

NEW MEXICO LAW ENFORCEMENT ACADEMY

BOARD MEETING

VTC TRANSCRIPT OF PROCEEDINGS

December 2, 2021

9:03 a.m.

REPORTED BY: Susan M. Hilton, CRR, NM CCR 108
Bean & Associates, Inc.
Professional Court Reporting Service
201 Third Street, Northwest, Suite
Albuquerque, New Mexico 87102

(6011N) SMH

2	<p>1 A T T E N D E E S</p> <p>2 HONORABLE HECTOR BALDERAS</p> <p>3 VICE CHAIR DR. BOBBIE JEAN GREEN</p> <p>4 SERGEANT HOLLIE L. ANDERSON</p> <p>5 SHERIFF ADAN MENDOZA</p> <p>6 CHIEF SUMMER MIRABAL</p> <p>7 CHIEF TIM Q. JOHNSON</p> <p>8 MR. NAITHAN GURULE</p> <p>9 MS. MONICA MEDRANO</p> <p>10</p> <p>11</p> <p>12</p> <p>13 I N D E X</p> <p>14 REPORTER'S CERTIFICATE 90</p> <p>15 (No exhibits were marked.)</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	4	<p>1 And I will begin by having Ms. Medrano call</p> <p>2 the roll.</p> <p>3 MS. MEDRANO: Honorable Hector Valdez.</p> <p>4 District Attorney Rick Tedrow.</p> <p>5 Tim Johnson.</p> <p>6 CHIEF JOHNSON: Present, ma'am.</p> <p>7 MS. MEDRANO: Sheriff Adan Mendoza.</p> <p>8 SHERIFF MENDOZA: Present.</p> <p>9 MS. MEDRANO: Summer Mirabal.</p> <p>10 CHIEF MIRABAL: Present. Good morning.</p> <p>11 MS. MEDRANO: Naithan Gurule.</p> <p>12 CHIEF GURULE: Present.</p> <p>13 MS. MEDRANO: Sergeant Hollie Anderson.</p> <p>14 SGT. ANDERSON: Present.</p> <p>15 MS. MEDRANO: Mr. Benny Roybal.</p> <p>16 Dr. Bobbie Green.</p> <p>17 DR. GREEN: Present. Thank you.</p> <p>18 All right. And next we need to approve the</p> <p>19 agenda for the meeting. I will take a motion to</p> <p>20 approve today's agenda.</p> <p>21 SGT. ANDERSON: Sergeant Hollie Anderson.</p> <p>22 I move to approve the agenda for the day.</p> <p>23 DR. GREEN: Thank you, Sergeant Anderson.</p> <p>24 Do I have a second?</p> <p>25 CHIEF JOHNSON: Dr. Green, it's Tim</p>
3	<p>1 CHAIRMAN BALDERAS: So it is now 9:03. I</p> <p>2 now call this meeting to order. Due to a conflict --</p> <p>3 I have an active mediation that is occurring as we</p> <p>4 speak between Texas and New Mexico via water</p> <p>5 issues -- but as we, on an annual and weekly basis,</p> <p>6 face attempting to strengthen either the training of</p> <p>7 law enforcement in our community and also improve the</p> <p>8 turnaround timeliness of discipline and other</p> <p>9 matters.</p> <p>10 I have a great board, and I have a great</p> <p>11 Vice Chair. And so I understand the agenda has some</p> <p>12 good updates today, but I do apologize, and I'm going</p> <p>13 to jump off. And of course, I have staff and counsel</p> <p>14 on the board as well, but I wanted to let my board</p> <p>15 know that my only absence is because I have an active</p> <p>16 mediation, and I'm going to jump off.</p> <p>17 But I will let at this portion of the</p> <p>18 agenda our wonderful Dr. Green, the Vice Chair, lead</p> <p>19 the meeting, and I'll get a full briefing today if</p> <p>20 there's any ongoing issues. So welcome to the board,</p> <p>21 and thank you for your service. And we'll be in</p> <p>22 touch soon, but I'm going to fall off.</p> <p>23 And Dr. Green, you have the floor, and you</p> <p>24 can run the meeting. Thank you.</p> <p>25 DR. GREEN: Thank you, Chairman Balderas.</p>	5	<p>1 Johnson. I'll second.</p> <p>2 DR. GREEN: Thank you, Chief Johnson.</p> <p>3 Ms. Medrano, can you call the roll to</p> <p>4 approve the agenda?</p> <p>5 MS. MEDRANO: Gurule.</p> <p>6 CHIEF GURULE: Yes.</p> <p>7 MS. MEDRANO: Johnson.</p> <p>8 CHIEF JOHNSON: Yes, ma'am.</p> <p>9 MS. MEDRANO: Mendoza.</p> <p>10 SHERIFF MENDOZA: Yes.</p> <p>11 MS. MEDRANO: Mirabal.</p> <p>12 CHIEF MIRABAL: Yes, ma'am.</p> <p>13 MS. MEDRANO: Anderson.</p> <p>14 SGT. ANDERSON: Yes.</p> <p>15 DR. GREEN: Yes. Thank you.</p> <p>16 Next we need to approve the last minutes of</p> <p>17 the board, which occurred on September 2, 2021.</p> <p>18 Copies of the board minutes were distributed and</p> <p>19 available on the LEA website. Are there any</p> <p>20 corrections to the meeting minutes by members of the</p> <p>21 board who were present?</p> <p>22 Seeing no corrections, I will entertain a</p> <p>23 motion to approve the minutes.</p> <p>24 CHIEF JOHNSON: Dr. Green, Tim Johnson. I</p> <p>25 make a motion to approve the minutes.</p>

6

1 DR. GREEN: Thank you, Chief Johnson. Do I
 2 have a second?
 3 CHIEF MIRABAL: Chief Mirabal, second.
 4 DR. GREEN: Thank you, Chief Mirabal.
 5 All right. Ms. Medrano, please call the
 6 roll.
 7 MS. MEDRANO: Gurule.
 8 CHIEF GURULE: Yes.
 9 MS. MEDRANO: Johnson.
 10 CHIEF JOHNSON: Yes, ma'am.
 11 MS. MEDRANO: Mendoza.
 12 SHERIFF MENDOZA: Yes.
 13 MS. MEDRANO: Mirabal.
 14 CHIEF MIRABAL: Yes, ma'am.
 15 MS. MEDRANO: Anderson.
 16 SGT. ANDERSON: Yes.
 17 MS. MEDRANO: Green.
 18 DR. GREEN: Yes. Thank you very much.
 19 The next is the setting of the 2022 board
 20 meeting dates. I request that members review the
 21 availability for the following dates: Thursday,
 22 March 16th, 2022; Thursday, June 2nd, 2022; Thursday,
 23 September 1, 2022; and Thursday, December 1, 2022.
 24 There's no action required on that right now, but
 25 please look at your calendars and let us know if

7

1 those dates will or will not work for you.
 2 So now we're ready to move to the
 3 Director's Report at this time, and I will yield the
 4 floor to Director Alzaharna.
 5 DIRECTOR ALZAHARNA: Good morning,
 6 everybody.
 7 DR. GREEN: Good morning.
 8 DIRECTOR ALZAHARNA: I'm going to set up a
 9 presentation for you that I'll be sharing, hopefully.
 10 Can everybody see that okay?
 11 MS. MEDRANO: No.
 12 MALE VOICE: It's not up, Director.
 13 DIRECTOR ALZAHARNA: Okay.
 14 MALE VOICE: It is now.
 15 DIRECTOR ALZAHARNA: Can you hear me as
 16 well?
 17 DR. GREEN: Yes, we can hear you. Thank
 18 you.
 19 DIRECTOR ALZAHARNA: All right. I want to
 20 welcome you to our meeting this morning. My
 21 presentation is probably going to be just a little
 22 longer than it normally is because we have a bunch of
 23 updates and things that have occurred since our last
 24 meeting in September.
 25 The first thing that I would like to notify

8

1 you all about is, I would like to say congratulations
 2 and thank you very much to our board members, APD
 3 Sergeant Hollie Anderson and Los Lunas Chief of
 4 Police Naithan Gurule. Both of them have submitted
 5 their notice of retirement to the Governor's Office
 6 regarding their position on the board, but because
 7 also they're retiring from their agencies.
 8 So I just wanted to wish you
 9 congratulations and say thank you both for your help
 10 to me particularly and to our staff during your
 11 involvement on the board. So congratulations.
 12 Sergeant Anderson is retiring on December
 13 17 and Chief Gurule is retiring on February 28.
 14 I'm going to delve into our ongoing
 15 in-service work in progress. The update for this is
 16 right now the 2021 annual in-service training comes
 17 to an end on December 31, 2021. This means that all
 18 of the training that's required for this period has
 19 to be reported no later than March 1st, 2022, to be
 20 considered in compliance. The training has to be
 21 completed by December 31.
 22 The statute actually requires that notice
 23 regarding the in-service requirements be sent out to
 24 the agencies and the officers, actually. It has to
 25 be sent out annually. We have been doing that more

9

1 frequently. It's been sent out at least twice since
 2 March of 2021. And just in some resource materials I
 3 had provided for you all, I gave you a sample of the
 4 letter that goes out, which just notifies agencies
 5 what the actual requirements are annually and what
 6 they are biennial.
 7 I'm going to talk a little bit about what
 8 we have been working with ACADIS and the database on,
 9 finding a mechanism for reporting the status of
 10 agencies' and officers' and telecommunicators'
 11 compliance at any time during the reporting period.
 12 As we worked on this for the last couple of years,
 13 everything's been reported manually, so it's been
 14 very difficult at any point in time to pull up an
 15 overall view of the status. We spent a great bit of
 16 time with our vendor over the last few months moving
 17 this forward.
 18 So what I'm going to give you a review on,
 19 the numbers that I'm going to give you are based on,
 20 right now, our number of agencies, which are 193
 21 reporting law enforcement agencies, law enforcement
 22 officers and their compliance, and right now we're
 23 reporting 5,216 law enforcement officers; and the
 24 telecommunicator compliance, which we are reporting
 25 3,120 telecommunicators.

<p style="text-align: right;">10</p> <p>1 What I'm going to be talking about in the 2 couple of slides is strictly law enforcement 3 officers, and the reason for that is the data that 4 was being pulled was at a specific point in time. 5 This was as of November 22, 2021, and it was actually 6 pulled, raw data, into an Excel spreadsheet, and then 7 we're working with the vendor on that, but it's 8 actually going to be compiled in an ACADIS report 9 that we can pull up a one-page report. They pulled 10 this together for us so I can actually report to you 11 our numbers right now before the system actually can 12 pull it up beginning in January.</p> <p>13 What we have was, ACADIS staff came up here 14 November 16 through -- I apologize. That's not the 15 28th. They were only here for three days, November 16 16 to 18, and spent an extensive amount of time with 17 Deputy Director Coss and me, who is our deputy 18 director over compliance and certification; and other 19 staff members who actually interact with the 20 database. And it was one of the most productive 21 sessions I'd say we'd had regarding getting accurate 22 reporting available to the agencies and to the board.</p> <p>23 What we dealt with specifically during 24 these three days was agency-required reporting and we 25 focused almost entirely on the compliance issues.</p>	<p style="text-align: right;">12</p> <p>1 officers reporting as completed this training out of 2 the approximate 5,216 officers that we have that are 3 required to meet this training. So as you can see, 4 go down and see those numbers, this category is how 5 many people have reported as completing that training 6 as of November, and this just calculates the number 7 of hours that are in training.</p> <p>8 One thing to keep in mind right now is that 9 a lot of those numbers are less than half the number 10 officers were supposed to have reported. But keep in 11 mind that they still have until December 31 to 12 complete this training, and they also have until 13 March 1 of 2022 to actually complete the reporting 14 for this period. But I believe we're at a point that 15 we can actually pull these numbers and show where we 16 are and use it to move forward to notify agencies and 17 the required parties, officers, or telecommunicators 18 where they're lacking.</p> <p>19 Another thing that this allows us to do 20 that would -- if I open it up into the 400 pages, is 21 it will allow us -- it breaks it down by department. 22 So when I get in and look, instead of just saying 23 those numbers out of the total numbers, I can take a 24 look at it by individual departments as well. And 25 then as you see in this one on this topic, it</p>
<p style="text-align: right;">11</p> <p>1 What we came up with is -- and I'm going to have to 2 back out of this presentation for a second to pull up 3 another document for you all. Can you all see that 4 Excel spreadsheet?</p> <p>5 DR. GREEN: Yes.</p> <p>6 DIRECTOR ALZAHARNA: This document is 7 actually over 400 pages long, and it's nothing that I 8 ever intend to send to the board to have to look at 9 to see the status of anything.</p> <p>10 But what you see on this front sheet is 11 actually this point in time, as of November, and what 12 we have done is been able to identify by the 13 mandatory in-service training topics -- so child 14 abuse incident training, child safety, domestic 15 violence, DWI, SFT, the firearms requirements, hate 16 crimes, legal updates, mental illness interactions, 17 missing persons, safe pursuit, our tourniquet and 18 trauma kit requirement, and this bottom category is 19 optional in-service training. And that kind of lumps 20 in all of the other hours that aren't specifically 21 identified by topic that are required for mandatory 22 training.</p> <p>23 I'm just going to give you a very quick -- 24 it's pretty self-explanatory; it means what it says. 25 Child abuse incident. Right now we have 2,261</p>	<p style="text-align: right;">13</p> <p>1 automatically opened. If I get an inquiry, it's 2 usually an IPRA request, if it's not something I'm 3 reporting just for board purposes. It will also 4 break it down and then show me who has actually 5 reported.</p> <p>6 So this is just a tremendous improvement 7 from what we have been doing manually over the last 8 two years, and I can't thank the ACADIS staff enough 9 for coming up and spending the intensive time that 10 they did to get this moving forward.</p> <p>11 That's about all. I'm going to take this 12 spreadsheet off unless somebody has any particular 13 questions. I just wanted to show you that we now 14 have that capability and the numbers I'm going to be 15 reporting to you in the future are going to be based 16 off of this.</p> <p>17 DR. GREEN: No questions.</p> <p>18 DIRECTOR ALZAHARNA: No questions.</p> <p>19 Okay. Moving on with that, then, I have 20 here a representative actually from Envisage, from 21 ACADIS, who is going to talk, give you a little 22 overview because it's a little more in detail with 23 the program on what we're going to be able to do 24 moving forward. We have a timeline and workflow 25 process already that's going to move us past the</p>

<p style="text-align: right;">14</p> <p>1 first of the year and to identify some major process 2 points that we have that should be completed by 3 January and allow us to meet some major goals we've 4 had moving into the next reporting period. 5 I would like to introduce -- and I'm going 6 to have to take this off or you're not going to be 7 able to see her. 8 I'm going to stop my presentation and share 9 my screen with Amy Seidler. 10 MS. SEIDLER: Thank you, Director, for 11 having me here today. I appreciate your time. 12 I do have a short (indiscernible due to 13 audio distortion) screenshot, so it looks long at 14 first. But don't worry. It's like a slide 15 (indiscernible due to audio distortion), so I won't 16 bore you overly with them. 17 And I want to thank the Director and all of 18 the Academy staff as well for helping with the 19 tremendous amount of data that we pulled from the 20 system. It's over 40,000 lines of data and it took a 21 lot of work from the Academy staff and our ACADIS 22 staff to work through that to make sure we have the 23 right information in regards to the required 24 training, and I really appreciate the time they spent 25 with us, as well.</p>	<p style="text-align: right;">16</p> <p>1 available from them. 2 Just a quick item I want to share with 3 everyone. Currently we are working on finalizing the 4 accredited class list for the upcoming annual and 5 biennial training. We are working to schedule agency 6 unit training webinars that we'll hold for all of the 7 agency designees that will be entering the in-service 8 training and getting the final approval of the full 9 process for in-service training submissions so we can 10 roll that out in January. 11 So in January we intend to hold those 12 trainings. We're also going to be providing all of 13 the agencies and designees with a reporting of the 14 training as well as some user guides that they can 15 use for quick review if they need to refresh 16 something before they enter the training. And then 17 at the mid to late January point we are going to be 18 opening up the portal for the agencies to be able get 19 in there and start reporting next annual and biennial 20 training. 21 So a quick look at the processing that we 22 are going to be making. The reason is mainly ease of 23 use. We want to make reporting easier for the 24 agencies so they are encouraged to report more 25 frequently and more timely for the individuals. We</p>
<p style="text-align: right;">15</p> <p>1 This is a quick agenda of what I'm going to 2 be talking about. A quick introduction of myself, 3 automating the process and what that's going to look 4 like for the Academy and the board moving forward, 5 and agencies as well; and some of the reports that 6 you will be able to get from the system once we have 7 the data reporting accurately, and then I'll take 8 some time for any questions that you may have. 9 So as Director Alzaharna said, my name is 10 Amy Seidler. I have been with ACADIS for just over 11 six years and I have worked in various positions with 12 the organization. I have been the executive 13 assistant to the CEO. I was district (indiscernible 14 due to audio distortion). And this last month, I 15 moved over to be a product analyst for the company. 16 And before that, before my time in the 17 private sector, I spent 14 years in the public sector 18 as a 911 telecommunicator, and then when I had my 19 children, I moved over to the private sector. 20 So just a quick overview today. I want to 21 remind everyone that today's presentation is not 22 training. It's a broad overview of what we're going 23 to be looking at moving forward for the Academy and 24 the agencies to report in-service training and the 25 automation and the reporting that will become</p>	<p style="text-align: right;">17</p> <p>1 want to decrease the administrative workload on the 2 agencies and the Academy staff who have been doing 3 this manually for so long. We want to make sure we 4 are reporting only the accredited in-service training 5 that counts toward the compliance numbers that you're 6 seeing, that the Director is reporting on. And I 7 want to give everyone a realtime data view, 8 especially for the agency designees, so they can keep 9 track of who is in compliance and who still needs to 10 fulfill some of the required training, as well as the 11 Academy board staff. 12 So what we're looking at currently is how 13 training will be reported by the agency. The agency 14 designees will have the ability to log in to our 15 status portal. The reason that we're doing this this 16 way is, one, obviously, to decrease the workload for 17 the agency staff and Academy staff, but also to make 18 sure that we are getting clean data. The cleaner the 19 data, the easier to report and the more accurate your 20 reports will be. 21 So the lists that they will have to choose 22 from for reporting their in-service training is a 23 list of the accredited courses available through the 24 Academy or through other vendors who have already had 25 their coursework accredited.</p>

<p style="text-align: right;">18</p> <p>1 The next one is keeping that data clean. 2 We're going to auto-fill areas like the training 3 category, which is how we get the reports on who has 4 completed what training. So it's broken up into 5 categories like the domestic violence category or the 6 child abuse incident category, and then also the 7 training hours that were accredited by the Academy 8 staff when they looked at the list and the plan and 9 decided that that course would be accredited. 10 This page also allows the agencies to enter 11 information like the certified instructor, the topic, 12 as well as any comments that they might want to make 13 about the event. 14 Making this as easy as possible for the 15 agencies, we give you a list of all of the people 16 that are on your roster. So the agency designee will 17 log in and get into this form, and it will only give 18 them purview over the officers or telecommunicators 19 that fall under their purview. So we'll have the 20 ability to select all employees if everyone attended 21 something, or you can select a subset of them. 22 And then as an extra step, we would 23 encourage the agency designee to upload a copy of the 24 original roster that was used for -- that allows you 25 to verify that the people that attended are the ones</p>	<p style="text-align: right;">20</p> <p>1 that can be lost in transit, we're going to do 2 everything in a single system. So everything will be 3 in the system. The Academy staff will come to this 4 page and see everything that is pending that's been 5 reported, and they can quickly approve it or reject 6 it from here. 7 They can also move to their next screen 8 here, and they have the ability to pop that event 9 open, so they can see who is reporting the training, 10 what training is being reported, the category that it 11 falls under, the number of hours that were taught, 12 the people who attended. And then they can also pop 13 open that roster that's now attached to this event 14 and compare the two quickly, look to make sure and 15 verify that the instructor is certified that taught 16 this course, and they also have the ability to 17 approve and deny from here. 18 So if they were to deny, it would pop up a 19 box to ask them for comments. That would go back to 20 the person at the agency that reported it, so they 21 would have the ability to correct anything that 22 needed to be corrected. 23 I'm almost done. I promise. So next is 24 the report. And we want to talk a little bit about 25 the reason that we're doing all of these changes and</p>
<p style="text-align: right;">19</p> <p>1 that you selected; as well as when you submit this 2 for approval to the Academy staff, the Academy staff 3 will have a form of reference so they can quickly 4 check that the people that were listed in the 5 attendees are matching that paper roster that you 6 have. The paper roster is something I believe you 7 currently submit when you submit your training to the 8 Academy staff. 9 Once you have submitted your training, the 10 agency staff will have the ability to inspect the 11 status of that submission. So this page will allow 12 them to see what training they have submitted and 13 possibly fill and review by the Academy staff. If it 14 has been rejected, the Academy staff can put a 15 comment on there to say, Could you please upload the 16 roster, or check and make sure this is the right 17 instructor that you wanted to list for this training. 18 And then once it has been approved by the 19 Academy staff, it will disappear from this place, and 20 it will show up on the training history of the people 21 that were attending. 22 Now we're going to look at how this makes 23 the process more efficient for the Academy staff. So 24 instead of having e-mails and faxes and paper copies 25 that were possibly mailed of rosters and information</p>	<p style="text-align: right;">21</p> <p>1 making the data clean is to get more valid and 2 accurate reports on who is in compliance. 3 So we were talking about the training 4 categories earlier. This is an EZ screen where the 5 Academy staff can quickly run the reports based on 6 the training categories. So here you see we have the 7 south (indiscernible due to audio distortion), the 8 DWI and field sobriety, and then the missing persons 9 category selected. 10 Once this is selected, they will enter and 11 run it, and it will come up as this type of a field 12 so they can see here the person that is reporting, 13 the dates that they had the training, the category. 14 From here you can actually review the training, so it 15 will take you to that screen before where you were 16 able to see the attendees, the roster, the certified 17 instructor, all of those things. And the importance 18 in all of this is, it gives you this strong legally 19 defensible record. So if there's an inquiry into the 20 training, you could easily pull the report of in 21 service and say, yes, this person attended this 22 training, this was the certified instructor who 23 taught it, here is the roster that shows that that 24 person was there, and it's all in one spot. 25 Additionally, this information can be</p>

