board Members have any questions?

1 Is there a particular online model in other
2 content areas that you think has done a good job, that
3 you think is doing it the right way, something that we
4 can maybe look at, a model?

5 MR. FRITTS: I think Cal POST, the California
6 police officer training, similar to our NMAC, they
7 have a system that is -- again they have the standard
8 academy. But they also have a separate modular
9 system. You know, like module one, module two, module
10 three. And the courses can be delivered.

11 And it's spread out over a period of time,
12 which allows -- because they do have an extensive
13 community college based program for law enforcement
14 training throughout the state.

15 And it allows for the delivery of that within
16 the context of, say, a two-year community college
17 program, law enforcement academy program. So it's
18 another option.

19 It allows an option for -- easier for
20 self-sponsor type situations, where individuals who
21 are interested in becoming law enforcement officers
22 but aren't hired yet or are perhaps too young but want
23 to get there, I think it paths them into a law
24 enforcement certification and will I think open doors
25 for many individuals; keep some individuals out of

1 trouble, if they can get into a program like that and
2 path them down the road to that goal. So I think Cal
3 POST.

4 Texas also has a program I've been looking at
5 that would be I think, you know, a possibility. It's
6 very similar. They break it down into phases or
7 modules.

8 A.G. BALDERAS: Thank you.

9 MR. FRITTS: You're welcome, sir.

10 A.G. BALDERAS: We'll follow up with those
11 two.

12 Any more questions from the Board? Great.
13 Thank you, Mr. Mechels, and thank you, Mr. Fritts, for
14 your participation.

15 ITEM NO. 8: LAW ENFORCEMENT OFFICER CERTIFICATIONS
16 FOR APPROVAL AND ISSUE

17 A.G. BALDERAS: We will now move on from
18 public comment to item No. 8, law enforcement
19 certifications for ratification and approval. I will
20 call on Director Alzaharna to facilitate that.

21 DIRECTOR ALZAHARNA: Thank you, Chairman.
22 Exhibit A is for the New Mexico Law Enforcement
23 Academy CBW No. 102, Certification Nos. 20-0298-P
24 through 20-0304-P; 17-0179-P; 12-0283-P; 13-0222-P;
25 06-0089-P; 14-0384-P; and 11-0161-P.

1 A.G. BALDERAS: Thank you, Director. I'll
2 entertain a motion. Director, can you briefly shorten
3 your summary but restate the exhibit cluster that you
4 would like us to consider.

5 DIRECTOR ALZAHARNA: It's Exhibit A, CBW
6 No. 102, Certification Nos. 20-0298-P through
7 11-0161-P, nonsequential.

8 A.G. BALDERAS: Okay. And that's just
9 Exhibit A, correct, for that sequence?

10 DIRECTOR ALZAHARNA: That's correct.

11 MS. MONAHAN: Chairman, I move to approve and
12 accept Exhibit A.

13 A.G. BALDERAS: Thank you, Board Member
14 Monahan. There is a motion to approve and ratify
15 Exhibit A, beginning at 20-298-P through 11-0161-P.
16 Is there a second to Board Member Monahan's motion?

17 MR. TEDROW: Mr. Chairman, this is Board
18 Member Tedrow. I'll second that motion.

19 A.G. BALDERAS: Thank you, Board Member
20 Tedrow. There is a motion and a second to approve.
21 I'll now entertain a roll call vote.

22 MS. MEDRANO: Balderas.

23 A.G. BALDERAS: In favor.

24 MS. MEDRANO: Tedrow.

25 MR. TEDROW: Yes.

1 MS. MEDRANO: Johnson.

2 CHIEF JOHNSON: Yes, ma'am.

3 MS. MEDRANO: Green.

4 DR. GREEN: Yes.

5 MS. MEDRANO: Anderson.

6 SERGEANT ANDERSON: Yes.

7 MS. MEDRANO: Monahan.

8 MS. MONAHAN: Yes.

9 MS. MEDRANO: Garcia.

10 CHIEF GARCIA: Yes.

11 MS. MEDRANO: Gurule.

12 CHIEF GURULE: Yes.

13 A.G. BALDERAS: Monica, did we go through all
14 eight Board Members?

15 MS. MEDRANO: I believe so.

16 A.G. BALDERAS: Okay. The motion passes
17 eight to zero. All Board Members voted in favor to
18 pass Board Member Monahan's motion on Exhibit A,
19 beginning at 20-0298-P and ending in 11-0161-P. We
20 can now go to the next exhibit, Director.

21 DIRECTOR ALZAHARNA: Thank you, Chairman.
22 Exhibit B, Southeastern New Mexico Law Enforcement
23 Academy CBW Class No. 24, Certification Nos. 20-0305-P
24 through 20-0307-P; 00-0133-P; 03-0273-P; and
25 12-0332-P.

1 A.G. BALDERAS: Thank you. I'll entertain a
2 motion to approve Exhibit B.

3 SERGEANT ANDERSON: Mr. Chairman, this is
4 Hollie Anderson. I'll move to accept Exhibit B as
5 stated by the Director.

6 A.G. BALDERAS: Thank you. Is there a
7 second?

8 CHIEF JOHNSON: Mr. Chair, Tim Johnson. I'll
9 second that.

10 A.G. BALDERAS: Thank you. There is a motion
11 by Board Member Anderson and a second by Board Member
12 Johnson to approve Exhibit B, 20-0305 and ending in
13 12-0332-P. I'll now entertain a roll call vote.

