

NEW MEXICO LAW ENFORCEMENT ACADEMY
SPECIAL BOARD MEETING

June 17, 2013

9:00 a.m.

Albuquerque Police Academy

5412 2nd Street, N.W.

Albuquerque, New Mexico 87107

REPORTED BY: Jan A. Williams, RPR, NM CCR 14
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1 AGENDA ITEM INDEX (CONTINUED)	1 ITEM NO. 1: CALL TO ORDER
2 ITEM PAGE	2 MR. KORN: We're going to call this special
3 23 Steven Arias 109	3 meeting of the Law Enforcement Academy Board to order.
4 24 J.D. Sanders 109	4 My name is Nate Korn, I'm the Vice Chair of
5 25 Formal Hearing Backlog: Board Action for	5 the Law Enforcement Academy Board. Gary King, the
6 Solutions, Hearing Officer Training and	6 Attorney General, is the Chairman. He unfortunately
7 Management 125	7 was called on official business outside the state and
8 26 Misconduct Cases: Board Review of	8 couldn't preside at this meeting. He sends his
9 Misconduct Cases, Tracking and Management 112	9 regrets.
10 27 Individual Board Member Comments 126	10 ITEM NO. 2: ROLL CALL
11 28 Adjournment 126	11 MR. KORN: The first order of business today
12 Attachment: NMAC Proposed Rule Change to Sections	12 will be roll call. Gary King started a nice protocol
13 10.29.9.8 and 10.29.9.14, June 17, 2013	13 where we introduce ourselves to everybody. And we
14	14 want to welcome all of you for attending our meeting.
15	15 We'll start the roll call to my immediate
16	16 left with the gentleman from Las Cruces. Sir, if you
17	17 would introduce yourself and tell your affiliation.
18	18 MR. QUEZADA: Jaime Quezada, Las Cruces
19	19 Police Department, representing the line officers.
20	20 MR. COON: My name is Rob Coon, I'm the
21	21 sheriff of Chaves County in Roswell, and I represent
22	22 the sheriffs.
23	23 MR. KORN: My name is Nate Korn and I am one
24	24 of the two citizen representatives.
25	25 MR. BARNCASTLE: My name is Pat Barncastle,

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<p>1 I represent the district attorneys offices, and I live 2 in Roswell.</p> <p>3 MR. GRATTON: I'm John Gratton, I live in 4 Carlsbad, and I'm the second citizen representative to 5 the Board.</p> <p>6 MS. LOPEZ: Monique Lopez, New Mexico Law 7 Enforcement Academy.</p> <p>8 MR. KORN: And Monique is not on the Board, 9 but she does all hard heavy lifting for the Board and 10 keeps us organized. So we're glad to have her with 11 us.</p> <p>12 There are several people that are missing 13 that could not attend today. That would be, besides 14 Gary King, Chief Ray Schultz and also Harry Betz. 15 Chief Betz and Ray Schultz and Gary King are all away 16 on business and couldn't join us. They all send their 17 regrets. Chief Shilling is going to join us, he will 18 be a little bit late.</p> <p>19 ITEM NO. 3: APPROVAL OF AGENDA</p> <p>20 MR. KORN: The first order of business is to 21 approve the agenda. Do I have a motion?</p> <p>22 MR. GRATTON: I move for approval.</p> <p>23 MR. COON: Second.</p> <p>24 MR. KORN: We have a motion and a second. 25 All in favor say aye.</p>	<p>1 (Those in favor so indicate.)</p> <p>2 MR. KORN: All opposed? The ayes have it 3 unanimously.</p> <p>4 ITEM NO. 3A: APPOINTMENT OF NEW DIRECTOR</p> <p>5 MR. KORN: The next order of business is 6 something close to all of our hearts. That would be 7 the appointment of a new Director. It is my pleasure 8 to welcome the Deputy Secretary of Public Safety, 9 Patrick Mooney, to do his presentment. And, 10 Mr. Mooney, welcome.</p> <p>11 MR. MOONEY: Thank you, Mr. Chairman. My 12 name is Pat Mooney, Deputy Secretary, Department of 13 Public Safety. It is my pleasure to be here today to 14 speak on behalf of our new Director at the Law 15 Enforcement Academy.</p> <p>16 Secretary Eden couldn't be here today. But 17 he asked me to speak to you all on his behalf in 18 welcoming our new Director and to ask this Board to 19 ratify the Governor's appointee.</p> <p>20 Since he is the LEA Director, he would also 21 serve as part of your proceedings here representing 22 the academy. Colonel Jack Jones is the Governor's 23 nominee. Colonel Jones comes to us with a very 24 lengthy, and I'll try to keep it brief, and 25 respectable bio.</p>
<p>Page 8</p> <p>1 He started his law enforcement career with 2 the New Mexico State Police and I believe did about 3 ten years with them before he left for service to our 4 country. And he has done honorable service in both 5 the United States Army and the Army National Guard. 6 He did combat tours in Iraq and Afghanistan, and we 7 thank him for his service to our military.</p> <p>8 He has done a lot of teaching. He is a 9 well-respected instructor and leader over at the 10 Department of Energy's National Training Center. And 11 I know I'm going to leave something out. He's done a 12 lot of contract work. And what else? And then 13 finally we were able to get him on our staff at the 14 Law Enforcement Academy.</p> <p>15 So once again we ask that you graciously 16 ratify Colonel Jack Jones. Thank you.</p> <p>17 MR. KORN: Thank you, Deputy Secretary. 18 Discussion from the Board?</p> <p>19 MR. COON: Mr. Chairman.</p> <p>20 MR. KORN: Sheriff Coon.</p> <p>21 MR. COON: I've known Colonel Jones since he 22 came out of rookie school. I never really worked hand 23 in hand with him. We were on the State Police Dive 24 Team together. I never met a more honorable, cutting 25 him he bleeds black and gray all over you, guy in my</p>	<p>Page 9</p> <p>1 whole life. It is such a pleasure to get to work with 2 Jack again in this capacity.</p> <p>3 And I think we hit a home run with Jack. 4 He's already done more in the last couple of weeks on 5 this revision and some of the other stuff. Jack, 6 we're just tickled to death to have you, my friend.</p> <p>7 MR. JONES: Thank you, sir.</p> <p>8 MR. COON: And another thing about Jack, 9 he'll sir you to death. I tell him, man, you're a 10 retired colonel, I'm a sheriff, don't sir me, don't 11 sir me.</p> <p>12 MR. KORN: Other comments from the Board? 13 Anybody else? I have some comments also.</p> <p>14 Jack Jones and I go back, we were comparing, 15 almost 35 years. And as with Sheriff Coon, it's been 16 a warm and enjoyable relationship. Jack has an 17 opinion on many matters. And they're always I find to 18 be on the right side of the issue.</p> <p>19 We've had a unique opportunity with Jack 20 Jones, to kind of put it in retail terms, since I have 21 a business background, to try 'em before we buy 'em. 22 We've had him here in our academy as Sheriff Coon has 23 mentioned for six months.</p> <p>24 But the things he's accomplished in those six 25 months make it seem like he must have been here for</p>

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<p>1 years and years. And I just want to discuss that with 2 you briefly, because I think it's important to put on 3 the record what a man with drive and ambition and 4 dedication can really achieve in an organization.</p> <p>5 The first thing I noticed about Jack is that 6 the satellite academies and actually law enforcement 7 around the state had complained, as a Board Member I 8 would hear their complaints constantly, that there was 9 so much red tape in Santa Fe that they couldn't get 10 cadets entered, they couldn't get packets approved, 11 they couldn't get even telephones answered.</p> <p>12 I would say, within six weeks of Jack joining 13 the academy as the Deputy Director, all of a sudden 14 things changed. Phone calls were answered, people 15 were responded to, satellite academies were taken care 16 of, packets were approved, and basically red tape was 17 cut away because, in order to make an organization 18 actually run and be respected around the state, you 19 need to have somebody at the top that cares and really 20 motivates the staff to get things done.</p> <p>21 The second thing I wanted to bring up is that 22 we've just had on Friday a graduation of 57 cadets 23 from the Law Enforcement Academy. Now, 57 is one of 24 the largest, if not the largest, cadet class in recent 25 memory. And Jack entered that class about, oh, in its</p>	<p>1 third or fourth week.</p> <p>2 When he entered, the first thing he did when 3 he sat in on some of the teaching modalities is he 4 realized that the instructors in those classes were 5 teaching from old, old lesson plans. They were 6 teaching outdated training, minimum training 7 standards, and most important to Jack is that he 8 thought that the quality of education was not up to 9 the standards that he expected.</p> <p>10 That resulted in numerous departures from his 11 staff of academy instructors. And as those 12 instructors left, Jack was left to figure out how to 13 conduct the classes on his own.</p> <p>14 And what he did was he used his resources, 15 his knowledge of other departments, and his 16 involvement with the cadets to secure assistance from 17 other departments around the state, to secure 18 assistance from other satellite academies. And in so 19 doing he bonded with the other departments, bonded 20 with the satellite academies. And along the way he 21 taught classes himself constantly.</p> <p>22 He and I talked about him leaving his home at 23 four a.m. when it was dark and leaving the academy in 24 Santa Fe at night, at ten p.m., when it was dark. And 25 along the way of teaching those academies, he did two</p>
<p>Page 12</p> <p>1 things. The first thing is he noticed that those 2 lesson plans were sorely in need of change and that 3 those minimum training standards were also in need of 4 change.</p> <p>5 He also bonded with the cadets. He invited 6 me and I actually attended two training sessions. And 7 I've never seen an instructor that was as closely 8 aligned to the cadets that he was teaching as Jack 9 Jones. He treated them with respect, he gave them 10 good training modalities, they treated him with 11 respect and obvious affection. And it was just very 12 warming to the heart to see so much passion.</p> <p>13 The net result of what he did was part of the 14 NMAC rules that we're going to see today. He decided 15 that, in order for us to be a world-class 16 organization, we need to have an NMAC rule that allows 17 change and organization around the state. And I think 18 that's what he's going to be presenting to us too.</p> <p>19 So my point in all of this is that we have a 20 leader who we know is going to bring the Law 21 Enforcement Academy and the training around the state 22 to new levels.</p> <p>23 I had occasion to talk with him last night at 24 10:30. I had put a call into him in the middle of the 25 day about some Board matters, but he didn't return my</p>	<p>Page 13</p> <p>1 call until 10:30. And the reason was that on a 2 Sunday, on his own time, he was working with the State 3 Police on their officer survival.</p> <p>4 And he reminded me of something that I had 5 known already, that he had a State Police officer die 6 in his arms about 30 some odd years ago. And as a 7 result of that, he decided that he wanted to make law 8 enforcement as safe as possible in the state.</p> <p>9 And he with others designed the Law 10 Enforcement Officer Survival Program with the State 11 Police. And to this day they invite him to 12 participate in the training. And he loves it. And so 13 he worked an entire swing shift on his own helping 14 officer survival.</p> <p>15 My point in all of this is that we have in 16 Jack Jones, as Sheriff Coon has pointed out, a man of 17 dedication, a man who loves law enforcement, he loves 18 cops, he loves training. And I agree with Sheriff 19 Coon, we could have no better representative of law 20 enforcement running our Law Enforcement Academy than 21 Jack Jones.</p> <p>22 MR. JONES: Thank you, sir.</p> <p>23 MR. KORN: Any other comment by the Board? 24 So I would call for a vote. Do we have a motion on 25 approving Jack Jones as our Director?</p>

1 MR. COON: Mr. Chairman, it would be my
2 pleasure to make the motion on approving the
3 appointment of our new Director Jack Jones.

4 MR. KORN: We have a motion from Sheriff
5 Coon.

6 MR. GRATTON: I'll second that.

7 MR. KORN: A second from Mr. Gratton. All
8 those in favor say aye.

9 (Those in favor so indicate.)

10 MR. KORN: All those opposed? Let the record
11 show that Jack Jones has been unanimously approved as
12 our next Board Director.

13 MR. JONES: Mr. Vice Chairman, thank you very
14 much. I appreciate the kind words. But I could not
15 have done it without a lot of help. Mark Shea was
16 very instrumental in a lot of things that have
17 happened this last six months.

18 And we could not do without the people
19 sitting on the Board, Monica and Monique. There are a
20 lot of people, the New Mexico State Police are here,
21 you know, Dr. Fons and Angie Byrd. They all stepped
22 up to the plate to bring in people to help us. And we
23 could not have done this without their support.

24 So thank you very much for the kind words,
25 thank you very much for the support. I can't tell you

1 first official representation before the Board as
2 Director.

3 MR. JONES: Thank you, sir. Again I want to
4 thank you very much for the kind words. Sheriff Coon,
5 thank you. It has been a long relationship.

6 MR. COON: It has.

7 MR. JONES: It's been a great relationship.
8 My relationship with the New Mexico State Police goes
9 way back. And I cannot tell you how much I appreciate
10 their support in being here with us so we can talk
11 about the things we need to do.

12 As we look at some of the things that are
13 happening within the New Mexico Administrative Code,
14 when it comes to training, we have several issues. If
15 we want to try to change anything within the
16 Administrative Code, the physical fitness
17 requirements, the firearms code requirements, we have
18 got to go through a large process, which takes us nine
19 months.

20 As we look at the situation around us and how
21 things are changing drastically within the State of
22 New Mexico, we need to be able to be proactive for the
23 needs of the law enforcement within the next five
24 years. We need to be able to change what that law
25 enforcement officer is going to look like five to ten

1 how much I appreciate it. Thank you, sir.

2 MR. KORN: Thank you, Director Jones. And
3 thank you, Deputy Secretary Mooney.

4 ITEM NO. 4: DISCUSSION - NMAC CURRICULUM CHANGE

5 MR. KORN: Moving ahead with our agenda, the
6 next item on the agenda is item No. 4. And by the
7 way, before I get to this, I know that as a Board
8 usually we discuss the penalty and misconduct matters
9 first.

10 Today, because it's a special meeting, we'll
11 be discussing the NMAC rule change proposed by
12 Director Jones. We expect that this will continue for
13 maybe until 11 or 11:30, at which time we'll take up
14 the misconduct. We'll deal with as many misconduct
15 cases as we can get to over the course until 12:30.
16 And 12:30 is the time that our Board has set to recess
17 just so you know the way it will progress.

18 So Director Jones will present his agenda
19 item, there will be discussion, and after that we will
20 invite public comment. So if you have an interest in
21 discussing the NMAC rule change, the Board would
22 entertain that and we would enjoy hearing from you.

23 So moving on to the new business, item No. 4,
24 discussion of the NMAC curriculum change. The one
25 presenting will be Director Jack Jones. This is your

1 years down the road and give him all of the training,
2 all of the abilities that he has to be able to do his
3 job and come home every night.

4 And we can't be going through NMAC rule
5 changes every time we need to do something, because
6 case law changes, because of training changes, because
7 of training needs assessment changes. Police officers
8 need to have the most dynamic training up front and
9 it's available to them at all times.

10 One of the things we're running into, with
11 Advanced Training Bureau Chief Mark Shea, we're always
12 trying to change what we need to do for advanced
13 training. To get that advanced training done, because
14 of the NMAC rules and how it's written, it takes us
15 nine months to bring it back in here to get a change
16 made.

17 We don't have the freedom like a college
18 professor does, like somebody else that's on a campus
19 someplace that can change their curriculum as needs
20 change for their students. We're no different. In
21 our students it's a life-and-death struggle when they
22 leave our academies.

23 When they leave the satellite academies, it's
24 a life-and-death struggle that they're getting ready
25 to go through. It's not like they're going to go out

1 and they're going to try to take a theory and put it
2 to practice. They're now taking things that they've
3 learned in an academy setting and go do it and
4 practice it for real.

5 As I was talking to the State Police recruit
6 class last night, you know, it was brought up by
7 Officer Chad Pierce, when he said, you know, have you
8 ever seen that cage fighting on TV. And they all said
9 yes. And they talked about how they posture with each
10 other inside the cage getting ready to go fight.