22	<p>1 exported, and we can take this information and put it 2 into the report that Director Alzaharna showed 3 earlier where you're able to break it down by agency 4 and hours.</p> <p>5 We are also going to be building a custom 6 report for the Director, so any time you have a 7 question about the types of training that's been 8 completed and who was in compliance, they can easily 9 at the Academy push the button to generate this 10 report and it will come out looking exactly how you 11 expect it with the most recent data that has been 12 submitted.</p> <p>13 This is another view of the information 14 that you can get from that same report. This breaks 15 it down by person. So you can see the person, the 16 total number of hours that they have completed, and 17 then in what areas the hours add up to be.</p> <p>18 Next is the important part for the 19 agencies. They have the ability to quickly get a 20 look into all of the training that's been completed 21 by their staff. They can see areas where the staff 22 may be deficient and encourage the training so we're 23 not waiting for the last minute to get all of our 24 training in, and they can quickly -- they can export 25 this if they would like, they can see it here in a</p>	24	<p>1 as possible so they're not scared that they're 2 missing something that they're not actually missing. 3 So yes, that is the idea.</p> <p>4 MR. NAJAR: Thank you.</p> <p>5 DR. GREEN: Do we have any other questions? 6 Hearing none, Director Alzaharna, does that conclude 7 your report for now?</p> <p>8 DIRECTOR ALZAHARNA: No, ma'am.</p> <p>9 DR. GREEN: All right. Please proceed.</p> <p>10 DIRECTOR ALZAHARNA: I want to thank Amy, 11 though, very much for giving that update. Our staff 12 is considerably relieved. This has been just been a 13 very hard ongoing project, and we do see some light 14 at the end of the tunnel now, not just for our staff 15 but also for all the agencies who -- we know the 16 burden having to report everything manually puts on 17 them and their staff as well. So thank you very 18 much, Amy, and thank you for participating today to 19 give them an update.</p> <p>20 MS. SEIDLER: Thank you so much for having 21 me. I will put my contact information in the track 22 if anyone has any questions and wants to reach out to 23 me. Thank you so much.</p> <p>24 DR. GREEN: Thank you.</p> <p>25 DIRECTOR ALZAHARNA: I will continue on.</p>
23	<p>1 dashboard view, and then once we open it up for all 2 of the individuals, they will have the ability to see 3 the training that they have completed. So if they 4 log in and see that maybe they have completed 5 something that's not being listed here, they can go 6 to their agency designee and make sure that the 7 training had been reported accurately through the 8 Academy; and if not, they can trace down where that 9 information is, and they can also see areas where 10 they are different, and seek out those opportunities 11 to fulfill their requirements.</p> <p>12 So any questions that I can answer for the 13 group?</p> <p>14 MR. NAJAR: I have a question. Would an 15 actual individual officer be able to have access to 16 their training file and be able to know what they're 17 missing or what they're lacking for in-service 18 training? Is that an available option?</p> <p>19 MS. SEIDLER: It will be, yes, if we open 20 that up to everyone in the state. The Academy staff 21 has asked to hold that back just for a little bit as 22 we get everything updated so they don't get the 23 influx of calls saying, "Hey, I'm missing this," and 24 we have an opportunity to get everything entered from 25 this past biennium so the record will be as accurate</p>	25	<p>1 That was the end of the ACADIS database update. 2 My next update is just going to be on 3 talking a little bit following up on the brief 4 numbers that you saw there and talk a little bit 5 about compliance and the compliance issue. I know 6 some people may be asking or be concerned, when you 7 look at some of those topics, why are we basically 8 less than a month away from this training having to 9 be completed, and in most of those categories, 10 there's less than a 50 percent reporting of the 11 training being completed.</p> <p>12 And I'm just going to be honest. In 13 speaking with agency heads across the state about 14 some of the issues that are causing this, number one, 15 there's a concern that the topics that are mandated 16 are outdated or irrelevant.</p> <p>17 I can speak generally that the topics 18 are -- some of them were implemented as far back as 19 2002, and up to the most recent, I believe, the 20 tourniquet and trauma training, was mandated by 21 statute in 2017.</p> <p>22 A lot of the feeling is that these topics 23 were added statutorily, mandatorily based on an 24 immediate reaction to a singular incident or a wave 25 of feeling about a particular topic at the time. And</p>

<p style="text-align: right;">26</p> <p>1 at the time, the topic's really important in getting 2 people training in that if it wasn't being provided 3 before is important. 4 But a lot of the feedback I'm getting is 5 that some of this training is just -- it's not 6 useful, it's not an efficient use of time. They all 7 talk about the tourniquet and trauma training. 8 That's an important topic to know. But to be 9 mandated that they have to provide that training 10 every year, all the time, it's a topic that they feel 11 once the officers get the training, it's good, it's 12 good to have a review if they do it internally with 13 their agency tech. 14 But to have it be identified as 15 (indiscernible due to audio distortion) they feel 16 that the topics identified statutorily should be 17 high-priority, high-risk, high-liability topics. And 18 so that's some of the concern. 19 Lack of staffing. I think all agencies are 20 experiencing just a general lack of staffing but even 21 they were full staff, the fact that this mandated 22 training -- for every officer that they have sitting 23 in training, they have to have somebody out on the 24 street. And most of these agencies don't have the 25 capability to do that, even our bigger agencies.</p>	<p style="text-align: right;">28</p> <p>1 enforcement going to make any difference in these 2 agencies, having the capability or being able to 3 provide this training and be in compliance? Or would 4 a better avenue be to take proactive training topics? 5 Right now -- and we have talked about this 6 before -- the only current method of enforcement for 7 the board, as far as compliance goes, is to suspend 8 an officer's certification until they're compliant. 9 And on paper, that's the avenue that we are given. 10 But in reality, it's impractical for that to be able 11 to happen, just from the context if you even look at 12 those numbers that were put up there, you're talking 13 roughly 2,500 suspensions, and the process that it 14 takes to initiate a suspension, it's not a practical 15 method. 16 However, some better means or a better 17 recommendation may be that we work with the 18 legislature to remove topic mandates, meaning we 19 identify where the statute says you have to have 30 20 minutes of tourniquet and trauma training. You can 21 work with the legislature to say, Remove those 22 mandates except for a total number of annual 23 in-service hours. 24 An example would be if they say, Okay, we 25 want -- we still require in-service training and it's</p>
<p style="text-align: right;">27</p> <p>1 Another thing that comes up is a lack of 2 funding. Along that line, there is going to be an 3 update in funding that agencies will be receiving as 4 of July 1 of 2022. The LAPF funds, the 5 distributions, have increased for the agencies 6 generally. 7 Each municipal school district, sheriff, or 8 university police department is going to receive a 9 lump sum, \$45,000 from LAPF funding for training. 10 Along with that, they're also going to receive \$1,000 11 per officer to go towards training. 12 Tribal police departments are also going to 13 be able to receive \$1,000 per officer. So there is 14 funding that is being allocated for that, but that 15 still doesn't address their concerns. 16 So I pointed this out because I don't -- we 17 do have some agencies who just don't report, and when 18 I'm talking to them, I don't think it's an 19 intentional, No, we're not going to do it. I think 20 they all have viable reasons why they're not able, 21 why we're not getting each agency reported at 100 22 percent compliance. 23 So knowing some of those concerns, if we 24 want to talk about a resolution, then we need to talk 25 about what is a good resolution? Is punitive</p>	<p style="text-align: right;">29</p> <p>1 going to be 20 hours annually per officer or 2 telecommunicator, so that's mandated the number of 3 hours. Then that allows the board, which already has 4 the regulatory authority to designate the annual 5 mandated topics, and it wouldn't be an overburdensome 6 process. You would know that every year, using that 7 example, there are 20 hours, and if the board, in 8 working with the agencies and the community input -- 9 which is kind of a balance of how some of those 10 topics have come up -- what are topics that agencies 11 are feeling? Gosh, we need to have this training. 12 We should have this this year. And then annually, 13 like the board does, announce their four dates for 14 upcoming training or another proclamation. The board 15 could give a proclamation that says, Okay, for the 16 upcoming in-service training, these will be mandated 17 topics, and it's good for that year. It could 18 include certain topics like we do now and the number 19 of hours that is actually up to each agency 20 So those are just a couple of 21 recommendations I have for that to help us help the 22 agencies get the training that they need for their 23 officers without putting unrealistic expectations on 24 them that, quite frankly, aren't being met and 25 realistically won't be at a level of 100 percent</p>

<p style="text-align: right;">30</p> <p>1 compliance.</p> <p>2 Do you have any questions about any of the</p> <p>3 compliance stuff before I move on?</p> <p>4 I'm going to move on to our misconduct case</p> <p>5 status. Currently we have 87 current misconduct</p> <p>6 cases, and we have 25 of them that are set on the --</p> <p>7 set to go before the board for review at this</p> <p>8 meeting. What that means is, we have got</p> <p>9 approximately 22 cases remaining.</p> <p>10 Only two of these cases are prior to 2019,</p> <p>11 so we have made great strides over the last year in</p> <p>12 getting some of the older cases adjudicated and</p> <p>13 cleared.</p> <p>14 Currently, we're still tracking all of</p> <p>15 these cases in hard file. That means everything</p> <p>16 we're doing is in a hard folder and every document we</p> <p>17 get is being printed and put on there. We're at the</p> <p>18 tail end of having all of your currently closed cases</p> <p>19 scanned into electronic file format. The way this is</p> <p>20 going to help us tremendously is, it's cyclical but I</p> <p>21 get an increasing number of IPRA requests, public</p> <p>22 information requests, on officers who have misconduct</p> <p>23 reports, and literally every time we get a request,</p> <p>24 we have had to go back and pull the hard file and</p> <p>25 copy it, any portion of it. If somebody just asks</p>	<p style="text-align: right;">32</p> <p>1 file. And it will also interact with an officer's</p> <p>2 personnel record, for lack of a better term, within</p> <p>3 ACADIS. They will be intertwined. If you pull up an</p> <p>4 officer, you will be able to not only see their</p> <p>5 training on there, their in-service training</p> <p>6 requirement, but also if there's any information</p> <p>7 regarding a misconduct report on file and the</p> <p>8 outcome. So ultimately, when this all ties together,</p> <p>9 it's going to be a lot more efficient, especially for</p> <p>10 our staff.</p> <p>11 Any questions about misconduct, misconduct</p> <p>12 case status right now?</p> <p>13 We have received two communications since</p> <p>14 your last meeting. One of them from Chief Hebbe,</p> <p>15 from Farmington PD, and he sent a letter with</p> <p>16 concerns regarding the current PT standards. I have</p> <p>17 spoken with Chief Hebbe about his letter and I</p> <p>18 started pulling documentation for him on what the</p> <p>19 current standards are, and it's particularly in</p> <p>20 regards to the PT standards to get into the Academy</p> <p>21 and the standards that need to be maintained</p> <p>22 throughout the Academy and then required before they</p> <p>23 graduate.</p> <p>24 So I'm pulling those standards, information</p> <p>25 about when they were adopted and what type of</p>
<p style="text-align: right;">31</p> <p>1 for a copy of somebody's training history, if they</p> <p>2 want a copy of the LEA-90, we manually have to go</p> <p>3 back and do that.</p> <p>4 And sometimes we're still seeing requests</p> <p>5 for a copy of every misconduct report over the last</p> <p>6 five years, and it has just been overburdensome for</p> <p>7 us to do, but we have continued to do it.</p> <p>8 I anticipate over the next two weeks all</p> <p>9 these closed cases will be on file electronically, so</p> <p>10 when we get requests like that, we will be able to</p> <p>11 shoot the file to the IPRA office so that they can</p> <p>12 review it for information that needs to be redacted,</p> <p>13 and then it will be readily available to e-mail out</p> <p>14 to the requester.</p> <p>15 Also, as part of that and part of ACADIS,</p> <p>16 there is a case management module, and Ms. Medrano</p> <p>17 and I have worked with ACADIS and are working on</p> <p>18 getting familiar with that module, because what it</p> <p>19 will allow us to do is, at a clear stopping point, we</p> <p>20 can start tracking those cases in this module through</p> <p>21 ACADIS so we won't have to have a hard file anymore.</p> <p>22 We still may see -- we see e-mails and documentation</p> <p>23 from other agencies related to that, but we will have</p> <p>24 the ability to scan that documentation directly into</p> <p>25 ACADIS, and it will be tracked as part of the case</p>	<p style="text-align: right;">33</p> <p>1 articulating documentation was used to set those</p> <p>2 standards and I'm going to pull those together,</p> <p>3 because I plan on presenting that on your next agenda</p> <p>4 for you to be able to discuss. But I wanted to be</p> <p>5 able to have some documentation there for you.</p> <p>6 In speaking with Chief Hebbe, some of the</p> <p>7 questions, viable questions that are raised have to</p> <p>8 do with currently we have that mandate to get into</p> <p>9 the Academy and graduate, but there is no other</p> <p>10 requirement statewide. Agencies may do it</p> <p>11 themselves, but there is no other requirement for a</p> <p>12 PT standard throughout the career of an officer.</p> <p>13 So there should be some discussion on what</p> <p>14 the practicality of that is and is there a purpose</p> <p>15 for that, if you can have an officer meet a certain</p> <p>16 standard when they graduate, but after that, they no</p> <p>17 longer have to meet that standard, and we have some</p> <p>18 pretty unfit officers out there. So he may have some</p> <p>19 comments for that following up on that during our</p> <p>20 public comments section.</p> <p>21 I also received an application from Chief</p> <p>22 Smith with the Roswell PD. He has put together an</p> <p>23 application packet for the possibility of a satellite</p> <p>24 academy down at Roswell. And so what we're going to</p> <p>25 do is, I have spoken with him. I also plan on</p>

<p style="text-align: right;">34</p> <p>1 presenting that packet for you for discussion at your 2 next meeting.</p> <p>3 The next step, he and I will sit down and 4 go over his entire packet to make sure it meets all 5 the requirements that are outlined in NMAC for an 6 organization to apply to become a satellite academy. 7 So he and I will complete that prior to your next 8 meeting, and then he will be talking to you hopefully 9 at your next meeting about their application.</p> <p>10 Next I've got a few collaborations that we 11 have been working on since your last meeting. First, 12 I have met with the -- Albuquerque PD Academy has a 13 new commander, who has been on board since August. I 14 met with her and her staff to discuss how our NM LEA 15 board staff can assist them with their needs and how 16 their Academy staff can better prepare and require 17 documentation submissions. They're one of our larger 18 agencies, and our staff had been working together, 19 but it's just been really difficult without being 20 able to have a meeting like this to understand kind 21 of where we miss. If deadlines are being missed on 22 applications for Academy, or if they're needing 23 accreditation or some other CBW classes.</p> <p>24 We had a really good meeting. I sat down 25 with him and four or five of their staff members to</p>	<p style="text-align: right;">36</p> <p>1 of training in the basic Academy curriculum and 2 within those blocks are sub-blocks. And then that 3 talks about that our staff is supposed to maintain 4 and provide to all agencies a list of the courses 5 that require a certain level of instructor training 6 that fall either into the high risk or the technical 7 areas of law enforcement.</p> <p>8 So we sat down and we reviewed those 9 blocks, and each director walked away and was going 10 to put together a template on what areas are 11 identified as high risk and technical areas, so that 12 I can compile all of that and provide it to them.</p> <p>13 I think one of the concerns they expressed 14 is, each time they send in an accreditation packet 15 for us, sometimes they get a little different 16 responses to what level of instructor certification 17 is needed for a certain topic. So we want to put 18 that together so there's consistency and so they will 19 have that, our staff will have it, and they will get 20 a consistent answer each time they submit a packet 21 for review.</p> <p>22 Chairman and OAG staff provided hearing 23 officer training on November 23 for our current board 24 hearing officers. It was provided by Interim Board 25 Counsel Brian Camp and AAG Moander. It was attended</p>
<p style="text-align: right;">35</p> <p>1 discuss our processes and how we can better assist 2 each other.</p> <p>3 I have met with Board Member Roybal just 4 for a general overview of the NM LEA board processes 5 and areas of interest. He's expressed interest in 6 meeting with me every few weeks. He is really 7 excited about being extensively involved in 8 supporting the board's priorities, and I'm excited 9 about working with any board member that wants that 10 level of involvement, because I can certainly work 11 with you and provide support for you in areas that 12 you're working towards; but on the other hand, in 13 your strengths and what your background and expertise 14 is, I could certainly feed off of that for some of 15 the things we're doing here. So that offer goes out 16 to all board members.</p> <p>17 I will come and meet with you or you can 18 come up here, but I want to continue those so we can 19 work together on some of our projects.</p> <p>20 I had a meeting with the satellite academy 21 directors. Our last meeting was on November 9. The 22 main topic of discussion at this meeting was, we 23 discussed the level of instructor certification 24 needed for teaching the basic Academy curriculum 25 topics. If you're familiar, NMAC identifies blocks</p>	<p style="text-align: right;">37</p> <p>1 by our four hearing officers. I attended, and Case 2 Manager Medrano attended it, and it was very, very 3 well presented, informative training. If nothing 4 else, it was a great review on our processes, not 5 just what we're involved in at this end in our 6 office, but as hearings in other parts of the process 7 that my staff may not be directly involved in, but 8 how some of that goes, just so we have a better 9 understanding of the overall process.</p> <p>10 I think our intent is to have that type of 11 refresher training annually, if nothing else just for 12 refresher.</p> <p>13 As part of this -- we have had two or three 14 meetings. I have met with the president of the 15 Chiefs Association and the Sheriffs Association 16 either two or three times over the last two months. 17 Our discussions have been surrounding mostly common 18 concerns over last year's legislative session, not 19 particularly but substantively around Senate Bill 20 375, which not only affected all of their agencies, 21 but also it affected the board moving forward.</p> <p>22 So what we basically have done is just talk 23 about some of the common areas of concern with that 24 bill and talk about -- each of them have been 25 contacted individually by people involved in a</p>

38	<p>1 certain aspect of that bill moving closer to this</p> <p>2 legislative session, and we started talking about,</p> <p>3 for lack of a better description, a united front as</p> <p>4 far as things that they have real concerns over.</p> <p>5 Part of it was the LAPF funding and how it was going</p> <p>6 to be utilized or how it was proposed to be utilized</p> <p>7 in that bill. That's one of the bigger topics that</p> <p>8 the agencies have brought up, this concern.</p> <p>9 They want to keep meeting because when they</p> <p>10 sit down with the bill sponsors moving forward, they</p> <p>11 want to have a consistent message going out about</p> <p>12 what they're supportive of and what they're not</p> <p>13 supportive of. And those meetings are continuing, as</p> <p>14 well.</p> <p>15 I received a call yesterday from a</p> <p>16 representative of a group of community members who</p> <p>17 are interested in strengthening law enforcement in a</p> <p>18 positive way. She specifically talked about helping</p> <p>19 identify training, and not necessarily -- they</p> <p>20 weren't concerned necessarily about mandates,</p> <p>21 mandating certain training, adding to what's already</p> <p>22 mandated in statute. They were actually very</p> <p>23 receptive and very law enforcement friendly.</p> <p>24 What they are really interested in is</p> <p>25 consistency across the board, identifying what</p>	40	<p>1 still currently have one compliance officer position</p> <p>2 that is frozen and we're not able to hire.</p> <p>3 Touching base on the difficulties in what</p> <p>4 we're having in hiring instructors. There are</p> <p>5 multiple. Besides the general hiring issues that I</p> <p>6 think nationally people are experiencing, our state</p> <p>7 at the state level is certainly experiencing this</p> <p>8 with all the agencies. It's not just DPS. It's not</p> <p>9 just our agency. One of the reasons is that there is</p> <p>10 no return to work, is what they're calling it, and</p> <p>11 it's employees who have retired can't come back to</p> <p>12 work without stopping their current retirement</p> <p>13 benefits.</p> <p>14 As this relates to our hiring instructors,</p> <p>15 it's a major reason, when I talk to people, officers</p> <p>16 who have retired, and say, Oh, I would love to teach</p> <p>17 at the Academy, but I'm not willing to give up my</p> <p>18 current retirement to do that. I can't afford to do</p> <p>19 it.</p> <p>20 Our current instructor-level positions are</p> <p>21 not commissioned positions. The classification --</p> <p>22 they are classified as New Mexico Law Enforcement</p> <p>23 Academy instructor positions but they are not</p> <p>24 commissioned as described in the classification. We</p> <p>25 have officers who have talked about that being a</p>
39	<p>1 training should be required across the board, whether</p> <p>2 it's at an agency level, at an NMAC regulatory level,</p> <p>3 and then working with the agencies. It was a brief</p> <p>4 conversation talking about policy, consistency among</p> <p>5 agency policies. It was a brief conversation. It</p> <p>6 was a very positive one, and we are planning on</p> <p>7 scheduling a follow-up meeting once we take a look at</p> <p>8 our calendars next week.</p> <p>9 Staffing update for you all. As we talked</p> <p>10 about before, the NM LEA board currently from the</p> <p>11 last legislative session, we were appropriated five</p> <p>12 FTEs. I can't say that we were appropriated any</p> <p>13 funding to back those positions, but that was what</p> <p>14 was appropriated.</p> <p>15 As far as the Academy goes right now, we</p> <p>16 have 19 identified FTEs. Thirteen of them are</p> <p>17 currently filled. We have one instructor processed</p> <p>18 that's complete and that is pending approval, so we</p> <p>19 can actually hire the instructor and bring them on</p> <p>20 board. And we have two instructor positions, one</p> <p>21 training coordinator position, and one business</p> <p>22 operation specialist position that have been posted.</p> <p>23 They closed within the last week, and so I'm waiting</p> <p>24 for those packets so we can actually start on the</p> <p>25 interview processes for those positions. And we</p>	41	<p>1 commissioned officer is so much a part of what they</p> <p>2 do that that does play a factor in their determining</p> <p>3 whether or not they want to move out of a sworn</p> <p>4 commissioned position and take a position at the</p> <p>5 Academy.</p> <p>6 And we're also dealing with our positions</p> <p>7 here, part of them being commissioned is they're not</p> <p>8 in a commissioned retirement tier. They're in a</p> <p>9 civilian tier. So a lot of them who may be</p> <p>10 interested, they have to leave an agency maybe with a</p> <p>11 20-, 25-year retirement and go into a position that's</p> <p>12 a 30-year retirement. So we have several of those</p> <p>13 things that are playing a role.</p> <p>14 I have been in discussions with Secretary</p> <p>15 Bowie and Deputy Secretary Baker on overall retention</p> <p>16 and hiring difficulties that we're having, and we are</p> <p>17 looking for -- there have been a lot of good</p> <p>18 suggestions out there about -- we have to look more</p> <p>19 in-depth about what we can do to not only retain the</p> <p>20 people we have, but to recruit people who will be</p> <p>21 coming into these positions.</p> <p>22 As far as budgeting goes, at your August</p> <p>23 special meeting, the board approved submitting the</p> <p>24 \$1.369 million budget request. That submittal was</p> <p>25 approved by the executive to be submitted as a</p>