14 MS. MEDRANO: Balderas.

15 A.G. BALDERAS: Yes.

16 MS. MEDRANO: Tedrow.

17 MR. TEDROW: Yes.

18 MS. MEDRANO: Johnson.

19 CHIEF JOHNSON: Yes, ma'am.

20 MR. TEDROW: Green.

21 DR. GREEN: Yes.

22 MS. MEDRANO: Anderson.

23 SERGEANT ANDERSON: Yes.

24 MS. MEDRANO: Monahan.

25 MS. MONAHAN: Yes.

1 MS. MEDRANO: Garcia.

2 CHIEF GARCIA: Yes.

3 MS. MEDRANO: Gurule.

4 CHIEF GURULE: Yes.

5 A.G. BALDERAS: The motion passes eight to
6 zero to approve Exhibit B. Director, we can now move
7 to Exhibit C.

8 DIRECTOR ALZAHARNA: San Juan County Criminal
9 Justice Training Authority, No. 46, Certification
10 No. 20-0308-P.

11 A.G. BALDERAS: Thank you, Director. I'll
12 entertain a motion to approve Exhibit C.

13 CHIEF JOHNSON: Mr. Chair, it's Tim Johnson.
14 I'll make a motion to approve Exhibit C as stated.

15 A.G. BALDERAS: Thank you. There is a motion
16 to approve Exhibit C by Board Member Johnson. Is
17 there a second to that?

18 SERGEANT ANDERSON: Hollie Anderson. I'll
19 second.

20 A.G. BALDERAS: Thank you, Board Member
21 Anderson. There is a motion and a second to approve
22 Exhibit C, Certification No. 20-0308-P, one Jonathan
23 Gonzales. I'll now entertain a vote.

24 MS. MEDRANO: Balderas.

25 A.G. BALDERAS: Yes.

1 MS. MEDRANO: Tedrow.
2 MR. TEDROW: Yes.
3 MS. MEDRANO: Johnson.
4 CHIEF JOHNSON: Yes.
5 MS. MEDRANO: Green.
6 DR. GREEN: Yes.
7 MS. MEDRANO: Anderson.
8 SERGEANT ANDERSON: Yes.
9 MS. MEDRANO: Monahan.
10 MS. MONAHAN: Yes.
11 MS. MEDRANO: Garcia.
12 CHIEF GARCIA: Yes.
13 MS. MEDRANO: Gurule.
14 CHIEF GURULE: Yes.
15 A.G. BALDERAS: All right. There was a
16 motion and a second to approve and ratify Exhibit C.
17 The motion passes eight to zero.
18 ITEM NO. 9: PUBLIC SAFETY TELECOMMUNICATOR
19 CERTIFICATIONS FOR APPROVAL AND ISSUE
20 A.G. BALDERAS: Director, we can move on to
21 the next item.
22 DIRECTOR ALZAHARNA: New Mexico Law
23 Enforcement Academy Public Safety Telecommunicator
24 Class No. 149, Exhibit A, Certification
25 Nos. 20-0080-PST through 20-0099-PST.

1 A.G. BALDERAS: Thank you, Director. I'll
2 entertain a motion to approve Exhibit A as stated by
3 the Director.

4 CHIEF JOHNSON: Mr. Chair, this is Tim
5 Johnson. I'll make a motion to approve Exhibit A as
6 stated.

7 A.G. BALDERAS: Thank you, Board Member
8 Johnson. Is there a second to approve Exhibit A?

9 MS. MONAHAN: Chairman, this is Connie
10 Monahan. I second that motion.

11 A.G. BALDERAS: Thank you, Board Member.
12 There is a motion and a second to approve Exhibit A,
13 20-0080-PST and then ending in 20-0099-PST. I'll now
14 entertain a vote.

15 MS. MEDRANO: Balderas.

16 A.G. BALDERAS: Yes.

17 MS. MEDRANO: Tedrow.

18 MR. TEDROW: Yes.

19 MS. MEDRANO: Johnson.

20 CHIEF JOHNSON: Yes, ma'am.

21 MS. MEDRANO: Green.

22 DR. GREEN: Yes.

23 MS. MEDRANO: Anderson.

24 SERGEANT ANDERSON: Yes.

25 MS. MEDRANO: Monahan.

1 MS. MONAHAN: Yes.

2 MS. MEDRANO: Garcia.

3 CHIEF GARCIA: Yes.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 A.G. BALDERAS: The motion passes eight to
7 zero for ratification and passage of Exhibit A.

8 Director, we can now go to Exhibit B.

9 DIRECTOR ALZAHARNA: CNM PSD Academy No. 1,
10 Exhibit B, Certification Nos. 20-0071-PST through
11 20-0079-PST and 09-0057-PST.

12 A.G. BALDERAS: Thank you, Director. I will
13 entertain a motion to address Exhibit B as stated by
14 the Director.

15 CHIEF GARCIA: This is Clayton Garcia. I
16 make a motion to approve Exhibit B as stated.

17 A.G. BALDERAS: Thank you, Board Member
18 Garcia. Is there a second to that motion?

19 DR. GREEN: This is Dr. Green. I will
20 second.

21 A.G. BALDERAS: Thank you, Board Member
22 Green. There is a motion by Board Member Garcia and a
23 second by Board Member Green to approve Exhibit B,
24 20-0071-PST ending in 09-0057-PST, as stated by the
25 Director. I will now entertain a vote on that motion

1 and second.