11 Well, as I was talking to the State Police
12 recruits, they're going to go do that for real.
13 They're cage fighting is for real. It happens every
14 day. And the bad guys are becoming more violent, the
15 criminals are becoming more brazen, where they don't
16 care whether or not they have the opportunity to kill
17 a police officer, maim a police officer, or injure a
18 police officer.

19 And we need to be proactive and have the
20 ability in our academies in the State of New Mexico --
21 we're not that large. We only have 7,000 police
22 officers in the State of New Mexico. But we need to
23 be able to change with the day as it goes forward for
24 the next day. If there is something that's happening
25 that is new technology that bad guys are using, that

1 live fire and go do live fire vehicle stops. So now
2 we could take the young men and women that are our
3 cadets in this class and give them an opportunity to
4 see what it's like to shoot through a vehicle,
5 penetrate through a door with rounds, different rounds
6 they would carry, whether it's nine millimeter, 40
7 caliber, .45, 5.56. They got to see that
8 demonstration.

9 What was really telling was, of all the
10 instructors that we had on the range, the only people
11 that had ever seen that demonstration before were the
12 New Mexico State Police officers; that had ever shot
13 through a vehicle before, that had ever demonstrated
14 like that. Our cadets had never seen it. The
15 instructors that we had on the range had never seen
16 it. So it was a learning curve for them.

17 We need to be able to make these changes and
18 do these things so that we can give our cadets, our
19 police officers that are graduating our academies the
20 greater opportunity to see what they need to do to
21 shoot through a vehicle for an officer survival
22 situation if it comes to something like that, to know
23 that they can shoot through glass, to know that they
24 can do those things.

25 So as we look at this, we also established a

1 the evil is using, we need to be able to make that
2 change and be able to make those changes in our
3 academy. We can't do that with the NMAC rule.

4 One of the examples I have is that we were
5 blessed with a class of 57 cadets. We were able to
6 take that class of 57 cadets and divide them into two
7 groups. And what the blessing was is that I was able
8 to validate the things that we were trying to do,
9 which is not unlike what the New Mexico State Police
10 does in their officer survival course.

11 But what I wanted to do was mirror what they
12 did. But I had to go out of my way to do it, because
13 NMAC says that you will do 68 hours of firearms.
14 Well, now what I did was I changed it. I added live
15 fire vehicle stops to that firearms.

16 So I went to my firearms instructors and I
17 said you have three days to do qualification courses.
18 And they said, well, we don't know if we can do it
19 with a class this size in three days. I said you've
20 got three days to qualify these people on the New
21 Mexico Law Enforcement Academy qualification course
22 day and night.

23 They did it in 12 hours. They validated that
24 we could do that in 12 hours. Then we could take the
25 rest of that time that we were going to use with the

1 live fire shoot house at our range. We've got a jewel
2 in the rough on our range in Santa Fe, New Mexico.
3 There was an old building in the back. And what we
4 did was we put up some walls, put up sheets. But this
5 was all within that 68 hours that we could do.

6 I could not have done that if I had stayed
7 with the NMAC rule that says, hey, you've got to do
8 basic firearms and you've got 60 hours to teach it in;
9 if I had not been able to say we validated that we can
10 do our qualification courses within 12 hours.

11 And what I came down here to do was several
12 months ago I also approached the Albuquerque Police
13 Department to ask them if they would assist me with
14 looking at some of the changes that we can make on
15 firearms qualifications for law enforcement officers
16 that are going through qualifications then.

17 I came to the Albuquerque Police Department
18 Academy because they have the largest police
19 department in the state. They were getting ready to
20 go do their six-month qualification requirements.

21 And I needed to say, hey, if we change this,
22 we shoot the same number of rounds. I don't change
23 what the qualification course is, I just change the
24 order that we do it in. Does it save you time? Does
25 it give any more credibility to the guy who is a worse

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<p>1 shooter, does it make him a better shooter? And the 2 guy who is a great shooter, does it make him a worse 3 shooter?</p> <p>4 And they were able to validate those things 5 and give me some information that says, no, it does 6 not change it. But if we would have stayed within the 7 NMAC rules as it's written, it takes longer to do it. 8 And we need to get the police officers that are on the 9 line out there shooting, get them so they understand 10 what their basic requirements are so that they can 11 draw, identify what that target is, and shoot.</p> <p>12 That's the other thing that I'm so pleased 13 with the Albuquerque Police Department and their 14 academy and the New Mexico State Police and their 15 academy, is the fact that they do live fire decisional 16 shooting targets all the time. Especially when they 17 do the nighttime vehicle stops, live fire daytime 18 stops, shoot house requirements.</p> <p>19 On the New Mexico Law Enforcement Academy 20 side, I don't have the luxury to do that because I'm 21 tied to what the NMAC says. But we were able to 22 validate many things that we want to change so that 23 all the satellite academies, all the police officers 24 that are coming forward in the future and the police 25 officers that are here today can go out and qualify,</p>	<p>1 can train, and do it respectfully and do it with 2 standards and make sure that they do things that can 3 save their lives and that they can go home at night.</p> <p>4 The bad guys, the criminals, have all the 5 money in the world, they've got all the assets in the 6 world that they can go buy, they can go train, and do 7 whatever they want to do. We need to be able to train 8 our police officers at a minimum standard to what 9 their maximum standard is so that we can ensure that 10 they can come home at night; whether that's body 11 armor, whether that's Kevlar in doors, whether that's 12 Kevlar in seats.</p> <p>13 But having the opportunity to be able to 14 bring people in and change as to how case law is 15 changing and change how we're doing training when it 16 comes to techniques and tactics that the adversaries 17 are using. That's what we need to be able to do. And 18 we need to be able to do it sooner than later.</p> <p>19 And being able to make these changes now so 20 that each one of the satellite academies have the 21 ability to make those changes with approval from the 22 New Mexico Law Enforcement Academy. And the Board can 23 give us that opportunity that police officers can go 24 forth now and train and do this stuff without having, 25 you know, this big anchor around their neck that says,</p>
<p>Page 24</p> <p>1 well, I can't do that training yet because we've got 2 to go through the nine-month process of getting a rule 3 change. It's hard and it's difficult.</p> <p>4 I've talked to all of the satellite 5 academies. The only one that I have really not talked 6 to has been Las Cruces. But I don't know why Las 7 Cruces would have heartburn with what we're trying to 8 do. And that's my fault. You know, Shane, I hate to 9 tell you that busy is my excuse. It's the only excuse 10 I've got.</p> <p>11 But I've talked to all the other satellite 12 academies. And I feel pretty confident that they're 13 willing and they would stand up and look at what we're 14 trying to do.</p> <p>15 Another thing we're looking for in this rule 16 change is to reduce our academy from a 22-week academy 17 to a 16-week academy. We believe that there's a lot 18 of redundancy in our 22-week academy that we have 19 right now.</p> <p>20 I've looked at this 22-week academy we've had 21 and how we can reduce this, how we can go through and 22 identify those things that are necessary for us to 23 teach that are legislated by law and those things that 24 are requirements from each agency.</p> <p>25 Each agency has its own specific</p>	<p>Page 25</p> <p>1 requirements. Whether it's, you know, the Sheriff's 2 Department down in Chaves County or it's Clayton, you 3 know, city police department. Each agency has 4 different requirements.</p> <p>5 And what we're able to do at the Law 6 Enforcement Academy, because of the expertise I have 7 there with the people that assist us on the 8 administrative side and with Mark Shea, is the fact 9 that we have people that have the knowledge, the 10 background, and the skills that we can bring all this 11 together.</p> <p>12 And we can have a 16-week academy where we 13 produce the best police officer that we can that's 14 going to come out of there and with little redundancy. 15 And we can emphasize those things that are important 16 to that police officer, to that agency, that we'll 17 have that officer that can leave that academy, go out 18 there and do his job with a coach officer, with a 19 training officer from each one of the departments so 20 that they can understand what each agency's 21 requirements are. But we can give them those basic 22 skills that they need to graduate and go do that job.</p> <p>23 This last class that we graduated, there's 57 24 cadets. And I will tell you all right now that 25 there's not a one of them in there that I would not</p>

1 pick up a rifle, you know, ruck up and go out there
2 and ride with them and do the job with them. They are
3 all outstanding young men and women and they're going
4 to do a great job for the State of New Mexico, for our
5 communities and our state. And it was really
6 gratifying to see them graduate with the issues that
7 they had with this last academy class and how it
8 progressed.

9 The satellite academies, there's only three
10 satellite academies that really don't care whether
11 we -- you know, they care that the basic core is
12 16 weeks long. But the New Mexico State Police,
13 Albuquerque Police Department, and Bernalillo County
14 Sheriff's Department have their own academy.

15 And what they've done is they've added those
16 things that are agency specific which makes their
17 academies longer than that 16-week academy we're
18 talking about. But as long as they meet those basic
19 requirements, they're happy with that. They
20 understand that they've got to meet those requirements
21 and ensure that they have taught those requirements so
22 that all police officers have the same basic standard
23 of training when they come out.

24 Another thing that we're asking on the rule
25 change is we're asking for the physical fitness

1 officer's requirements are as you go through it.

2 And they just handed me what their
3 requirements are, academy entry and exit standards.
4 And I really haven't had a chance to read it so I
5 apologize. But I'll get a copy of this made for each
6 member of the Board so that you can look at it.

7 I agree with this wholeheartedly. But we
8 need to change the New Mexico Administrative Code for
9 them to do this. If we don't, then they're stuck with
10 what we're doing. And they're liable for a lawsuit
11 just like everybody else is for something that's going
12 to come down.

13 So we really need to take a giant step
14 forward and a leap forward and get out of the box so
15 New Mexico can have the finest law enforcement academy
16 in the Southwest and we can produce the best police
17 officer that we can for the United States that would
18 be something that everybody can look at and stand
19 proud for.

20 But we can't do that with the NMAC the way it
21 is written currently because there are standards in
22 there that make it difficult for us to meet those
23 standards with the changing times, with criminals and
24 how they do their business and what's happening out
25 there and how much more sophisticated they are

1 standards to change. Right now everybody in the State
2 of New Mexico goes by the Cooper standard. The Cooper
3 Institute has said themselves that their standard is
4 not defensible in court because it is not generic and
5 it is gender specific and age specific. So it's
6 broken out by age.

7 And I think that one of the things that we're
8 going to have a problem with one of these days is I
9 have a 22-year-old that fails to meet the standard
10 coming into the academy, but I've got a 56-year-old
11 that, because he's got a lower standard, he meets that
12 standard. The 22-year old says, well, we're going to
13 do the same job. Why is he going to have a position
14 in the academy and I can't.

15 So we need to make that so it's age and
16 gender generic. And we've already looked at it.
17 Bernalillo County has done a great job on identifying
18 and going around the United States looking at
19 departments about the size of their department and
20 what they want to do with changing the physical
21 fitness standards for the entry requirements into
22 their academy.

23 I don't disagree with what they're trying to
24 do. They're trying to make it gender and age generic.
25 But they're also making it relevant to what a police

1 becoming.

2 We've got to get into the 21st century for
3 our police officers. And the next five years are
4 going to be very telling of where we're going to go.
5 We've got to identify that and build an academy so
6 that our police officers are capable for the next five
7 to ten years.

8 With that I don't know how you would like to
9 proceed with this on the rule changes, sir.

10 MR. KORN: You know, Director Jones, on our
11 Board happens to be a professional educator. We're
12 lucky to have John Gratton who has devoted 30 plus
13 years to specializing in education and teaching
14 modalities. And he's currently the president of the
15 university right here in New Mexico.

16 I thought that we might ask him if we were to
17 put this in an educational facility context. Do you
18 think that it's common to have NMAC rules require
19 curriculum or do you think that it should be something
20 that's more of a decision by the people that are
21 actually doing the teaching?

22 MR. GRATTON: Mr. Chairman, Director Jones, I
23 think curriculum has got to be fluid. With August and
24 Angie both reporting to me when I was at New Mexico
25 Junior College and I was over at DP for instruction,

1 so I was over all the instructional aspects of the
2 university. But I was president and not as deeply
3 involved in curriculum and keeping busy with other
4 things while other people take your curriculum.

5 But you've got to have curriculum that
6 changes to be adaptable to what we have to teach. I
7 think the worst thing in college is having people
8 start snickering about professors pulling out these
9 yellow lecture notes that they've used for 30 years.
10 And they give the same lecture for 30 years. Well,
11 everyone knows that's not valid instruction. We've
12 got to get rid of that.

13 So I think if what we're doing in law
14 enforcement -- I think like you said, Director Jones,
15 we've got to make sure those law enforcement people
16 coming out are prepared for the next five years, what
17 is law enforcement in New Mexico going to require five
18 years from now.

19 If it takes us nine months to make any simple
20 change to curriculum, there's no way we can ever make
21 that curriculum fluid or make it fit what we need to
22 do. So in my opinion and background in education, I
23 think we've got to get to a process like you're
24 talking about, where the academies and you guys come
25 to us and to the satellite centers and say this is

1 Director's office for the Board to approve with each
2 change, which will give you fluidity and flexibility
3 over a very short period of time. Is this what you're
4 seeking?

5 MR. JONES: Yes, sir, it is. You know, Vice
6 Chairman, we really need to have the ability to make
7 those changes so we can see what's happening around
8 the world. You know, what happens on the East and
9 West Coast, which is different than what happens in
10 the State of New Mexico every day eventually comes to
11 the State of New Mexico.

12 And we can see what happens in California on
13 the Board or we can see what happens with California
14 on the criminal side and we can see what happens in
15 New Jersey, New York, Florida. And we can make those
16 changes as we see things are happening. But we need
17 to have that fluidity so we can ensure that it
18 happens.

19 MR. KORN: Thank you. Board comments.

20 MR. COON: Mr. Chair, Colonel Jones, I can
21 tell you right now, out of the 33 sheriffs in this
22 state, the biggest complaint I get when we have our
23 meetings or the phone calls is why is our academy as
24 long as it is. There is redundancy, it's a waste of
25 some of our time. You've got to do something with

1 what we need to make the curriculum adaptable and
2 feasible or this is the physical fitness standard.

3 Dr. Fons and I talked about that, August,
4 what, five years ago I guess, that we -- and both of
5 us are fitness freaks. But we both feel that probably
6 that's not a very good standard to do that.

7 So change. So, Mr. Korn, I think Director
8 Jones has my full support and endorsement that we
9 change the process for NMAC, that actually now that we
10 can make those changes without taking a nine-month
11 process to get that accomplished.

12 MR. KORN: Thank you, Mr. Gratton.

13 And, Director Jones, you and I had talked
14 about the process of what you had wanted to do. And
15 we had discussed the opportunity to use this rule
16 change to take all the training requirements out of
17 the NMAC so that they would be basically in the Office
18 of the Director and his staff who could then determine
19 what the curriculum should be, what the training
20 standards should be, and what the lesson plans should
21 be.

22 And with the consent of the Board, I would
23 propose that we consider a rule change that would take
24 all requirements for firearms, fitness, education, and
25 all matters out of the NMAC and put it in the

1 this academy and reduce it.

2 I don't think you would have any sheriff in
3 the state and I can't think of any chiefs that would
4 not want a 16-week academy. That's five extra weeks
5 you've got a guy out on the road doing his FTO and
6 finishing up, because it's taking a year now.

7 Once you test a guy and get him ready to go
8 to the academy and then he goes to the academy and
9 then he comes out with his FTO for however many days
10 or months, you're looking at a year. And that's a
11 long time to invest in a guy and not get anything out
12 of him.

13 I think, with this 16-week academy, I just go
14 on the record saying 99.9 percent of any
15 administrators in the departments would want this
16 change.

17 MR. JONES: Sir, the thing that we really
18 liked about it too is that fact that, you know, the
19 satellite academies -- Dr. Fons and Director Byrd and
20 I have talked about this. The 16 weeks fits well
21 within the semester.