42	<p>1 pass-through with the DPS budget. Within a couple 2 days, the request came down statewide -- it was not 3 just DPS -- that there be a standing of what those 4 requests that had been submitted.</p> <p>5 What we resubmitted, because it was a 6 dollar amount, we submitted a budget that covered 7 FTEs, eight FTEs for the board. The budget 8 presentation to the Legislative Finance Committee is 9 tomorrow, December 3, at 1:30 in the house chambers. 10 So your board budget will be presented as part of the 11 DPS budget included in the general fund -- or not 12 included in it, but along with it, include the 13 special appropriation request for the \$1.5 million 14 for the job task analysis and curriculum development. 15 That will be part of the presentation.</p> <p>16 Capital outlay requests are not part of 17 this presentation. Those requests were due, I 18 believe, in July or were submitted prior to July, and 19 there aren't any capital outlay requests particularly 20 that affect the board, but one that we're looking at 21 that has to do with the actual Law Enforcement 22 Academy is that request of the \$3.5 million to 23 complete the ongoing firearms training facilities at 24 the National Guard. That will be a phased project, 25 and funding has been moved in phases, so that's --</p>	44	<p>1 our last meeting, and we had talked about, of course, 2 the ongoing staffing issues, but really, COVID is 3 what had kind of shut down any training that was 4 going on here up at the Academy.</p> <p>5 We are moving forward with now trying to 6 bring some advanced training up here. When I talk 7 about here, we're bringing up between now and the end 8 of this fiscal year -- the first training is coming 9 up here pretty quick. It's below 100. It's an 10 eight-hour class, but the first four hours of the 11 basic training and the last four hours are 12 instructor-level class.</p> <p>13 This is being provided at the Las Cruces PD 14 Academy on December 7. It will also be provided up 15 here at the LEA in Santa Fe on December 9. We 16 actually got grant funding for this position for this 17 training, so it didn't cost the board anything to do 18 it. So we just brought it up here, and all of the 19 attendees are going to be able to attend for free.</p> <p>20 Basically, the purpose of this class is to 21 improve law enforcement culture. I'm not going to 22 read that summary to you. It's basic. It has five 23 tenets about what we can do to improve officer 24 awareness and talk about preventing line-of-duty 25 deaths and injuries. I think in that assembled</p>
43	<p>1 another phase is the \$8.5 million to complete the 2 project in its entirety.</p> <p>3 An update on our academies at the basic 4 training level, the law enforcement officer 5 academies. Since your last meeting in September, we 6 had two basic academies who graduated 51 cadets. We 7 have one certification by waiver Academy that 8 graduated 10 cadets, and we had two LEOCE challenges. 9 Those aren't very common. What it is, if there is an 10 agency who there is no Academy coming up in the 11 timing of their hiring, your regulation allows for 12 the agency to provide the 80 hours of training that 13 are required. The training has to be provided by 14 certified instructors. And once all of the 15 documentation is provided, that they have met all 16 those requirements, then they are allowed to take the 17 LEOCE.</p> <p>18 So we had two of those who went through the 19 training that way and completed the LEOCE and 20 graduated.</p> <p>21 As far as public safety telecommunicator 22 academies, we had four PST academies who graduated 51 23 telecommunicators since your meeting in September.</p> <p>24 That leads me to talking about -- I think 25 Sheriff Mendoza had asked about advanced training at</p>	45	<p>1 reference material, there's flyers. And the flyers 2 are also -- I don't believe they're on the website. 3 They were sent out to all the agencies just to give 4 them an idea of the training dates and times, and 5 what the content is.</p> <p>6 We are also working on bringing a fair and 7 impartial policing class up here February 15 and 16. 8 Basically this talks about training officers to 9 understand what the concept of fair and impartial 10 policing is, understanding interests and biases and 11 how they can be prevented, understanding how it will 12 affect and improve effective policing. Agencies have 13 been requesting it. It's certainly a topic 14 nationwide. And so we're in the final phases of 15 getting that confirmed once it is.</p> <p>16 Again, I'll be sending that notification 17 out to all the agencies so they can start 18 registering. This class will also be at the Law 19 Enforcement Academy, and the cost to agencies will 20 most likely be minimal. And we haven't identified 21 what that cost will be, but that will be part of the 22 flyer that goes out.</p> <p>23 A third training class is the Force Science 24 Institute Realistic De-Escalation Instructor class. 25 And that, again, is another topic that's been on the</p>

46	<p>1 forefront over the last year, and we are still 2 working with them in hopes to be able to bring that 3 up March 3 and 4, and it will also be hosted here at 4 the Academy.</p> <p>5 And finally, we're speaking with the 6 Institute for Law Enforcement Administration out of 7 Texas, and they're looking at bringing in ethics and 8 professional standards of the internal affairs class 9 up here. We are looking at the dates of April 4 10 through the 6th. And that's just going to talk about 11 managing and investigating complaints against law 12 enforcement officers and providing the knowledge to 13 give their investigators or their staff the ability 14 to do that. It is a process course that will outline 15 investigations in internal affairs, but it will also 16 address ethics in the police profession.</p> <p>17 Now, Vice Chair Green, I'm done with my 18 director's report.</p> <p>19 DR. GREEN: Thank you, Madam Director. You 20 are incredible in terms of all the things you have 21 accomplished, and the reporting is very, very 22 helpful.</p> <p>23 Are there any questions from the board? 24 Seeing none, we will proceed with the -- I'll open 25 the floor, rather, for public comments and I do ask</p>	48	<p>1 So the question is: Isn't this what the 2 Law Enforcement Academy Board is supposed to be 3 about, is to have consistency? The Director just 4 mentioned that one of the issues that came up talking 5 with the community is consistency. We have no 6 consistency in this state with the use of force 7 policies or pursuit policies. It makes a very 8 dangerous situation.</p> <p>9 What I suggest is, as a beginning, which 10 might help to eliminate this, is to insist that all 11 the State Police agencies put their policies online 12 and, at minimum, this should be their pursuit 13 policies and use of force policies, so at least the 14 public could see what's not going on, which is: 15 They're not consistent.</p> <p>16 Anyway, this is a long-term concern. You 17 have got a very dangerous situation which needs 18 attention. Thank you.</p> <p>19 DR. GREEN: Thank you, Mr. Mechels. We 20 will take your comments under advisement.</p> <p>21 Do I see any other members of the public? 22 Chief Hebbe. Chief Hebbe, are you there? You might 23 be muted.</p> <p>24 CHIEF HEBBE: Can you hear me now? 25 DR. GREEN: Yes, sir. Thank you.</p>
47	<p>1 that in the interest of time you please limit your 2 comments to two minutes.</p> <p>3 Do I have any members of the public? I see 4 Mr. Mechels has his hand up, please. Mr. Mechels, 5 please. Are you there?</p> <p>6 MR. MECHELS: Can you hear me now? 7 DR. GREEN: Yes.</p> <p>8 MR. MECHELS: Good. Since I only have two 9 minutes, I would like to say that this recent event, 10 this chase down from Santa Fe into Torrance County, 11 made me look back as to what's been going on since I 12 got involved with LEA about eight years ago.</p> <p>13 At that point in time, we had three 14 fatal -- or three shooting chases involving the State 15 Police which drew my attention into this area. What 16 I see today is the chase of those three agencies, the 17 Santa Fe Sheriff's and State Police and Torrance 18 County Sheriff involved in this case. We still have 19 a lot of the same problems. All three of those have 20 different -- none of the three, as far as I know, 21 complied with the State Pursuit Act, which is a state 22 law, but they're all running different use of force 23 policies, they have different use of force training, 24 they're running different pursuit policies, use of 25 different pursuit training.</p>	49	<p>1 CHIEF HEBBE: Thank you. I appreciate the 2 chance to talk with you a little bit.</p> <p>3 First, real quickly, I want to say I 4 strongly favor a (indiscernible due to audio 5 distortion) change to a lot of retired officers to 6 come back to be trainers at Law Enforcement Academy. 7 We should be trying to get the best and brightest to 8 be our trainers, and why we would let people with 20 9 years of experience in the profession leave our state 10 to go be a police officer or trainer somewhere else 11 just does not make any sense. You could have a 12 five-year drop, they could come down there, train for 13 five years, even though they're collecting their 14 pension, and all New Mexico law enforcement would 15 benefit from it.</p> <p>16 The reason I'm really here to talk with you 17 about is a letter that Director Alzaharna talked to 18 you about, and this is the standards that we have for 19 entrance and exit of the Academy, which I believe 20 disproportionately affects our ability to recruit 21 women in the profession.</p> <p>22 Policing is between 85 and 86 percent male. 23 It's overwhelmingly male-dominated. It's something 24 that when I was with the Anchorage Police Department, 25 we looked at how were we going to get more women in,</p>

50

1 and where are they failing out in the application
 2 process.
 3 It was clear that it was in the physical
 4 testing part of the process, and that process
 5 continues down here in New Mexico. We just looked at
 6 our most recent hirings. It's not a large sample
 7 size. 49 percent, I believe, of our women applicants
 8 passed the test, and 72 percent men.
 9 So the physical standard is
 10 disproportionately impacting women, which you can live
 11 with if it meant something over the long term, but
 12 they never again have to take this test. So in the
 13 military or in fire, that's done yearly, that is not
 14 done yearly in policing; and there would be
 15 complications with making it yearly right now, given
 16 all the officers we have. And whether we could get
 17 them off to do it and succeed in it, I don't know.
 18 But I know we have this one standard which
 19 blocks women at an incredibly disproportionate rate
 20 from a 25-year career in law enforcement and at a
 21 time when we need more law enforcement officers.
 22 So what I would ask Director Alzaharna to
 23 look at is: Other states are doing things like
 24 obstacle courses or some other means of getting a
 25 meaningful test so that we have people who are fit

51

1 who are coming into the field, but that we aren't
 2 impacting one group or one race or one gender as
 3 disproportionately as we are with women. I believe
 4 that it is time for us to look at this.
 5 I'm not at all here at the PD -- I do
 6 motivational posters, and one of them is: "Just
 7 because we always do it this way doesn't mean it
 8 isn't incredibly stupid."
 9 I would tell you I think that we have done
 10 this for a long time. I don't think that we asked
 11 ourselves why we do it. We just continue to do it,
 12 and the impact is very disproportionate for the
 13 applicants. Thank you.
 14 DR. GREEN: Thank you, Chief Hebbe. We'll
 15 take your comments under consideration as well.
 16 Do we have any other public comments? Any
 17 other public comments?
 18 All right. Seeing none, we will proceed
 19 with the next item on the agenda, which is the Law
 20 Enforcement Officer Certifications for approval and
 21 issue. That will be facilitated by Director
 22 Alzaharna.
 23 We will approve the officers by exhibit.
 24 All the information for this process is in your
 25 packets.

52

1 Director Alzaharna, you have the floor.
 2 DIRECTOR ALZAHARNA: Thank you, Vice Chair.
 3 Yes, the exhibits that were in your packet
 4 now, we listed them a little differently this way, so
 5 what you have is one exhibit for all of the law
 6 enforcement officers, and you have one exhibit for
 7 all of the public safety telecommunicators who met
 8 the criteria for certification since our last
 9 meeting.
 10 DR. GREEN: Madam Director, is this
 11 Exhibit A?
 12 DIRECTOR ALZAHARNA: Yes, ma'am, Exhibit A
 13 is the law enforcement certifications.
 14 DR. GREEN: Thank you. I will accept a
 15 motion to approve the individuals included in Exhibit
 16 **A. Do I have a motion?**
 17 CHIEF JOHNSON: This is Tim Johnson.
 18 Exhibit A is one person; correct?
 19 DR. GREEN: No, there's a list of all of
 20 the candidates.
 21 CHIEF JOHNSON: Board Member Johnson. So
 22 what you'll see in the agenda that's posted to the
 23 board's website is, it refers to an Exhibit A, and
 24 attached as Exhibit A. And Exhibit A contains a
 25 number of law enforcement certifications. And so

53

1 when you move to approve the certifications listed in
 2 Exhibit A, you're approving all of them at one time,
 3 rather than doing them in sequence like we have done
 4 it at previous meetings.
 5 CHIEF MIRABAL: Yes, sir. I appreciate
 6 that. Can we just briefly go over what we're looking
 7 at, though? Because I was a bit confused last night,
 8 and obviously I still am, which most all of you know
 9 that is not very hard to do.
 10 This is making sure we are seeing the right
 11 thing. Like there are two pages now, and it's very
 12 convoluted for my simple mind. So I see Exhibit A
 13 LEA, one name on the first one; correct? And then
 14 the second page?
 15 Yeah, so -- and Director, feel free -- what
 16 I'm seeing is, in Exhibit A, which is again attached
 17 to the agenda on the website, and it should be in
 18 your meeting packet, as well, there's a series of
 19 Academy classes that are included there. It looks
 20 like it starts with WNMU No. 66. LEOCE Challenge.
 21 NM LEA certification by waiver 104, 105, DASO LEA No.
 22 25, NM LEA BPOT, No. 202. And those are the classes
 23 approving. The names of the officers are also
 24 listed.
 25 DR. GREEN: It begins on Page 29 of your

54

1 packet, I believe, sir.
 2 CHIEF MIRABAL: I've got it.
 3 DR. GREEN: Excellent. Can I get a motion,
 4 then, on the approval of these individuals in
 5 Exhibit A?
 6 SGT. ANDERSON: Hollie Anderson. I move to
 7 accept Law Enforcement Officer certifications set
 8 forth and listed in Exhibit A dated December 2, 2021.
 9 DR. GREEN: Thank you, Sergeant Anderson.
 10 Can I also get a second to that motion?
 11 CHIEF JOHNSON: Dr. Green, Tim Johnson.
 12 I'll second that.
 13 DR. GREEN: Thank you, Mr. Johnson.
 14 Ms. Medrano, would you call the roll,
 15 please?
 16 MS. MEDRANO: Madam Vice Chair, I see that
 17 Ms. Hilton, the court reporter, has her hand raised.
 18 I want to confirm that she doesn't have a question
 19 before you move forward.
 20 DR. GREEN: Thank you. Yes.
 21 Ms. Hilton, do you have a question? I
 22 think you're muted, ma'am. Upper left-hand corner,
 23 there's a little microphone icon. Upper right-hand
 24 corner, sorry.
 25 MS. MEDRANO: Ms. Hilton, if you're able to

55

1 send me an e-mail, I'll go ahead and go forward with
 2 this vote and then we'll figure out what's going on.
 3 Chief Gurule.
 4 CHIEF GURULE: Yes.
 5 MS. MEDRANO: Chief Johnson.
 6 CHIEF JOHNSON: Yes, ma'am.
 7 MS. MEDRANO: Sheriff Mendoza.
 8 SHERIFF MENDOZA: Yes.
 9 MS. MEDRANO: Ms. Mirabal. Her screen
 10 appears to be frozen.
 11 Sergeant Anderson.
 12 SGT. ANDERSON: Yes.
 13 MS. MEDRANO: Dr. Bobbie Green.
 14 DR. GREEN: Bobbie Green votes yes.
 15 And I see that Ms. Hilton is unmuted. Can
 16 you ask your question, Ms. Hilton?
 17 COURT REPORTER: I'm sorry to interrupt.
 18 Are we going to take a break anytime soon?
 19 DR. GREEN: No, we're not going to take any
 20 breaks today, I'm sorry.
 21 Yes, do you need to take a break, ma'am?
 22 COURT REPORTER: If it's going to be a
 23 while longer, yes, I do.
 24 DR. GREEN: Okay. Well, we can -- if this
 25 is a good time, and if there's a need to take a

56

1 break, we can do it right now and proceed with --
 2 attend to Item No. 8. Ten minutes, will that be good
 3 for you?
 4 THE REPORTER: Yes. If you want to do the
 5 vote, we can do that, and then I could take a break.
 6 DR. GREEN: Okay.
 7 CHIEF GURULE: Dr. Green, can we get
 8 through the open session and closed session, and then
 9 we'll take a break. I think we have a couple of
 10 items.
 11 DR. GREEN: That's true. We're close. We
 12 just have two more agenda items, so we probably can
 13 do that fairly quickly.
 14 So let's proceed with agenda Item No. 8,
 15 which is the public telecommunicator certifications
 16 for approval. And we will follow the same process.
 17 Dr. Alzaharna, you have the floor.
 18 DIRECTOR ALZAHARNA: For Item No. 8,
 19 Exhibit B is the PST certifications put before you
 20 for approval.
 21 CHIEF JOHNSON: Tim Johnson. I'll make a
 22 motion to approve.
 23 DR. GREEN: Thank you, Chief Johnson. Do I
 24 have a second?
 25 SGT. ANDERSON: Hollie Anderson. I'll

57

1 second.
 2 DR. GREEN: Thank you.
 3 Ms. Medrano, please call the roll.
 4 MS. MEDRANO: Gurule.
 5 CHIEF GURULE: Yes.
 6 MS. MEDRANO: Johnson.
 7 CHIEF JOHNSON: Yes, ma'am.
 8 MS. MEDRANO: Mendoza.
 9 SHERIFF MENDOZA: Yes.
 10 MS. MEDRANO: Mirabal.
 11 CHIEF MIRABAL: Yes, ma'am.
 12 MS. MEDRANO: Anderson.
 13 SGT. ANDERSON: Yes.
 14 MS. MEDRANO: Green.
 15 DR. GREEN: Green votes yes. Thank you.
 16 The next item, No. 9, is the 2022 Law
 17 Enforcement Officer Memorial, which will be
 18 facilitated again by Director Alzaharna.
 19 DIRECTOR ALZAHARNA: Thank you, Vice Chair
 20 Green.
 21 Annually, our New Mexico Law Enforcement
 22 Officer Memorial Committee meets. That committee
 23 consists of a representative from the Chiefs
 24 Association, a representative from the Sheriffs
 25 Association, and a representative from the State

58

1 Fraternal Order of Police, and myself.
 2 The committee met in November to discuss
 3 the packets that had been submitted for consideration
 4 for the New Mexico Law Enforcement Officer Memorial.
 5 That induction usually happens in the spring of each
 6 year, May of 2022, during National Police Officer
 7 Week, and this is Exhibit C that you have. It has
 8 the three inductees' names that the committee moved
 9 forward for your approval.
 10 One is Deputy Warden Norris Green from the
 11 New Mexico Department of Fish and Game. His end of
 12 watch was November 15, 1941. Officer Darien Jarratt
 13 with the New Mexico State Police. His end of watch
 14 was February 4, 2021. And Corporal Thomas Wade
 15 Frazier from Artesia PD, whose end of watch was May
 16 21, 2021.
 17 DR. GREEN: Thank you, Madam Director.
 18 Do I have a motion?
 19 CHIEF JOHNSON: Dr. Green, I'll make a
 20 motion to approve.
 21 DR. GREEN: Thank you, sir. Do I have a
 22 second?
 23 CHIEF MIRABAL: Chief Mirabal. I'll
 24 second.
 25 DR. GREEN: Thank you, Chief Mirabal.

59

1 Ms. Medrano, please call the roll.
 2 MS. MEDRANO: Gurule.
 3 CHIEF GURULE: Yes.
 4 MS. MEDRANO: Johnson.
 5 CHIEF JOHNSON: Yes, ma'am.
 6 MS. MEDRANO: Mendoza.
 7 SHERIFF MENDOZA: Yes.
 8 MS. MEDRANO: Mirabal.
 9 CHIEF MIRABAL: Yes, ma'am.
 10 MS. MEDRANO: Anderson.
 11 SGT. ANDERSON: Yes.
 12 MS. MEDRANO: Green.
 13 DR. GREEN: Green votes yes. Thank you.
 14 Now I move the board goes into closed
 15 session to discuss only those matters listed on the
 16 agenda under executive session pursuant to NMSA
 17 1978-10-15-1-H (1), (3), and (7). Do I have a
 18 second? I made the motion. Do I have a second?
 19 CHIEF JOHNSON: Dr. Green, it's Tim
 20 Johnson. I'll second it, but I just had a quick
 21 question. If we had enough votes on the first one,
 22 because I know Chief Mirabal's computer froze. So
 23 did we have enough on that before we move on?
 24 DR. GREEN: She did vote on that. So we do
 25 have votes.