2 MS. MEDRANO: Balderas.

3 A.G. BALDERAS: Yes.

4 MS. MEDRANO: Tedrow.

5 MR. TEDROW: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Green.

9 DR. GREEN: Yes.

10 MS. MEDRANO: Anderson.

11 SERGEANT ANDERSON: Yes.

12 MS. MEDRANO: Monahan.

13 MS. MONAHAN: Yes.

14 MS. MEDRANO: Garcia.

15 CHIEF GARCIA: Yes.

16 MS. MEDRANO: Gurule.

17 CHIEF GURULE: Yes.

18 A.G. BALDERAS: Thank you. The motion does
19 pass eight to zero.

20 ITEM NO. 10: INTERPRETATION OF 12-MONTH REQUIREMENT

21 A.G. BALDERAS: We can now move to the next
22 item, Director.

23 DIRECTOR ALZAHARNA: As listed on the agenda,
24 it's the interpretation of the 12-month requirement in
25 NMSA 1978, Section 29-7-6(B); NMSA 1978, Section

1 29-7-6(B); and NMSA 1978, Section 29-7C-5(A), for
2 officers and telecommunicators to obtain certification
3 in light of closure of the academy due to COVID-19.

4 The Board had discussion on this topic at the
5 last meeting and the previous Board meeting. And I
6 believe they had requested further discussion today.

7 A.G. BALDERAS: Thank you, Director. I do
8 know that there's been considerable concern about not
9 only the level of duress that front-line responders
10 have been experiencing in New Mexico, but also the
11 special nature of the rural conditions of New Mexico,
12 the inadequate healthcare and safety resources in
13 rural New Mexico, the majority-minority status of our
14 population, and also the extreme poverty that our
15 communities are facing.

16 So you throw in a pandemic, a global
17 pandemic, onto the state of what is already a very
18 underresourced community, we were very concerned that
19 we're able to continue to provide academy services to
20 very depleted law enforcement agencies. So we
21 appreciate you continually addressing this topic
22 involving the shutdown I would say in the community.

23 So I would defer to first the Board. Are
24 there any further questions in terms of the
25 interpretation as it relates to the Governor's health

1 order; and then balancing those interests and ensuring
2 that we support the providing of first responder
3 services in the best way that we can and that we're
4 not seen as an impediment to delivering those
5 front-line services as so many other providers are
6 still courageously working in the field and in the
7 community?

8 I'll defer to the Board if there are any
9 questions on this issue or topic.

10 Director, do you need any more guidance from
11 us on this issue?

12 DIRECTOR ALZAHARNA: No. It's my
13 understanding from the Board's past decision that we
14 have been tolling that. There is nobody who has been
15 affected by us saying, you know, they can't get in.

16 Part of that, though, is due to the fact that
17 we have not had another academy. At least the NMLEA
18 hasn't. Some of the satellite and regional have.

19 However, as maybe a side note on this, there
20 is discussion -- and we'll need further discussion.
21 We have tentatively set our next academy to start on
22 January 25. And we're moving forward planning that
23 way.

24 But there are several things. I don't think
25 it's my full discretion to determine whether it will

1 go and how it will go. There have been discussions on
2 both sides of the board of do we have the capability
3 to run one right now with no instructors.

4 And I think it's just been a continuous
5 discussion over the last few months. So I don't know
6 where it will place us on January 25.

7 But I know it will be concerning for the
8 agencies who want to get officers into academies if
9 we're not able to adequately provide one. And I weigh
10 that against the concern about trying to provide one
11 if we don't have the adequate resources in totality to
12 provide a quality one.

13 A.G. BALDERAS: Okay. Any other feedback
14 from the Board on the upcoming academy or how the
15 pandemic has impacted those services? Okay.

16 I would say, Director, keep us apprised and
17 our staff as we get closer and feel free to update
18 counsel or additional professional staff so we can
19 stay engaged in that issue.

20 DIRECTOR ALZAHARNA: Thank you.

21 CHIEF JOHNSON: Sir, it's Tim Johnson.
22 Sorry. I should have asked when you asked for
23 questions. So we don't believe we have anybody in
24 that little kind of 12-month issue or dilemma at this
25 time?

1 DIRECTOR ALZAHARNA: We have had the standard
2 requests. And based on the Board's direction over
3 that, it has not affected it. If they were not able
4 to get into an academy because of the closure during
5 the pandemic, they weren't forced to be
6 decommissioned.

7 And right now, as I said, to get into
8 satellite academies, we haven't -- we haven't had
9 another academy. So it hasn't affected us in regards
10 to our academy.

11 CHIEF JOHNSON: Okay. I think we talked
12 about this the last couple of meetings.

13 A.G. BALDERAS: Thank you for your question,
14 Board Member Johnson. Any other questions? Great.

15 Director, thank you for that brief update to
16 that important issue.

17 We're about to move into discipline. I do
18 want to quickly just wrap up, thanking the Board,
19 welcoming our new Board Member, thanking the members
20 of the community and people that are engaged in this
21 process.

22 I want to thank the Board Members for their
23 leadership in addressing discipline issues. As many
24 can see who are following us, it's not enough just to
25 deliver a curriculum.

1 This Board has been tasked with really
2 engaging very complicated issues involving civil
3 rights, involving underfunding of critical front-line
4 law enforcement services, impacting communities of
5 color, communities that are in poverty.

6 So I want to thank the Board, because they
7 sign up to carry out a curriculum mission. They sign
8 up to discipline officers that have fallen on hard
9 times and are requiring the strong arm of the law.