22 If you're going to do an academy at San Juan
23 or you're going to do one down at Hobbs or Silver
24 City, the 16 weeks fit well within that semester. And
25 you can do a 17th week, if you need to, for

1 administrative duties, which may be the graduation or
2 something. But at least you've met the requirements
3 and you've given them the best training that they can
4 have, because we've reduced a lot of the redundancy
5 that's in this academy.

6 You know, we still need to do what the
7 legislature calls for in law. But, sir, I agree with
8 you. We can do 16-week back-to-back academies. We
9 can do three of them a year. And you can put more law
10 enforcement officers out there in the street with
11 better training and make them better police officers
12 and make it safer for our community.

13 MR. COON: Was it this academy that went 25
14 weeks?

15 MR. JONES: Sir, it was registered for
16 24 weeks. And we reduced it by two weeks by doing
17 some of the things that we changed.

18 MR. COON: When word got out it was going to
19 be 24 or 25, my phone started ringing. And I heard I
20 thought you all were reducing this and now you've
21 extended it. You know, hold on, hold on, you know,
22 this is a one-time deal here. And I told them it was
23 the size of the academy or whatever.

24 But again I think you're not going to find
25 any opposition by any sheriff or chief to reduce this

1 And we go through that just so we can do, you know,
2 live fire vehicle stops down the road.

3 MR. GRATTON: Thank you.

4 MR. COON: Mr. Chair.

5 MR. KORN: Yes, Sheriff Coon.

6 MR. COON: Mr. Jones, the one thing that
7 people have called me about on this is the IR 8000.
8 These guys come out of the academy and then they've
9 got to go back through an IR 8000. I know, when I
10 went through, we were still doing balloons. It didn't
11 take a long time to figure out how to blow up a
12 balloon. But if we can maybe somewhere in there get
13 these guys certified on an IR 8000 or a sobriety meter
14 test, whatever they have.

15 MR. JONES: Sir, what we did this year,
16 because the New Mexico State Police stepped up to the
17 plate, and Major Quinones was there, all of the cadets
18 that graduated out of class 185 are certified for the
19 next two years on an IR 8000. So they were able to do
20 that.

21 But I could not have done it had the State
22 Police not stepped up to the plate and Chief Shilling
23 and Major Quinones come to our rescue. They wouldn't
24 have been certified in it. So we have to understand
25 that we all have to share resources and assets with

1 academy.

2 MR. JONES: We appreciate that, sir.

3 MR. GRATTON: Director Jones, you talked
4 about I think it was Bernalillo County Sheriff's
5 Office could add additional requirements. Is there a
6 limit as to how many weeks or how much additional
7 training that you would permit agencies to do?

8 MR. JONES: No, sir.

9 MR. GRATTON: They can go above and beyond
10 that?

11 MR. JONES: Each agency, if they want to have
12 a year academy, they can do it as long as they have
13 met the requirements of the 16 weeks. And we're
14 not proposing anything that says that Albuquerque
15 Police Department or Bernalillo County SO or New
16 Mexico State Police reduce any of their core that they
17 need to have for their own academies.

18 It's important that we have their ability to
19 train their specific agency requirements. And that
20 goes above a 16-week academy. You know, I don't teach
21 communications because every department, I've got
22 sheriffs and police departments out there, they do
23 different communication requirements.

24 We give them basic law enforcement
25 communications, this is a radio, this is a ten code.

1 all the satellite academies.

2 From my point of view, if there's an agency
3 out there that needs assistance to do any advanced
4 training, they need to come to us. We have several
5 advanced training requirements we're getting ready to
6 do.

7 For example, in this cadet class, once we did
8 live fire vehicle stops, I've got about 150 people
9 that want to do a live fire vehicle stop class now so
10 they can teach that to their departments. That's
11 going to become advanced training. That falls into
12 Mark Shea's Advanced Training Bureau.

13 And now I have reached a point where we've
14 got to come up with those lesson plans so that those
15 individuals can come out and receive that training and
16 go back to their departments to do that. It's a
17 dynamic fluid environment every day. And as it
18 changes we need to be able to do that.

19 But the New Mexico State Police were able to
20 step up to the plate for us on many instances in this
21 class to help us produce the fine police officers that
22 came out of class 185.

23 MR. COON: Thank you.

24 MR. JONES: Yes, sir.

25 MR. KORN: Other Board questions? I have a

1 question. Obviously you're going from, what is it
2 currently, 22 weeks?
3 MR. JONES: Yes, sir.
4 MR. KORN: To 16 weeks, which is a reduction
5 of almost a third. And you say that you can give as
6 good a training, if not better, in that abridged time.
7 How did you come up with this plan and could you tell
8 the Board and the record how you validated that this
9 would be as good, if not better.
10 MR. JONES: Sir, a couple things we did. The
11 first thing I did was I started talking with Sergeant
12 Bode from Farmington, San Juan County, and I started
13 talking to Director Byrd from Southeastern. And as we
14 were looking at the things, we started talking about
15 what we needed to do, reduce this, what was the
16 redundancy in it.
17 Director Byrd was able to identify those
18 redundancies in our 22-week academy immediately. And
19 we were looking at it. So I went back through our
20 22-week academy. And part of that redundancy was why
21 we were able to graduate 22 weeks and not 24 weeks and
22 take some of that redundancy out.
23 We did not combine classes. What we did was
24 we reduced the redundancy in it. For example, the
25 NMAC calls for 56 hours of EVOC training.

1 Mark Shea, we all got together and we looked at what
2 we needed to do and how we could reduce this. And we
3 saw a lot of redundancy. And we weren't able to
4 reduce and take a lot of redundancy out of this last
5 class 185.
6 But I know I could do it in the next class if
7 the Board will give us permission to go do that. And
8 if we could do it in the next 30 days, if we could
9 identify and get this through where we could pass this
10 and get it passed within the next 30 days with public
11 opinion, the next class we have could be 16-week
12 academies.
13 MR. KORN: When is the next class?
14 MR. JONES: July 28th.
15 MR. KORN: July 28th?
16 MR. JONES: Yes, sir.
17 MR. KORN: I'm sure our counsel can do some
18 quick mathematics and try to put this together. So a
19 question for our counsel --
20 MR. JONES: Well, we can lean forward in the
21 saddle and look at this. If we start the academy and
22 you come back and it passes on August 15th and you
23 say, yeah, it's okay to do a 16-week academy, we can
24 make those adjustments on the fly, because now we'll
25 have the ability to do it because the NMAC gives us

1 MR. KORN: What kind of training?
2 MR. JONES: For emergency vehicle operations
3 training, sir. I apologize. Emergency vehicle
4 operations training calls for 56 hours. But because
5 we started with 65 cadets, everybody thought it was
6 going to take 80 hours to do this EVOC training.
7 Well, we divided the class in half. Once we
8 divided the class in half, we were able to reduce that
9 to a 27-person class and a 29-person class. And what
10 Mark Shea did was held the instructors' feet to the
11 fire and said, no, you're going to do this in 56
12 hours.
13 We went out there and we were on the track
14 every minute that we could be. Even in the rain we
15 were on the track when we had it. The cars were
16 running and everything was up. And again it goes back
17 to New Mexico State Police. If it hadn't been for
18 them stepping up to the plate to help us keep the
19 vehicles running, we might have fallen short, you
20 know.
21 But it was an underlying goal for them too,
22 because they were going to do emergency vehicle
23 operations training after we finished. So it was up
24 to them to also keep the track cars running.
25 But Director Byrd, Sergeant Bode, myself,

1 that right to do that and we can make those changes.
2 So it's not like I'm going to start with a
3 16-week academy. But if we pass this and we're in
4 session and the first, you know, three weeks of any
5 academy, Director Byrd, help me out here, Dr. Fons,
6 it's all administrative stuff. When I get down to the
7 core of this stuff and it's a 16-week academy, I can
8 make those changes as we move forward.
9 MR. KORN: On the fly.
10 MR. JONES: But I need to have NMAC rule
11 changes to do that, sir.
12 MR. KORN: A question for our counsel. So
13 that we can all be talking about the same thing,
14 should we read into the record or put into the record
15 the changes that we're proposing so that we all know
16 what we're talking about and then open it up for
17 public comment?
18 MR. REYNOLDS: Mr. Vice Chair, that would be
19 a perfectly fine way of doing it. I don't know if you
20 need to read it into the record. What I would like to
21 do is we have a copy of what we all have here. We can
22 just make it an exhibit and have Jan, you know,
23 include it as an exhibit to the record that she's
24 making here today.
25 If you would like to read it into the record,

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<p>1 that's fine. I don't know if there's going to be 2 anybody here who has comment on it right now. But 3 what we will need to do is at the next meeting we will 4 hear public comment on it and then take a vote on 5 whether to adopt it as your final rule promulgation. 6 So what you're doing here today is proposing 7 this. Under the State Rules Act, we first have to 8 propose it, it has to be published, you have to have a 9 public comment period, you have to hear all that 10 public comment, and then take a vote at your next 11 meeting. 12 MR. KORN: Very good. So suffice it to say 13 that we're looking at reducing the length of the 14 academy and removing from the NMAC all the 15 requirements that are there and keeping it in the 16 Director's hands for the Board to approve at a later 17 date, at the next meeting. 18 MR. REYNOLDS: Correct. I think you can say 19 that for today, if anybody has any comments, you can 20 certainly take those today. But the comment period 21 that you're going to have between now and your next 22 meeting and at the next meeting would be a very 23 appropriate place for any public comment. 24 MR. KORN: Very good. Thank you, 25 Mr. Reynolds.</p>	<p>1 Director Jones, did you have anything else to 2 offer or shall we open it to Board comment? 3 MR. JONES: Sir, again I'm humbled to be 4 here. Thank you very much for allowing me the 5 opportunity to do this. 6 I've done training my whole career, I've been 7 around trainers. You know, the New Mexico State 8 Police have been through and I have been through the 9 same academies, we've been through the same training. 10 We understand what training is. 11 We can make this work and put these academies 12 out there and have the finest police officers and 13 sheriffs officers that are going to be on the street 14 anywhere in the nation and ensure that it happens. 15 You know, our Staff Counselor Guttman is one of the 16 finest when it comes to teaching law to our young 17 cadets and how we do things. 18 So there's a lot of things that are happening 19 within our academy now that you have to be proud of. 20 We just need to be able to change some things. We 21 still have our left and right limits, we still have to 22 work within those left and right limits. But we can 23 ensure that we produce a great police officer and 24 sheriffs officer for the State of New Mexico. 25 Like I said I'm humbled to be here. Thank</p>
<p>1 you very much for the kind words, Sheriff Coon. I'm 2 really touched by all the things that's happened, by 3 the support that we've had. It means a lot to me, 4 sir. 5 I have nothing else to say other than it has 6 not just been Jack Jones in this academy. It's been 7 everybody. You know, Roswell PD stepped up to the 8 plate. Alamogordo Department of Public Safety sent me 9 two officers for six weeks. Holy mackerel. That had 10 to take a bite out of their little department down 11 there. 12 So as I look at the things that have 13 happened, you know, SID, Special Investigations 14 Division, has loaned me two officers, a sergeant and 15 an agent, for almost eight weeks now. I could not 16 have done it without them. They are pulling out all 17 the stops so that we have successes versus failures. 18 I can't keep going back to the well. But if 19 I can make some changes, it's going to be easier to go 20 back to the well to do some of this. 21 MR. KORN: Thank you. Any last comments from 22 the Board? Sheriff Coon. 23 MR. COON: Mr. Vice Chair, I have undoubtedly 24 100 percent total confidence that Colonel Jones can 25 pull this off. There is absolutely no doubt in my</p>	<p>1 mind that this can happen. 2 MR. KORN: Thank you, sir. 3 MR. JONES: The last comment I have is about 4 streamlining the process at the Law Enforcement 5 Academy. My vow to everybody out there is to 6 streamline our process and make it less cumbersome for 7 everybody that's trying to get cadets into the 8 academy. And we've done that. 9 We're looking at changing our process of how 10 we do things. And we are ensuring that, no matter 11 what happens, we become customer focused and more 12 oriented to what their requirements are and taking 13 care of business so they don't have a lot of stress in 14 trying to get people in and out of the academy. Thank 15 you, sir. 16 MR. KORN: Thank you, Director Jones. Chief 17 Shilling is joining us. 18 MR. SHILLING: Mr. Chairman, I apologize for 19 my tardiness. 20 MR. KORN: I have to apologize. I had spoken 21 to Chief Shilling before his arrival. And I failed to 22 put down that he was a wholeheartedly yes vote for the 23 approval of Director Jones as Director. So by proxy 24 after the fact he approves. 25 MR. SHILLING: I do.</p>

1 MR. KORN: Thank you. We were just about to
2 open it to public comment. Are there people that have
3 signed up just by a showing of hands that would like
4 to speak in relation to the issues that Director Jones
5 has pointed out? Several people.

6 So we would ask that you try to limit your
7 comments to somewhere around five minutes. There
8 aren't that many people that need to speak. We have
9 sufficient time. But if you could limit it to five
10 minutes. If the Board would like to hear more, any
11 Board Member can invite you to continue.

12 So do we have a sign-up sheet? I guess we
13 don't have a sign-up sheet. So do you want to come in
14 order of closest to the podium? And, sir, for the
15 record if you would just identify yourself.

16 MR. CRON: Good morning. My name is Robert
17 Cron from the Gallup Police Department. And I've
18 known Colonel Jones, Jack Jones, for my length of law
19 enforcement, which has been 32 years. And I don't
20 want to reiterate and bore everybody. But the Gallup
21 Police Department is 100 percent behind this change.

22 We definitely would like to see some
23 curriculum that changes daily. That's the way law
24 enforcement is, the information that we're getting out
25 there. So we're behind it and we support it. I'm not

1 understand exactly what you're saying.

2 And I agree that, you know, the training
3 needs to take place. But the thing is that I hope in
4 all this training and stuff that you don't forget
5 Indian law enforcement, because I know that the
6 changes need to be made.

7 And I looked at the curriculum for the Indian
8 country law block. It needs to really be updated.
9 There are some new changes in everything. And I'd
10 like to go ahead and suggest that if you could go
11 ahead and do that whenever possible. And I understand
12 what Jack is doing.

13 Some of the tribal police departments are,
14 you know, proactive in what we do. Also our training
15 and then also our technology. I know that we're one
16 of the only tribes now here in New Mexico that use the
17 track system. So I know that we're in full rollout on
18 that. So I guess we're playing with the big boys now
19 and we have been for awhile. I know there are several
20 other tribes in South Dakota and stuff that are coming
21 online with that system.

22 But anyway, you know, I would like to go
23 ahead and congratulate Jack on his new appointment and
24 I'm looking forward to working with him.

25 MR. KORN: Thank you, Officer Velasquez.

1 sure what all the other chiefs are. But I agree with
2 Sheriff Coon that I've heard no one say no. Thank
3 you.

4 MR. KORN: And you're the chief of the Gallup
5 Police Department, aren't you?

6 MR. CRON: For the time being, yes, sir.
7 Things change fast.

8 MR. KORN: It's a pleasure to have you
9 address us. And we'll hope for your continuity and
10 longevity.

11 MR. CRON: Thank you.

12 MR. KORN: Thank you, sir. Other comments?
13 Oh, I'm sorry. Did the Board have any questions for
14 Chief Cron?

15 MR. VELASQUEZ: My name is Bernard Velasquez.
16 I work for the Tesuque Tribal Police Department as a
17 law enforcement liaison and an officer. And it's kind
18 of good to hear some old stories about blowing up
19 balloons and doing the twist on the balloons. And
20 I've known Jack for quite awhile. But then the thing
21 is that I'm half the man I used to be as you can see.