60

1 CHIEF JOHNSON: Okay. I second your
 2 motion.
 3 DR. GREEN: So thank you. So what I would
 4 like to do is go ahead and take a break, a 15-minute
 5 break.
 6 CHIEF JOHNSON: Madam Vice Chair, I think
 7 there's a motion and a second, but it hasn't quite
 8 yet been voted on.
 9 DR. GREEN: Ah, okay. You're right. So we
 10 will vote and then we will break.
 11 Ms. Medrano, please call the roll.
 12 MS. MEDRANO: Gurule.
 13 CHIEF GURULE: Yes.
 14 MS. MEDRANO: Johnson.
 15 CHIEF JOHNSON: Yes, ma'am.
 16 MS. MEDRANO: Mendoza.
 17 SHERIFF MENDOZA: Yes.
 18 MS. MEDRANO: Mirabal.
 19 CHIEF MIRABAL: Yes, ma'am.
 20 MS. MEDRANO: Anderson.
 21 SGT. ANDERSON: Yes.
 22 MS. MEDRANO: Green?
 23 DR. GREEN: Green votes yes.
 24 And so at this point, we will go into
 25 closed session after a 15-minute break. It's 10:27

61

1 now. So we will have our break until 10:43 or
 2 10:45-ish, and we will then be in closed session.
 3 Ms. Hilton, do you have a question before
 4 we go into closed session?
 5 THE REPORTER: I do.
 6 DR. GREEN: If you have a question, then we
 7 will address it when we open the closed session.
 8 THE REPORTER: Okay.
 9 DR. GREEN: So we will adjourn to the
 10 closed session right now.
 11 Go ahead.
 12 THE REPORTER: Sorry, it took a while to
 13 unmute. Am I going to record the closed session?
 14 That's my question.
 15 MR. KREIENKAMP: Ms. Hilton, no. So you
 16 are essentially on break until the board comes back
 17 out of closed session. So the board has now moved to
 18 go into closed session, voted to do that, we will go
 19 into closed session and discuss cases, come back and
 20 reconvene after the closed session.
 21 (Hearing adjourned 10:27 a.m. to 2:10 p.m.)
 22 DR. GREEN: It is 2:10. So I would like to
 23 welcome everyone back. The board is now in open
 24 session. I affirm that while in closed session, it
 25 discussed only those matters specified in the motion

62	<p>1 and listed on the agenda under executive session in 2 accordance with NMSA 1978 Section 10-15-1-H. 3 So we will begin with Item 10 on the 4 agenda, which is Miguel Rodriguez. Do I have a 5 motion or do I need to call the roll first, Attorney 6 Kreienkamp? 7 MR. KREIENKAMP: No, I don't think so. 8 Each vote is a roll call vote, so it will be clear 9 through that. 10 DR. GREEN: Yes, sir, thank you. 11 All right. So with regard to Item 10 on 12 the agenda, Miguel Rodriguez, do I have a motion? 13 SGT. ANDERSON: Yes, ma'am. This is 14 Sergeant Anderson. I'm going to go back. I move to 15 reconsider our prior approval of Exhibit A Law 16 Enforcement Officer Certifications, Exhibit A dated 17 December 2, 2021, and accept all listed applicants 18 for certification except for Taos County Sheriff 19 Office Applicant Miguel Rodriguez, Jr., NM LEA BPOT, 20 No. 202, and move to issue an order staying a 21 decision on Miguel Rodriguez's application and 22 permitting him to request a hearing before a hearing 23 officer to address his prior revocation consistent 24 with the prior order on November 21, 2006. 25 DR. GREEN: Thank you, Sergeant Anderson.</p>	64	<p>1 have a second? 2 CHIEF MIRABAL: Chief Mirabal, I second. 3 DR. GREEN: Thank you, Chief Mirabal. 4 Ms. Medrano, please call the roll. 5 MS. MEDRANO: Gurule. 6 CHIEF GURULE: Yes. 7 MS. MEDRANO: Johnson. 8 CHIEF JOHNSON: Yes, ma'am. 9 MS. MEDRANO: Mendoza. 10 SHERIFF MENDOZA: Yes. 11 MS. MEDRANO: Mirabal. 12 CHIEF MIRABAL: Yes, ma'am. 13 MS. MEDRANO: Anderson. 14 SGT. ANDERSON: Yes. 15 MS. MEDRANO: Roybal. 16 Green. 17 DR. GREEN: Green votes yes. The motion 18 carries. 19 Item No. 20 is Philip Ortega. Do I have a 20 motion on Ortega? 21 SHERIFF MENDOZA: This is Sheriff Mendoza. 22 I make a motion to suspend certification for Philip 23 Ortega for six months. 24 DR. GREEN: Thank you, Sheriff Mendoza. We 25 have a motion. Do we have a second?</p>
63	<p>1 Do I have a second? 2 CHIEF GURULE: Dr. Green, this is Chief 3 Gurule. I second. 4 DR. GREEN: Thank you, Chief Gurule. 5 Ms. Medrano, please call the roll. 6 MS. MEDRANO: Gurule. 7 CHIEF GURULE: Yes. 8 MS. MEDRANO: Johnson. 9 CHIEF JOHNSON: Yes, ma'am. 10 MS. MEDRANO: Mendoza. 11 SHERIFF MENDOZA: Yes. 12 MS. MEDRANO: Mirabal. 13 CHIEF MIRABAL: I'll abstain. 14 MS. MEDRANO: Anderson. 15 SGT. ANDERSON: Yes. 16 MS. MEDRANO: Roybal. 17 Green. 18 DR. GREEN: Bobbie Green votes yes. The 19 motion carries. 20 Moving on to Item 11, which is Warren 21 Whittington. Do I have a motion on Warren 22 Whittington? 23 CHIEF JOHNSON: Dr. Green, this is Tim 24 Johnson. I will make a motion to revoke. 25 DR. GREEN: Thank you, Chief Johnson. Do I</p>	65	<p>1 CHIEF GURULE: Chief Gurule. I will 2 second. 3 DR. GREEN: Thank you. 4 Ms. Medrano, please. 5 MS. MEDRANO: Gurule. 6 CHIEF GURULE: Yes. 7 MS. MEDRANO: Johnson. 8 CHIEF JOHNSON: Yes, ma'am. 9 MS. MEDRANO: Mendoza. 10 SHERIFF MENDOZA: Yes. 11 MS. MEDRANO: Mirabal. 12 CHIEF MIRABAL: I'll abstain. 13 MS. MEDRANO: Anderson. 14 SGT. ANDERSON: Yes. 15 MS. MEDRANO: Roybal. 16 Green. 17 DR. GREEN: Green votes yes. That motion 18 carries. 19 Moving on to Item 13, Daniel Padilla. Do I 20 have a motion? 21 CHIEF JOHNSON: Dr. Green, Tim Johnson. I 22 will make a motion to revoke the certification. 23 DR. GREEN: Thank you, Chief Johnson. 24 Do I have a second? 25 CHIEF MIRABAL: Chief Mirabal. I second.</p>

66	<p>1 DR. GREEN: Thank you, Chief Mirabal. 2 Ms. Medrano, please call the roll. 3 MS. MEDRANO: Gurule. 4 CHIEF GURULE: Yes. 5 MS. MEDRANO: Johnson. 6 CHIEF JOHNSON: Yes, ma'am. 7 MS. MEDRANO: Mendoza. 8 SHERIFF MENDOZA: Yes. 9 MS. MEDRANO: Mirabal. 10 CHIEF MIRABAL: Yes, ma'am. 11 MS. MEDRANO: Anderson. 12 SGT. ANDERSON: Yes. 13 MS. MEDRANO: Roybal. 14 Green. 15 DR. GREEN: Bobbie Green. 16 MS. MEDRANO: I just received a message 17 from Mr. Roybal, and I'm going to get him on. 18 DR. GREEN: Thank you. Bobbie Green votes 19 yes on the motion and the motion carries. So we will 20 proceed with Item No. 14, Steffani Jacobs. 21 SGT. ANDERSON: This is Sergeant Anderson. 22 I move to revoke. 23 DR. GREEN: Thank you, Sergeant Anderson. 24 Do I have a second? 25 CHIEF JOHNSON: Dr. Green, this is Tim</p>	68	<p>1 DR. GREEN: Thank you, Sheriff Mendoza. 2 Ms. Medrano, call the roll. 3 MS. MEDRANO: Gurule. 4 CHIEF GURULE: Yes. 5 MS. MEDRANO: Johnson. 6 CHIEF JOHNSON: Yes, ma'am. 7 MS. MEDRANO: Mendoza. 8 SHERIFF MENDOZA: Yes. 9 MS. MEDRANO: Mirabal. 10 CHIEF MIRABAL: Yes, ma'am. 11 MS. MEDRANO: Anderson. 12 SGT. ANDERSON: Yes. 13 MS. MEDRANO: Roybal. 14 MR. ROYBAL: Yes. 15 MS. MEDRANO: Green. 16 DR. GREEN: Green votes yes, and that 17 motion carries. 18 Moving on to Item 16, Vance Lunsford. Do I 19 have a motion on Vance Lunsford? 20 CHIEF JOHNSON: Dr. Green, it's Tim 21 Johnson. I'll make a motion to dismiss. 22 DR. GREEN: Thank you, Chief Johnson. 23 Do I have a second? 24 MR. ROYBAL: Benny Roybal. I'll second. 25 DR. GREEN: Thank you, Mr. Roybal.</p>
67	<p>1 Johnson. I'll second that. 2 DR. GREEN: Thank you, Chief Johnson. 3 Ms. Medrano, can you please call the roll? 4 MS. MEDRANO: Gurule. 5 CHIEF GURULE: Yes. 6 MS. MEDRANO: Johnson. 7 CHIEF JOHNSON: Yes, ma'am. 8 MS. MEDRANO: Mendoza. 9 SHERIFF MENDOZA: Yes. 10 MS. MEDRANO: Mirabal. 11 CHIEF MIRABAL: Yes, ma'am. 12 MS. MEDRANO: Anderson. 13 SGT. ANDERSON: Yes. 14 MS. MEDRANO: Roybal. 15 Green. 16 DR. GREEN: Green votes yes, and that 17 motion carries. 18 And we are moving on to Item 15, Alfabiva 19 Peru. Do we have a motion on Alfabiva Peru? 20 SGT. ANDERSON: Yes, ma'am. Sergeant 21 Anderson. I move to suspend for six months. 22 DR. GREEN: Thank you, Sergeant Anderson. 23 Do we have a second? 24 SHERIFF MENDOZA: Mendoza will second the 25 motion.</p>	69	<p>1 Ms. Medrano, please call the roll. 2 MS. MEDRANO: Gurule. 3 CHIEF GURULE: Yes. 4 MS. MEDRANO: Johnson. 5 CHIEF JOHNSON: Yes, ma'am. 6 MS. MEDRANO: Mendoza. 7 SHERIFF MENDOZA: Yes. 8 MS. MEDRANO: Mirabal. 9 CHIEF MIRABAL: Yes, ma'am. 10 MS. MEDRANO: Anderson. 11 SGT. ANDERSON: Yes. 12 MS. MEDRANO: Roybal. 13 MR. ROYBAL: Yes. 14 MS. MEDRANO: Green. 15 DR. GREEN: Bobbie Green votes yes. The 16 motion carries. 17 Moving on to Item No. 17, Martin Russel. 18 Do I have a motion on Martin Russel? 19 CHIEF JOHNSON: Dr. Green, Tim Johnson. I 20 will make a motion to table and allow the respondent 21 to request a hearing. 22 DR. GREEN: Thank you, Chief Johnson. 23 There's a motion to table. Do I have a 24 second? 25 MR. ROYBAL: Madam Chairman, Benny Roybal</p>

70

1 seconds.

2 DR. GREEN: Thank you, Mr. Roybal.

3 Ms. Medrano, please call the roll.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Yes, ma'am.

8 MS. MEDRANO: Mendoza.

9 SHERIFF MENDOZA: Yes.

10 MS. MEDRANO: Mirabal.

11 CHIEF MIRABAL: Yes, ma'am.

12 MS. MEDRANO: Anderson.

13 SGT. ANDERSON: Yes.

14 MR. ROYBAL: Yes.

15 MS. MEDRANO: Green.

16 DR. GREEN: Bobbie Green votes yes. That

17 motion carries.

18 No. 18 is Joseph Aquino. Do we have a

19 motion on Joseph Aquino?

20 MR. ROYBAL: Madam Chairman, my motion is

21 to dismiss, based on evidence presented that is

22 insufficient to meet the legal residue to the rule.

23 DR. GREEN: Thank you, Mr. Roybal. There's

24 a motion to dismiss.

25 Do we have a second on that motion?

71

1 SGT. ANDERSON: Yes, Sergeant Anderson.

2 DR. GREEN: Thank you, Sergeant Anderson.

3 Ms. Medrano, please.

4 MS. MEDRANO: Gurule.

5 CHIEF GURULE: Yes.

6 MS. MEDRANO: Johnson.

7 CHIEF JOHNSON: Abstain.

8 MS. MEDRANO: Mendoza.

9 SHERIFF MENDOZA: Yes.

10 MS. MEDRANO: Mirabal.

11 CHIEF MIRABAL: I'll abstain.

12 MS. MEDRANO: Anderson.

13 SGT. ANDERSON: Yes.

14 MS. MEDRANO: Roybal.

15 MR. ROYBAL: Yes.

16 MS. MEDRANO: Green.

17 DR. GREEN: Green votes yes. That motion

18 carries.

19 Thank you.

20 Do we have a motion on Item No. 19,

21 Francisco Hernandez?

22 SHERIFF MENDOZA: This is Sheriff Mendoza.

23 I make a motion for revocation in reference to

24 Francisco Hernandez.

25 DR. GREEN: Thank you, Sheriff Mendoza.

72

1 We have a motion. Do we have a second?

2 CHIEF GURULE: This is Chief Gurule. I'll

3 second it.

4 DR. GREEN: Ms. Medrano, please call the

5 roll.

6 MS. MEDRANO: Gurule.

7 CHIEF GURULE: Yes.

8 MS. MEDRANO: Johnson.

9 CHIEF JOHNSON: Yes, ma'am.

10 MS. MEDRANO: Mendoza.

11 SHERIFF MENDOZA: Yes.

12 MS. MEDRANO: Mirabal.

13 CHIEF MIRABAL: Yes, ma'am.

14 MS. MEDRANO: Anderson.

15 SGT. ANDERSON: Yes.

16 MS. MEDRANO: Roybal.

17 MR. ROYBAL: Yes.

18 MS. MEDRANO: Green.

19 DR. GREEN: Green votes yes. The motion

20 carries.

21 Item 20 is Ryan Villegas. Do we have a

22 motion on Ryan Villegas?

23 CHIEF JOHNSON: Dr. Green, Tim Johnson.

24 I'll make a motion for a five-year suspension to a

25 certification on Mr. Villegas.

73

1 DR. GREEN: Thank you, Chief Johnson.

2 We have a motion. Do I have a second?

3 MR. ROYBAL: Benny Roybal, second.

4 DR. GREEN: Thank you, sir.

5 Ms. Medrano, please.

6 MS. MEDRANO: Gurule.

7 CHIEF GURULE: I'll abstain.

8 MS. MEDRANO: Johnson.

9 CHIEF JOHNSON: Yes, ma'am.

10 MS. MEDRANO: Mendoza.

11 SHERIFF MENDOZA: Yes.

12 MS. MEDRANO: Mirabal.

13 CHIEF MIRABAL: Yes, ma'am.

14 MS. MEDRANO: Anderson.

15 SGT. ANDERSON: Yes.

16 MS. MEDRANO: Roybal.

17 MR. ROYBAL: Yes.

18 MS. MEDRANO: Green.

19 DR. GREEN: Green votes yes. The motion

20 carries.

21 Item 21 is Jeffrey Wharton. Do we have a

22 motion on Jeffrey Wharton?

23 CHIEF JOHNSON: I'll make a motion to

24 revoke Mr. Wharton's certification.

25 DR. GREEN: Thank you, Chief Johnson.

74	<p>1 Do I have a second?</p> <p>2 MR. ROYBAL: Benny Roybal, second.</p> <p>3 DR. GREEN: Thank you, Mr. Roybal.</p> <p>4 Ms. Medrano, please.</p> <p>5 MS. MEDRANO: Gurule.</p> <p>6 CHIEF GURULE: Yes.</p> <p>7 MS. MEDRANO: Johnson.</p> <p>8 CHIEF JOHNSON: Yes, ma'am.</p> <p>9 MS. MEDRANO: Mendoza.</p> <p>10 SHERIFF MENDOZA: Yes.</p> <p>11 MS. MEDRANO: Mirabal.</p> <p>12 CHIEF MIRABAL: Yes, ma'am.</p> <p>13 MS. MEDRANO: Anderson.</p> <p>14 SGT. ANDERSON: I'll abstain.</p> <p>15 MS. MEDRANO: Roybal.</p> <p>16 MR. ROYBAL: Yes.</p> <p>17 MS. MEDRANO: Green.</p> <p>18 DR. GREEN: Green votes yes. The motion</p> <p>19 carries.</p> <p>20 Item 22 is Paul Colombe. I will entertain</p> <p>21 a motion.</p> <p>22 CHIEF JOHNSON: Tim Johnson. I will make a</p> <p>23 motion to revoke.</p> <p>24 DR. GREEN: Thank you, Chief Johnson.</p> <p>25 Do I have a second?</p>	76	<p>1 DR. GREEN: Thank you, Chief Mirabal.</p> <p>2 Ms. Medrano, please.</p> <p>3 MS. MEDRANO: Gurule.</p> <p>4 CHIEF GURULE: Yes.</p> <p>5 MS. MEDRANO: Johnson.</p> <p>6 CHIEF JOHNSON: Yes, ma'am.</p> <p>7 MS. MEDRANO: Mendoza.</p> <p>8 SHERIFF MENDOZA: Yes.</p> <p>9 MS. MEDRANO: Mirabal.</p> <p>10 CHIEF MIRABAL: Yes, ma'am.</p> <p>11 MS. MEDRANO: Anderson.</p> <p>12 SGT. ANDERSON: Yes.</p> <p>13 MS. MEDRANO: Roybal.</p> <p>14 MR. ROYBAL: Yes.</p> <p>15 MS. MEDRANO: Green.</p> <p>16 DR. GREEN: Bobbie Green abstains, but the</p> <p>17 motion carries.</p> <p>18 Item 24 is Gabriel Wadt. Do we have a</p> <p>19 motion?</p> <p>20 CHIEF GURULE: Dr. Green, this is Chief</p> <p>21 Gurule. I make a motion to accept the respondent's</p> <p>22 voluntary relinquishment of his certification.</p> <p>23 DR. GREEN: Thank you, Chief Gurule. Do I</p> <p>24 have a second?</p> <p>25 SHERIFF MENDOZA: Sheriff Mendoza. I would</p>
75	<p>1 SGT. ANDERSON: Yes. Sergeant Anderson.</p> <p>2 DR. GREEN: Thank you, Sergeant Anderson.</p> <p>3 Ms. Medrano, please.</p> <p>4 MS. MEDRANO: Gurule.</p> <p>5 CHIEF GURULE: Yes.</p> <p>6 MS. MEDRANO: Johnson.</p> <p>7 CHIEF JOHNSON: Yes, ma'am.</p> <p>8 MS. MEDRANO: Mendoza.</p> <p>9 SHERIFF MENDOZA: Abstain.</p> <p>10 MS. MEDRANO: Mirabal.</p> <p>11 CHIEF MIRABAL: Yes, ma'am.</p> <p>12 MS. MEDRANO: Anderson.</p> <p>13 SGT. ANDERSON: Yes.</p> <p>14 MS. MEDRANO: Roybal.</p> <p>15 MR. ROYBAL: Yes.</p> <p>16 MS. MEDRANO: Green.</p> <p>17 DR. GREEN: Green votes yes. That motion</p> <p>18 carries.</p> <p>19 Item 23 is Vincent Lopez. Do I have a</p> <p>20 motion?</p> <p>21 SGT. ANDERSON: Sergeant Anderson. I move</p> <p>22 to revoke the certification.</p> <p>23 DR. GREEN: Thank you, Sergeant Anderson.</p> <p>24 Do I have a second?</p> <p>25 CHIEF MIRABAL: Chief Mirabal. I second.</p>	77	<p>1 like to second the motion.</p> <p>2 DR. GREEN: Thank you, Sheriff Mendoza.</p> <p>3 We have a motion and a second. Ms.</p> <p>4 Medrano, please.</p> <p>5 MS. MEDRANO: Gurule.</p> <p>6 CHIEF GURULE: Yes.</p> <p>7 MS. MEDRANO: Johnson.</p> <p>8 CHIEF JOHNSON: Yes, ma'am.</p> <p>9 MS. MEDRANO: Mendoza.</p> <p>10 SHERIFF MENDOZA: Yes.</p> <p>11 MS. MEDRANO: Mirabal.</p> <p>12 CHIEF MIRABAL: I'll abstain.</p> <p>13 MS. MEDRANO: Anderson.</p> <p>14 SGT. ANDERSON: Yes.</p> <p>15 MS. MEDRANO: Roybal.</p> <p>16 MR. ROYBAL: Yes.</p> <p>17 MS. MEDRANO: Green.</p> <p>18 DR. GREEN: Bobbie Green votes yes. The</p> <p>19 motion carries.</p> <p>20 Item 25 is Michael Burkowski. Do I have a</p> <p>21 motion on Michael Burkowski?</p> <p>22 SHERIFF MENDOZA: This is Sheriff Mendoza.</p> <p>23 I make a motion to deny the motion to dismiss and</p> <p>24 grant the request for a hearing.</p> <p>25 DR. GREEN: Thank you, Sheriff Mendoza.</p>