10 However, I do want to thank the Board because
11 you're also engaging in policy reforms, funding vital
12 accountability processes, and also really you're I
13 believe one of the most underrated, under-heralded
14 policy boards in the State of New Mexico that does not
15 always make the news stories or the headlines.

16 You're doing really the important policy work
17 to make communities safer and improve law enforcement
18 safety as well as community safety.

19 So I want to thank you because these are long
20 hours. And we're about to get into a discipline
21 process. But I know my staff bothers you guys and you
22 all have other full-time jobs.

23 And then I'm also thanking you because we're
24 going to be calling on you much more for your
25 leadership in the next upcoming year, for properly

1 funding accountability in law enforcement and properly
2 supporting the highest level of training, and really
3 trying to make community safety and officer safety a
4 priority at the top state budget. It is really a
5 historical time.

6 And that's why I thank you, because if it is
7 truly a number one priority to improve officer safety
8 as well as community safety, I can assure you that
9 members of the press, lawmakers, and community
10 leaders, we need to put that process at the number one
11 height of investment.

12 The way we put investment for job creation
13 and education, we need to put public safety, first
14 responder, and officer training and officer
15 accountability at the highest level of funding instead
16 of burying it at the bottom, fighting for scraps and
17 duct taping a process, where clearly the community is
18 demanding a lot of our public officers, as well as our
19 communities are demanding a much more thorough
20 conversation.

21 So in that context I thank the Board, because
22 you conduct these meetings; but we're also going to be
23 asking that you become more vocal in these areas of
24 important need for our officers as well as members of
25 our community.

1 And so I'll now get us to a break. And we
2 will then proceed to our discipline portion of the
3 meeting. So thank you all. And we'll be in touch at
4 the next meeting. I look forward to working with all
5 of you this winter. Chief Johnson, do you have a
6 question?

7 CHIEF JOHNSON: Yes, sir. Are we going into
8 the closed or 15 minutes and then back on open?

9 MR. KREIENKAMP: So, Mr. Chair, if I can just
10 jump in on that point. I have no idea what the length
11 will be, but there is one quick hearing when we come
12 back in open session. And then that's when we would
13 go into closed session.

14 CHIEF JOHNSON: Roger that. Thank you, sir.

15 A.G. BALDERAS: Thank you, all. We'll be
16 back in a few minutes.

17 (Recess.)

18 ITEM NO. 11: MARTIN TRUJILLO

19 DR. GREEN: The next matter on the agenda is
20 Martin Trujillo who seeks to address the Board
21 regarding a possible immediate suspension pursuant to
22 10.29.1.1(B)(1) NMAC.

23 The Director, upon being notified that a
24 certified police officer or telecommunicator has been
25 arrested or indicted on any felony charges, shall

1 immediately notify the individual of the intent to
2 suspend the certification.

3 Pursuant to the Board's rules, upon receipt
4 of notice, a certified police officer may request to
5 be heard at the next meeting of the Board to present
6 any evidence, witnesses, and arguments as to why their
7 certification should not be suspended.

8 The formal rules of evidence do not apply to
9 this hearing. But the Board does reserve the right to
10 exclude evidence that is incompetent, irrelevant, or
11 unduly cumulative. Testimony shall be taken under
12 oath. And hearsay evidence may be considered and
13 given its due weight.

14 This hearing is being held telephonically due
15 to the COVID-19 state of emergency and the executive
16 orders mandating social distancing.

17 Although this hearing is being recorded and
18 will later be transcribed, so that we may keep an
19 accurate record, I am issuing the following
20 instructions: Most importantly please speak slowly
21 and enunciate clearly so that the court reporter can
22 hear you.

23 Before speaking please state your name. In
24 general please be respectful and mindful of the
25 recording at all times during the hearing.

1 Will the Respondent please enter your
2 appearance for the record.

3 MR. SNOWDEN: Bill Snowden on behalf of
4 Martin Trujillo who is present telephonically.

5 DR. GREEN: Thank you. Before we hear from
6 the officer, will the Director please state for the
7 record what felony charges the Respondent has been
8 arrested or indicted on.

9 DIRECTOR ALZAHARNA: Thank you, Vice Chair.
10 This is Director Kelly Alzaharna. The felony charge
11 is criminal solicitation.

12 DR. GREEN: Thank you, Director. The
13 Respondent and/or his counsel may now present your
14 case and any evidence, witnesses, and arguments as to
15 why your certification should not be suspended.

16 Please, court reporter, administer the oath
17 to each witness. Any questions for the witnesses, ask
18 them after the prosecutor has examined the witnesses.

19 MR. SNOWDEN: So we will not be calling any
20 witnesses today. We're just going to make argument.
21 And it will be very brief.

22 DR. GREEN: Okay. Yes, sir. Please proceed.

23 MR. SNOWDEN: All right. Thank you. We
24 received a transcript from I believe an earlier
25 hearing where some information was put on.

1 There are videos for this entire event in its
2 entirety. The actions of Martin Trujillo on that day
3 are not as what were described in the law enforcement
4 police reports. In fact, he never ordered anyone to
5 surround the other law enforcement officers or to draw
6 out their weapons.

7 And the videos that this Board should have
8 available to them will highlight exactly what
9 transpired. He was also not ordered to stay inside
10 his vehicle.

11 Martin Trujillo is a law enforcement officer
12 with 30 plus years of law enforcement. I understand
13 that he has been charged. And, of course, the case is
14 awaiting and pending adjudication. So I will not go
15 into that per your rules.