22 But anyway, you know, it's been a long time
23 since the South Valley and, you know, working for BIA
24 and all that stuff. And then I'm a former Board
25 Member through Governor King's administration. So I

1 Sir, one thing. Questions from the Board about
2 anything? Thank you, sir.

3 You, sir, would be whom?

4 MR. HUBBARD: Good morning, Mr. Chairman,
5 Members of the Board. My name is Bill Hubbard, I'm
6 the Director of the Special Investigations Division,
7 Department of Public Safety.

8 During the short time that I was your interim
9 director for the Academy Board, back last year I had
10 the pleasure I guess of facing the New Mexico Police
11 Chiefs Association while the legislature was in
12 session ostensibly to give them an update on the
13 things that were going on the legislature.

14 And I found very quickly that I had a target
15 painted on myself over the length of the academy. And
16 I think not only the proposal to take the academy
17 curriculum back down to 16 weeks, but also to do it in
18 the manner that is before the Board is definitely the
19 direction that the Board needs to go.

20 Prior to coming to the Department of Public
21 Safety, I served with the Taos Police Department. And
22 it was really hard on a police department that small
23 to be able to send an officer away for 22 weeks.

24 And I think that what this proposal is going
25 to do is put some of the burden back on the local

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1 police departments. And as small as the departments
2 are, they are going to have to become, if they are not
3 already, training departments. The field training
4 officer program is going to have to be beefed up.

5 If we do bring this curriculum down to
6 16 weeks, it's going to place a lot of the burden back
7 on the local police departments to see that their
8 officers are sufficiently trained. But mostly that's
9 going to have to do, as Director Jones said, with the
10 things that are local and pertain to that particular
11 police department.

12 And having faced the chiefs association,
13 having worked at the local level with a small police
14 department, I can assure you that this is going to be
15 heartily accepted by the local police departments.
16 And I would encourage the Board definitely to go this
17 direction.

18 And I would like to say parenthetically just
19 as an end how thrilled we are at Special
20 Investigations Division and the Department of Public
21 Safety to welcome Director Jones aboard as the LEA
22 Director.

23 MR. KORN: Thank you, Director Hubbard.
24 Questions from the Board?

25 MR. COON: I've got a comment. You know,

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1 always -- we've always extended an invitation for him
2 to come out and speak to our officers during officer
3 survival week. It's something that he personally
4 started alongside with other State Police officers.

5 And we've carried on that tradition. And in
6 doing so we invite him every year that we do that.
7 And I thank him for that very much. He put aside some
8 time for us on his own personal time last night to go
9 talk to our recruits. And I congratulate you on your
10 appointment to Director.

11 In the time that I've been there, I was there
12 as a sergeant for four years. And then I got
13 promoted, came over here to Albuquerque. And I've had
14 the honor of coming back to the training and
15 recruiting bureau. So I've seen some changes in the
16 LEA side. We have the privilege of working together.

17 Since I've been there, I've always extended
18 the offer to assist them. They have instructors
19 coming in and out, they have a small staff. I don't
20 have a very big staff. But I do have the luxury of
21 reaching out to other officers in the field. So we've
22 always extended that to the LEA.

23 With the change to the curriculum from a
24 22-week to 16-week, 16 weeks is very beneficial. And
25 I think that Director Jones is just the person to be

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1 you're talking about small departments. My department
2 is not big by any means. We've got three little tiny
3 towns in Chaves County with maybe ten officers for
4 those three little towns.

5 It's very incumbent that we include them --
6 and we do all the time -- when we have our training on
7 some of this stuff, to make sure they're invited to
8 where they stay up on their hours plus whatever else
9 they might need. We can all one stop shop at one
10 location, keep them from having to drive back and
11 forth to Santa Fe or whatever.

12 But some of the bigger departments need to
13 step up and start help the training part with some of
14 these smaller departments that can't afford to send
15 people or whatever.

16 MR. KORN: Thank you, Sheriff Coon. Other
17 comments?

18 MR. HUBBARD: Thank you, sir.

19 MR. KORN: Nice to see you, Director Hubbard.

20 MR. QUINONES: Good morning, Mr. Chairman,
21 Board. I'm Mike Quinones with the New Mexico State
22 Police. I'm the major there at the training and
23 recruiting bureau.

24 These last few months I've had the honor of
25 working with Colonel Jones. And like you said he's

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1 able to make that happen and definitely put out a very
2 good product when it comes to the officers and the
3 curriculum that they're going to receive.

4 Being able to change that curriculum at any
5 time, there's three other law enforcement agencies to
6 include ourselves that have that ability to add
7 curriculum to certain areas that we feel are very
8 important. It's always changing, always evolving in
9 the law enforcement world.

10 With Colonel Jones being able to do that on
11 the LEA side, we definitely benefit. So thank you.

12 MR. KORN: Questions for Major Quinones? I
13 have a question. Do you agree that the 22 weeks
14 reduction to 16 weeks is something that can be
15 accomplished with the same amount of education and, if
16 not, better training?

17 MR. QUINONES: Correct. I definitely
18 believe. I believe more so in Director Jones and the
19 fact that he is very adamant on what he wants to get
20 done. I believe he's definitely the man to be able to
21 do that. His leadership is the one that's going to
22 push that issue and make sure that those hours are
23 done and they're done right.

24 MR. KORN: Very good. Thank you, sir. Any
25 questions? Thank you very much for appearing. A

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<p>1 familiar face. Sir, again Pat Mooney, Deputy 2 Secretary of Public Safety.</p> <p>3 MR. MOONEY: Thank you, sir. Mr. Chairman, I 4 just want to go on record publicly at this forum to be 5 able to thank once again, on behalf of the Department 6 of Public Safety, all our partners within our 7 community in law enforcement for the class 185 8 support. It was pretty outstanding. We needed them. 9 And they came through for us.</p> <p>10 I'd like to thank Southern New Mexico Law 11 Enforcement Academy, not only for their help with the 12 16-week program and that of Farmington, but for coming 13 through with some great support in our defensive 14 tactics.</p> <p>15 Some of you don't know that I had a son that 16 graduated from this last class. And I thought my tour 17 in Iraq was long. But certainly I had a target on my 18 back both places, you know, both as being with DPS 19 and, you know, the agency and obviously my son going 20 through the class.</p> <p>21 But he was my secret agent. And, you know, 22 he would call his mother a lot and tell her how we 23 were screwing up. And once again I was able to go 24 through with Colonel Jones and say, hey, listen, we 25 need to do something about this because it needs</p>	<p>1 correcting. And hopefully we made some quick changes. 2 Not always as quick as we would like to see.</p> <p>3 And then once again I would like to thank 4 Jack Jones personally. You know, I think my son got 5 some of the best firearms training. You know, we're 6 used to as police officers shooting at a target that 7 just faces us square on. And they got some pretty 8 dynamic training at the academy based on his 9 experience.</p> <p>10 And as a father it's important to me to know 11 my son is prepared when he goes out on the street, 12 both for firearms and officer safety.</p> <p>13 Secretary Eden had promised for the last year 14 that we're going to try to do something about the 15 length of the academy. And I think we're tracking 16 here hopefully with the Board support and the public 17 support to make it better. We had problems with 18 staff. And we were promised change there and I think 19 we've gotten there.</p> <p>20 And once again we'll be talking to the 21 sheriffs tomorrow down in Ruidoso and presenting some 22 of the same information to them, you know, and 23 hopefully gathering their support to help us in that 24 endeavor also. So thank you very much.</p> <p>25 MR. KORN: Thank you, Deputy Secretary.</p>
<p style="text-align: right;">Page 56</p> <p>1 Wait. There may be questions from the Board. Board 2 Members, any questions? Thank you, sir. And you, 3 sir, are Sergeant Dale Bode.</p> <p>4 MR. BODE: Dale Bode with the Farmington 5 academy. One of the first meetings I ever went to was 6 three years ago down in Ruidoso. And Sheriff Coon 7 talked about how one of his big goals was to drop the 8 academy time down, that it had almost doubled since he 9 had been around.</p> <p>10 This is the first time that our agency 11 actually thinks it's going to happen because of the 12 work that Director Byrd and Director Jones have done. 13 The 16-week academy is doable under the plans they did 14 and the curriculum changes they made.</p> <p>15 And we have kind of a hybrid academy. We 16 serve our main four agencies mostly. Our academy will 17 probably be a little bit longer. But Director Jones 18 has given us that ability to do that for our 19 agency-specific stuff.</p> <p>20 So I appreciate the work he's done, I 21 appreciate the work Director Byrd has done with this. 22 And I would ask you to consider this when it comes up 23 in July.</p> <p>24 MR. KORN: Thank you, Sergeant Bode. 25 Questions from the Board? And you said it, but I just</p>	<p style="text-align: right;">Page 57</p> <p>1 want to draw this out. You believe that the 2 curriculum of 16 weeks will teach as much as the 3 22 weeks and more efficiently?</p> <p>4 MR. BODE: Yes. It's structure. And 5 Director Jones and Director Byrd are correct. When 6 you're actually sitting there teaching the classes, if 7 you're teaching multiple classes, you're actually 8 starting each class almost the exact same way. You're 9 not wasting time, but you're hitting the exact same 10 topic over and over again.</p> <p>11 Director Byrd and Director Jones have gone 12 through and found those redundancies. And so it's a 13 lot of the same information that's been given across. 14 It's just being given once and allowing you time to do 15 other things.</p> <p>16 MR. KORN: Do you think from an educational 17 standpoint, though, that the cadets will learn it by 18 hearing it only once?</p> <p>19 MR. BODE: I do.</p> <p>20 MR. KORN: Great. Thank you, sir.</p> <p>21 MS. BYRD: Chairman, Members of the Board, I 22 wanted to give my insight.</p> <p>23 MR. KORN: You are?</p> <p>24 MS. BYRD: Angela Byrd, SNM LEA academy. 25 MR. KORN: You're the director, aren't you?</p>

1 MS. BYRD: I am the director, yes, as of
2 today.
3 MR. KORN: I'm helping.
4 MS. BYRD: Thank you. You know, I wanted to
5 reassure the Board that we didn't take anything out of
6 here. They're still going to get the same training.
7 And that's something I'd like you to think about, you
8 know, when you make your decision.
9 When we went through it, we were looking
10 at -- I'll give you an example. For sexual
11 harassment, it has 15 slides but we allot two hours,
12 you know, which we can cover under ethics and cultural
13 diversity.
14 And then what we did is we looked at all the
15 redundancy. And once we took that out and how many
16 times that they heard it and how many hours it took us
17 to teach it, I mean we were at the 640 hours. So I
18 think, when you asked the question of everyone else,
19 can we give them the same training and can they learn
20 it, yes.
21 I think that, as far as Dr. Fons and I, we
22 went to more of a practical situation, where we're
23 giving them the information in the classroom, but then
24 we're taking them immediately out and doing practicals
25 with them, allowing them to apply that. And that has

1 wonderful job. And you're going to see a lot of
2 streamlining with our packets and also with the
3 academy. So I appreciate working with him. Thanks.
4 MR. KORN: Comments from Board Members?
5 MR. QUEZADA: I have a question, Director
6 Byrd. We've been hearing from administration agreeing
7 that shorter is better and that you guys will be able
8 to produce the same quality officer. What's the
9 feedback from the instructors in being able to
10 accomplish their mission with what they're trying to
11 teach the new officer in that short time?
12 MS. BYRD: Well, actually they were pretty
13 excited about it, because they get to kind of look at
14 redoing -- they see the redundancy themselves. They
15 sit there and say what am I going to say now, how am I
16 going to fill in this time.
17 So they're actually excited about updating
18 the curriculum and also not having to have fill in
19 time. So I haven't had any bad feedback as far as
20 that goes.
21 And also with me, if they need to go a little
22 longer, we just do it, you know. So they understand
23 that. I allow them to get all the information they
24 need in. If we have to stay over, we have to stay
25 over.

1 been very effective for us.
2 As far as the adult learning, research has
3 shown that, if they are able to learn it and apply it
4 immediately, they can see how it works and they have a
5 tendency to remember it. So I don't think we need to
6 tell them the same thing 500 times. I mean that's
7 what I really feel like.
8 I've sat there for five years and I've
9 listened to every class. I've taught a lot of them.
10 And it's so redundant. I mean AMBER Alert three times
11 in the academy. And they have a little card that says
12 this is what you have to have to have an AMBER Alert.
13 I mean I think it takes away from them.
14 So I'm really hoping that you guys consider
15 this 16 weeks. And I think that we can do it
16 effectively, efficiently, and get these guys out.
17 As far as the being at a college, it's really
18 great for us because we can do it within a semester of
19 college. They can receive their credit hours just
20 like other students and get out of there with some
21 education, some college hours, and have the ability to
22 finish and become educated.
23 I really appreciate being asked by Jack Jones
24 to assist in this. And I think he's done a wonderful
25 job and I think he's going to continue to do a

1 MR. KORN: Other questions from the Board?
2 Chief Shilling. I did have a question.
3 I think it's important from the standpoint of
4 the public and the record for the Board to properly
5 investigate the fact that lowering it, lowering the
6 curriculum by one-third, produces just as much
7 education and better training. So since you've taught
8 your own classes, have you been able to see how
9 combining as you said ethics and -- what was the other
10 one?
11 MS. BYRD: Sexual harassment.
12 MR. KORN: Tell us how you combine.
13 MS. BYRD: Well, we talk about the same
14 thing. I mean through ethics we talk about what
15 you're supposed to say, what you're not supposed to
16 say, you know, what you're supposed to do.
17 Well, then you turn to the sexual harassment
18 and it's the same thing. And so what we did is we
19 just combined it. We make sure that we talk about
20 each topic, but it's just in one class, it's all
21 listed under ethics.
22 MR. KORN: So the topic of the class might be
23 ethics and sexual harassment. And they will get all
24 the same materials, you'll just combine them?
25 MS. BYRD: Same material, just combined

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<p>1 within the allotted six hours. Instead of having six 2 hours of ethics and then having another two for sexual 3 harassment, it's just a waste of everybody's time. So 4 what I did is I looked at all that and then I just 5 combined it. So that you can give a presentation on 6 all of it in one class.</p> <p>7 MR. KORN: Very good. And you've had an 8 opportunity to gauge the success of that teaching so 9 that you feel they pass the test just as well as if 10 they had it all in three classes?</p> <p>11 MS. BYRD: You know, I haven't yet because we 12 haven't been able to change it. But that's something 13 that we will look at. It will be the same 14 information, it's just kind of allotted differently.</p> <p>15 And we will review them and they will have 16 the same testing, it will just be combined. We have 17 over 80 different tests because they're tested on each 18 class. We'll just combine it. But they're still 19 going to get the same information. So I would say 20 yes.</p> <p>21 MR. KORN: It's almost a real world. I mean 22 we don't go through life saying this is an ethical 23 situation. We go through life using the sum of all of 24 our knowledge.</p> <p>25 MS. BYRD: Correct. It's the totality of it</p>	<p>1 that's important.</p> <p>2 MR. KORN: Very good. Questions?</p> <p>3 MR. GRATTON: I have one more question. 4 Angie, Director Jones talked about firing through 5 walls or through cars. Has that been a uniform 6 adoption across the state? I wasn't aware of that 7 being taught everywhere. I think it's a great idea. 8 I was just questioning as to has that been adopted?</p> <p>9 MS. BYRD: No. He started that. We didn't 10 know that we could do that, otherwise we would have. 11 I would have liked to have done that. Now, some of 12 the advanced training that's going on, they are. But 13 not as far as the basic academy. We haven't yet. But 14 if you guys approve it, we sure will.</p> <p>15 MR. GRATTON: Great. Thank you.</p> <p>16 MR. KORN: Thank you, Director. More 17 participants? Sir, welcome.</p> <p>18 MR. WOLF: Mr. Chairman, Members of the 19 Board, my name is Joe Wolf, I'm the Director of 20 Training for the Albuquerque Police Department. 21 Mr. Korn, I noticed from your insightful 22 questions you're drilling right down into a key issue 23 about training that I want to address. And I think 24 it's something that we need to put before the Board 25 and something that we need to think about. It's</p>
<p style="text-align: right;">Page 64</p> <p>1 something that I've thought about since I've come to 2 Albuquerque, and that's validation.</p> <p>3 Validation is important. A little bit of 4 academic science goes a long way. And unfortunately, 5 in law enforcement training, we kind of tend to leave 6 that in the dust of urgency. And I think the 7 questions that have come from the Board speaking 8 about validation are important and critical.</p> <p>9 And I just want to make a pitch right now for 10 a formal validation study of your core curriculum of 11 basic police training. I don't want to bore everyone 12 to death with training geek speak. But I am a 13 training geek.</p> <p>14 So I will lay the foundation this way. We 15 have to understand what basic police training is for. 16 Basic police training does not make police officers. 17 Basic police training prepares individuals to learn 18 how to be a police officer.</p> <p>19 The training really begins the day they leave 20 their police academy. What we do is we give them the 21 fundamental knowledge, skills, and abilities that they 22 need for their first year of work to enable them to 23 succeed, survive, and prevail as police officers.</p> <p>24 We are not minting finished products from 25 basic police training. We are giving you a raw</p>	<p style="text-align: right;">Page 65</p> <p>1 product that's ready to be shaped, that's ready to be 2 molded, that's ready to be grown into a police 3 officer. So we have to temper our expectations with 4 that. We have to remember that this is to prepare the 5 raw material.</p> <p>6 And I think that everyone that's been in law 7 enforcement will agree that what you get out of a 8 police academy is not a finished police officer. It's 9 raw material.</p> <p>10 So in order to know that we're teaching the 11 right stuff at the right length, at the right depth, 12 to make sure we're satisfying the legislative 13 requirements, the requirements of our organization, an 14 independent validation study is indicated. Now, the 15 downside to independent validation is it's expensive, 16 it's time-consuming, and it's difficult to manage.</p> <p>17 But it can be done. But it has to be 18 factored into part of your long-range training 19 strategy as a state because of those factors.</p> <p>20 Now, it's clear in talking to Colonel Jones 21 and other academy directors the kinds of adjustments 22 that need to be made to the basic core curriculum 23 right now can be made with fairly high confidence; 24 because any experienced training director in this 25 state can recognize where the redundancies are, where</p>