78	<p>1 Do I have a second?</p> <p>2 SGT. ANDERSON: Yes, ma'am. Sergeant</p> <p>3 Hollie Anderson. I second.</p> <p>4 DR. GREEN: Thank you, Sergeant Anderson.</p> <p>5 We have a motion and a second. Ms.</p> <p>6 Medrano, please.</p> <p>7 MS. MEDRANO: Gurule.</p> <p>8 CHIEF GURULE: Yes.</p> <p>9 MS. MEDRANO: Johnson.</p> <p>10 CHIEF JOHNSON: Yes, ma'am.</p> <p>11 MS. MEDRANO: Mendoza.</p> <p>12 SHERIFF MENDOZA: Yes.</p> <p>13 MS. MEDRANO: Mirabal.</p> <p>14 CHIEF MIRABAL: Yes, ma'am.</p> <p>15 MS. MEDRANO: Anderson.</p> <p>16 SGT. ANDERSON: Yes.</p> <p>17 MS. MEDRANO: Roybal.</p> <p>18 MR. ROYBAL: Yes.</p> <p>19 MS. MEDRANO: Green.</p> <p>20 DR. GREEN: Green votes yes. The motion</p> <p>21 carries.</p> <p>22 Item 26 is Michael Chavez. Do we have a</p> <p>23 motion on Michael Chavez?</p> <p>24 CHIEF JOHNSON: Tim Johnson. Dr. Green, I</p> <p>25 will make a motion to revoke.</p>	80	<p>1 DR. GREEN: We have a motion to dismiss.</p> <p>2 Do I have a second?</p> <p>3 CHIEF MIRABAL: Chief Mirabal. I second.</p> <p>4 DR. GREEN: Thank you, Chief Mirabal.</p> <p>5 Please call the roll.</p> <p>6 MS. MEDRANO: Gurule.</p> <p>7 CHIEF GURULE: Yes.</p> <p>8 MS. MEDRANO: Johnson.</p> <p>9 CHIEF JOHNSON: Yes, ma'am.</p> <p>10 MS. MEDRANO: Mendoza.</p> <p>11 SHERIFF MENDOZA: Yes.</p> <p>12 MS. MEDRANO: Mirabal.</p> <p>13 CHIEF MIRABAL: Yes, ma'am.</p> <p>14 MS. MEDRANO: Anderson.</p> <p>15 SGT. ANDERSON: Yes.</p> <p>16 MS. MEDRANO: Roybal.</p> <p>17 MR. ROYBAL: Yes.</p> <p>18 MS. MEDRANO: Green.</p> <p>19 DR. GREEN: Green votes yes. The motion</p> <p>20 carries.</p> <p>21 Item 28, Nickolas Wadford. Do I have a</p> <p>22 motion?</p> <p>23 CHIEF JOHNSON: I'll make a motion to</p> <p>24 dismiss.</p> <p>25 DR. GREEN: Motion to dismiss by Chief</p>
79	<p>1 DR. GREEN: Thank you, Chief Johnson.</p> <p>2 Do I have a second?</p> <p>3 CHIEF MIRABAL: Chief Mirabal. I'll</p> <p>4 second.</p> <p>5 DR. GREEN: Thank you.</p> <p>6 Ms. Medrano, please.</p> <p>7 MS. MEDRANO: Gurule.</p> <p>8 CHIEF GURULE: Yes.</p> <p>9 MS. MEDRANO: Johnson.</p> <p>10 CHIEF JOHNSON: Yes, ma'am.</p> <p>11 MS. MEDRANO: Mendoza.</p> <p>12 SHERIFF MENDOZA: Yes.</p> <p>13 MS. MEDRANO: Mirabal.</p> <p>14 CHIEF MIRABAL: Yes, ma'am.</p> <p>15 MS. MEDRANO: Anderson.</p> <p>16 SGT. ANDERSON: Yes.</p> <p>17 MS. MEDRANO: Roybal.</p> <p>18 MR. ROYBAL: Yes.</p> <p>19 MS. MEDRANO: Green.</p> <p>20 DR. GREEN: Bobbie Green votes yes. The</p> <p>21 motion carries.</p> <p>22 Item 27 is Andy Chapa. I need a motion on</p> <p>23 Andy Chapa, please.</p> <p>24 SGT. ANDERSON: Yes, ma'am. Sergeant</p> <p>25 Anderson, and I move to dismiss.</p>	81	<p>1 Johnson. Thank you, Chief. Do I have a second?</p> <p>2 CHIEF MIRABAL: Chief Mirabal. I second.</p> <p>3 DR. GREEN: Thank you, Chief Mirabal.</p> <p>4 Ms. Medrano, please.</p> <p>5 MS. MEDRANO: Gurule.</p> <p>6 CHIEF GURULE: Yes.</p> <p>7 MS. MEDRANO: Johnson.</p> <p>8 CHIEF JOHNSON: Yes, ma'am.</p> <p>9 MS. MEDRANO: Mendoza.</p> <p>10 SHERIFF MENDOZA: Yes.</p> <p>11 MS. MEDRANO: Mirabal.</p> <p>12 CHIEF MIRABAL: Yes, ma'am.</p> <p>13 MS. MEDRANO: Anderson.</p> <p>14 SGT. ANDERSON: Yes.</p> <p>15 MS. MEDRANO: Roybal.</p> <p>16 MR. ROYBAL: Yes.</p> <p>17 MS. MEDRANO: Green.</p> <p>18 THE COURT: Green votes yes. The motion</p> <p>19 carries.</p> <p>20 Item 29, Mercedes King. Do I have a</p> <p>21 motion?</p> <p>22 MR. ROYBAL: Benny Roybal. I move for</p> <p>23 revocation.</p> <p>24 DR. GREEN: Motion for revocation.</p> <p>25 Do I have a second?</p>

82	<p>1 CHIEF GURULE: This is Chief Gurule. I 2 second. 3 DR. GREEN: Thank you, Chief Gurule. 4 Ms. Medrano, please. 5 MS. MEDRANO: Gurule. 6 CHIEF GURULE: Yes. 7 MS. MEDRANO: Johnson. 8 CHIEF JOHNSON: Yes, ma'am. 9 MS. MEDRANO: Mendoza. 10 SHERIFF MENDOZA: Yes. 11 MS. MEDRANO: Mirabal. 12 CHIEF MIRABAL: Yes, ma'am. 13 MS. MEDRANO: Anderson. 14 SGT. ANDERSON: Yes. 15 MS. MEDRANO: Roybal. 16 MR. ROYBAL: Yes. 17 MS. MEDRANO: Green. 18 DR. GREEN: Green votes yes. The motion 19 carries. 20 Item 30 is Justo Ayala. Do I have a 21 motion? 22 CHIEF GURULE: Dr. Green, this is Chief 23 Gurule. I make a motion to revoke the certification. 24 DR. GREEN: Thank you, Chief. 25 There's a motion to revoke. Do I have a</p>	84	<p>1 Do I have a second? 2 CHIEF JOHNSON: Dr. Green, this is Tim 3 Johnson. I'll second. 4 DR. GREEN: Thank you, Chief Johnson. 5 Ms. Medrano, please. 6 MS. MEDRANO: Gurule. 7 CHIEF GURULE: Yes. 8 MS. MEDRANO: Johnson. 9 CHIEF JOHNSON: Yes, ma'am. 10 MS. MEDRANO: Mendoza. 11 SHERIFF MENDOZA: Yes. 12 MS. MEDRANO: Mirabal. 13 CHIEF MIRABAL: Yes, ma'am. 14 MS. MEDRANO: Anderson. 15 SGT. ANDERSON: Yes. 16 MS. MEDRANO: Roybal. 17 MR. ROYBAL: Yes. 18 MS. MEDRANO: Green. 19 DR. GREEN: Green votes yes. The motion 20 carries. 21 Item 32 is Larry Joslin. Do I have a 22 motion? 23 MR. ROYBAL: Madam Chair, Benny Roybal. 24 Motion for revocation. 25 DR. GREEN: Thank you, Mr. Roybal.</p>
83	<p>1 second? 2 MR. ROYBAL: Madam Chair, I second. 3 DR. GREEN: Thank you, Mr. Roybal. 4 Ms. Medrano, please. 5 MS. MEDRANO: Gurule. 6 CHIEF GURULE: Yes. 7 MS. MEDRANO: Johnson. 8 CHIEF JOHNSON: Yes, ma'am. 9 MS. MEDRANO: Mendoza. 10 SHERIFF MENDOZA: Yes. 11 MS. MEDRANO: Mirabal. 12 CHIEF MIRABAL: Yes, ma'am. 13 MS. MEDRANO: Anderson. 14 SGT. ANDERSON: Yes. 15 MS. MEDRANO: Roybal. 16 MR. ROYBAL: Yes. 17 MS. MEDRANO: Green. 18 DR. GREEN: Green votes yes. The motion 19 carries. 20 Item 31, Evan Honeyestewa. Do I have a 21 motion? 22 MR. ROYBAL: Madam Chair, Benny Roybal. 23 Motion for revocation. 24 DR. GREEN: We have a motion for 25 revocation.</p>	85	<p>1 Do I have a second? 2 CHIEF GURULE: Dr. Green, this is Chief 3 Gurule. I'll second. 4 DR. GREEN: Thank you, Chief Gurule. 5 Ms. Medrano, please. 6 MS. MEDRANO: Gurule. 7 CHIEF GURULE: Yes. 8 MS. MEDRANO: Johnson. 9 CHIEF JOHNSON: Yes, ma'am. 10 MS. MEDRANO: Mendoza. 11 SHERIFF MENDOZA: Yes. 12 MS. MEDRANO: Mirabal. 13 CHIEF MIRABAL: Yes, ma'am. 14 MS. MEDRANO: Anderson. 15 SGT. ANDERSON: Yes. 16 MS. MEDRANO: Roybal. 17 MR. ROYBAL: Yes. 18 MS. MEDRANO: Green. 19 DR. GREEN: Green votes yes. 20 Item 33 is Anthony Madrid. Do I have a 21 motion on Anthony Madrid? 22 CHIEF MIRABAL: Dr. Green, this is Chief 23 Mirabal. I move to dismiss. 24 DR. GREEN: We have a motion to dismiss. 25 Thank you, Chief Mirabal.</p>

86	<p>1 Do I have a second?</p> <p>2 SGT. ANDERSON: Sergeant Anderson. I</p> <p>3 second.</p> <p>4 DR. GREEN: Thank you, Sergeant Anderson.</p> <p>5 Ms. Medrano, please.</p> <p>6 MS. MEDRANO: Gurule.</p> <p>7 CHIEF GURULE: Yes.</p> <p>8 MS. MEDRANO: Johnson.</p> <p>9 CHIEF JOHNSON: Yes, ma'am.</p> <p>10 MS. MEDRANO: Mendoza.</p> <p>11 SHERIFF MENDOZA: Yes.</p> <p>12 MS. MEDRANO: Mirabal.</p> <p>13 CHIEF MIRABAL: Yes, ma'am.</p> <p>14 MS. MEDRANO: Anderson.</p> <p>15 SGT. ANDERSON: Yes.</p> <p>16 MS. MEDRANO: Roybal.</p> <p>17 MR. ROYBAL: Yes.</p> <p>18 MS. MEDRANO: Green.</p> <p>19 DR. GREEN: Green votes yes.</p> <p>20 Item 34 is Lee Alirez. Do I have a motion?</p> <p>21 CHIEF GURULE: Dr. Green, this is Chief</p> <p>22 Gurule. I make a motion to dismiss.</p> <p>23 DR. GREEN: Thank you, Chief Gurule.</p> <p>24 We have a motion to dismiss. Do I have a</p> <p>25 second?</p>	88	<p>1 DR. GREEN: Thank you, Mr. Roybal.</p> <p>2 Ms. Medrano, please.</p> <p>3 MS. MEDRANO: Gurule.</p> <p>4 CHIEF GURULE: Yes.</p> <p>5 MS. MEDRANO: Johnson.</p> <p>6 CHIEF JOHNSON: Yes, ma'am.</p> <p>7 MS. MEDRANO: Mendoza.</p> <p>8 SHERIFF MENDOZA: Yes.</p> <p>9 MS. MEDRANO: Mirabal.</p> <p>10 CHIEF MIRABAL: Yes, ma'am.</p> <p>11 MS. MEDRANO: Anderson.</p> <p>12 SGT. ANDERSON: Yes.</p> <p>13 MS. MEDRANO: Roybal.</p> <p>14 MR. ROYBAL: Yes.</p> <p>15 MS. MEDRANO: Green.</p> <p>16 DR. GREEN: Bobbie Green abstains, but the</p> <p>17 motion carries.</p> <p>18 That concludes all of the items on our</p> <p>19 agenda, and therefore, our next scheduled meeting is</p> <p>20 March 10th, 2022.</p> <p>21 I would like to extend a public thank you</p> <p>22 to Sergeant Anderson for her service, exemplary</p> <p>23 service, as a law enforcement officer and on the Law</p> <p>24 Enforcement Academy Board.</p> <p>25 Thank you, Sergeant Anderson.</p>
87	<p>1 CHIEF MIRABAL: Chief Mirabal. I second.</p> <p>2 DR. GREEN: Thank you, Chief Mirabal.</p> <p>3 Ms. Medrano, please.</p> <p>4 MS. MEDRANO: Gurule.</p> <p>5 CHIEF GURULE: Yes.</p> <p>6 MS. MEDRANO: Johnson.</p> <p>7 CHIEF JOHNSON: Yes, ma'am.</p> <p>8 MS. MEDRANO: Mendoza.</p> <p>9 SHERIFF MENDOZA: Yes.</p> <p>10 MS. MEDRANO: Mirabal.</p> <p>11 CHIEF MIRABAL: Yes, ma'am.</p> <p>12 MS. MEDRANO: Anderson.</p> <p>13 SGT. ANDERSON: Yes.</p> <p>14 MS. MEDRANO: Roybal.</p> <p>15 MR. ROYBAL: Yes.</p> <p>16 MS. MEDRANO: Green.</p> <p>17 DR. GREEN: Green votes yes. The motion</p> <p>18 carries.</p> <p>19 Item 35 is Francisco Estrada. Do I have a</p> <p>20 motion?</p> <p>21 SGT. ANDERSON: This is Sergeant Anderson,</p> <p>22 and I move to dismiss.</p> <p>23 DR. GREEN: There is a motion to dismiss.</p> <p>24 Do I have a second?</p> <p>25 MR. ROYBAL: Benny Roybal, second.</p>	89	<p>1 SGT. ANDERSON: Yes, ma'am.</p> <p>2 DR. GREEN: Godspeed. With that I would</p> <p>3 like to take a motion to adjourn.</p> <p>4 MR. ROYBAL: I so move, Madam Chairman.</p> <p>5 DR. GREEN: Thank you, Mr. Roybal.</p> <p>6 DIRECTOR ALZAHARNA: I apologize. I said</p> <p>7 something I need to -- just for clarification earlier</p> <p>8 in the meeting when the item was presented about</p> <p>9 tentative meeting dates, it had on the agenda March</p> <p>10 10, but it was suggested March 16, and then now the</p> <p>11 reiteration was for March 10. Since the date isn't</p> <p>12 actually confirmed-confirmed, those were just dates</p> <p>13 that the chairman put out, I will try and confirm</p> <p>14 whether it's the 10th or the 16th and will let the</p> <p>15 board know.</p> <p>16 DR. GREEN: That's a good point. Thank you</p> <p>17 for bringing that up, and we can announce it as soon</p> <p>18 as it is official. I appreciate you bringing that</p> <p>19 up. Thank you.</p> <p>20 Any other items that we need to discuss</p> <p>21 before we adjourn? Hearing none, the meeting is</p> <p>22 adjourned. Thank you.</p> <p>23 (The hearing adjourned at 2:37 p.m.)</p> <p>24</p> <p>25</p>

1 STATE OF NEW MEXICO)
) ss
2 COUNTY OF BERNALILLO)
3

4 REPORTER'S CERTIFICATE

5 I, Susan M. Hilton, New Mexico Certified
6 Shorthand Reporter, DO HEREBY CERTIFY that I did
7 report in stenographic shorthand the proceeding set
8 forth herein, and the foregoing is a true and correct
9 transcription of the proceeding had upon the taking
10 of this hearing.

11 I FURTHER CERTIFY that I am neither employed by
12 nor related to any of the parties or attorneys in
13 this case, and that I have no interest whatsoever in
14 the final disposition of this case in any court.

15
16 _____
17 Susan M. Hilton
18 BEAN & ASSOCIATES, INC.
19 NM Certified Court Reporter #108
20 License expires: 12/31/22

21
22
23
24 (6011N) SMH
25 Date taken: December 2, 2021
Proofread by: LR

1 RECEIPT

2 JOB NUMBER: 6011N SMH December 2, 2021
3 WITNESS NAME: NM Law Enforcement Academy
4 CASE CAPTION: Board Meeting

5 *****

6 ATTORNEY: MS. MONICA MEDRANO
7 DOCUMENT: Transcript / Exhibits / Disks / Other ____
8 DATE DELIVERED: _____ DEL'D BY: _____
9 REC'D BY: _____ TIME: _____

10 *****

11 ATTORNEY: ATTY2
12 DOCUMENT: Transcript / Exhibits / Disks / Other ____
13 DATE DELIVERED: _____ DEL'D BY: _____
14 REC'D BY: _____ TIME: _____

15 *****

16 ATTORNEY: ATTY3
17 DOCUMENT: Transcript / Exhibits / Disks / Other ____
18 DATE DELIVERED: _____ DEL'D BY: _____
19 REC'D BY: _____ TIME: _____

20 *****

21 ATTORNEY: ATTY4
22 DOCUMENT: Transcript / Exhibits / Disks / Other ____
23 DATE DELIVERED: _____ DEL'D BY: _____
24 REC'D BY: _____ TIME: _____

1 STATE OF NEW MEXICO)
) ss
 2 COUNTY OF BERNALILLO)

3

4

REPORTER'S CERTIFICATE

5

I, Susan M. Hilton, New Mexico Certified

6

Shorthand Reporter, DO HEREBY CERTIFY that I did

7

report in stenographic shorthand the proceeding set

8

forth herein, and the foregoing is a true and correct

9

transcription of the proceeding had upon the taking

10

of this hearing.

11

I FURTHER CERTIFY that I am neither employed by

12

nor related to any of the parties or attorneys in

13

this case, and that I have no interest whatsoever in

14

the final disposition of this case in any court.

15

16

Susan M. Hilton

17

Susan M. Hilton

18

BEAN & ASSOCIATES, INC.

19

NM Certified Court Reporter #108

20

License expires: 12/31/22

21

22

23

24

(6011N) SMH

25

Date taken: December 2, 2021

Proofread by: LR

SANTA FE OFFICE
 119 East Marcy, Suite 110
 Santa Fe, NM 87501
 (505) 989-4949
 FAX (505) 843-9492

BEAN
& ASSOCIATES, Inc.
A
 PROFESSIONAL COURT
 REPORTING SERVICE

MAIN OFFICE
 201 Third NW, Suite 1630
 Albuquerque, NM 87102
 (505) 843-9494
 FAX (505) 843-9492
 1-800-669-9492
 e-mail: info@litsupport.com

A

a.m 1:9 61:21	Administration 46:6	59:10,11 60:20,21 62:13,14,25
AAG 36:25	administrative 17:1	63:14,15 64:13,14 65:13,14
ability 17:14 18:20 19:10 20:8,16 20:21 22:19 23:2 31:24 46:13 49:20	adopted 32:25	66:11,12,21,21,23 67:12,13,20 67:21,22 68:11,12 69:10,11 70:12,13 71:1,1,2,12,13 72:14 72:15 73:14,15 74:13,14 75:1,1 75:2,12,13,21,21,23 76:11,12 77:13,14 78:2,3,4,15,16 79:15 79:16,24,25 80:14,15 81:13,14 82:13,14 83:13,14 84:14,15 85:14,15 86:2,2,4,14,15 87:12 87:13,21,21 88:11,12,22,25 89:1
able 11:12 13:23 14:7 15:6 16:18 21:16 22:3 23:15,16 27:13,20 28:2,10 31:10 32:4 33:4,5 34:20 40:2 44:19 46:2 54:25	advised 43:25 44:6	Andy 79:22,23
absence 3:15	advisement 48:20	announce 29:13 89:17
abstain 63:13 65:12 71:7,11 73:7 74:14 75:9 77:12	affairs 46:8,15	annual 3:5 8:16 16:4,19 28:22 29:4
abstains 76:16 88:16	affect 42:20 45:12	annually 8:25 9:5 29:1,12 37:11 57:21
abuse 11:14,25 18:6	affirm 61:24	answer 23:12 36:20
academies 43:3,5,6,22,22	afford 40:18	Anthony 85:20,21
academy 1:1 14:18,21 15:4,23 17:2,11,17,24 18:7 19:2,2,8,13 19:14,19,23 20:3 21:5 22:9 23:8 23:20 32:20,22 33:9,24 34:6,12 34:16,22 35:20,24 36:1 39:15 40:17,23 41:5 42:22 43:7,10 44:4,14 45:19 46:4 48:2 49:6,19 53:19 88:24 91:3	agencies 8:7,24 9:4,20,21 10:22 12:16 15:5,24 16:13,18,24 17:2 18:10,15 22:19 24:15 26:19,24 26:25 27:3,5,17 28:2 29:8,10,22 31:23 33:10 34:18 36:4 37:20 38:8 39:3 40:8 45:3,12,17,19 47:16 48:11	anticipate 31:8
ACADIS 9:8 10:8,13 13:8,21 14:21 15:10 25:1 31:15,17,21 31:25 32:3	agencies' 9:10	anymore 31:21
accept 52:14 54:7 62:17 76:21	agency 16:5,7 17:8,13,13,17 18:16,23 19:10 20:20 22:3 23:6 25:13 26:13 27:21 29:19 39:2,5 40:9 41:10 43:10,12	anytime 55:18
access 23:15	agency-required 10:24	Anyway 48:16
accomplished 46:21	agenda 3:11,18 4:19,20,22 5:4 15:1 33:3 51:19 52:22 53:17 56:12,14 59:16 62:1,4,12 88:19 89:9	APD 8:2
accreditation 34:23 36:14	ago 47:12	apologize 3:12 10:14 89:6
accredited 16:4 17:4,23,25 18:7 18:9	Ah 60:9	appears 55:10
accurate 10:21 17:19 21:2 23:25	ahead 55:1 60:4 61:11	Applicant 62:19
accurately 15:7 23:7	Albuquerque 1:17 34:12	applicants 50:7 51:13 62:17
Act 47:21	Alfadiva 67:18,19	application 33:21,23 34:9 50:1 62:21
action 6:24	Alirez 86:20	applications 34:22
active 3:3,15	allocated 27:14	apply 34:6
actual 9:5 23:15 42:21	allow 12:21 14:3 19:11 31:19 69:20	appreciate 14:11,24 49:1 53:5 89:18
Adan 2:3 4:7	allowed 43:16	appropriated 39:11,12,14
add 22:17	allows 12:19 18:10,24 29:3 43:11	appropriation 42:13
added 25:23	Alzaharna 7:4,5,8,13,15,19 11:6 13:18 15:9 22:2 24:6,8,10,25 49:17 50:22 51:22 52:1,2,12 56:17,18 57:18,19 89:6	approval 16:8 19:2 39:18 51:20 54:4 56:16,20 58:9 62:15
adding 38:21	amount 10:16 14:19 42:6	approve 4:18,20,22 5:4,16,23,25 20:5,17 51:23 52:15 53:1 56:22 58:20
Additionally 21:25	Amy 14:9 15:10 24:10,18	approved 19:18 41:23,25
address 27:15 46:16 61:7 62:23	analysis 42:14	approving 53:2,23
adjourn 61:9 89:3,21	analyst 15:15	approximate 12:2
adjourned 61:21 89:22,23	Anchorage 49:24	approximately 30:9
adjudicated 30:12	Anderson 2:3 4:13,14,21,21,23 5:13,14 6:15,16 8:3,12 54:6,6,9 55:11,12 56:25,25 57:12,13	April 46:9
		Aquino 70:18,19

area 47:15
areas 18:2 22:17,21 23:9 35:5,11
 36:7,10,11 37:23
Artesia 58:15
articulating 33:1
asked 23:21 43:25 51:10
asking 25:6
asks 30:25
aspect 38:1
assembled 44:25
assist 34:15 35:1
assistant 15:13
Associates 1:15 90:17
Association 37:15,15 57:24,25
attached 20:13 52:24 53:16
attempting 3:6
attend 44:19 56:2
attended 18:20,25 20:12 21:21
 36:25 37:1,2
attendees 19:5 21:16 44:19
attending 19:21
attention 47:15 48:18
Attorney 4:4 62:5 91:6,11,16,21
attorneys 90:12
ATTY2 91:11
ATTY3 91:16
ATTY4 91:21
audio 14:13,15 15:14 21:7 26:15
 49:4
August 34:13 41:22
authority 29:4
auto-fill 18:2
automatically 13:1
automating 15:3
automation 15:25
availability 6:21
available 5:19 10:22 16:1 17:23
 23:18 31:13
avenue 28:4,9
awareness 44:24
Ayala 82:20