16 In any event, at this point we would ask that
17 the body do its investigation and look into exactly
18 what transpired that day. I believe that, if you do a
19 full review, despite the pending charges, that you
20 will find that Martin Trujillo acted within his
21 qualifications as a law enforcement officer and did
22 not violate any laws.

23 Also I did want to bring up that I did
24 receive the DPS misconduct report that was filed by
25 Roger Jimenez, Chief of EPD, Espanola Police

1 Department. And I only received one of the two pages.
2 I have not received full discovery on that.

3 Be that as it may, we would ask for the full
4 discovery to be provided to us. We're not going to
5 ask for a continuance of this hearing. But we would
6 ask that the group review everything that transpired
7 that day and not just the police reports.

8 So we would oppose any suspension of
9 Mr. Trujillo's law enforcement certification. Thank
10 you for your time and listening.

11 DR. GREEN: Counselor, are there any other
12 exhibits or pieces of evidence that you wish to enter
13 into the record?

14 MR. SNOWDEN: No, ma'am. There are not any
15 other pieces of evidence or anything else at this
16 point. Our arguments are closed at this point.

17 DR. GREEN: Thank you. At this time the
18 Board will now deliberate on your case and issue a
19 decision as soon as possible.

20 MR. SNOWDEN: Okay. Just as a rule of
21 procedure, do you all come back, should we wait here,
22 or will we be receiving something in the mail?

23 MR. KREIENKAMP: Madam Vice Chair, if I may.
24 Counsel, this is John Kreienkamp, counsel to the
25 Board.

1 MR. SNOWDEN: Yes, sir. How are you?

2 MR. KREIENKAMP: I'm fine. Thank you. So
3 just to answer those, so the Board will go into closed
4 session. And then they will have to come back out
5 into open session to vote. And then there will be a
6 written decision afterwards. So it's a little bit of
7 everything.

8 In terms of the way to do it, I had planned
9 on saying something after they had voted to go into
10 closed session.

11 But I think technically what will happen is
12 everybody will be sort of kicked out of this meeting.
13 But if you immediately turn around and try to get back
14 into it, you'll be put into a waiting room. So then
15 you will come back in when the Board does.

16 MR. SNOWDEN: Okay. I know of you because
17 I've worked down in Gallup with Paula Pakkala. So
18 it's nice to finally put a voice with a name.

19 MR. KREIENKAMP: Thank you.

20 DIRECTOR ALZAHARNA: Vice Chair Green.

21 DR. GREEN: Yes.

22 DIRECTOR ALZAHARNA: We have been able to set
23 up this meeting so that we will be able to keep this
24 first meeting open when we go into closed session. So
25 that way anybody who wants to stay on it can, while

1 we'll be able to open and conduct executive session
2 separately.

3 DR. GREEN: Thank you. So the Board will go
4 into closed session. The public can stay here, if
5 they choose to do so, and this Zoom session will be
6 open and then we will reconvene when we're done. Is
7 that my understanding, am I correct on that?

8 MR. KREIENKAMP: Yes. That's correct. What
9 we need right now is a motion to go into closed
10 session, then a second, and then a roll call vote.

11 DR. GREEN: Okay. I need right now what John
12 just said, a motion for the Board to go into closed
13 session. Do I have a motion?

14 MS. MONAHAN: Vice Chair Green, this is
15 Connie Monahan. I move that we go into closed
16 session.

17 MR. KREIENKAMP: So, Members of the Board,
18 just so that the record can reflect, you know, all the
19 necessary language, Board Member Monahan, if I'm
20 understanding your motion correctly, you are moving to
21 enter into closed session pursuant to the licensing
22 and administrative adjudicatory exceptions to the Open
23 Meetings Act to discuss the disciplinary matters
24 listed on the agenda. Is that your motion?

25 MS. MONAHAN: Yes, sir. Thank you for

1 clarifying that language, that's important.

2 MR. KREIENKAMP: Thank you.

3 DR. GREEN: Thank you. There is a motion by
4 Ms. Monahan. Do we have a second?

5 CHIEF JOHNSON: Dr. Green, this is Tim
6 Johnson. I'll second that.

7 DR. GREEN: All right. Thank you. It's been
8 moved and seconded. Do we need a roll call vote on
9 that? Monica, can you please call the roll.

10 MS. MEDRANO: Tedrow.

11 MR. TEDROW: Yes.

12 MS. MEDRANO: Johnson.

13 CHIEF JOHNSON: Yes, ma'am.

14 MS. MEDRANO: Garcia.

15 CHIEF GARCIA: Yes.

16 MS. MEDRANO: Gurule.

17 CHIEF GURULE: Yes.

18 MS. MEDRANO: Anderson.

19 SERGEANT ANDERSON: Yes.

20 MS. MEDRANO: Monahan.

21 MS. MONAHAN: Yes.

22 MS. MEDRANO: Green.

23 DR. GREEN: Yes.

24 I guess it's unanimous. So at this point we
25 will go into closed session. It will take about five

1 minutes for the Board to move to the closed session
2 right now.

3 MR. KREIENKAMP: Sounds good.

4 DR. GREEN: Thank you. We will return when
5 the Board has completed our hearing.

6 (Recess from 11:18 a.m. to 12:52 p.m.)

7 DR. GREEN: We're going to go back into open
8 session. Welcome back. The Board is now in open
9 session.

10 I affirm that, while in closed session, we
11 discussed only those matters specified in the motion
12 and listed on the agenda under executive session in
13 accordance with NMSA 1978, Section 10-15-1(H).