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<p>1 the excesses are, where things can be reduced. And 2 that's fine. And I think we can move forward with 3 fast tracking that with a fairly high degree of 4 confidence.</p> <p>5 But the next step has to be an independent 6 validation study. And it has to be with a full press 7 of academic science the best that we can to make sure 8 we are teaching the right stuff, to make sure it's the 9 right intensity, to make sure the times are right.</p> <p>10 All of law enforcement training now is moving 11 to performance-based training. It's all task based. 12 We're working from kind of an obsolescent job task 13 analysis here in the State of New Mexico. I think the 14 most recent one is the 2002 edition of it.</p> <p>15 That doesn't meet a better practice. We 16 really need to update the job task analysis for police 17 officer. That's going to be the foundation for your 18 basic core curriculum. But again this is something 19 that takes time and it takes money. But it is 20 something we should factor into our long-range plans.</p> <p>21 That job task analysis is going to form the 22 basis for your performance-based training. Everything 23 that we do must map back to those knowledge, skills, 24 and abilities that we require of a first-year law 25 enforcement officer. The only way we're going to know</p>	<p>1 if we're hitting those targets is with an independent 2 validation study. So those things all have to work 3 together to form the cornerstone of what we're doing 4 in basic law enforcement training.</p> <p>5 The questions that are coming from the Board 6 show me that this insight is already on your minds. 7 And it's something that you key on as vital to 8 succeeding in law enforcement training or for any kind 9 of education for that matter. It's just fundamental 10 academic science.</p> <p>11 One of the other things you have to ask 12 yourself -- and this speaks more to Colonel Jones' 13 opening comments -- is why do these programs grow, why 14 do they bloat the way they do. Well, being denied the 15 flexibility to make changes on the fly, incremental 16 changes, what that does is it drives training managers 17 to add hours.</p> <p>18 We know a change needs to be made. We don't 19 have the legislative authority to effect that change. 20 So what we'll do is we'll add hours to achieve the 21 training objectives we know we have to meet. And 22 before long your basic police academy becomes a 23 bloated monster.</p> <p>24 Along that route to the growth that it's 25 gained and the size that it's gained, there hasn't</p>
<p>Page 68</p> <p>1 been any independent validation. So we're not making 2 reductions. All we do is wind up making gain after 3 gain after gain.</p> <p>4 And you can see the same thing in the federal 5 systems. Federal law enforcement has gone the same 6 way. When I left Immigration and Customs Enforcement, 7 we had just done a special agent job task analysis. 8 And looking at the existing one, saddle and bridle a 9 horse was still in there as a key knowledge skill and 10 ability for a customs special agent. And this was 11 over 20 years after Customs had gotten rid of the last 12 of its horses.</p> <p>13 So if you don't have all of those pieces in 14 place, you wind up with a large, bloated, unmanageable 15 training program that doesn't hit the key targets. 16 And again we have to always remember that that key 17 target is to provide the knowledge, skills, and 18 abilities for a first-year officer to survive and 19 succeed on the job.</p> <p>20 And I just want to say that I've gotten to 21 talk to Colonel Jones quite a bit. We're absolutely 22 on the same page of this. I think these immediate 23 changes need to be driven quickly. You have the full 24 support of the Albuquerque Police Department and Chief 25 Schultz, I can tell you that.</p>	<p>Page 69</p> <p>1 We do need the flexibility to make these 2 changes. But again I would like to plead the case for 3 a long-term commitment to a refreshed job task 4 analysis and a formal validation study of what we're 5 doing for basic police officers in this state.</p> <p>6 MR. KORN: Thank you, sir. Questions from 7 the Board? Chief Shilling.</p> <p>8 MR. SHILLING: Mr. Chair, I'll just take this 9 opportunity to interject my comments because of the 10 comments made by the director here from Albuquerque.</p> <p>11 With respect to the bloating of the 12 curriculum, the blame truly lays with the legislature. 13 And if we don't be proactive as a board or maybe even 14 a better term is aggressive as a board in addressing 15 the issues with the legislature from an educational 16 component, because truly we do have the flexibility.</p> <p>17 We can come in and make a rule change based 18 on a recommendation by any academy director or any 19 police officer, change the rules, add the hours. The 20 problem is they've legislated training. And that's 21 not the place where it needs to be done.</p> <p>22 So I don't know if we need to have a weekend 23 retreat with the roundhouse people and buy them some 24 coffee and donuts and say, you know, if you have a 25 constituent or a large constituency with a bunch of</p>

<p style="text-align: right;">Page 70</p> <p>1 issues that's coming to light in the community and it 2 turns out to be a broader law enforcement issue, then 3 bring them to the Academy Board and let's address it 4 through a rule change and revamp the training rather 5 than legislating all of this training because it's 6 some legislator's warm and fuzzy project from his 7 backyard.</p> <p>8 Or the alternative is -- and one director 9 brought up AMBER Alert. When can we sunset that? If 10 you're going to legislate something, let's consider 11 trying to talk them into sunsetting that provision to 12 where we get everyone trained in the state, the 13 academies have it implemented, and then after four or 14 five years we can drop it off of the roster and update 15 their training and do what we need to do.</p> <p>16 The other comment I have kind of ties into 17 your assertion or your recommendation about an 18 independent validation study. Probably the most 19 critical member of my agency is my FTO. Without a 20 doubt, bar none.</p> <p>21 Because you're right, we give them an 22 unmolded piece of clay with all this knowledge, 23 skills, and abilities. And the FTO is the one that 24 shows them how to do the job.</p> <p>25 And my major has revamped it with the help of</p>	<p style="text-align: right;">Page 71</p> <p>1 his staff to a really robust program. It's a long 2 program, it's 14 weeks. A minimum of ten all the way 3 up to 14 weeks. But that's where we get that 4 independent validation, is those officers in the 5 field.</p> <p>6 When we start seeing peaks and valleys in the 7 comments from the FTOs about they're not able to do 8 the simplest of X, Y, and Z, then that tells my 9 academy staff -- there's my independent validation 10 right there. We're missing the boat in the academy. 11 Or these guys are rock stars, they're hitting it out 12 of the park, we nailed it on the block of instruction. 13 They hit the ground running, they know how do it.</p> <p>14 I think your point is well-taken. But I 15 think the larger agencies in the state, in supporting 16 this and in supporting like the sheriff said the 17 smaller agencies in the state and sharing some of that 18 knowledge that we've built up over the years from the 19 FTO program standpoint, saying you know what, we're 20 giving you a 16-week guy. He's not a finished 21 product. Here is a template. If you want ours, ours 22 is right here. And you can share it with them. Thank 23 you, Mr. Chairman.</p> <p>24 MR. KORN: Thank you, sir. Other questions 25 or comments for Director Wolf? I have a question.</p>
<p style="text-align: right;">Page 72</p> <p>1 The independent validation study you're talking about, 2 I assume it's an outside group that's hired to come in 3 and analyze something?</p> <p>4 MR. WOLF: Generally you reach out to 5 academia for something like that. One of the 6 university partners would be one of your best choices. 7 And the cornerstone of it would really be a validation 8 survey. You would want a big enough survey population 9 to give it credibility. So in the state the size of 10 New Mexico, you would want to hit every officer that 11 had been through a basic academy in the last two 12 years.</p> <p>13 And basically, from the survey results, you 14 develop a criticality and frequency matrix on the 15 tasks that they performed in their first two years on 16 the job. And it will tell you -- we'll ask them what 17 they're doing, how they're doing it, and if they got 18 adequate training at the front end to perform those 19 tasks.</p> <p>20 That will kind of be your cornerstone from 21 it. And then from there you would come back and take 22 a look at your curriculum model and see if some 23 adjustments are needed to be made.</p> <p>24 The FTO as a validator is important. We use 25 it here. We use FTO feedback to shape training</p>	<p style="text-align: right;">Page 73</p> <p>1 extensively here. But one of the wild cards in this 2 that I neglected to mention, and I'm sure Chief 3 Shilling sees it as well, is law enforcement training 4 is largely inflexible.</p> <p>5 We're doing many things the same way we've 6 done them for the last 40 years. The emerging 7 generation that's coming into the work force is a 8 hugely different student than we've experienced in the 9 last 40 years. And we are also a little bit slow to 10 adjust to that.</p> <p>11 We're using the training strategies that 12 worked in our generation that don't work as well, 13 don't connect as well with this generation. And we're 14 really slow to change.</p> <p>15 So those are the kind of things we need to 16 look at as well. Not just the content and the 17 validity of the training itself, but we have to look 18 at our delivery methodologies too. The traditional 19 adult learning models are changing. They're changing 20 very rapidly with the new work force that's emerging.</p> <p>21 MR. KORN: From the standpoint of what the 22 Board has before us, which is basically the question 23 of reducing a 22-week academy to 16 weeks and 24 validating that as being an effective teaching tool, 25 that would be a smaller issue than the validation</p>

1 study that you were talking about?
 2 MR. WOLF: Yes, sir. I think that there can
 3 be some immediate gains that are easily validated.
 4 But I think the long range -- I think it's time to
 5 talk about, you know, do we really know that what
 6 we're teaching is right and it's the right stuff and
 7 it's the right way and we're being as effective as we
 8 can. My sense is it's probably pretty darned good.
 9 But we don't have an independent voice that's
 10 validating that for us.

11 MR. KORN: But going back to what Chief
 12 Shilling said, we would have an immediate feedback
 13 from people like FTOs saying, yes, based on prior
 14 classes, we're getting the same sort of feedback of
 15 consistent training that seems to be well placed. At
 16 least in the short term, we could learn that?

17 MR. WOLF: Yes, sir. And that's a valid way.
 18 But the variable is this, if you have one instructor
 19 on a critical block of information that has a bad day,
 20 that can impact 20, 25, or 30 police organizations in
 21 this state, if that one officer had a bad day.

22 If the feedback from those FTOs says this
 23 officer does not know how to cross-reference a license
 24 plate, does that mean that the training is bad or does
 25 that mean that instructor had a bad day? Does that

1 mean that that is something that's not needed or does
 2 that mean that that student did not connect?

3 And the global look at it gives you a better
 4 perspective. It gives you solid academic science to
 5 rely on rather than the anecdotal evidence, which can
 6 be valid. And it's the best tool that we have right
 7 now. But it may not give us the complete picture on
 8 where we're missing it or how we could do better.

9 MR. KORN: So the validation study isn't to
 10 compare our new method with the method that always
 11 existed; in other words, the 16 weeks to the 22 weeks.
 12 The validation study is just to bring us into the next
 13 level of education?

14 MR. WOLF: That's right, Mr. Chairman. And
 15 it should be an ongoing revalidation process. It's a
 16 continual validation so that we know we're teaching
 17 the right stuff, that we're giving our officers every
 18 advantage that we possibly can. And only way we can
 19 do that is with an independent perspective.

20 MR. KORN: Thank you. Other questions from
 21 the Board? Mr. Wolf, a very interesting presentation.
 22 Thank you.

23 MR. WOLF: Thank you for your time,
 24 Mr. Chairman, Members of the Board. Other commenters?
 25 Mr. Guttman? Anybody who would like to add to this?

1 Gil Najar as an academy director? Not to put you on
 2 the spot, but you're here and you have a background.

3 MR. NAJAR: I'm Gilbert Najar with the
 4 Western New Mexico University Police Academy.
 5 Mr. Chairman and Board Members, I am I guess
 6 cautiously optimistic. I would like to say that I
 7 definitely support the action by the Board to look at
 8 removing the basic training requirements from the New
 9 Mexico Administrative Code and transferring them over
 10 to the Office of the Director.

11 I think by statute it is the Director's
 12 responsibility, it is within his authority to manage
 13 the curriculum and provide annual review and updates.
 14 I think that is a good choice, a good decision to
 15 make.

16 My caution or what causes me a bit of caution
 17 is we've got a curriculum that has grown to 124 plus
 18 hours. We've got some academies that are well over
 19 1,100 hours today. And so when we look at -- and I
 20 100 percent agree. There's redundancy that can be
 21 eliminated and the academy can be reduced.

22 But when we look at approximately 83 lesson
 23 plans, somewhere in that ballpark, existing today and
 24 we're going to just -- this is the first time I have
 25 seen the handout. Probably try to fit that into 28

1 lesson plans, 30 lesson plans.

2 So when we calculate the number of learning
 3 objectives that exist within those 80 some lesson
 4 plans, then how do we -- it's going to take some
 5 effort to then rewrite those learning objectives or
 6 modify them in a manner that they now fit in a good
 7 consistent manner into the new curriculum.

8 And so that's just work and effort. I think
 9 it's definitely worthwhile to make that attempt and
 10 effort to do that. I think speed is always -- we need
 11 to get it done quickly. But that may be one of those
 12 areas we definitely want to take our time in assessing
 13 that part of the -- migration over to the new
 14 curriculum.

15 And you've heard the complaint that the
 16 chiefs and sheriffs have about the length. And I've
 17 heard that for the last 20 years probably. But one of
 18 the things that we need to keep in mind as well is the
 19 cadets that I -- or the complaint I have heard
 20 frequently from almost every single cadet class was
 21 the lack of hands-on application time.

