



# NEW MEXICO LAW ENFORCEMENT STANDARDS AND TRAINING COUNCIL



## Meeting Minutes

DATE: Wednesday December 10, 2025  
TIME: 9:00 AM  
LOCATION: New Mexico Law Enforcement  
Academy  
4491 Cerrillos Rd.  
Santa Fe, NM 87507

### Zoom Link:

<https://us06web.zoom.us/j/89069584571?pwd=acxyHxGsEF3T4R195HuNvNcKlktbtl.1>

Meeting ID: 890 6958 4571    Passcode: 027574

## AGENDA

### CALL TO ORDER

#### A. Roll Call

- New Mexico Law Enforcement Academy Executive Assistant Sheyenne Boling Conducted roll call, confirming in-person attendance from Interim Director Sylvia Serna, Lt. Kai Perez (who attended on behalf of Lt. Veronica Seanz), Cmdr. Joseph Viers, Lt. John Barricklow, Vice-Chair Lt. Tate McBride, Chair Sgt. Jonathan Jensen, Director Anthony Maez, Director Dennis Kelly, Director Gilbert Najjar, Teresa Beaty, Guadalupe Tarango, Nicole Brown, Richard Matthews, Joana Wells, Chief Mizel Garcia, and Chief Greg Concho. Members DA Sam Bregman, Capt. Jason Gleason, Sheriff Dennis Garcia, and Sara Millspaugh were absent.

#### B. Moment of Silence for Deputy Aleman (Dona Ana County Sheriff's Office)

- Chair Sgt. Jonathan Jense held a moment of silence for Deputy Aleman of Dona Ana County Sheriff's Office.

#### C. Approval of Agenda

- Chair Sgt. Jonathan Jensen made an amendment to agenda item G. adding two additional classes, Class #28 from Hobbs and class #4 from the San Juan County Criminal Justice Training Authority. Member Guadalupe Tarango made a motion to approve the amended agenda. Cmdr. Joseph Viers seconded. The motion passed with 16 votes in favor and none against.

#### D. Approval of Meeting Minutes from June 11, 2025, Meeting

- Member Nicole Brown made a motion to approve the Meeting Minutes from June 11, 2025. Guadalupe Tarango seconded. The motion passed with 16 votes in favor and none against.

## E. Welcome

- Sylvia Serna, Deputy Cabinet Secretary and Interim Director of New Mexico Law Enforcement Academy, welcomed the Council and attendees. She thanked the Council members and Academy staff, outlined key agenda topics and emphasized the importance of consistent, high-quality training.

## REPORTS, DISCUSSIONS, AND ACTION ITEMS

### A. Introduction of new Council members, Anthony Maez and John Barricklow

- Anthony Maez, recently retired after 36 years in Albuquerque Police Department and New Mexico Department of Justice, and a former educator at the University of Phoenix, introduced himself. He currently serves as the CNM Academy Director.
- Lt. John Barricklow, Bernalillo County Sheriff's Office, shared his 18 years of service in patrol, CID, headquarters, and now at the academy. He was recently appointed as the Director of training over the BCSO academy.

### B. End of year report from the Certification Board

- Vice-Chair Cody Rogers shared trend from the New Mexico Certification Board, noting concerns with younger officers, substance abuse, and misconduct, including domestic violence, and inappropriate relationships with victims, arrestees, and witnesses. She emphasized using real-world examples to inform Academy training and recommended resources to prevent issues. The Certification Board is working on way to provide input on the Academy curriculum and improve communication with the Standards & Training Council.