14 ITEM NO. 12: MARTIN GALLEGOS

15 DR. GREEN: We are moving on the agenda to
16 item 12. It is a motion regarding Martin Gallegos.
17 Do I have a motion on Martin Gallegos, which is item
18 12 on the agenda?

19 CHIEF JOHNSON: Dr. Green, this is Tim
20 Johnson. I would like to make a motion to authorize
21 Director Alzaharna to negotiate with Mr. Gallegos
22 regarding his certification.

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

25 SERGEANT ANDERSON: Yes. Hollie Anderson. I

1 second that motion.

2 DR. GREEN: Thank you, Sergeant Anderson.

3 Ms. Medrano, could you call the roll call, please.

4 MS. MEDRANO: Tedrow.

5 MR. TEDROW: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Garcia.

9 CHIEF GARCIA: Yes.

10 MS. MEDRANO: Gurule.

11 CHIEF GURULE: 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 ITEM NO. 13: MARTIN TRUJILLO

19 DR. GREEN: Moving on to item 13, do I have a
20 motion regarding Martin Trujillo?

21 SERGEANT ANDERSON: Yes, ma'am. This is
22 Hollie Anderson. I move to affirm and continue the
23 suspension as decided from our previous meeting and
24 decision.

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

1 I have a second on that?

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

4 DR. GREEN: All right. It's been moved and
5 seconded. Ms. Medrano, could you call the roll.

6 MS. MEDRANO: Tedrow.

7 MR. TEDROW: Yes.

8 MS. MEDRANO: Johnson.

9 CHIEF JOHNSON: Yes.

10 MS. MEDRANO: Garcia.

11 CHIEF GARCIA: Yes.

12 MS. MEDRANO: Gurule.

13 CHIEF GURULE: 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. Thank you.

20 ITEM NO. 14: RONNIE SIMPLICIO

21 DR. GREEN: Item 14 is Ronnie Simplicio. Do
22 I have a motion on Ronnie Simplicio?

23 CHIEF JOHNSON: Dr. Green, this is Tim
24 Johnson. I would like to make a motion to revoke the
25 certification of Mr. Ronnie Simplicio.

1 DR. GREEN: Thank you, Chief Johnson. Do I
2 have a second on that?

3 CHIEF GARCIA: This is Clayton Garcia. I
4 second.

5 DR. GREEN: Thank you, Chief Garcia. We have
6 a motion and a second. Ms. Medrano, could you call
7 the roll.

8 MS. MEDRANO: Tedrow.

9 MR. TEDROW: Yes.

10 MS. MEDRANO: Johnson.

11 CHIEF JOHNSON: Yes, ma'am.

12 MS. MEDRANO: Garcia.

13 CHIEF GARCIA: Yes.

14 MS. MEDRANO: Gurule.

15 CHIEF GURULE: Yes.

16 MS. MEDRANO: Anderson.

17 SERGEANT ANDERSON: Yes.

18 MS. MEDRANO: Monahan.

19 MS. MONAHAN: Yes.

20 MS. MEDRANO: Green.

21 DR. GREEN: Yes.

22 ITEM NO. 15: DAVID PUTNEY

23 DR. GREEN: Item 15 is David Putney. Do I
24 have a motion on David Putney?

25 CHIEF JOHNSON: Dr. Green, this is Tim

1 Johnson. I would like to make a motion to revoke the
2 certification of Mr. David Putney.

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

5 CHIEF GARCIA: This is Clayton Garcia. I
6 second.

7 DR. GREEN: Thank you, Chief Garcia. We have
8 a motion and a second. Ms. Medrano, please call the
9 roll.

10 MS. MEDRANO: Tedrow.

11 MR. TEDROW: Yes.

12 MS. MEDRANO: Johnson.

13 CHIEF JOHNSON: Yes.

14 MS. MEDRANO: Garcia.

15 CHIEF GARCIA: Yes.

16 MS. MEDRANO: Gurule.

17 CHIEF GURULE: Yes.

18 MS. MEDRANO: Anderson.

19 SERGEANT ANDERSON: Yes.

20 MS. MEDRANO: Monahan.

21 MS. MONAHAN: Yes.

22 MS. MEDRANO: Green.

23 DR. GREEN: Yes. Thank you.

24 ITEM NO. 16: RICKY M. ROMERO

25 DR. GREEN: Moving to agenda item 16

1 regarding Ricky Romero, do I have a motion on Ricky
2 Romero?

3 SERGEANT ANDERSON: Yes, ma'am. Hollie
4 Anderson. I move to table the matter concerning Ricky
5 Romero for further deliberations at our next meeting.

6 DR. GREEN: There is a motion to table. Do I
7 have a second?

8 MS. MONAHAN: Madam Vice Chair, this is
9 Connie Monahan. I second that.

10 DR. GREEN: Thank you, Ms. Monahan.
11 Ms. Medrano, please.

12 MS. MEDRANO: Tedrow.

13 MR. TEDROW: Yes.

14 MS. MEDRANO: Johnson.

15 CHIEF JOHNSON: Yes.

16 MS. MEDRANO: Garcia.

17 CHIEF GARCIA: Yes.

18 MS. MEDRANO: Gurule.

19 CHIEF GURULE: 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. Thank you.

1 ITEM NO. 17: STEFAN TORRES

2 DR. GREEN: Item 17 is Stefan Torres. Do I
3 have a motion regarding Stefan Torres?

4 CHIEF JOHNSON: Dr. Green, this is Tim
5 Johnson. I would like to make a motion to revoke the
6 certification of Mr. Stefan Torres.