22 So it's the cadets in this 824-hour
 23 curriculum felt they did not receive enough direct
 24 hands-on application time to put into practice this
 25 824-hour curriculum. So how do we reduce it to

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<p>1 16 weeks and increase the direct hands-on application 2 so we have a better trained individual. That's 3 another challenge for us.</p> <p>4 I think it's doable. I think there's a lot 5 of people with initiative and creativity here that we 6 can figure out how to mold that into a curriculum that 7 provides more hands-on application to that.</p> <p>8 But the other factor that will impact us -- 9 actually two factors. One you mentioned is the 10 instructors and their ability to teach in the new 11 environment as the director from Albuquerque talked 12 about, the students that we're getting in now.</p> <p>13 The Director has to see every psychological 14 profile of anyone that applies to all nine academies 15 in the state. The economy is maybe helping us because 16 people are looking for jobs. There aren't that many 17 jobs out there. But if the economy improves, our pool 18 of applicants is going to dwindle down out there. 19 There are all kinds of factors that may affect our 20 ability to attract people into law enforcement.</p> <p>21 And I reference the psychological because, if 22 you look at the narratives of those reports we're 23 getting today, just in the year 2013, we're getting 24 individuals with GEDs and high school diplomas, with 25 fourth and fifth grade reading skills, fifth grade</p>	<p>1 math levels.</p> <p>2 So when we build a curriculum of 16 weeks, we 3 need to keep in mind our audience and make sure we're 4 not building a curriculum that potentially could 5 subject them to maybe failure of that curriculum. 6 Just a couple of I guess additional side notes that I 7 thought I would bring up.</p> <p>8 Aside from that point, on the instructors, I 9 do think that we've got to look at -- we share a lot 10 with military and military training. What we don't 11 share along the lines of military training is the 12 development of instructors for the basic academy.</p> <p>13 In the military you've got to be an NCO, 14 which is E-5 or higher. You would have to have gone 15 through an NCO academy. You have to go to a 14-week 16 drill instructor school before you can scream at one 17 basic cadet. So our training standards for 18 introducing instructors into the basic training 19 environment are almost nonexistent.</p> <p>20 We basically transfer people into that 21 assignment or hire people with minimal experience to 22 be instructors in the basic training environment. And 23 I think that's an area that eventually we're going to 24 have to address.</p> <p>25 Studies today tell us that within 20 minutes</p>
<p style="text-align: right;">Page 80</p> <p>1 you're going to lose the attention of a student in the 2 classroom environment. So how does the instructor 3 deal with that issue? And that's whether it's a 4 university course or a training academy.</p> <p>5 It's just our attention span in the classroom 6 environment is challenging for instructors nowadays. 7 Much more challenging than I think it was in the past. 8 So building a better core, higher quality instructors 9 is one of the things I think we also need to look at.</p> <p>10 I thank you for the opportunity. And I want 11 to congratulate Colonel Jones as well. I think he's 12 an excellent choice.</p> <p>13 MR. KORN: Thank you, Mr. Najar. Just one 14 moment. Questions from the Board, anybody? Thank you 15 for your comments. Any other people that want to 16 offer an opinion? It looks like no others.</p> <p>17 Chief Shilling, did you have some comments 18 that you wanted to make about anything?</p> <p>19 MR. SHILLING: Mr. Chairman, I just wanted to 20 reiterate my comment about working with the 21 legislature. Obviously not being antagonistic with 22 them. But I don't know.</p> <p>23 I think we need to lay out a plan or we're 24 going to be back here in two, three, four, five, six 25 years addressing the same issue again having to do</p>	<p style="text-align: right;">Page 81</p> <p>1 with these mandatory hours that come out of the state 2 legislature rather than out of the Director's office 3 or the recommendation of another academy director or 4 subject matter expert for that matter out in the 5 field.</p> <p>6 So I think collectively as a Board we would 7 be well served to get proactive like I said. And I 8 don't know if it's a letter writing campaign, how we 9 would address it. Maybe attending some interim 10 committees between now and the next session, a 11 criminal justice committee, stuff like that.</p> <p>12 Just trying to impart on our legislators the 13 issue at hand and how critical it is that we truly vet 14 when they push through these mandatory hours 15 statutorily. And we would prefer they come to the 16 Director's office rather than a bill landing on our 17 desk saying you shall do this.</p> <p>18 MR. KORN: From my standpoint I think that's 19 very insightful. I wonder if it might be appropriate 20 to make that an agenda item for next time and we can 21 develop that, maybe even a committee. Other comments 22 on what Chief Shilling said? Director Jones.</p> <p>23 MR. JONES: Mr. Vice Chair, there are a lot 24 of things that we have to overcome with this as 25 Director Najar just stated. My forte has been</p>

<p style="text-align: right;">Page 82</p> <p>1 instruction. I've been around good instructors, bad 2 instructors. And what we do in law enforcement is 3 dynamic training. And we need to ensure that dynamic 4 training is taught everywhere.</p> <p>5 One of the things that I had in this last 6 class was I had an instructor stand up there for a 7 four-hour class and was going to teach 348 hours of 8 slides. And I ended it. If you can't teach that 9 presentation and do it dynamically, I don't need you 10 as an instructor.</p> <p>11 And Mr. Najjar is exactly right. We need to 12 look at those instructors and we need to look at what 13 we're doing with our curriculum to ensure that those 14 young men and women are learning and they're learning 15 when we need to present to them.</p> <p>16 I submit to you that I understand what 17 instruction is all about. I understand how to do 18 this. I've done it all my life. And I've done it in 19 critical areas where people's lives depended on it 20 instantly and today. And we're not going to put 21 instructors in there that can't do this job and can't 22 take care of it.</p> <p>23 One of things that's happened, thank 24 goodness, because of PERA or whatever you want to call 25 it, is right now we've got four instructor positions</p>	<p style="text-align: right;">Page 83</p> <p>1 open. And I've got several applicants that have ten 2 to 12 to 15 years on a department that want to come to 3 the Law Enforcement Academy because they've seen the 4 changes that we've made in that Law Enforcement 5 Academy.</p> <p>6 And they want to come there to teach that and 7 make a difference. So we're looking at that. I would 8 rather have the guy that's got 30 years in law 9 enforcement that has that background and ability come 10 and do it. The legislature has created the thing with 11 PERA and PERA has said, well, they can't do that.</p> <p>12 But we will ensure that our instructors are 13 capable of doing it. That's one reason I was so 14 excited about bringing the New Mexico State Police tac 15 team in, the instructors from the State Police, 16 because they have the same background of instruction 17 that I have.</p> <p>18 What we started at the Central Training 19 Academy which is now the National Training Center is 20 where the New Mexico State Police started their 21 officer survival, where they started the things. We 22 have the same philosophy in training. We can make 23 this happen and we can make this work.</p> <p>24 And I understand what some trainers talk 25 about when they state that you have learning</p>
<p style="text-align: right;">Page 84</p> <p>1 disabilities. We had people in this last class that 2 had a fifth grade reading level and they got through 3 it quite well. They did very well.</p> <p>4 And it depends on how it is instructed and 5 what you do. Having an instructor get in there and 6 teach 368 hours of a PowerPoint presentation for a 7 four-hour presentation is not conducive for anybody to 8 learn. And we're going to change that.</p> <p>9 And so when I looked at that, I understand 10 what's being said. But I want you to understand we 11 have some things to overcome. But we will overcome 12 those things to ensure that we can do what we're 13 saying we can do.</p> <p>14 MR. KORN: Thank you. Questions from the 15 Board? No. Thank you very much, Director Jones.</p> <p>16 MR. JONES: Thank you.</p> <p>17 MR. KORN: So I turn to our counsel. We have 18 the agenda item, we've explored public comment. Shall 19 we adjourn this until we publish the respective rules?</p> <p>20 MR. REYNOLDS: Mr. Vice Chair, what I would 21 suggest is that you take a vote. That you take a vote 22 to propose or whether or not to propose these 23 regulation changes.</p> <p>24 Before you get there, I do have one minor 25 what I think is housekeeping, but maybe not. In the</p>	<p style="text-align: right;">Page 85</p> <p>1 document that's been passed out today that will become 2 Exhibit 1 to the record, the language "training 3 standards" is used.</p> <p>4 And I have just a small concern that 5 elsewhere in our regulations we talk about the 6 training program. For example, under 10.29.9.18, when 7 we're talking about the requirements to take the exam, 8 it says completion of the training program. And I'm a 9 little bit concerned about the congruity between using 10 standards in this section and then program in that 11 section.</p> <p>12 So I don't know if it makes sense, in what 13 you're looking for in writing this, if in the proposed 14 language, instead of training standards and lesson 15 plans, we call it training program and lesson plans.</p> <p>16 That way, when somebody looks at Section 18 17 and sees, oh, I've got to complete the program, they 18 can go back to this section and realize what the 19 program is. I feel, if we use standards, someone 20 could read 18 and not know what the program is.</p> <p>21 MR. KORN: You know, when I wrote that up, I 22 was basically just mimicking the language that already 23 existed, which was minimum standards of training.</p> <p>24 MR. REYNOLDS: Right.</p> <p>25 MR. KORN: And then I shortened to training</p>

1 standards. But I think your point is very well-taken.
 2 MR. REYNOLDS: The suggestion I would make is
 3 everywhere where we have training standards in Exhibit
 4 1 here, we make that training program.
 5 MR. KORN: Director Jones, do you have a
 6 problem with that?
 7 MR. JONES: No, sir. I think program would
 8 be very appropriate. That's perfect.
 9 MR. KORN: I don't know if the Board has had
 10 an opportunity to read through this. We can do it
 11 after the break or before.
 12 MR. BARNCASTLE: I just looked for the -- I
 13 guess it would be part 18 that you referred to. And I
 14 don't have that in my materials.
 15 MR. REYNOLDS: I'm sorry. I have the full
 16 section in front of me. And I was just sitting here,
 17 while you were talking, trying to find potential
 18 conflicts between what we're proposing and what's
 19 currently in here. That's the only conflict that I
 20 found. It's not even really a conflict, it's just a
 21 clarification.
 22 MR. KORN: I think that's very smart. I
 23 think that is very insightful, to kind of combine
 24 them. So having said that, I'll bring that up as a
 25 motion.

1 has reviewed it as well. And although he understands
 2 that this is an informal proxy vote, he also agrees
 3 and is heartily in favor of it as well.
 4 And I should say that Chief Schultz has also
 5 talked to Director Jones about lesson plans and
 6 updating and is fully in favor of everything we talked
 7 about today.
 8 Any other comments before we move on?
 9 MR. REYNOLDS: Mr. Vice Chair, just one
 10 thing. I don't want to be the downer here. And I
 11 know Colonel Jones is looking to get it done real
 12 fast.
 13 I think end of July is going to be tough.
 14 And we could submit this over to records tomorrow or
 15 this afternoon maybe. But they have certain time
 16 frames. And in order to get it into the July
 17 publication -- it might have already had to have been
 18 submitted to them. It's usually like 14 days
 19 beforehand.
 20 So we're going to be unfortunately subject to
 21 some bureaucracy there. I would guess we're probably
 22 too late for July publications. So we're probably
 23 looking at more like August in order to have the full
 24 30-day time required for public comment before you'll
 25 be able to vote on this as a final.

1 MR. REYNOLDS: Yes. My suggestion would be
 2 to go ahead and take a vote on whether you want to
 3 propose this Exhibit 1 as a rule change. For the
 4 record what it would be is current Section 10.29.9.8
 5 will be replaced with the language in Exhibit 1. And
 6 then Section 10.29.9.14, which deals with specifics of
 7 firearm training, would be removed in its entirety.
 8 MR. KORN: Correct. Very good. So I would
 9 ask the Board if there's a motion to vote for this
 10 proposed rule change?
 11 MR. GRATTON: I'll make that motion,
 12 Mr. Korn.
 13 MR. COON: I'll second it.
 14 MR. KORN: So the motion is made by John
 15 Gratton and it's seconded by Sheriff Coon. Is there
 16 any other discussion anybody wants to have on it
 17 before we vote?
 18 In that case all in favor that the proposed
 19 rule change be published for the next meeting signify
 20 by saying aye.
 21 (Those in favor so indicate.)
 22 MR. KORN: All opposed? Let the record show
 23 that the vote is unanimous, that the ayes have it.
 24 I should also say that, in informal
 25 discussions I know with Director Jones, Chief Schultz

1 I just wanted to make sure we weren't under a
 2 notion that it would happen next month. That would be
 3 the fastest I've ever seen it done.
 4 MR. KORN: But our Board could have a meeting
 5 next month to vote to approve the rule changes. It's
 6 just that getting it published is the delay?
 7 MR. REYNOLDS: I'm sorry. No. It wouldn't
 8 be proper for you to vote on the rule change until the
 9 full public comment period has run. And so I don't
 10 think that's going to run before the end of July given
 11 the time frames that the records center usually has
 12 and how far advanced they want to see it before they
 13 put it in the Register.
 14 MR. KORN: So are you saying, if we plan on a
 15 meeting in July, we wouldn't be able to vote on this
 16 NMAC change?
 17 MR. REYNOLDS: I think that's a distinct
 18 possibility. I think we have to check with records
 19 and see what the time frame is. My experience tells
 20 me that we're looking at August instead of July for
 21 your next meeting in order to be able to vote on it at
 22 that time.
 23 MR. KORN: Perhaps Director Jones can have a
 24 conversation with them and give them the --
 25 MR. SHILLING: Oh, they don't bend.

1 MR. KORN: Even for Director Jones? It's a
2 challenge for him.

3 MR. SHILLING: They do not acquiesce at all.

4 MR. KORN: With that said, perhaps we'll
5 leave it to Director Jones and let him try. And then
6 we'll gauge as a Board our next meeting based on that.

7 MR. REYNOLDS: That would be my suggestion.

8 MR. BARNCASTLE: That sounds better.

9 MR. KORN: Although we do have misconduct
10 issues. We can talk about that as a Board after the
11 break. So we voted. It's ten minutes of 11. I think
12 our court reporter would appreciate a break.

13 MR. SHILLING: May I make one comment.

14 MR. KORN: Yes, sir. Chief Shilling.

15 MR. SHILLING: Mr. Chairman, because of my
16 tardiness, I wasn't here for agenda item 3A. But I
17 just wanted to get on the record my vote in the
18 affirmative for the appointment of Director Jones as
19 Director.

20 MR. KORN: Thank you. So Chief Shilling adds
21 his vote in the affirmative, which makes it even
22 stronger unanimous. Thank you.

23 We'll take a ten-minute break until eleven
24 o'clock.

25 (Break.)

1 MR. KORN: The next is to rescind the default
2 order of revocation and ratify the default order of
3 suspension. And in that regard the officer in
4 question is Stephanie Coon. And is she present in the
5 room?

6 Director Jones, did you have some comments
7 you wanted to make in that regard?

8 MR. JONES: Yes, sir, I did.

9 MR. KORN: Go ahead.

10 MR. JONES: Mr. Vice Chairman, if I could, I
11 would like to direct the Board's attention to Officer
12 Coon and the incident that she had. She accepted the
13 Board's and Director Medina's recommendation for a
14 four-month suspension. She went ahead and accepted
15 that as a recommendation and did not wish to appear
16 before the Board and waste our time.

17 And she then received another notification
18 through the news media that said it was revoked. And
19 she did not know what the requirements were, because
20 she had received a letter from Director Medina stating
21 that she was going to get a four-month suspension.

22 I would like to ask the Board to go back and
23 put the four-month suspension back into place and
24 strike the revocation from the record. It was a
25 miscalculation on the Law Enforcement Academy's part.

1 ITEM NOS. 5, 6, AND 7: ADAM MONTEZ, RONALD GRIFFITH,
2 AND GREG DONOFRIO

3 MR. KORN: This part of the meeting is based
4 on the misconduct portion. And the way we'll do it is
5 we'll call people in groups of three. If I call your
6 name and you're here and want to speak on your behalf,
7 would you raise your hand. Otherwise we'll move on to
8 the next group.

9 And the Academy Board will talk to everybody
10 or allow everybody that's present that has a
11 misconduct case to appear. Otherwise we'll decide
12 these cases in closed session.

13 So starting with the default order of
14 revocation, are the following three people present,
15 any of them? First is Adam Montez; second, Ronald
16 Griffith; third is Greg Donofrio. Let the record show
17 there are no showing of hands.

18 ITEM NOS. 8 AND 9: JOHN LYTLE AND DELINDA CHAVEZ

19 MR. KORN: The next group would be voluntary
20 relinquishment. First is John Lytle and second is
21 Delinda Chavez. Are either of those people here or
22 their representatives? Let the record show neither of
23 those people nor their representatives are here in the
24 room.