B

B 56:19
back 11:2 20:19 23:21 25:18
 30:24 31:3 39:13 40:11 47:11
 49:6 61:16,19,23 62:14
background 35:13
Baker 41:15

balance 29:9
Balderas 2:2 3:1,25
base 40:3
based 9:19 13:15 21:5 25:23
 70:21
basic 35:24 36:1 43:3,6 44:11,22
basically 25:7 37:22 44:20 45:8
basis 3:5
Bean 1:15 90:17
beginning 10:12 48:9
begins 53:25
believe 12:14 19:6 25:19 42:18
 45:2 49:19 50:7 51:3 54:1
benefit 49:15
benefits 40:13
Benny 4:15 68:24 69:25 73:3
 74:2 81:22 83:22 84:23 87:25
BERNALILLO 90:2
best 49:7
better 28:4,16,16 32:2 34:16 35:1
 37:8 38:3
biases 45:10
biennial 9:6 16:5,19
biennium 23:25
bigger 26:25 38:7
bill 37:19,24 38:1,7,10
bit 9:7,15 20:24 23:21 25:3,4
 49:2 53:7
blocks 35:25 36:2,9 50:19
board 1:2 3:10,14,14,20 5:17,18
 5:21 6:19 8:2,6,11 10:22 11:8
 13:3 15:4 17:11 28:7 29:3,7,13
 29:14 30:7 34:13,15 35:3,4,9,16
 36:23,24 37:21 38:25 39:1,10
 39:20 41:23 42:7,10,20 44:17
 46:23 48:2 52:21 59:14 61:16
 61:17,23 88:24 89:15 91:4
board's 35:8 52:23
Bobbie 2:2 4:16 55:13,14 63:18
 66:15,18 69:15 70:16 76:16
 77:18 79:20 88:16
bore 14:16
bottom 11:18
Bowie 41:15
box 20:19
BPOT 53:22 62:19
break 13:4 22:3 55:18,21 56:1,5
 56:9 60:4,5,10,25 61:1,16
breaks 12:21 22:14 55:20

Brian 36:25
brief 25:3 39:3,5
briefing 3:19
briefly 53:6
brightest 49:7
bring 39:19 44:6 46:2
bringing 44:7 45:6 46:7 89:17,18
broad 15:22
broken 18:4
brought 38:8 44:18
budget 41:24 42:1,6,7,10,11
budgeting 41:22
building 22:5
bunch 7:22
burden 24:16
Burkowski 77:20,21
business 39:21
button 22:9

C

C 58:7
cadets 43:6,8
calculates 12:6
calendars 6:25 39:8
call 3:2 4:1 5:3 6:5 38:15 54:14
 57:3 59:1 60:11 62:5,8 63:5
 64:4 66:2 67:3 68:2 69:1 70:3
 72:4 80:5
calling 40:10
calls 23:23
Camp 36:25
candidates 52:20
capability 13:14 26:25 28:2
capital 42:16,19
CAPTION 91:4
career 33:12 50:20
carries 63:19 64:18 65:18 66:19
 67:17 68:17 69:16 70:17 71:18
 72:20 73:20 74:19 75:18 76:17
 77:19 78:21 79:21 80:20 81:19
 82:19 83:19 84:20 87:18 88:17
case 30:4 31:16,25 32:12 37:1
 47:18 90:13,14 91:4
cases 30:6,9,10,12,15,18 31:9,20
 61:19
categories 18:5 21:4,6 25:9
category 11:18 12:4 18:3,5,6
 20:10 21:9,13
causing 25:14

CBW 34:23
CCR 1:15
CEO 15:13
certain 29:18 33:15 36:5,17 38:1 38:21
certainly 35:10,14 40:7 45:13
CERTIFICATE 2:14 90:4
certification 10:18 28:8 35:23 36:16 43:7 52:8 53:21 62:18 64:22 65:22 72:25 73:24 75:22 76:22 82:23
certifications 51:20 52:13,25 53:1 54:7 56:15,19 62:16
certified 18:11 20:15 21:16,22 43:14 90:5,18
CERTIFY 90:6,11
Chair 2:2 3:11,18 46:17 52:2 54:16 57:19 60:6 83:2,22 84:23
chairman 3:1,25 36:22 69:25 70:20 89:4,13
Challenge 53:20
challenges 43:8
chambers 42:9
chance 49:2
change 49:5
changes 20:25
Chapa 79:22,23
chase 47:10,16
chases 47:14
Chavez 78:22,23
check 19:4,16
Chief 2:4,4 4:6,10,12,25 5:2,6,8 5:12,24 6:1,3,3,4,8,10,14 8:3,13 32:14,17 33:6,21 48:22,22,24 49:1 51:14 52:17,21 53:5 54:2 54:11 55:3,4,5,6 56:7,21,23 57:5,7,11 58:19,23,23,25 59:3,5 59:9,19,22 60:1,6,13,15,19 63:2 63:2,4,7,9,13,23,25 64:2,2,3,6,8 64:12 65:1,1,6,8,12,21,23,25,25 66:1,4,6,10,25 67:2,5,7,11 68:4 68:6,10,20,22 69:3,5,9,19,22 70:5,7,11 71:5,7,11 72:2,2,7,9 72:13,23 73:1,7,9,13,23,25 74:6 74:8,12,22,24 75:5,7,11,25,25 76:1,4,6,10,20,20,23 77:6,8,12 78:8,10,14,24 79:1,3,3,8,10,14 80:3,3,4,7,9,13,23,25 81:1,2,2,3 81:6,8,12 82:1,1,3,6,8,12,22,22

82:24 83:6,8,12 84:2,4,7,9,13 85:2,2,4,7,9,13,22,22,25 86:7,9 86:13,21,21,23 87:1,1,2,5,7,11 88:4,6,10
Chiefs 37:15 57:23
child 11:13,14,25 18:6
children 15:19
choose 17:21
civilian 41:9
clarification 89:7
class 16:4 44:10,12,20 45:7,18,23 45:24 46:8
classes 34:23 53:19,22
classification 40:21,24
classified 40:22
clean 17:18 18:1 21:1
cleaner 17:18
clear 31:19 50:3 62:8
cleared 30:13
close 56:11
closed 30:18 31:9 39:23 56:8 59:14 60:25 61:2,4,7,10,13,17 61:18,19,20,24
closer 38:1
collaborations 34:10
collecting 49:13
Colombe 74:20
come 20:3 21:11 22:10 29:10 35:17,18 40:11 49:6,12 61:19
comes 8:16 27:1 61:16
coming 13:9 41:21 43:10 44:8 51:1
commander 34:13
comment 19:15
comments 18:12 20:19 33:19,20 46:25 47:2 48:20 51:15,16,17
commissioned 40:21,24 41:1,4,7 41:8
committee 42:8 57:22,22 58:2,8
common 37:17,23 43:9
communications 32:13
community 3:7 29:8 38:16 48:5
company 15:15
compare 20:14
compile 36:12
compiled 10:8
complaints 46:11
complete 12:12,13 34:7 39:18 42:23 43:1

completed 8:21 12:1 14:2 18:4 22:8,16,20 23:3,4 25:9,11 43:19
completing 12:5
compliance 8:20 9:11,22,24 10:18,25 17:5,9 21:2 22:8 25:5 25:5 27:22 28:3,7 30:1,3 40:1
compliant 28:8
complications 50:15
complied 47:21
computer 59:22
concept 45:9
concern 25:15 26:18 37:23 38:8 48:16
concerned 25:6 38:20
concerns 27:15,23 32:16 36:13 37:18 38:4
conclude 24:6
concludes 88:18
confirm 54:18 89:13
confirmed 45:15
confirmed-confirmed 89:12
conflict 3:2
confused 53:7
congratulations 8:1,9,11
considerably 24:12
consideration 51:15 58:3
considered 8:20
consistency 36:18 38:25 39:4 48:3,5,6
consistent 36:20 38:11 48:15 62:23
consists 57:23
contact 24:21
contacted 37:25
contains 52:24
content 45:5
context 28:11
continue 24:25 35:18 51:11
continued 31:7
continues 50:5
continuing 38:13
conversation 39:4,5
convoluted 53:12
coordinator 39:21
copies 5:18 19:24
copy 18:23 30:25 31:1,2,5
corner 54:22,24
Corporal 58:14
correct 20:21 52:18 53:13 90:8

corrected 20:22
corrections 5:20,22
Coss 10:17
cost 44:17 45:19,21
counsel 3:13 36:25
counts 17:5
County 47:10,18 62:18 90:2
couple 9:12 10:2 29:20 42:1 56:9
course 3:13 18:9 20:16 44:1
 46:14
courses 17:23 36:4 50:24
coursework 17:25
court 1:16 54:17 55:17,22 81:18
 90:14,18
covered 42:6
COVID 44:2
crimes 11:16
criteria 52:8
CRR 1:15
Cruces 44:13
culture 44:21
current 28:6 30:5 32:16,19 36:23
 40:12,18,20
currently 16:3 17:12 19:7 30:5
 30:14,18 33:8 39:10,17 40:1
curriculum 35:24 36:1 42:14
custom 22:5
cyclical 30:20

D

D 2:1,13
dangerous 48:8,17
Daniel 65:19
Darien 58:12
dashboard 23:1
DASO 53:21
data 10:3,6 14:19,20 15:7 17:7
 17:18,19 18:1 21:1 22:11
database 9:8 10:20 25:1
date 89:11 90:24 91:8,13,18,23
dated 54:8 62:16
dates 6:20,21 7:1 21:13 29:13
 45:4 46:9 89:9,12
day 4:22
days 10:15,24 42:2
De-Escalation 45:24
deadlines 34:21
dealing 41:6
dealt 10:23

deaths 44:25
December 1:8 6:23 8:12,17,21
 12:11 42:9 44:14,15 54:8 62:17
 90:24 91:2
decided 18:9
decision 62:21
decrease 17:1,16
defensible 21:19
deficient 22:22
DEL'D 91:8,13,18,23
DELIVERED 91:8,13,18,23
delve 8:14
deny 20:17,18 77:23
department 12:21 27:8 49:24
 58:11
departments 12:24 27:12
deputy 10:17,17 41:15 58:10
described 40:24
description 38:3
designate 29:4
designee 18:16,23 23:6
designees 16:7,13 17:8,14
detail 13:22
determining 41:2
development 42:14
difference 28:1
different 23:10 36:15 47:20,22
 47:23,24,25
differently 52:4
difficult 9:14 34:19
difficulties 40:3 41:16
directly 31:24 37:7
director 7:4,5,8,12,13,15,19
 10:17,18 11:6 13:18 14:10,17
 15:9 17:6 22:2,6 24:6,8,10,25
 36:9 46:19 48:3 49:17 50:22
 51:21 52:1,2,10,12 53:15 56:18
 57:18,19 58:17 89:6
director's 7:3 46:18
directors 35:21
disappear 19:19
discipline 3:8
discuss 33:4 34:14 35:1 58:2
 59:15 61:19 89:20
discussed 35:23 61:25
discussion 33:13 34:1 35:22
discussions 37:17 41:14
Disks 91:7,12,17,22
dismiss 68:21 70:21,24 77:23

79:25 80:1,24,25 85:23,24
 86:22,24 87:22,23
disposition 90:14
disproportionally 50:10
disproportionate 50:19 51:12
disproportionately 49:20 51:3
distortion 14:13,15 15:14 21:7
 26:15 49:5
distributed 5:18
distributions 27:5
district 4:4 15:13 27:7
document 11:3,6 30:16 91:7,12
 91:17,22
documentation 31:22,24 32:18
 33:1,5 34:17 43:15
doing 8:25 13:7 17:2,15 20:25
 30:16 35:15 50:23 53:3
dollar 42:6
domestic 11:14 18:5
DPS 40:8 42:1,3,11
Dr 2:2 3:18,23,25 4:16,17,23,25
 5:2,15,24 6:1,4,18 7:7,17 11:5
 13:17 24:5,9,24 46:19 47:7
 48:19,25 51:14 52:10,14,19
 53:25 54:3,9,11,13,20 55:13,14
 55:19,24 56:6,7,11,17,23 57:2
 57:15 58:17,19,21,25 59:13,19
 59:24 60:3,9,23 61:6,9,22 62:10
 62:25 63:2,4,18,23,25 64:3,17
 64:24 65:3,17,21,23 66:1,15,18
 66:23,25 67:2,16,22 68:1,16,20
 68:22,25 69:15,19,22 70:2,16
 70:23 71:2,17,25 72:4,19,23
 73:1,4,19,25 74:3,18,24 75:2,17
 75:23 76:1,16,20,23 77:2,18,25
 78:4,20,24 79:1,5,20 80:1,4,19
 80:25 81:3,24 82:3,18,22,24
 83:3,18,24 84:2,4,19,25 85:2,4
 85:19,22,24 86:4,19,21,23 87:2
 87:17,23 88:1,16 89:2,5,16

drew 47:15
drop 49:12
due 3:2 14:12,15 15:14 21:7
 26:15 42:17 49:4
DWI 11:15 21:8

E

E 2:1,1,1,13
e-mail 31:13 55:1

e-mails 19:24 31:22
earlier 21:4 22:3 89:7
ease 16:22
easier 16:23 17:19
easily 21:20 22:8
easy 18:14
effective 45:12
efficient 19:23 26:6 32:9
eight 42:7 47:12
eight-hour 44:10
either 3:6 36:6 37:16
electronic 30:19
electronically 31:9
eliminate 48:10
employed 90:11
employees 18:20 40:11
encourage 18:23 22:22
encouraged 16:24
enforcement 1:1 3:7 9:21,21,23
 10:2 28:1,6 36:7 38:17,23 40:22
 42:21 43:4 44:21 45:19 46:6,12
 48:2 49:6,14 50:20,21 51:20
 52:6,13,25 54:7 57:17,21 58:4
 62:16 88:23,24 91:3
enter 16:16 18:10 21:10
entered 23:24
entering 16:7
entertain 5:22 74:20
entire 34:4
entirely 10:25
entirety 43:2
entrance 49:19
Envisage 13:20
especially 17:8 32:9
essentially 61:16
Estrada 87:19
ethics 46:7,16
Evan 83:20
event 18:13 20:8,13 47:9
everybody 7:6,10
everything's 9:13
evidence 70:21
exactly 22:10
example 28:24 29:7
Excel 10:6 11:4
Excellent 54:3
excited 35:7,8
executive 15:12 41:25 59:16 62:1
exemplary 88:22

exhibit 51:23 52:5,6,11,12,15,18
 52:23,24,24 53:2,12,16 54:5,8
 56:19 58:7 62:15,16
exhibits 2:15 52:3 91:7,12,17,22
exit 49:19
expect 22:11
expectations 29:23
experience 49:9
experiencing 26:20 40:6,7
expertise 35:13
expires 90:18
export 22:24
exported 22:1
expressed 35:5 36:13
extend 88:21
extensive 10:16
extensively 35:7
extra 18:22
EZ 21:4

F

face 3:6
facilitated 51:21 57:18
facilities 42:23
fact 26:21
factor 41:2
failing 50:1
fair 45:6,9
fairly 56:13
fall 3:22 18:19 36:6
falls 20:11
familiar 31:18 35:25
far 25:18 28:7 38:4 39:15 41:22
 43:21 47:20
Farmington 32:15
fatal 47:14
favor 49:4
faxes 19:24
Fe 44:15 47:10,17
February 8:13 45:7 58:14
feed 35:14
feedback 26:4
feel 26:10,15 53:15
feeling 25:22,25 29:11
field 21:8,11 51:1
figure 55:2
file 23:16 30:15,19,24 31:9,11,21
 32:1,7
fill 19:13

filled 39:17
final 16:8 45:14 90:14
finalizing 16:3
finally 46:5
Finance 42:8
finding 9:9
fire 50:13
firearms 11:15 42:23
first 7:25 14:1,14 34:11 44:8,10
 49:3 53:13 59:21 62:5
fiscal 44:8
Fish 58:11
fit 50:25
five 31:6 34:25 39:11 44:22 49:13
five-year 49:12 72:24
floor 3:23 7:4 46:25 52:1 56:17
flyer 45:22
flyers 45:1,1
focused 10:25
folder 30:16
follow 56:16
follow-up 39:7
following 6:21 25:3 33:19
force 45:23 47:22,23 48:6,13
forefront 46:1
foregoing 90:8
form 18:17 19:3
format 30:19
forth 54:8 90:8
forward 9:17 12:16 13:10,24
 15:4,23 37:21 38:10 44:5 54:19
 55:1 58:9
four 29:13 34:25 37:1 43:22
 44:10,11
Francisco 71:21,24 87:19
frankly 29:24
Fraternal 58:1
Frazier 58:15
free 44:19 53:15
frequently 9:1 16:25
friendly 38:23
front 11:10 38:3
froze 59:22
frozen 40:2 55:10
FTEs 39:12,16 42:7,7
fulfill 17:10 23:11
full 3:19 16:8 26:21
fund 42:11
funding 27:2,3,9,14 38:5 39:13

42:25 44:16
funds 27:4
FURTHER 90:11
future 13:15

G

Gabriel 76:18
Game 58:11
gender 51:2
general 26:20 35:4 40:5 42:11
generally 25:17 27:6
generate 22:9
getting 10:21 16:8 17:18 26:1,4
 27:21 30:12 31:18 45:15 50:24
give 9:18,19 11:23 13:21 17:7
 18:15,17 24:19 29:15 40:17
 45:3 46:13
given 28:9 50:15
gives 21:18
giving 24:11
go 12:4 20:19 23:5 27:11 30:7,24
 31:2 34:4 41:11 49:10 53:6
 55:1,1 60:4,24 61:4,11,18,18
 62:14
goals 14:3
Godspeed 89:2
goes 9:4 28:7 35:15 37:8 39:15
 41:22 45:22 59:14
going 3:12,16,22 7:8,21 8:14 9:7
 9:18,19 10:1,8 11:1,23 13:11,14
 13:15,21,23,25 14:5,6,8 15:1,3
 15:22 16:12,17,22 18:2 19:22
 20:1 22:5 25:2,12 27:2,8,10,12
 27:19 28:1 29:1 30:4,20 32:9
 33:2,24 36:9 38:5,11 44:4,19,21
 46:10 47:11 48:14 49:25 55:2
 55:18,19,22 61:13 62:14 66:17
good 3:12 4:10 7:5,7 26:11,12
 27:25 29:17 34:24 41:17 47:8
 55:25 56:2 89:16
Gosh 29:11
Governor's 8:5
graduate 32:23 33:9,16
graduated 43:6,8,20,22
grant 44:16 77:24
great 3:10,10 9:15 30:11 37:4
Green 2:2 3:18,23,25 4:16,17,23
 4:25 5:2,15,24 6:1,4,17,18 7:7
 7:17 11:5 13:17 24:5,9,24 46:17

46:19 47:7 48:19,25 51:14
 52:10,14,19 53:25 54:3,9,11,13
 54:20 55:13,14,14,19,24 56:6,7
 56:11,23 57:2,14,15,15,20
 58:10,17,19,21,25 59:12,13,13
 59:19,24 60:3,9,22,23,23 61:6,9
 61:22 62:10,25 63:2,4,17,18,18
 63:23,25 64:3,16,17,17,24 65:3
 65:16,17,17,21,23 66:1,14,15
 66:15,18,18,23,25 67:2,15,16
 67:16,22 68:1,15,16,16,20,22
 68:25 69:14,15,15,19,22 70:2
 70:15,16,16,23 71:2,16,17,17
 71:25 72:4,18,19,19,23 73:1,4
 73:18,19,19,25 74:3,17,18,18
 74:24 75:2,16,17,17,23 76:1,15
 76:16,16,20,23 77:2,17,18,18
 77:25 78:4,19,20,20,24 79:1,5
 79:19,20,20 80:1,4,18,19,19,25
 81:3,17,18,24 82:3,17,18,18,22
 82:24 83:3,17,18,18,24 84:2,4
 84:18,19,19,25 85:2,4,18,19,19
 85:22,24 86:4,18,19,19,21,23
 87:2,16,17,17,23 88:1,15,16,16
 89:2,5,16

group 23:13 38:16 51:2
Guard 42:24
guides 16:14
Gurule 2:5 4:11,12 5:5,6 6:7,8
 8:4,13 55:3,4 56:7 57:4,5 59:2,3
 60:12,13 63:2,3,4,6,7 64:5,6
 65:1,1,5,6 66:3,4 67:4,5 68:3,4
 69:2,3 70:4,5 71:4,5 72:2,2,6,7
 73:6,7 74:5,6 75:4,5 76:3,4,20
 76:21,23 77:5,6 78:7,8 79:7,8
 80:6,7 81:5,6 82:1,1,3,5,6,22,23
 83:5,6 84:6,7 85:2,3,4,6,7 86:6
 86:7,21,22,23 87:4,5 88:3,4