7 DR. GREEN: There is a motion to revoke. Do
8 I have a second?

9 MS. MONAHAN: Madam Vice Chair, this is
10 Connie Monahan. I second that.

11 DR. GREEN: Thank you, Ms. Monahan.
12 Ms. Medrano, please.

13 MS. MEDRANO: Tedrow.

14 MR. TEDROW: Yes.

15 MS. MEDRANO: Johnson.

16 CHIEF JOHNSON: Yes, ma'am.

17 MS. MEDRANO: Garcia.

18 CHIEF GARCIA: Yes.

19 MS. MEDRANO: Gurule.

20 CHIEF GURULE: Yes.

21 MS. MEDRANO: Anderson.

22 SERGEANT ANDERSON: I will abstain from the
23 vote.

24 MS. MEDRANO: Monahan.

25 MS. MONAHAN: Yes.

1 MS. MEDRANO: Green.

2 DR. GREEN: Yes.

3 ITEM NO. 18: RODOLPHE FRANCOIS

4 DR. GREEN: Item 18 is Rodolphe Francois. Do
5 I have a motion?

6 CHIEF GARCIA: This is Clayton Garcia. I
7 make a motion to revoke.

8 DR. GREEN: There is a motion to revoke. Do
9 I have a second?

10 SERGEANT ANDERSON: Yes. Hollie Anderson. I
11 second the motion.

12 DR. GREEN: Thank you, Sergeant Anderson. We
13 have a motion and a second. Ms. Medrano, please.

14 MS. MEDRANO: Tedrow.

15 MR. TEDROW: Yes.

16 MS. MEDRANO: Johnson.

17 CHIEF JOHNSON: Yes, ma'am.

18 MS. MEDRANO: Garcia.

19 CHIEF GARCIA: Yes.

20 MS. MEDRANO: Gurule.

21 CHIEF GURULE: 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 ITEM NO. 19: MICHAEL SHUMATE

4 DR. GREEN: Item 19 is Michael Shumate. Do I
5 have a motion for Michael Shumate?

6 MR. TEDROW: Madam Vice Chair, this is Board
7 Member Tedrow. At this time I would move to dismiss
8 the matter of Michael Shumate based off the Hearing
9 Officer's recommendation.

10 DR. GREEN: We have a motion from DA Tedrow
11 to dismiss based on the Hearing Officer's
12 recommendation. Do I have a second?

13 CHIEF JOHNSON: Dr. Green, this is Tim
14 Johnson.

15 DR. GREEN: Chief Johnson, you're breaking up
16 so I'm not sure what you said. Can you restate.

17 CHIEF JOHNSON: Yes, ma'am. Dr. Green, this
18 is Tim Johnson. I will second that motion.

19 DR. GREEN: Okay. Thank you. Very good.
20 Ms. Medrano, please call the roll.

21 MS. MEDRANO: Tedrow.

22 MR. TEDROW: Yes.

23 MS. MEDRANO: Johnson.

24 CHIEF JOHNSON: Yes, ma'am.

25 MS. MEDRANO: Garcia.

1 CHIEF GARCIA: Yes.

2 MS. MEDRANO: Gurule.

3 CHIEF GURULE: 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. Thank you.

10 ITEM NO. 20: GERALD JUAREZ

11 DR. GREEN: All right. So that takes us to
12 item 20 which is Gerald Juarez. Do I have a motion on
13 Gerald Juarez?

14 CHIEF JOHNSON: Dr. Green, this is Tim
15 Johnson. I would make a motion to revoke the
16 certification of Mr. Gerald Juarez.

17 DR. GREEN: Thank you, Chief Johnson. Do I
18 have a second?

19 CHIEF GARCIA: This is Clayton Garcia. I
20 second.

21 DR. GREEN: Thank you, Chief Garcia. We have
22 a motion and a second. Ms. Medrano, please.

23 MS. MEDRANO: Tedrow.

24 MR. TEDROW: Yes.

25 MS. MEDRANO: Johnson.

1 CHIEF JOHNSON: Yes, ma'am.

2 MS. MEDRANO: Garcia.

3 CHIEF GARCIA: Yes.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: 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. Thank you.

12 ITEM NO. 21: CHRISTOPHER VALDEZ

13 DR. GREEN: We have item No. 21 which is
14 Christopher Valdez. Do I have a motion on Christopher
15 Valdez?

16 MR. TEDROW: Madam Chair, this is Board
17 Member Tedrow. At this time I would move for the
18 revocation of the certification for Christopher
19 Valdez.

20 DR. GREEN: We have a motion to revoke. Do I
21 have a second?

22 CHIEF JOHNSON: Dr. Green, this is Tim
23 Johnson. I second that motion.

24 DR. GREEN: We have a motion and a second.
25 Ms. Medrano, please.

1 MS. MEDRANO: Tedrow.

2 MR. TEDROW: Yes.

3 MS. MEDRANO: Johnson.

4 CHIEF JOHNSON: Yes, ma'am.

5 MS. MEDRANO: Garcia.

6 CHIEF GARCIA: Yes.

7 MS. MEDRANO: Gurule.

8 CHIEF GURULE: 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. 22: ADJOURNMENT

16 DR. GREEN: That concludes all of our actions
17 that we need to vote on at this time. And I thank you
18 for your patience. And I would like to at this time
19 accept a motion to adjourn.