25 ITEM NO. 10: STEPHANIE COON

1 We deeply apologize for it and we want to
2 ensure that it doesn't happen again with anybody else.
3 This is something that put her through a lot of
4 consternation that we should not have done.

5 So I would like to ask the Board to just go
6 ahead and approve the four-month suspension, let it
7 stand as it is, she has already served her time, and
8 let her move on with her life.

9 MR. KORN: So if I understand things
10 correctly, the former director had sent her a notice
11 of revocation or asked the Board to revoke her
12 certificate when really she had been approved for the
13 four-month suspension?

14 MR. JONES: Initially she had been approved
15 for a four-month suspension. And she accepted that
16 and decided not to appear before the Board.

17 MR. KORN: And then the prior director asked
18 the Board to revoke her certification for
19 noncommunication?

20 MR. JONES: That's affirmative. If she would
21 have appeared before the Board, that would have been
22 the case. But she was willing to just accept what the
23 Board had said or what the Director had said that he
24 was going to present to the Board.

25 MR. KORN: So as the current Director, you're

1 asking us to rescind her revocation and approve the
 2 original four-month suspension that she had agreed
 3 with?
 4 MR. JONES: And it's already been served.
 5 Yes, sir.
 6 MR. KORN: Okay. Any questions for the
 7 Director? Okay. Thank you, sir.
 8 MR. JONES: Thank you, sir.
 9 ITEM NOS. 11, 12, and 13: STEVEN MILLER, ROBERT
 10 ROSALES, AND JUSTIN TRUJILLO
 11 MR. KORN: Next is the stipulated orders of
 12 suspension. I'll call the first three names. Steven
 13 Miller, Robert Rosales, Justin Trujillo. Are any of
 14 those people here in the room today? Let the record
 15 show they're not in the room.
 16 ITEM NOS. 14, 15, AND 16: SAMUEL HANNA, ZANE WARD,
 17 AND MIKEL AGUILAR
 18 MR. KORN: The next three, No. 14 is Samuel
 19 Hanna, No. 15 is Zane Ward, and No. 16 is Mikel
 20 Aguilar. And there's one hand up. And you are, sir?
 21 MR. HANNA: Mr. Chairman, I'm Samuel Hanna.
 22 MR. KORN: Samuel Hanna is here. And the
 23 other two people, Mr. Ward and Mr. Aguilar, are not
 24 here.
 25 Mr. Hanna, would you like to address the

1 speed up and down the streets.
 2 I'm going to turn it over to Chief Wood. I
 3 think he can explain it a little more. My level of
 4 respect for this job has just increased, seeing what
 5 can be done. And, believe me, I don't want to be
 6 standing here ever again, sir.
 7 MR. KORN: And the incident occurred when you
 8 were with Bosque Farms?
 9 MR. HANNA: Yes, sir.
 10 MR. KORN: And then you joined Tularosa?
 11 MR. HANNA: Yes, sir. In April of this year,
 12 after the suspension was over.
 13 MR. KORN: And for the period of January to
 14 March, what were you doing?
 15 MR. HANNA: I was living on my family ranch,
 16 working with the cattle and staying away from law
 17 enforcement.
 18 MR. KORN: When did you leave the employ of
 19 Bosque Farms?
 20 MR. HANNA: October -- correction. November
 21 of 2012.
 22 MR. KORN: Okay. Very good. And when did
 23 you start with Tularosa?
 24 MR. HANNA: April 4th of this year, sir.
 25 MR. KORN: Thank you. And Chief. And the

1 Board?
 2 MR. HANNA: Yes, sir.
 3 MR. KORN: And you've brought somebody with
 4 you?
 5 MR. HANNA: Yes, sir. I've brought Chief
 6 Chuck Wood from the Tularosa Police Department.
 7 MR. KORN: Does the chief wish to speak as
 8 well?
 9 MR. HANNA: Yes, he does, sir.
 10 MR. KORN: And, sir, you may join him, if you
 11 would like. And, Mr. Hanna, please go ahead.
 12 MR. HANNA: I came in front of the Board in
 13 January of this year in reference to an incident that
 14 occurred in Bosque Farms. I was recommended for a
 15 cautionary letter. That was rejected. And a
 16 two-month suspension was recommended by the Director,
 17 which according to our documents here was signed by a
 18 Board Member.
 19 I asked that the Board uphold that two-month
 20 suspension. I did serve from January to March not
 21 holding any law enforcement position as required. I
 22 believe it to be sufficient punishment. I miss my
 23 job, I miss the career in the streets. I didn't know
 24 what to do. I tried to go back to college and that
 25 didn't work out because I was too busy watching people

1 Board will have an opportunity to talk to you for
 2 questions. But Chief, would you like to speak I
 3 assume on his behalf?
 4 MR. WOOD: Mr. Chairman and Members of the
 5 Board, yes, I would, please. My name is Charles Wood.
 6 I'm the chief of police of the Tularosa Police
 7 Department.
 8 I hired Samuel Hanna in April of this year
 9 knowing his discipline history. At the time I
 10 believed that he was fully cleared of the actions
 11 being taken by the Board. He had served the two-month
 12 suspension.
 13 He works now for me under the strictest
 14 supervision that I can apply to him in the village.
 15 My sergeant and lieutenant watch his actions
 16 carefully. I regularly check on his conduct. I
 17 review his reports frequently.
 18 And a condition of his employment with me is
 19 that he record all public contact. I have provided
 20 him with an audio recorder that he carries in his
 21 shirt pocket. His unit is equipped with a digital
 22 video recording system, which he also carries a
 23 transmitter on his belt.
 24 And he wears a body worn camera. That camera
 25 can only be downloaded on the personal computer in my

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<p>1 office. If he has contact with a member of the public 2 for any reason and it is not recorded, he is subject 3 to the strictest of discipline with me, which would 4 include termination.</p> <p>5 If his conduct leads me to believe he's 6 violated rules and regs during that time it's not 7 reported, I would move with my mayor to terminate him 8 from his position.</p> <p>9 With that in mind, over the past three 10 months, Samuel Hanna has been a very good officer. 11 He's demonstrated that he follows his training, he 12 abides by our rules and regulations and the law. I 13 believe that, if we give him the chance to continue 14 his employment with my department, I'll see him move 15 from being a good officer to an outstanding officer.</p> <p>16 I believe that the strict supervision that we 17 are putting him under right now combined with more 18 training and experience is going to give him that 19 opportunity to prove he has rehabilitated himself. I 20 believe the two-month suspension had a profound effect 21 on his outlook and the career. We speak about it 22 frequently. And this would be an example of 23 successful discipline.</p> <p>24 I would ask the Board to please ratify the 25 two-month suspension that he has already served and</p>	<p>1 give him a chance to return to the job, working under 2 the same strict supervision that he is subjected to 3 now. And I anticipate doing that indefinitely, at 4 least for his first year of employment and probably 5 beyond that.</p> <p>6 MR. KORN: Thank you, Chief. I think it's 7 very noteworthy that the chief of the whole department 8 comes and speaks on this officer's behalf so 9 eloquently and telling us about the controls that you 10 have put in place and the work that he's doing.</p> <p>11 Questions from the Board? Yes, Sheriff Coon.</p> <p>12 MR. COON: I've got a question. Mr. Hanna, 13 looking at your work history here, in six years you've 14 worked in five departments?</p> <p>15 MR. HANNA: Yes, sir.</p> <p>16 MR. COON: Not one department have you worked 17 over two years at?</p> <p>18 MR. HANNA: No, sir.</p> <p>19 MR. COON: Sierra County, resigned; Torrance 20 County, terminated; Las Vegas, resigned; T or C, 21 resigned; Mora County, terminated; Bosque Farms, 22 terminated. That is all correct?</p> <p>23 MR. HANNA: Yes. Sierra County was a 24 dispatcher.</p> <p>25 MR. COON: Okay. I see that.</p>
<p style="text-align: right;">Page 100</p> <p>1 MR. HANNA: Yes, sir. I worked there part 2 time in high school.</p> <p>3 MR. COON: Okay. Torrance County, 4 terminated?</p> <p>5 MR. HANNA: Yes, sir.</p> <p>6 MR. COON: What for?</p> <p>7 MR. HANNA: A disagreement with the county 8 sheriff at the time and due to a physical fitness 9 standard.</p> <p>10 MR. COON: Okay. Las Vegas, resigned?</p> <p>11 MR. HANNA: Yes, sir. To take the position 12 as sergeant with the Mora County Sheriff's Office.</p> <p>13 MR. COON: T or C, resigned?</p> <p>14 MR. HANNA: Yes, sir. I left there after 15 some disagreements as far as disciplining officers in 16 the streets.</p> <p>17 MR. COON: Mora County, terminated?</p> <p>18 MR. HANNA: Yes, sir. The sheriff and I had 19 gotten into it over a personal issue dealing with my 20 now ex-fiancee. And I had a disagreement in the 21 parking lot of the sheriff's department.</p> <p>22 MR. COON: And then Bosque Farms terminated 23 you over this incident here?</p> <p>24 MR. HANNA: Yes, sir.</p> <p>25 MR. COON: So you don't get along with</p>	<p style="text-align: right;">Page 101</p> <p>1 sheriffs or what? Everyone you've worked for you get 2 fired from.</p> <p>3 MR. HANNA: I get along with sheriffs. I do 4 my best, sir. The disagreement with the Mora County 5 Sheriff, again going back to that one, was personal in 6 nature. He was making comments towards my now 7 ex-fiancee. And when confronted about it, his 8 attitude blew up. And he verbally forced me out of 9 his office at that point.</p> <p>10 MR. COON: Did this have anything to do with 11 the DWI?</p> <p>12 MR. HANNA: No, sir.</p> <p>13 MR. COON: Not your DWI. But the one that 14 made the news?</p> <p>15 MR. HANNA: No, sir. This was an incident 16 before that had happened. Similar circumstances, but 17 not dealing with a DUI.</p> <p>18 MR. COON: Okay. Thank you.</p> <p>19 MR. KORN: Thank you, Sheriff. Other 20 questions or comments from the Board? Anybody?</p> <p>21 Sir and Chief, thank you for coming and 22 appearing before us. We'll be deciding today.</p> <p>23 MR. HANNA: Mr. Chairman, Members of the 24 Board, thank you.</p> <p>25 MR. KORN: Thank you.</p>

1 ITEM NOS. 17, 18, AND 19: ROYCE VIGIL, STEVEN
 2 KOEHNKE, AND EDWIN LINSON
 3 MR. KORN: The next three in line are No. 17,
 4 Royce Vigil; No. 18, Steven Koehnke; and No. 19,
 5 Edward Linson. Any of you three here? Let the record
 6 show none of those persons are in the room.
 7 ITEM NO. 20: KEITH RIGHTSELL
 8 MR. KORN: The next one in this category is
 9 Keith Rightsell. Is he in the room? No. Let the
 10 record show Keith Rightsell is not in the room.
 11 ITEM NOS. 21 AND 22: TIM LOPEZ AND BEN CHAVARRIA
 12 MR. KORN: Under cautionary letters there are
 13 two names. One is Tim Lopez. And I note that, based
 14 on the summary, that should actually be under the
 15 section letters of no action.
 16 But be that as it may, is either No. 21, Tim
 17 Lopez, or No. 22, Ben Chavarria here? Let the record
 18 show that Tim Lopez is not in the room, but Respondent
 19 Ben Chavarria is.
 20 Sir, please come up. Mr. Chavarria, would
 21 you like to address the Board.
 22 MR. CHAVARRIA: Yes, thank you, Board. My
 23 name is Ben Chavarria. And I just want to set the
 24 record straight that Steve Roybal, who was a member of
 25 the Bandidos, was a friend of mine more than ten years

1 prior to his becoming a member of the Bandidos.
 2 And before he was a Bandido, we were pretty
 3 much the best of friends. I hung around with him for
 4 years, we went on vacations together. His son called
 5 me Uncle Ben and my daughter called him Uncle Steve.
 6 It's unfortunate that he made the decision to become a
 7 Bandido. And but that's not something that I could
 8 control.
 9 He understood that, because of his
 10 affiliation with them, I could not be the friend that
 11 we were before. And after his joining the Bandidos,
 12 we didn't hang around anymore. I did talk to him, he
 13 was still an acquaintance.
 14 His son still talked to me, you know.
 15 Because whenever he had, you know, just issues that he
 16 couldn't talk to family about, he would talk to me
 17 about it because he felt comfortable talking to what
 18 he considered his uncle.
 19 When Steve Roybal died, I went to his
 20 funeral. I was asked to be an honorary pallbearer.
 21 Not someone who carried the coffin or nothing like
 22 that, just to show respect to our friendship that was
 23 years before he became a Bandido, to show respect to
 24 his family.
 25 Because most of his family considered me

1 family. And because of the negative press that was
 2 brought about during his funeral and all that stuff
 3 with me, now the family doesn't even talk to me
 4 anymore except for his son.
 5 But, you know, I went to his funeral and I'm
 6 not going to deny that I went to it. It was a sad
 7 time for me, because I lost someone that was a big
 8 part of my life prior to that. But once again we
 9 can't make the decisions of which path in life people
 10 make.
 11 But we can make the decisions of, you know,
 12 no longer to hang out with them, associate with them,
 13 or allow them to be a part of your life. And that's
 14 the decision that we both made mutually when he became
 15 a Bandido.
 16 And it was a surprise to me that it became
 17 such an issue that I just went to -- you know, when I
 18 went to the funeral, I was there at the viewing for
 19 about 20 minutes with two other officers and I left.
 20 I went to the funeral itself. I sat with other
 21 honorary pallbearers.
 22 We were the first ones to leave the church,
 23 the first ones to arrive at the graveyard or the
 24 cemetery. And I was one of the first people to leave.
 25 I did not go to the after burial dinner or none of

1 that stuff.
 2 I appreciate you guys giving me the time to
 3 give you my side of the story. And I just ask that
 4 you guys just be fair in your decision.
 5 MR. KORN: Thank you, sir. Questions from
 6 the Board?
 7 MR. COON: I've got a question. Did you ride
 8 motorcycles with this gentleman?
 9 MR. CHAVARRIA: Yes, I did, for years.
 10 MR. COON: While he wore his colors?
 11 MR. CHAVARRIA: Never.
 12 MR. COON: He never wore his colors while you
 13 rode with him?
 14 MR. CHAVARRIA: Never.
 15 MR. COON: Did you ride with other Bandidos?
 16 MR. CHAVARRIA: Never. I wasn't allowed.
 17 Understand that their little code of ethics or
 18 whatever you want to call it doesn't allow them to
 19 hang around with police officers. And once he became
 20 a Bandido, we talked -- or when he was actually going
 21 to become a prospect, we talked about it.
 22 And he says, you know, I'll never be able to
 23 ride with you again, you understand that. I said I
 24 know that. And unfortunately I won't be able to hang
 25 around with you anymore.

1 You know, prior to him becoming a Bandido,
2 every day after work I would go to his welding shop
3 and work on bikes with him and weld. He had a custom
4 fabrication. I was there every day. I was divorced,
5 I had my daughter on the weekends, and that was it.

6 In 2009 I was involved in a really bad
7 accident. I got hit by a semi on my Harley. After
8 that my riding really went -- you know, it became a
9 lot less frequent. And that was about the time that
10 he became a Bandido.

11 And all my life changed because of that
12 accident. And I started giving more time to my
13 community. I became the president of the Hispanic
14 Chamber of Commerce. I sat on the board for housing.
15 I was the president of Big Brothers and Big Sisters of
16 Northern New Mexico. I currently sit on a credit
17 union board of a \$120 million financial institution.

18 I still currently sit on a school board as
19 the vice chair of the board. I'm the chair of the
20 board for the credit union. My whole life changed.
21 And I no longer drink, I don't frequent bars, I don't
22 do nothing except for hang out with my daughter and my
23 family.