H

half 12:9
hand 35:12 47:4 54:17
happen 28:11
happens 58:5
hard 24:13 30:15,16,24 31:21
 53:9
hate 11:15
heads 25:13
hear 7:15,17 47:6 48:24

hearing 24:6 36:22,24 37:1 61:21
 62:22,22 69:21 77:24 89:21,23
 90:10
hearings 37:6
Hebbe 32:14,17 33:6 48:22,22,24
 49:1 51:14
Hector 2:2 4:3
help 8:9 29:21,21 30:20 48:10
helpful 46:22
helping 14:18 38:18
Hernandez 71:21,24
Hey 23:23
high 36:6,11
high-liability 26:17
high-priority 26:17
high-risk 26:17
Hilton 1:15 54:17,21,25 55:15,16
 61:3,15 90:5,17
hire 39:19 40:2
hiring 40:4,5,14 41:16 43:11
hirings 50:6
history 19:20 31:1
hold 16:6,11 23:21
Hollie 2:3 4:13,21 8:3 54:6 56:25
 78:3
honest 25:12
Honeyestewa 83:20
Honorable 2:2 4:3
hopefully 7:9 34:8
hopes 46:2
hosted 46:3
hours 11:20 12:7 18:7 20:11 22:4
 22:16,17 28:23 29:1,3,7,19
 43:12 44:10,11
house 42:9

I

icon 54:23
idea 24:3 45:4
identified 11:21 26:14,16 36:11
 39:16 45:20
identifies 35:25
identify 11:12 14:1 28:19 38:19
identifying 38:25
illness 11:16
immediate 25:24
impact 51:12
impacting 50:10 51:2
impartial 45:7,9

implemented 25:18
importance 21:17
important 22:18 26:1,3,8
impractical 28:10
improve 3:7 44:21,23 45:12
improvement 13:6
in-depth 41:19
in-service 8:15,16,23 11:13,19
 15:24 16:7,9 17:4,22 23:17
 28:23,25 29:16 32:5
incident 11:14,25 18:6 25:24
include 29:18 42:12
included 42:11,12 52:15 53:19
increased 27:5
increasing 30:21
incredible 46:20
incredibly 50:19 51:8
indiscernible 14:12,15 15:13
 21:7 26:15 49:4
individual 12:24 23:15
individually 37:25
individuals 16:25 23:2 52:15
 54:4
inductees' 58:8
induction 58:5
influx 23:23
information 14:23 18:11 19:25
 21:25 22:1,13 23:9 24:21 30:22
 31:12 32:6,24 51:24
informative 37:3
initiate 28:14
injuries 44:25
input 29:8
inquiry 13:1 21:19
insist 48:10
inspect 19:10
Institute 45:24 46:6
instructor 18:11 19:17 20:15
 21:17,22 35:23 36:5,16 39:17
 39:19,20 40:23 45:24
instructor-level 40:20 44:12
instructors 40:4,14 43:14
insufficient 70:22
intend 11:8 16:11
intensive 13:9
intent 37:10
intentional 27:19
interact 10:19 32:1
interactions 11:16

interest 35:5,5 47:1 90:13
interested 38:17,24 41:10
interests 45:10
Interim 36:24
internal 46:8,15
internally 26:12
interrupt 55:17
intertwined 32:3
interview 39:25
introduce 14:5
introduction 15:2
investigating 46:11
investigations 46:15
investigators 46:13
involved 35:7 37:5,7,25 47:12,18
involvement 8:11 35:10
involving 47:14
IPRA 13:2 30:21 31:11
irrelevant 25:16
issue 25:5 51:21 62:20
issues 3:5,20 10:25 25:14 40:5
 44:2 48:4
item 16:2 51:19 56:2,14,18 57:16
 62:3,11 63:20 64:19 65:19
 66:20 67:18 68:18 69:17 71:20
 72:21 73:21 74:20 75:19 76:18
 77:20 78:22 79:22 80:21 81:20
 82:20 83:20 84:21 85:20 86:20
 87:19 89:8
items 56:10,12 88:18 89:20

J

Jacobs 66:20
January 10:12 14:3 16:10,11,17
Jarratt 58:12
JEAN 2:2
Jeffrey 73:21,22
job 42:14 91:2
Johnson 2:4 4:5,6,25 5:1,2,7,8,24
 5:24 6:1,9,10 52:17,17,21,21
 54:11,11,13 55:5,6 56:21,21,23
 57:6,7 58:19 59:4,5,19,20 60:1
 60:6,14,15 63:8,9,23,24,25 64:7
 64:8 65:7,8,21,21,23 66:5,6,25
 67:1,2,6,7 68:5,6,20,21,22 69:4
 69:5,19,19,22 70:6,7 71:6,7
 72:8,9,23,23 73:1,8,9,23,25
 74:7,8,22,22,24 75:6,7 76:5,6
 77:7,8 78:9,10,24,24 79:1,9,10

80:8,9,23 81:1,7,8 82:7,8 83:7,8
 84:2,3,4,8,9 85:8,9 86:8,9 87:6
 87:7 88:5,6

Joseph 70:18,19

Joslin 84:21

Jr 62:19

July 27:4 42:18,18

jump 3:13,16

June 6:22

Justo 82:20

K

keep 12:8,10 17:8 38:9

keeping 18:1

kind 11:19 29:9 34:20 44:3

King 81:20

kit 11:18

know 3:15 6:25 23:16 24:15 25:5

26:8 29:6 47:20 50:17,18 53:8

59:22 89:15

knowing 27:23

knowledge 46:12

Kreienkamp 61:15 62:6,7

L

L 2:3

lack 26:19,20 27:1 32:2 38:3

lacking 12:18 23:17

LAPF 27:4,9 38:5

large 50:6

larger 34:17

Larry 84:21

Las 44:13

late 16:17

law 1:1 3:7 9:21,21,23 10:2 36:7

38:17,23 40:22 42:21 43:4

44:21 45:18 46:6,11 47:22 48:2

49:6,14 50:20,21 51:19 52:5,13

52:25 54:7 57:16,21 58:4 62:15

88:23,23 91:3

LEA 5:19 34:14 35:4 39:10 44:15

47:12 53:13,21,21,22 62:19

LEA-90 31:2

lead 3:18

leads 43:24

leave 41:10 49:9

Lee 86:20

left-hand 54:22

legal 11:16 70:22

legally 21:18
legislative 37:18 38:2 39:11 42:8
legislature 28:18,21
LEOCE 43:8,17,19 53:20
let's 56:14
letter 9:4 32:15,17 49:17
level 29:25 35:10,23 36:5,16 39:2
 39:2 40:7 43:4
License 90:18
light 24:13
limit 47:1
line 27:2
line-of-duty 44:24
lines 14:20
list 16:4 17:23 18:8,15 19:17 36:4
 52:19
listed 19:4 23:5 52:4 53:1,24 54:8
 59:15 62:1,17
lists 17:21
literally 30:23
little 7:21 9:7 13:21,22 20:24
 23:21 25:3,4 36:15 49:2 52:4
 54:23
live 50:10
log 17:14 18:17 23:4
long 11:7 14:13 17:3 50:11 51:10
long-term 48:16
longer 7:22 33:17 55:23
look 6:25 11:8 12:22,24 15:3
 16:21 19:22 20:14 22:20 25:7
 28:11 39:7 41:18 47:11 50:23
 51:4
looked 18:8 49:25 50:5
looking 15:23 17:12 22:10 41:17
 42:20 46:7,9 53:6
looks 14:13 53:19
Lopez 75:19
Los 8:3
lost 20:1
lot 12:9 14:21 25:22 26:4 32:9
 41:9,17 47:19 49:5
love 40:16
LR 90:25
lump 27:9
lumps 11:19
Lunas 8:3
Lunsford 68:18,19

M

M 1:15 90:5,17
ma'am 4:6 5:8,12 6:10,14 24:8
 52:12 54:22 55:6,21 57:7,11
 59:5,9 60:15,19 62:13 63:9 64:8
 64:12 65:8 66:6,10 67:7,11,20
 68:6,10 69:5,9 70:7,11 72:9,13
 73:9,13 74:8,12 75:7,11 76:6,10
 77:8 78:2,10,14 79:10,14,24
 80:9,13 81:8,12 82:8,12 83:8,12
 84:9,13 85:9,13 86:9,13 87:7,11
 88:6,10 89:1
Madam 46:19 52:10 54:16 58:17
 60:6 69:25 70:20 83:2,22 84:23
 89:4
Madrid 85:20,21
mailed 19:25
main 35:22
maintain 36:3
maintained 32:21
major 14:1,3 40:15
making 16:22 18:14 21:1 50:15
 53:10
male 7:12,14 49:22
male-dominated 49:23
management 31:16
Manager 37:2
managing 46:11
mandate 33:8
mandated 25:15,20 26:9,21 29:2
 29:5,16 38:22
mandates 28:18,22 38:20
mandating 38:21
mandatorily 25:23
mandatory 11:13,21
manually 9:13 13:7 17:3 24:16
 31:2
March 6:22 8:19 9:2 12:13 46:3
 88:20 89:9,10,11
marked 2:15
Martin 69:17,18
matching 19:5
material 45:1
materials 9:2
matters 3:9 59:15 61:25
mean 51:7
meaning 28:18
meaningful 50:25
means 8:17 11:24 28:16 30:8,15
 50:24

meant 50:11
mechanism 9:9
Mechels 47:4,4,6,8 48:19
mediation 3:3,16
Medrano 2:5 4:1,3,7,9,11,13,15
 5:3,5,7,9,11,13 6:5,7,9,11,13,15
 6:17 7:11 31:16 37:2 54:14,16
 54:25 55:5,7,9,13 57:3,4,6,8,10
 57:12,14 59:1,2,4,6,8,10,12
 60:11,12,14,16,18,20,22 63:5,6
 63:8,10,12,14,16 64:4,5,7,9,11
 64:13,15 65:4,5,7,9,11,13,15
 66:2,3,5,7,9,11,13,16 67:3,4,6,8
 67:10,12,14 68:2,3,5,7,9,11,13
 68:15 69:1,2,4,6,8,10,12,14
 70:3,4,6,8,10,12,15 71:3,4,6,8
 71:10,12,14,16 72:4,6,8,10,12
 72:14,16,18 73:5,6,8,10,12,14
 73:16,18 74:4,5,7,9,11,13,15,17
 75:3,4,6,8,10,12,14,16 76:2,3,5
 76:7,9,11,13,15 77:4,5,7,9,11
 77:13,15,17 78:6,7,9,11,13,15
 78:17,19 79:6,7,9,11,13,15,17
 79:19 80:6,8,10,12,14,16,18
 81:4,5,7,9,11,13,15,17 82:4,5,7
 82:9,11,13,15,17 83:4,5,7,9,11
 83:13,15,17 84:5,6,8,10,12,14
 84:16,18 85:5,6,8,10,12,14,16
 85:18 86:5,6,8,10,12,14,16,18
 87:3,4,6,8,10,12,14,16 88:2,3,5
 88:7,9,11,13,15 91:6
meet 12:3 14:3 33:15,17 35:17
 70:22
meeting 1:2 3:2,19,24 4:19 5:20
 6:20 7:20,24 30:8 32:14 34:2,8
 34:9,11,20,24 35:6,20,21,22
 38:9 39:7 41:23 43:5,23 44:1
 52:9 53:18 88:19 89:8,9,21 91:4
meetings 37:14 38:13 53:4
meets 34:4 57:22
member 35:3,9 52:21
members 5:20 6:20 8:2 10:19
 34:25 35:16 38:16 47:3 48:21
Memorial 57:17,22 58:4
men 50:8
Mendoza 2:3 4:7,8 5:9,10 6:11
 6:12 43:25 55:7,8 57:8,9 59:6,7
 60:16,17 63:10,11 64:9,10,21
 64:21,24 65:9,10 66:7,8 67:8,9

67:24,24 68:1,7,8 69:6,7 70:8,9
 71:8,9,22,22,25 72:10,11 73:10
 73:11 74:9,10 75:8,9 76:7,8,25
 76:25 77:2,9,10,22,22,25 78:11
 78:12 79:11,12 80:10,11 81:9
 81:10 82:9,10 83:9,10 84:10,11
 85:10,11 86:10,11 87:8,9 88:7,8
mental 11:16
mentioned 48:4
Mercedis 81:20
message 38:11 66:16
met 29:24 34:12,14 35:3 37:14
 43:15 52:7 58:2
method 28:6,15
Mexico 1:1,17 3:4 40:22 49:14
 50:5 57:21 58:4,11,13 90:1,5
Michael 77:20,21 78:22,23
microphone 54:23
mid 16:17
Miguel 62:4,12,19,21
military 50:13
million 41:24 42:13,22 43:1
mind 12:8,11 53:12
minimal 45:20
minimum 48:12
minute 22:23
minutes 5:16,18,20,23,25 28:20
 47:2,9 56:2
Mirabal 2:4 4:9,10 5:11,12 6:3,3
 6:4,13,14 53:5 54:2 55:9 57:10
 57:11 58:23,23,25 59:8,9 60:18
 60:19 63:12,13 64:2,2,3,11,12
 65:11,12,25,25 66:1,9,10 67:10
 67:11 68:9,10 69:8,9 70:10,11
 71:10,11 72:12,13 73:12,13
 74:11,12 75:10,11,25,25 76:1,9
 76:10 77:11,12 78:13,14 79:3,3
 79:13,14 80:3,3,4,12,13 81:2,2
 81:3,11,12 82:11,12 83:11,12
 84:12,13 85:12,13,22,23,25
 86:12,13 87:1,1,2,10,11 88:9,10
Mirabal's 59:22
misconduct 30:4,5,22 31:5 32:7
 32:11,11
missed 34:21
missing 11:17 21:8 23:17,23 24:2
 24:2
Moander 36:25
module 31:16,18,20

MONICA 2:5 91:6
month 15:14 25:8
months 9:16 37:16 64:23 67:21
morning 4:10 7:5,7,20
motion 4:19 5:23,25 52:15,16
 54:3,10 56:22 58:18,20 59:18
 60:2,7 61:25 62:5,12 63:19,21
 63:24 64:17,20,22,25 65:17,20
 65:22 66:19,19 67:17,19,25
 68:17,19,21 69:16,18,20,23
 70:17,19,20,24,25 71:17,20,23
 72:1,19,22,24 73:2,19,22,23
 74:18,21,23 75:17,20 76:17,19
 76:21 77:1,3,19,21,23,23 78:5
 78:20,23,25 79:21,22 80:1,19
 80:22,23,25 81:18,21,24 82:18
 82:21,23,25 83:18,21,23,24
 84:19,22,24 85:21,24 86:20,22
 86:24 87:17,20,23 88:17 89:3
motivational 51:6
move 4:22 7:2 12:16 13:25 20:7
 30:3,4 41:3 53:1 54:6,19 59:14
 59:23 62:14,20 66:22 67:21
 75:21 79:25 81:22 85:23 87:22
 89:4
moved 15:15,19 42:25 58:8 61:17
moving 9:16 13:10,19,24 14:4
 15:4,23 37:21 38:1,10 44:5
 63:20 65:19 67:18 68:18 69:17
multiple 40:5
municipal 27:7
muted 48:23 54:22

N

N 2:1,13
Naithan 2:5 4:11 8:4
NAJAR 23:14 24:4
name 15:9 53:13 91:3
names 53:23 58:8
National 42:24 58:6
nationally 40:6
nationwide 45:14
necessarily 38:19,20
need 4:18 5:16 16:15 27:24 29:11
 29:22 32:21 50:21 55:21,25
 62:5 79:22 89:7,20
needed 20:22 35:24 36:17
needing 34:22
needs 17:9 31:12 34:15 48:17

neither 90:11
never 50:12
new 1:1,17 3:4 34:13 40:22 49:14
 50:5 57:21 58:4,11,13 90:1,5
Nickolas 80:21
night 53:7
NM 1:15 34:14 35:4 39:10 53:21
 53:22 62:19 90:18 91:3
NMAC 34:5 35:25 39:2
NMSA 59:16 62:2
normally 7:22
Norris 58:10
Northwest 1:16
notice 8:5,22
notification 45:16
notifies 9:4
notify 7:25 12:16
November 10:5,14,15 11:11 12:6
 35:21 36:23 58:2,12 62:24
number 9:20 12:6,9 20:11 22:16
 25:14 28:22 29:2,18 30:21
 52:25 91:2
numbers 9:19 10:11 12:4,9,15,23
 12:23 13:14 17:5 25:4 28:12

O

OAG 36:22
obstacle 50:24
obviously 17:16 53:8
occurred 5:17 7:23
occurring 3:3
offer 35:15
office 8:5 31:11 37:6 62:19
officer 23:15 26:22 27:11,13 29:1
 32:4 33:12,15 36:23 40:1 41:1
 43:4 44:23 49:10 51:20 54:7
 57:17,22 58:4,6,12 62:16,23
 88:23
officer's 28:8 32:1
officers 8:24 9:22,23 10:3 12:1,2
 12:10,17 18:18 26:11 29:23
 30:22 33:18 36:24 37:1 40:15
 40:25 45:8 46:12 49:5 50:16,21
 51:23 52:6 53:23
officers' 9:10
official 89:18
Oh 40:16
okay 7:10,13 13:19 28:24 29:15
 55:24 56:6 60:1,9 61:8

older 30:12
once 15:6 19:9,18 21:10 23:1
 26:11 39:7 43:14 45:15
one-page 10:9
ones 18:25
ongoing 3:20 8:14 24:13 42:23
 44:2
online 48:11
open 12:20 20:9,13 23:1,19 46:24
 56:8 61:7,23
opened 13:1
opening 16:18
operation 39:22
opportunities 23:10
opportunity 23:24
option 23:18
optional 11:19
order 3:2 58:1 62:20,24
organization 15:12 34:6
original 18:24
Ortega 64:19,20,23
outcome 32:8
outdated 25:16
outlay 42:16,19
outline 46:14
outlined 34:5
overall 9:15 37:9 41:15
overburdensome 29:5 31:6
overly 14:16
overview 13:22 15:20,22 35:4
overwhelmingly 49:23

P

p.m 61:21 89:23
packet 33:23 34:1,4 36:14,20
 52:3 53:18 54:1
packets 39:24 51:25 58:3
Padilla 65:19
page 18:10 19:11 20:4 53:14,25
pages 11:7 12:20 53:11
paper 19:5,6,24 28:9
part 22:18 31:15,15,25 37:13
 38:5 41:1,7 42:10,15,16 45:21
 50:4
participating 24:18
particular 13:12 25:25
particularly 8:10 32:19 37:19
 42:19
parties 12:17 90:12

parts 37:6
pass-through 42:1
passed 50:8
Paul 74:20
PD 32:15 33:22 34:12 44:13 51:5
 58:15
pending 20:4 39:18
pension 49:14
people 12:5 18:15,25 19:4,20
 20:12 25:6 26:2 37:25 40:6,15
 41:20,20 49:8 50:25
percent 25:10 27:22 29:25 49:22
 50:7,8
period 8:18 9:11 12:14 14:4
permitting 62:22
person 20:20 21:12,21,24 22:15
 22:15 52:18
personnel 32:2
persons 11:17 21:8
Peru 67:19,19
phase 43:1
phased 42:24
phases 42:25 45:14
Philip 64:19,22
physical 50:3,9
place 19:19
plan 18:8 33:3,25
planning 39:6
play 41:2
playing 41:13
please 6:5,25 19:15 24:9 47:1,4,5
 54:15 57:3 59:1 60:11 63:5
 64:4 65:4 66:2 67:3 69:1 70:3
 71:3 72:4 73:5 74:4 75:3 76:2
 77:4 78:6 79:6,23 80:5 81:4
 82:4 83:4 84:5 85:5 86:5 87:3
 88:2
point 9:14 10:4 11:11 12:14
 16:17 31:19 47:13 60:24 89:16
pointed 27:16
points 14:2
police 8:4 27:8,12 46:16 47:15,17
 48:11 49:10,24 58:1,6,13
policies 39:5 47:23,24 48:7,7,11
 48:13,13
policing 45:7,10,12 49:22 50:14
policy 39:4
pop 20:8,12,18
portal 16:18 17:15

portion 3:17 30:25
position 8:6 39:21,22 40:1 41:4,4
 41:11 44:16
positions 15:11 39:13,20,25
 40:20,21,23 41:6,21
positive 38:18 39:6
possibility 33:23
possible 18:14 24:1
possibly 19:13,25
posted 39:22 52:22
posters 51:6
practical 28:14
practicality 33:14
prepare 34:16
present 4:6,8,10,12,14,17 5:21
presentation 7:9,21 11:2 14:8
 15:21 42:8,15,17
presented 37:3 42:10 70:21 89:8
presenting 33:3 34:1
president 37:14
pretty 11:24 33:18 44:9
prevented 45:11
preventing 44:24
previous 53:4
printed 30:17
prior 30:10 34:7 42:18 62:15,23
 62:24
priorities 35:8
private 15:17,19
proactive 28:4
probably 7:21 56:12
problems 47:19
proceed 24:9 46:24 51:18 56:1
 56:14 66:20
proceeding 90:7,9
PROCEEDINGS 1:8
process 13:25 14:1 15:3 16:9
 19:23 28:13 29:6 37:6,9 46:14
 50:2,4,4 51:24 56:16
processed 39:17
processes 35:1,4 37:4 39:25
processing 16:21
proclamation 29:14,15
product 15:15
productive 10:20
profession 46:16 49:9,21
professional 1:16 46:8
program 13:23
progress 8:15

project 24:13 42:24 43:2
projects 35:19
promise 20:23
Proofread 90:25
proposed 38:6
provide 26:9 28:3 35:11 36:4,12
 43:12
provided 9:3 26:2 36:22,24 43:13
 43:15 44:13,14
providing 16:12 46:12
PST 43:22 56:19
PT 32:16,20 33:12
public 15:17 30:21 33:20 43:21
 46:25 47:3 48:14,21 51:16,17
 52:7 56:15 88:21
pull 9:14 10:9,12 11:2 12:15
 21:20 30:24 32:3 33:2
pulled 10:4,6,9 14:19
pulling 32:18,24
punitive 27:25
purpose 33:14 44:20
purposes 13:3
pursuant 59:16
pursuit 11:17 47:21,24,25 48:7
 48:12
purview 18:18,19
push 22:9
put 19:14 22:1 24:21 28:12 30:17
 33:22 36:10,17 48:11 56:19
 89:13
puts 24:16
putting 29:23