### C. Director's Reports

1. Albuquerque Police Department: The department is wrapping up their end-of-year annual training. They recently graduated a class of 25 cadets and currently have 18 cadets that are mid-way through their academy. The next academy class starts in March, and recruiting efforts remain strong
2. Bernalillo County Sheriff's Office: The department is wrapping up annual training. The last class of 19 cadets graduated in October. The department plans to seat 30 cadets in the next class in May and has 10 lateral officers for the February lateral class.
3. CNM: CNM has a cadet class graduating on Thursday, December 18 with 19 cadets. A new academy class will start January 12, 2026. CNM also has three dispatch classes and three PSA classes scheduled for 2026, and advanced leadership training for lieutenants and higher in March.
4. Las Cruces police Department: The 55<sup>th</sup> Academy class graduated 25 cadets in November with no losses during the FTO program so far. Hiring is underway for the 56<sup>th</sup> Academy class, anticipating 25-30 cadets, with the pre-academy starting January 26, 2026.
5. New Mexico Law Enforcement Academy: Interim Director Sylvia Serna reported on the LEA activity since June. BPOT #210 started with 55 cadet and 43 graduated, Two Certification by Waiver classes were held with 17 students enrolled and 16 students completing in the first class, and 19 students enrolled and 18 students completing the second class. The December Certification by Waiver is projected to start will 16 students. There were two Public Safety Telecommunicator classes held with one class starting with 33 students and 25 graduating and the second class

started with 20 students with 15 graduating.

Advanced training continued state-wide, including instructor level and technical courses such as EVOC, defensive tactics, NCIC/TAC, and field training. Course enrollment ranged from 7 to 16 with nearly full completion rates. Ongoing initiatives include integration of CNM legal Block beginning with the January BPOT #211 class, progress with the DPS kitchen remodel, continued work on the curriculum modernization, and planning for the 2026 Human Trafficking Conference. Organizational updates include onboarding Ivan Ramirez as the new Misconduct Staff Manager for the Law Enforcement Certification Board. The LEA is also continuing organizational restructuring and filling vacancies to improve operational consistency. Additionally, a dedicated Acadis unit has been established within the LEA, consisting of a fully staffed three-member team under new management.

6. New Mexico State Police: The 106<sup>th</sup> recruit class is graduating December 19<sup>th</sup>, with 18 recruits remaining from the original 31. The next recruit class begins February 1<sup>st</sup> with approximately 40 recruits., and a lateral 12 recruit class starts March 1<sup>st</sup> with 22 lateral recruits. Advanced training, including instructor development and PIT instructor course are currently going on. Lt. Kai Perez filled in for Lt. Veronica Seanz.
7. San Juan County Criminal Justice Training Authority: Class #57 currently has 11 cadet who will take the LEOC tomorrow and graduate Friday. The next class starts on January 5<sup>th</sup> with 18 cadets.
8. Southeastern New Mexico Academy: The academy that started in August with 29 cadets recently graduated 20. A Certification by Waiver class starts on January 5<sup>th</sup> and the basic academy starts January 19<sup>th</sup>. The class is full, with waitlist in place.
9. Western New Mexico University: The next class begins January 12<sup>th</sup> and runs through June 19<sup>th</sup>. Coordination with the LEA on its facility use is in progress, and EVOC training is provided in Santa Fe. A pilot Spanish class and report writing is being developed, with a presentation expected by July.

#### D. New Academy Curriculum Update

##### 1) Topics received so far

- Rhonda Pierce, Training and Development Specialist at the New Mexico Law Enforcement Academy, reported that six curriculum topics have been completed and received to date, including report writing. Additional topics are in development and are being released by IADLEST on a rolling basis approximately every three weeks as part of the phased redevelopment process.

##### 2) Review and feedback process

- Mrs. Pierce explained that each draft curriculum topic is reviewed by members of the work group that is composed of subject matter experts. Draft materials are then distributed to academy directors and instructors to solicit broader feedback. Feedback is submitted back to IADLEST by the established deadlines, discussed during scheduled feedback meetings, and incorporated into revised drafts before finalization. This iterative process will continue through development. A pilot program is anticipated prior to full implementation of the curriculum, allowing for testing and refinement before curriculum becomes mandatory statewide.

#### E. Legislative Update

1) In-service training requirements bill proposal

- Vice-Chair Tate McBride reported that the Council has been working with Senator Crystal Brantly and Senator Moe Maestas on a bipartisan legislative request that were previously approved by the Council. He stated that good progress has been made on these items, and the Council anticipates movement during the 30-day which begins on January 20, with bill pre-filing beginning shortly before the session.