20 MS. MONAHAN: Madam Vice Chair, this is
21 Connie Monahan. I would like to move to adjourn.

22 DR. GREEN: Thank you, Ms. Monahan. Do I
23 have a second?

24 MR. TEDROW: Madam Chair, this is Rick
25 Tedrow. I second.

1 DR. GREEN: We have a second from DA Tedrow.
2 Do we need to call a vote on this one? I'm not sure.

3 MR. KREIENKAMP: You do not need to do a
4 motion, but that's customary for the Board.

5 DR. GREEN: Then by all means, let's call the
6 roll, Ms. Medrano.

7 MS. MEDRANO: Tedrow.

8 MR. TEDROW: Yes.

9 MS. MEDRANO: Johnson.

10 CHIEF JOHNSON: Yes, ma'am.

11 MS. MEDRANO: Garcia.

12 CHIEF GARCIA: Yes.

13 MS. MEDRANO: Gurule.

14 CHIEF GURULE: 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. And thank you all for your
21 time and your patience. And, Board Members, thank you
22 for your service. We're adjourned.

23 (The meeting adjourned at 1:10 p.m.)

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REPORTER'S CERTIFICATE

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I, JAN A. WILLIAMS, New Mexico CCR #14, DO
HEREBY CERTIFY that on December 10, 2020, 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, RPR
New Mexico CCR #14
License Expires: 12/31/20

Exhibit A - NM LEA CBW #102

Certification #	Name	Agency
20-0298-P	Cruz, Darren	Espanola PD
20-0299-P	Garcia, Todd	Grants PD
20-0300-P	Gladu, Tim	Tucumcari PD
20-0301-P	Iversen, Kelly	Ruidoso Downs PD
20-0302-P	Leon, Martin	Isleta Tribal PD
20-0303-P	Rafferty, Christopher	Jicarilla Apache Tribal PD
20-0304-P	Tomlinson, Ricardo	Gallup PD
17-0179-P	Arzola, Kelly	Rio Rancho Police Department
12-0283-P	Carruth, Seth	Ruidoso PD
13-0222-P	Wager, Rome	Jicarilla Apache Tribal PD
06-0089-P	Wall, Phillip	
14-0384-P	Wilder, Travis	Taos PD
11-0161-P	Wrye, Levi	Ruidoso Downs PD

Exhibit B- SNMLEA CBW #24

Certification #	Name	Agency
20-0305-P	Bakker-Ulery, Richard	Clovis PD
20-0306-P	Martinez, Arturo	Hope PD
20-0307-P	Mendez, Leonel	Hobbs PD
00-0133-P	Baca, Joe Jr.	NM Livestock Board
03-0273-P	Minter, James	Artesia PD
12-0332-P	Rodriguez, Aaron	Eunice PD

Exhibit C-SJCOTA #46

Certification #	Name	Agency
20-0308-P	Gonzales, Jonathan	San Juan County Sheriff's Office

Exhibit A – NMLEA PST #149

Certification #	Name	Agency
20-0080-PST	Allison, Derek	San Juan County Communications Authority
20-0081-PST	Aragon, Lawrence	Albuquerque Public Schools
20-0082-PST	Benavidez, Falyn	Tucumcari/Quay Regional Emergency Communications Center
20-0083-PST	Bishop, Bethany	Tucumcari/Quay Regional Emergency Communications Center
20-0084-PST	Boron, Erin	Albuquerque Police Department Communications Division
20-0085-PST	Bustos, Derrick	New Mexico State Police -CENCOM
20-0086-PST	Byers, Riki	Los Alamos County Consolidated Dispatch
20-0087-PST	Chavez, Marianita	Sandoval County Regional Emergency Communications Center
20-0088-PST	Diaz, Yvette	Eunice PD
20-0089-PST	Ferguson, Sierra	Regional Emergency Dispatch Authority
20-0090-PST	Gama, Israel	Albuquerque Police Department Communications Division
20-0091-PST	Jackson, Richard	Department of Information and Technology (DoIT)
20-0092-PST	James, Wyatt	Espanola/Rio Arriba 911 Dispatch
20-0093-PST	Martinez, Felicia	Albuquerque PD Communications Division
20-0094-PST	Martinez, Kristina	Albuquerque PD Communications Division
20-0095-PST	Pope, Kisha	Regional Emergency Dispatch Authority
20-0096-PST	Rodriguez, Christine	Albuquerque Public Schools Police Department
20-0097-PST	Roybal, Tammy	Sandoval County Communications Center
20-0098-PST	Swisher, Sandra	San Juan County Communications Authority
20-0099-PST	VanDamme, Kayla	Mesilla Valley Regional Dispatch Authority

Exhibit B – CNM PSD #1

Certification #	Name	Agency
20-0071-PST	Baca, Brittney	Bernalillo County Communications
20-0072-PST	Beaulieu, Jourdin	Los Alamos County Consolidated Dispatch
20-0073-PST	Brown, Anthony	Sandoval County Regional Emergency Communications Center
20-0074-PST	Chavez, Stephanie	Albuquerque Aviation Communications
20-0075-PST	Green, James	Albuquerque Aviation Communications
20-0076-PST	Mendez, Michelle	Santa Fe Regional Emergency Communication Center
20-0077-PST	Reese, Desiree	Bernalillo County Communications
20-0078-PST	Sanchez, Miranda	Sandoval County Regional Emergency Communications Center
20-0079-PST	Vargas, Yareli	Sandoval County Regional Emergency Communications Center
09-0057-PST	Mirabel, Charlie	UNM PD