Q

question 22:7 23:14 48:1 54:18
 54:21 55:16 59:21 61:3,6,14
questions 13:13,17,18 15:8 23:12
 24:5,22 30:2 32:11 33:7,7 46:23
quick 11:23 15:1,2,20 16:2,15,21
 44:9 59:20
quickly 19:3 20:5,14 21:5 22:19
 22:24 49:3 56:13
quite 29:24 60:7

R

race 51:2
raised 33:7 54:17
rate 50:19
raw 10:6

reach 24:22
reaction 25:24
read 44:22
readily 31:13
ready 7:2
real 38:4 49:3
Realistic 45:24
realistically 29:25
reality 28:10
really 14:24 26:1 34:19,24 35:6
 38:24 44:2 49:16
realtime 17:7
reason 10:3 16:22 17:15 20:25
 40:15 49:16
reasons 27:20 40:9
REC'D 91:9,14,19,24
RECEIPT 91:1
receive 27:8,10,13
received 32:13 33:21 38:15 66:16
receiving 27:3
receptive 38:23
recommendation 28:17
recommendations 29:21
reconsider 62:15
reconvene 61:20
record 21:19 23:25 32:2 61:13
recruit 41:20 49:20
redacted 31:12
reference 19:3 45:1 71:23
refers 52:23
refresh 16:15
refresher 37:11,12
regard 62:11
regarding 8:6,23 10:21 32:7,16
regards 14:23 32:20
registering 45:18
regulation 43:11
regulatory 29:4 39:2
reiteration 89:11
reject 20:5
rejected 19:14
related 31:23 90:12
relates 40:14
relieved 24:12
relinquishment 76:22
remaining 30:9
remind 15:21
remove 28:18,21
report 7:3 10:8,9,10 15:24 16:24

17:19 20:24 21:20 22:2,6,10,14
 24:7,16 27:17 31:5 32:7 46:18
 90:7
reported 1:15 8:19 9:13 12:5,10
 13:5 17:13 20:5,10,20 23:7
 27:21
reporter 54:17 55:17,22 56:4
 61:5,8,12 90:6,18
REPORTER'S 2:14 90:4
reporting 1:16 9:9,11,21,23,24
 10:22,24 12:1,13 13:3,15 14:4
 15:7,25 16:13,19,23 17:4,6,22
 20:9 21:12 25:10 46:21
reports 15:5 17:20 18:3 21:2,5
 30:23
representative 13:20 38:16 57:23
 57:24,25
request 6:20 13:2 30:23 41:24
 42:2,13,22 62:22 69:21 77:24
requester 31:14
requesting 45:13
requests 30:21,22 31:4,10 42:4
 42:16,17,19
require 28:25 34:16 36:5
required 6:24 8:18 11:21 12:3,17
 14:23 17:10 32:22 39:1 43:13
requirement 11:18 32:6 33:10,11
requirements 8:23 9:5 11:15
 23:11 34:5 43:16
requires 8:22
residue 70:22
resolution 27:24,25
resource 9:2
respondent 69:20
respondent's 76:21
responses 36:16
resubmitted 42:5
retain 41:19
retention 41:15
retired 40:11,16 49:5
retirement 8:5 40:12,18 41:8,11
 41:12
retiring 8:7,12,13
return 40:10
review 6:20 9:18 16:15 19:13
 21:14 26:12 30:7 31:12 36:21
 37:4
reviewed 36:8
revocation 62:23 71:23 81:23,24

83:23,25 84:24
revoke 63:24 65:22 66:22 73:24
 74:23 75:22 78:25 82:23,25
Rick 4:4
right 4:18 6:5,24 7:19 8:16 9:20
 9:22 10:11 11:25 12:8 14:23
 19:16 24:9 28:5 32:12 39:15
 50:15 51:18 53:10 56:1 60:9
 61:10 62:11
right-hand 54:23
risk 36:6,11
Rodriguez 62:4,12,19
Rodriguez's 62:21
role 41:13
roll 4:2 5:3 6:6 16:10 54:14 57:3
 59:1 60:11 62:5,8 63:5 64:4
 66:2 67:3 68:2 69:1 70:3 72:5
 80:5
roster 18:16,24 19:5,6,16 20:13
 21:16,23
rosters 19:25
Roswell 33:22,24
roughly 28:13
Roybal 4:15 35:3 63:16 64:15
 65:15 66:13,17 67:14 68:13,14
 68:24,24,25 69:12,13,25,25
 70:2,14,20,23 71:14,15 72:16
 72:17 73:3,3,16,17 74:2,2,3,15
 74:16 75:14,15 76:13,14 77:15
 77:16 78:17,18 79:17,18 80:16
 80:17 81:15,16,22,22 82:15,16
 83:2,3,15,16,22,22 84:16,17,23
 84:23,25 85:16,17 86:16,17
 87:14,15,25,25 88:1,13,14 89:4
 89:5
rule 70:22
run 3:24 21:5,11
running 47:22,24
Russel 69:17,18
Ryan 72:21,22

S

S 2:1
safe 11:17
safety 11:14 43:21 52:7
sample 9:3 50:6
Santa 44:15 47:10,17
sat 34:24 36:8
satellite 33:23 34:6 35:20

saw 25:4
saying 12:22 23:23
says 11:24 28:19 29:15
scan 31:24
scanned 30:19
scared 24:1
schedule 16:5
scheduled 88:19
scheduling 39:7
school 27:7
Science 45:23
screen 14:9 20:7 21:4,15 55:9
screenshot 14:13
second 4:24 5:1 6:2,3 11:2 53:14
 54:10,12 56:24 57:1 58:22,24
 59:18,18,20 60:1,7 63:1,3 64:1
 64:2,25 65:2,24,25 66:24 67:1
 67:23,24 68:23,24 69:24 70:25
 72:1,3 73:2,3 74:1,2,25 75:24
 75:25 76:24 77:1,3 78:1,3,5
 79:2,4 80:2,3 81:1,2,25 82:2
 83:1,2 84:1,3 85:1,3 86:1,3,25
 87:1,24,25
seconds 70:1
Secretary 41:14,15
section 33:20 62:2
sector 15:17,17,19
see 7:10 11:3,9,10 12:3,4,25 14:7
 19:12 20:4,9 21:6,12,16 22:15
 22:21,25 23:2,4,9 24:13 31:22
 31:22 32:4 47:3,16 48:14,21
 52:22 53:12 54:16 55:15
seeing 5:22 17:6 31:4 46:24
 51:18 53:10,16
seek 23:10
Seidler 14:9,10 15:10 23:19
 24:20
select 18:20,21
selected 19:1 21:9,10
self-explanatory 11:24
Senate 37:19
send 11:8 36:14 55:1
sending 45:16
sense 49:11
sent 8:23,25 9:1 32:15 45:3
September 5:17 6:23 7:24 43:5
 43:23
sequence 53:3
Sergeant 2:3 4:13,21,23 8:3,12

54:9 55:11 62:14,25 66:21,23
 67:20,22 71:1,2 75:1,2,21,23
 78:2,4 79:24 86:2,4 87:21 88:22
 88:25
series 53:18
service 1:16 3:21 21:21 88:22,23
session 37:18 38:2 39:11 56:8,8
 59:15,16 60:25 61:2,4,7,10,13
 61:17,18,19,20,24,24 62:1
sessions 10:21
set 7:8 30:6,7 33:1 54:7 90:7
setting 6:19
SFT 11:15
SGT 4:14,21 5:14 6:16 54:6
 55:12 56:25 57:13 59:11 60:21
 62:13 63:15 64:14 65:14 66:12
 66:21 67:13,20 68:12 69:11
 70:13 71:1,13 72:15 73:15
 74:14 75:1,13,21 76:12 77:14
 78:2,16 79:16,24 80:15 81:14
 82:14 83:14 84:15 85:15 86:2
 86:15 87:13,21 88:12 89:1
share 14:8 16:2
sharing 7:9
sheet 11:10
sheriff 2:3 4:7,8 5:10 6:12 27:7
 43:25 47:18 55:7,8 57:9 59:7
 60:17 62:18 63:11 64:10,21,21
 64:24 65:10 66:8 67:9,24 68:1,8
 69:7 70:9 71:9,22,22,25 72:11
 73:11 74:10 75:9 76:8,25,25
 77:2,10,22,22,25 78:12 79:12
 80:11 81:10 82:10 83:10 84:11
 85:11 86:11 87:9 88:8
Sheriff's 47:17
Sheriffs 37:15 57:24
shoot 31:11
shooting 47:14
short 14:12
shorthand 90:6,7
show 12:15 13:4,13 19:20
showed 22:2
shows 21:23
shut 44:3
simple 53:12
single 20:2
singular 25:24
sir 48:25 53:5 54:1 58:21 62:10
 73:4

sit 34:3 38:10
sitting 26:22
situation 48:8,17
six 15:11 64:23 67:21
size 50:7
slide 14:14
slides 10:2
SMH 1:25 90:24 91:2
Smith 33:22
sobriety 21:8
somebody 13:12 26:23 30:25
somebody's 31:1
soon 3:22 55:18 89:17
sorry 54:24 55:17,20 61:12
south 21:7
speak 3:4 25:17
speaking 25:13 33:6 46:5
special 41:23 42:13
specialist 39:22
specific 10:4
specifically 10:23 11:20 38:18
specified 61:25
spending 13:9
spent 9:15 10:16 14:24 15:17
spoken 32:17 33:25
sponsors 38:10
spot 21:24
spreadsheet 10:6 11:4 13:12
spring 58:5
ss 90:1
staff 3:13 8:10 10:13,19 13:8
 14:18,21,22 17:2,11,17,17 18:8
 19:2,2,8,10,13,14,19,23 20:3
 21:5 22:21,21 23:20 24:11,14
 24:17 26:21 32:10 34:14,15,16
 34:18,25 36:3,19,22 37:7 46:13
staffing 26:19,20 39:9 44:2
standard 33:12,16,17 50:9,18
standards 32:16,19,20,21,24
 33:2 46:8 49:18
standing 42:3
start 16:19 31:20 39:24 45:17
started 32:18 38:2
starts 53:20
state 23:20 25:13 40:6,7 47:14,17
 47:21,21 48:6,11 49:9 57:25
 58:13 90:1
states 50:23
statewide 33:10 42:2

status 9:9,15 11:9 17:15 19:11
 30:5 32:12
statute 8:22 25:21 28:19 38:22
statutorily 25:23 26:16
staying 62:20
Steffani 66:20
stenographic 90:7
step 18:22 34:3
stop 14:8
stopping 31:19 40:12
street 1:16 26:24
strengthen 3:6
strengthening 38:17
strengths 35:13
strictly 10:2
strides 30:11
strong 21:18
strongly 49:4
stuff 30:3
stupid 51:8
sub-blocks 36:2
submission 19:11
submissions 16:9 34:17
submit 19:1,7,7 36:20
submittal 41:24
submitted 8:4 19:9,12 22:12
 41:25 42:4,6,18 58:3
submitting 41:23
subset 18:21
substantively 37:19
succeed 50:17
suggest 48:9
suggested 89:10
suggestions 41:18
Suite 1:16
sum 27:9
summary 44:22
Summer 2:4 4:9
support 35:11
supporting 35:8
supportive 38:12,13
supposed 12:10 36:3 48:2
sure 14:22 17:3,18 19:16 20:14
 23:6 34:4 53:10
surrounding 37:17
Susan 1:15 90:5,17
suspend 28:7 64:22 67:21
suspension 28:14 72:24
suspensions 28:13

sworn 41:3
system 10:11 14:20 15:6 20:2,3

T

T 2:1,1
table 69:20,23
tail 30:18
take 4:19 12:23 13:11 14:6 15:7
 21:15 22:1 28:4 39:7 41:4
 43:16 48:20 50:12 51:15 55:18
 55:19,21,25 56:5,9 60:4 89:3
taken 90:24
takes 28:14
talk 9:7 13:21 20:24 25:4 26:7
 27:24,24 37:22,24 40:15 44:6
 44:24 46:10 49:2,16
talked 28:5 38:18 39:9 40:25
 44:1 49:17
talking 10:1 15:2 21:3 25:3 27:18
 28:12 34:8 38:2 39:4 43:24
 48:4
talks 36:3 45:8
Taos 62:18
task 42:14
taught 20:11,15 21:23
teach 40:16
teaching 35:24
tech 26:13
technical 36:6,11
Tedrow 4:4
telecommunicator 9:24 15:18
 29:2 43:21 56:15
telecommunicators 9:25 12:17
 18:18 43:23 52:7
telecommunicators' 9:10
tell 51:9
template 36:10
Ten 56:2
tenets 44:23
tentative 89:9
term 32:2 50:11
terms 46:20
test 50:8,12,25
testing 50:4
Texas 3:4 46:7
thank 3:21,24,25 4:17,23 5:2,15
 6:1,4,18 7:17 8:2,9 13:8 14:10
 14:17 24:4,10,17,18,20,23,24
 46:19 48:18,19,25 49:1 51:13

51:14 52:2,14 54:9,13,20 56:23
57:2,15,19 58:17,21,25 59:13
60:3 62:10,25 63:4,25 64:3,24
65:3,23 66:1,18,23 67:2,22 68:1
68:22,25 69:22 70:2,23 71:2,19
71:25 73:1,4,25 74:3,24 75:2,23
76:1,23 77:2,25 78:4 79:1,5
80:4 81:1,3 82:3,24 83:3 84:4
84:25 85:4,25 86:4,23 87:2 88:1
88:21,25 89:5,16,19,22
thing 7:25 12:8,19 27:1 53:11
things 7:23 21:17 35:15 38:4
41:13 46:20 50:23
think 26:19 27:18,19 36:13 37:10
40:6 43:24 44:25 51:9,10 54:22
56:9 60:6 62:7
third 1:16 45:23
Thirteen 39:16
Thomas 58:14
three 10:15,24 37:13,16 47:13,14
47:16,19,20 58:8
Thursday 6:21,22,22,23
tier 41:8,9
ties 32:8
Tim 2:4 4:5,25 5:24 52:17 54:11
56:21 59:19 63:23 65:21 66:25
68:20 69:19 72:23 74:22 78:24
84:2
time 7:3 9:11,14,16 10:4,16
11:11 13:9 14:11,24 15:8,16
22:6 25:25 26:1,6,10 30:23
36:14,20 47:1,13 50:21 51:4,10
53:2 55:25 91:9,14,19,24
timeline 13:24
timeliness 3:8
timely 16:25
times 37:16 45:4
timing 43:11
today 3:12,19 14:11 15:20 24:18
47:16 55:20
today's 4:20 15:21
tomorrow 42:9
topic 11:21 12:25 18:11 25:25
26:8,10 28:18 35:22 36:17
45:13,25
topic's 26:1
topics 11:13 25:7,15,17,22 26:16
26:17 28:4 29:5,10,10,17,18
35:25 38:7

Torrance 47:10,17
total 12:23 22:16 28:22
touch 3:22
Touching 40:3
tourniquet 11:17 25:20 26:7
28:20
trace 23:8
track 17:9 24:21
tracked 31:25
tracking 30:14 31:20
train 49:12
trainer 49:10
trainers 49:6,8
training 3:6 8:16,18,20 11:13,14
11:19,22 12:1,3,5,7,12 14:24
15:22,24 16:5,6,8,9,14,16,20
17:4,10,13,22 18:2,4,7 19:7,9
19:12,17,20 20:9,10 21:3,6,13
21:14,20,22 22:7,20,22,24 23:3
23:7,16,18 25:8,11,20 26:2,5,7
26:9,11,22,23 27:9,11 28:3,4,20
28:25 29:11,14,16,22 31:1 32:5
32:5 36:1,5,23 37:3,11 38:19,21
39:1,21 42:23 43:4,12,13,19,25
44:3,6,8,11,17 45:4,8,23 47:23
47:25
trainings 16:12
Transcript 1:8 91:7,12,17,22
transcription 90:9
transit 20:1
trauma 11:18 25:20 26:7 28:20
tremendous 13:6 14:19
tremendously 30:20
Tribal 27:12
true 56:11 90:8
try 89:13
trying 44:5 49:7
tunnel 24:14
turnaround 3:8
twice 9:1
two 13:8 20:14 30:10 31:8 32:13
37:13,16,16 39:20 43:6,8,18
47:2,8 53:11 56:12
type 21:11 32:25 37:10
types 22:7

U

ultimately 32:8
understand 3:11 34:20 45:9

understanding 37:9 45:10,11
unfit 33:18
unit 16:6
united 38:3
university 27:8
unmute 61:13
unmuted 55:15
unrealistic 29:23
upcoming 16:4 29:14,16
update 8:15 24:11,19 25:1,2 27:3
39:9 43:3
updated 23:22
updates 3:12 7:23 11:16
upload 18:23 19:15
Upper 54:22,23
use 12:16 16:15,23 26:6 47:22,23
47:24 48:6,13
useful 26:6
user 16:14
usually 13:2 58:5
utilized 38:6,6

V

Valdez 4:3
valid 21:1
Vance 68:18,19
various 15:11
vendor 9:16 10:7
vendors 17:24
verify 18:25 20:15
viable 27:20 33:7
Vice 2:2 3:11,18 46:17 52:2
54:16 57:19 60:6
view 9:15 17:7 22:13 23:1
Villegas 72:21,22,25
Vincent 75:19
violence 11:15 18:5
VOICE 7:12,14
voluntary 76:22
vote 55:2 56:5 59:24 60:10 62:8,8
voted 60:8 61:18
votes 55:14 57:15 59:13,21,25
60:23 63:18 64:17 65:17 66:18
67:16 68:16 69:15 70:16 71:17
72:19 73:19 74:18 75:17 77:18
78:20 79:20 80:19 81:18 82:18
83:18 84:19 85:19 86:19 87:17
VTC 1:8

W		
Wade 58:14	wonderful 3:18	15 45:7 58:12 67:18
Wadford 80:21	work 7:1 8:15 14:21,22 28:17,21 35:10,19 40:10,12	15-minute 60:4,25
Wadt 76:18	worked 9:12 15:11 31:17	16 10:14,16 45:7 68:18 89:10
waiting 22:23 39:23	workflow 13:24	16th 6:22 89:14
waiver 43:7 53:21	working 9:8 10:7 16:3,5 29:8 31:17 34:11,18 35:9,12 39:3 45:6 46:2	17 8:13 69:17
walked 36:9	workload 17:1,16	18 10:16 70:18
want 7:19 14:17 15:20 16:2,23 17:1,3,7 18:12 20:24 24:10 27:24 28:25 31:2 35:18 36:17 38:9,11 41:3 49:3 54:18 56:4	worry 14:14	19 39:16 71:20
wanted 3:14 8:8 13:13 19:17 33:4	wouldn't 29:5	193 9:20
wants 24:22 35:9	X	1941 58:12
Warden 58:10	X 2:13	1978 62:2
Warren 63:20,21	Y	1978-10-15-1-H 59:17
wasn't 26:2	Yeah 53:15	1st 8:19
watch 58:12,13,15	year 14:1 26:10 29:6,12,17 30:11 44:8 46:1 58:6	2
water 3:4	year's 37:18	2 1:8 5:17 54:8 62:17 90:24 91:2
wave 25:24	yearly 50:13,14,15	2,261 11:25
way 17:16 30:19 38:18 43:19 51:7 52:4	years 9:12 13:8 15:11,17 31:6 47:12 49:9,13	2,500 28:13
we'll 3:21 16:6 18:19 51:14 55:2 56:9	yesterday 38:15	2:10 61:21,22
we're 7:2 9:22 10:7 12:14 13:23 15:22 16:12 17:12,15 18:2 19:22 20:1,25 22:22 27:19,21 30:14,16,17 31:4 33:24 35:15 37:5 40:2,4 41:6,16 42:20 44:7 45:14 46:5 53:6 55:19 56:11	yield 7:3	2:37 89:23
we've 14:3	Z	20 29:1,7 49:8 64:19 72:21
webinars 16:6	0	20- 41:11
website 5:19 45:2 52:23 53:17	1	2002 25:19
week 39:8,23 58:7	1 6:23,23 12:13 27:4 59:17	2006 62:24
weekly 3:5	1,000 27:10,13	201 1:16
weeks 31:8 35:6	1.369 41:24	2017 25:21
welcome 3:20 7:20 61:23	1.5 42:13	2019 30:10
went 43:18	1:30 42:9	202 53:22 62:20
weren't 38:20	10 43:8 62:3,11 89:10,11	2021 1:8 5:17 8:16,17 9:2 10:5 54:8 58:14,16 62:17 90:24 91:2
Wharton 73:21,22	10-15-1-H 62:2	2022 6:19,22,22,23,23 8:19 12:13 27:4 57:16 58:6 88:20
Wharton's 73:24	10:27 60:25 61:21	21 58:16 62:24 73:21
whatsoever 90:13	10:43 61:1	22 10:5 30:9 74:20
Whittington 63:21,22	10:45-ish 61:2	23 36:23 75:19
willing 40:17	100 27:21 29:25 44:9	24 76:18
wish 8:8	104 53:21	25 30:6 53:22 77:20
WITNESS 91:3	105 53:21	25-year 41:11 50:20
WNMU 53:20	108 1:15 90:18	26 78:22
women 49:21,25 50:7,10,19 51:3	10th 88:20 89:14	27 79:22
	11 63:20	28 8:13 80:21
	12/31/22 90:18	28th 10:15
	13 65:19	29 53:25 81:20
	14 15:17 66:20	2nd 6:22
		3
		3 42:9 46:3 59:17
		3,120 9:25
		3.5 42:22
		30 28:19 82:20

30-year 41:12
31 8:17,21 12:11 83:20
32 84:21
33 85:20
34 86:20
35 87:19
375 37:20

4

4 46:3,9 58:14
40,000 14:20
400 11:7 12:20
45,000 27:9
49 50:7

5

5,216 9:23 12:2
50 25:10
51 43:6,22

6

6011N 1:25 90:24 91:2
66 53:20
6th 46:10

7

7 44:14 59:17
72 50:8

8

8 56:2,14,18
8.5 43:1
80 43:12
85 49:22
86 49:22
87 30:5
87102 1:17

9

9 35:21 44:15 57:16
9:03 1:9 3:1
90 2:14
911 15:18