F. Rules Rewrite Update

1) Update on substantive rulemaking for applicable sections of NMAC 10-29.1.1-10.29.10.15

- Member Richard Matthews reported that the draft NMAC rules rewrite has been distributed and members have until January 31 to submit comments. Member Richard Matthew said he will review and compile in February, followed by a public notice and hearing process in March and April. A special Council meeting will need to be held to receive public input, with a final vote planned for the Council meeting to be held in June. He noted NMAC should be treated as a living document that can be updated as needed.

Member Dr. Gilbert Najjar noted NMAC 10.28.11.8 should be updated to reflect the use of Live Scan Fingerprinting instead of ink. He also raised concerns about removing detailed curriculum blocks from NMAC, stating it could limit public input on curriculum changes, and asked that the Council's authority over curriculum be clearly stated.

G. Presentation of Ratified Certification by Waiver for NMLEA Classes #120 and #121, Class #28 from Hobbs and #4 from the San Juan County Criminal Justice Training Authority

- Vice-Chair Tate McBride made a motion to ratify exhibit A. Member Richard Matthews seconded. The motion passed with 16 votes in favor and none against.

H. Ratify decision to waive ICS-100 & 200 classes for PST Academy #169 due to government shutdown

- LEA staff reported to Chair Sgt. Jonathan Jensen that the October PST class was impacted by the Federal Government shutdown, which prevented students from completing required FEMA ICS 100 and 200 courses prior to the academy. After verifying the issues and considering alternatives, a one-time waiver was granted to allow the class to proceed. The waiver did not remove the requirements permanently, and students are expected to complete the FEMA course now that they are available. Member Richard Matthews made motion to ratify the one-time waiver. Member Nicole Brown seconded. The motion passed with 16 votes in favor and none against.

I. CPR Vendor Approval for PST academies

- Member Nicole Brown explained the CPR requirement added by the 2021 legislation for all Public Safety Telecommunicators. To support compliance, she recommended approving nationally recognized vendors rather than creating new

curriculum. Member Richard Matthews made a motion to approve American Red Cross, American Heart Association, and International Academies of Emergency Dispatch as accept vendors. Member Gudalupe Tarango seconded. The motion passed with 16 votes in favor and none against.

J. Request to start a Satellite Academy at UNM Gallup, presented by David Eberhardt

- David Edberhardt presented a proposal to establish a satellite law enforcement academy at UNM Gallup, citing staffing shortages in western New Mexico, recruitment and retention challenges, and reduced cost for local agencies, He outlined community support, available facilities, proposed curriculum hours, funding sources, and instructor availability. Mr. Edberhardt clarified the formal application has yet to be submitted to the Law Enforcement Academy for review. Council Member expressed support for the concept but emphasized the need for the Law Enforcement Academy review, sustainability analysis, and input from existing academy directors. Consensus was to defer action, allow for the Law Enforcement Academy review, and bring the item back for further discussion at a future meeting.

### **PUBLIC COMMENT**

*The Council shall receive public comment from those attending in person or virtually. The time afforded each person wishing to speak is limited to three (3) minutes. Members may ask questions for clarification but may not engage in substantive discussion or take formal action unless noticed in the meeting agenda. Comments will be taken under advisement and may be placed on the agenda of a future public meeting for discussion or action at the discretion of the Council.*

- Chief Hebbe, Farmington Police Department, emphasized the importance of collaboration between this Council and the Law Enforcement Certification Board, noting that training and internal affairs divisions often operate independently, leading to communication laps, and suggested an annual report from the Certification Board on sitewide trends to guide policy and legislative recommendations. He supported a fraternization policy, highlighting liability risks when supervisors engage in relationships with subordinates, and recommended including ethics training and awareness of the authority and power police officer hold. Chief Hebbe also noted the value of counseling resources through the Municipal Leagues' insurance fund, particularly for smaller agencies, and suggested state-level support to expand access to mental health experts. Finally, he praised the recent Chief and Sheriffs Association conference and the Law Enforcement Academy's participation, which allowed personnel statewide to interact with academy staff, receive timely answers to questions, and improve overall satisfaction.

### **ANNOUNCEMENTS AND ADJOURNMENT**

A. Next Meetings scheduled for 2026

- 1) March 11, 2026
- 2) June 10, 2026
- 3) September 9, 2026
- 4) December 9, 2026

B. Adjourn