24 And it was somewhat of an opportunity for me
25 to leave the department I was at, because I wasn't

1 happy there. And when this all came about, I found
2 the opportunity to leave. And, you know, through
3 prayer and just making that decision, I decided I was
4 going to move away from Santa Fe totally. And now I
5 reside in Las Cruces.

6 MR. COON: Thank you.

7 MR. CHAVARRIA: Thank you, sir.

8 MR. KORN: Other questions? Yes, Pat
9 Barncastle.

10 MR. BARNCASTLE: Chairman Korn,
11 Mr. Chavarria, I can't help but think that there was
12 something probably prior to this that might have been
13 going on between you and the PD. Was there anything
14 else, were there other disciplinary issues, was there
15 something that maybe this just capped it off? Can you
16 answer that for me?

17 MR. CHAVARRIA: If you want me to bring the
18 politics into it, I'll bring the politics of what was
19 going on into it. I mean it was a political move in
20 my -- the way that I see it. My influence in the City
21 of Santa Fe became, you know, pretty structured.

22 And when the mayoral candidate starting
23 coming up, I chose to follow or to support one
24 individual and told her that I would give her my
25 support through it. It got back to the mayor and his

1 office, and then all of a sudden things started to
2 fall on me heavily. And I really would not rather go
3 into that.

4 MR. BARNCASTLE: That's fine. There's
5 something that just kind of drew my attention to other
6 issues or a prior issue. Were you a member of these
7 civic organizations that you mentioned earlier, during
8 that period of time, while you were a police officer
9 or have you become a member since then?

10 MR. CHAVARRIA: No, no. Prior.

11 MR. BARNCASTLE: So during?

12 MR. CHAVARRIA: During, yes. And if I had to
13 give you a quick rundown, I gave about 20 hours a week
14 to the credit union, I gave about at least 20 hours a
15 week to the school board that I was on, a good ten
16 hours to the Hispanic chamber, and then work and my
17 daughter and then church. That was my whole life the
18 last -- since my accident in 2009.

19 MR. BARNCASTLE: You've answered my question.
20 Thank you.

21 MR. CHAVARRIA: Thank you, sir.

22 MR. KORN: Thank you. Other questions from
23 the Board? Sir, just one question from me. Are you
24 currently employed as a police officer?

25 MR. CHAVARRIA: I am not, sir.

1 MR. KORN: Well, I thank you very much for
2 appearing before us and explaining this.

3 MR. CHAVARRIA: Thank you guys for your time.
4 Be safe on your trip home.

5 MR. KORN: Thank you.

6 ITEM NO. 23: STEVEN ARIAS

7 MR. KORN: Moving along, we're up to No. 23,
8 letter of no action, that would be Steven Arias. Is
9 he in the room? Let the record show he is not.

10 ITEM NO. 24: J.D. SANDERS

11 MR. KORN: The last item is No. 24, J.D.
12 Sanders. Is J.D. Sanders in the room? Let the record
13 show he is not in the room.

14 Director Jones, did you have a comment on
15 J.D. Sanders?

16 MR. JONES: Mr. Vice Chair, Members of the
17 Board, I've talked to Chief Sanders. A couple of
18 things that have happened since this last Board
19 meeting is that there was a formal investigation that
20 was done by the City Manager of Hobbs.

21 And during this investigation there were lots
22 of allegations that had been made against Chief
23 Sanders. And they were totally unfounded with the
24 investigation from the City Manager of Hobbs. And
25 we've received that information.

1 I have since talked to Chief Sanders. He
2 couldn't come to the Board meeting today, he's out of
3 the state. And so he asked that I present this
4 information to the Board so that the Board could look
5 at it and make a finding that would relinquish the
6 letter of reprimand that was given to him or any
7 reprimand that he might have received from any
8 information from the formal allegations from
9 Mr. Wilkinson or a Detective Hilton.

10 MR. KORN: And did you want to give us that
11 information, was there something you wanted to give us
12 in addition to that?

13 MR. JONES: All I have is that the city
14 manager had called me and given me the information
15 that there was nothing that was founded in any of the
16 allegations that they looked into for Chief Sanders.

17 MR. KORN: Okay. Any communication from
18 Chief Sanders to read into the record?

19 MR. JONES: Just that he was in receipt of my
20 correspondence and asked that, if I could, that I read
21 into the record that he had a long list of --
22 correction. That it was a disgruntled former employee
23 who had a track record of seeking revenge for being
24 terminated. And he asked that we take this into
25 consideration and clear his name of any issues that

1 might have come up.

2 MR. KORN: And, Director, you know, it occurs
3 to me that, when police officer allegations come out,
4 in the beginning of an investigation, it gets to the
5 headlines of every newspaper and broadcast media. And
6 then when it appears that the Director's office has
7 cleared him of any wrongdoing, there's no media,
8 there's no splash, it goes out quietly.

9 And I think it's important for the public to
10 know that the Director's office has thoroughly vetted
11 the allegations and found them to be unfounded.

12 MR. JONES: Yes.

13 MR. KORN: And that J.D. Sanders in your
14 opinion has done nothing wrong and you're asking the
15 Board to confirm that?

16 MR. JONES: Yes, sir.

17 MR. KORN: Questions for Director Jones?

18 MR. COON: Is he working anywhere as a police
19 officer?

20 MR. JONES: Right now he's not working at
21 all. He's applied for a job in Texas. And he's over
22 there doing an interview at this time.

23 MR. COON: Okay.

24 MR. KORN: Very good. Thank you, sir. So
25 that's the end of the misconduct portion.

1 ITEM NO. 26: MISCONDUCT CASES: BOARD REVIEW OF
2 MISCONDUCT CASES, TRACKING AND MANAGEMENT

3 MR. KORN: Item No. 26 is my misconduct
4 cases, which usually is accompanied by a spreadsheet
5 from me. But in light of the changeover of the
6 directors and the flux that we're in at the moment,
7 there's no spreadsheet for us to talk about.

8 So I would at this time entertain a motion to
9 go into closed session and discuss the personnel
10 matters.

11 MR. GRATTON: So moved.

12 MR. KORN: Would you help us out,
13 Mr. Reynolds.

14 MR. REYNOLDS: Mr. Vice Chair, let me
15 articulate the motion so you can do it right.

16 MR. KORN: Please articulate the motion for
17 us.

18 MR. REYNOLDS: The motion for somebody to
19 adopt, if you so choose, is to go into executive
20 session pursuant to NMSA 10-15-1(H)(1) to discuss the
21 licensing matters identified on the agenda at Nos. 5
22 through 24.

23 MR. GRATTON: I move what Mr. Reynolds just
24 said.

25 MR. COON: I second.

1 MR. KORN: Okay. A motion by John Gratton
2 and a second by Sheriff Coon. All those in favor
3 signify by saying -- do we need a name vote?

4 MR. REYNOLDS: Yes. This requires a roll
5 call vote to go into executive session.

6 MR. KORN: A roll call vote. So we'll take a
7 roll call vote. If Ms. Monique Lopez would call the
8 roll.

9 MR. LOPEZ: Pat Barncastle.

10 MR. BARNCASTLE: Yes.

11 MS. LOPEZ: Chief Shilling.

12 MR. SHILLING: Yes.

13 MS. LOPEZ: Sheriff Coon.

14 MR. COON: Yes.

15 MS. LOPEZ: Jaime Quezada.

16 MR. QUEZADA: Yes.

17 MS. LOPEZ: Nate Korn.

18 MR. KORN: Yes.

19 MS. LOPEZ: John Gratton.

20 MR. GRATTON: Yes.

21 MR. KORN: So with that being said, we'll go
22 into closed session. And I would ask the Director to
23 remain with us.

24 (Recess from 11:40 a.m. to 12:05 p.m.)

25 MR. KORN: This New Mexico Law Enforcement

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<p>1 Academy Board is back in session. 2 Let the record reflect that nothing was 3 discussed during executive session except those items 4 marked previous to our going in. I would ask to take 5 a roll call vote for going back into session. Would 6 you call the roll, Ms. Lopez. 7 MS. LOPEZ: Yes, sir. Pat Barncastle. 8 MR. BARNCASTLE: Yes. 9 MS. LOPEZ: Chief Shilling. 10 MR. SHILLING: Yes. 11 MS. LOPEZ: Chief Coon. 12 MR. COON: Yes. 13 MS. LOPEZ: Jaime Quezada. 14 MR. QUEZADA: Yes. 15 MS. LOPEZ: Nate Korn. 16 MR. KORN: Yes. 17 MS. LOPEZ: John Gratton. 18 MR. GRATTON: Yes. 19 MR. KORN: With that said, we'll move along 20 on the agenda starting with item Nos. 5, 6, and 7. Do 21 I have a motion? 22 MR. COON: Mr. Chair, I make a motion we 23 accept the Director's recommendations on Nos. 5, 6, 24 and 7. 25 MR. KORN: A motion has been made to accept</p>	<p>1 the Director's recommendation accepting the default 2 orders of revocation. 3 MR. GRATTON: Second. 4 MR. QUEZADA: Second. 5 MR. KORN: A second by John Gratton and Jaime 6 Quezada. All in favor signify by saying aye. 7 (Those in favor so indicate.) 8 MR. KORN: All opposed nay. Let the record 9 reflect that the vote is unanimous to accept the 10 default order of revocation for those three items. 11 The next item we'll discuss is item No. 8, 12 voluntary relinquishment of John Lytle. Do I have a 13 motion to accept the voluntary relinquishment? 14 MR. BARNCASTLE: Mr. Chairman, I make a 15 motion that we accept the Director's recommendations 16 as to the voluntary relinquishment of Mr. Lytle's 17 certification. 18 MR. KORN: Thank you, sir. Do we have a 19 second? 20 MR. SHILLING: Second. 21 MR. KORN: A second by Chief Shilling. All 22 in favor signify by saying aye. 23 (Those in favor so indicate.) 24 MR. KORN: All opposed nay. Let the record 25 reflect that it's unanimous, the ayes have it.</p>
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<p>1 The next item is No. 9, Delinda Chavez. Do 2 we have a motion? 3 MR. SHILLING: Mr. Chair, I'll make a motion 4 that we reject the Director's recommendation as noted 5 in the public record and approve the simple term 6 voluntary relinquishment in this matter. 7 MR. KORN: A motion by Chief Shilling. Do we 8 have a second? 9 MR. COON: I'll second. 10 MR. KORN: The motion has been seconded by 11 Sheriff Coon. All in favor signify by saying aye. 12 (Those in favor so indicate.) 13 MR. KORN: All opposed nay. Let the record 14 reflect that the ayes are unanimous. 15 And, of course, as always with the Director's 16 office, we ask that the voluntary relinquishment be 17 noted as being as a result of an LEA-90 being filed. 18 Moving on to No. 10, Stephanie Coon, let the 19 record first reflect that Sheriff Coon has recused 20 himself in this matter. And do we have a motion? 21 MR. SHILLING: Mr. Chairman, I will move that 22 we rescind the default order of revocation and ratify 23 the default order of suspension, thereby accepting the 24 Director's recommendation with the following 25 exception, that it is backdated to October 4th of</p>	<p>1 2012. 2 And this is due to a recommendation of the 3 prior Director and confusion in multiple letters sent 4 out of the Director's office as to suspension dates. 5 Did I get that right? 6 MR. KORN: Perfect. A motion has been made. 7 Do we have a second? 8 MR. GRATTON: I second. 9 MR. KORN: A second by John Gratton. All in 10 favor say aye. 11 (Those in favor so indicate.) 12 MR. KORN: All opposed nay. Let the record 13 reflect that the ayes are unanimous in their 14 acceptance and that Sheriff Coon recused himself from 15 the vote. 16 Next is stipulated orders of suspension. In 17 this case we'll take items 11 through 17. Do I have a 18 motion on items 11 through 17? 19 MR. BARNCASTLE: Mr. Chairman, I move that we 20 accept the recommendations of the Director for items 21 on the agenda Nos. 11 through 17. 22 MR. KORN: A motion by Pat Barncastle. Do I 23 have a second? 24 MR. COON: Second. 25 MR. KORN: A second has been made. All in</p>

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<p>1 favor signify by saying aye. 2 (Those in favor so indicate.) 3 MR. KORN: Opposed nay. Let the record 4 reflect that it's unanimous, the ayes have it. 5 MR. JONES: Mr. Chairman, do these go into 6 effect the date they were served? 7 MR. KORN: They go into effect today. 8 MR. JONES: Okay. 9 MS. MEDRANO: So time served is -- 10 MR. KORN: No. There's no time served on any 11 of those. 12 MR. JONES: Thank you. 13 MR. KORN: We had no issues that there was 14 time served. So it starts today. Oh, well, wait. In 15 the case of -- let's back up here just a moment. 16 In the case of Samuel Hanna, we should deal 17 with that separately. Thank you for pointing that 18 out. 19 The Board had discussed the issue of Samuel 20 Hanna. 21 MR. BARNCASTLE: Yes. Mr. Chair, I believe 22 that, if my memory serves me, agenda item No. 14 was 23 discussed in that we are not going to accept the 24 Director's recommendation on that agenda item and that 25 we were going to have that matter looked into further</p>	<p>1 by the Director. 2 MR. SHILLING: No. 3 MR. KORN: I think we were going to postdate 4 it for time served. 5 MR. BARNCASTLE: I'm sorry. That's correct. 6 MR. KORN: Do we need to have a closed 7 session or is that everybody's recollection? 8 MR. BARNCASTLE: No. Pardon me. My mistake. 9 I had my notes mixed up with another case. 10 MR. KORN: Is that all of our recollection? 11 We're going to backdate that one. So thank you for 12 bringing that up, Ms. Medrano. 13 In the case of Samuel Hanna, the Board has 14 discussed that that penalty would be backdated to the 15 time of the inception of the issue. 16 MR. SHILLING: Do we need to do a separate 17 motion on this? 18 MR. KORN: Perhaps to make this clear, we 19 should rescind our motion and start all over. 20 MR. REYNOLDS: Just take another motion on 21 item 14 specifically. 22 MR. KORN: Okay. So we'll take a motion on 23 item 14 specifically and pull that out of that group 24 of 11 through 17. Do we have a motion specifically 25 for item 14, Samuel Hanna?</p>
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<p>1 MR. COON: Mr. Chair, I make a motion that we 2 accept the two-month suspension but retro it back to 3 the time that was given to him the first time. Does 4 that make sense? 5 MR. KORN: Yes. That makes sense to me. We 6 have a motion. 7 MR. GRATTON: I'll second. 8 MR. KORN: A second by John Gratton. So the 9 motion for Samuel Hanna is to backdate his penalty. 10 All those in favor signify by saying aye. 11 (Those in favor so indicate.) 12 MR. KORN: All opposed nay. The ayes have it 13 unanimous. 14 Moving on to Item Nos. 18 and 19, do we have 15 a motion on those? 16 MR. SHILLING: Yes. 17 MR. KORN: Chief Shilling. 18 MR. SHILLING: Mr. Chairman, I move that we 19 reject the Director's recommendation and remand the 20 LEA-90 back to the Director's office for more 21 investigation based on new information of a prior DWI. 22 MR. KORN: The motion is to reject those two 23 items. 24 MR. SHILLING: That's just for Item No. 18. 25 MR. KORN: And item No. 19?</p>	<p>1 MR. SHILLING: Well, let's take action on 2 that motion first and then do 19. 3 MR. KORN: Okay. So we'll revise that to 4 just 18. We have a motion. Do we have a second? 5 MR. QUEZADA: I'll second that, Mr. Chairman. 6 MR. KORN: A second by Officer Quezada. We 7 have a motion and we have a second. All in favor 8 signify by saying aye. 9 (Those in favor so indicate.) 10 MR. KORN: All opposed nay. Let the record 11 reflect that Item No. 18 has been accepted. The item 12 will go back to the Director for more investigation. 13 Moving on to item No. 19, Edwin Linson, do we 14 have a motion? 15 MR. SHILLING: Mr. Chairman, I move that we 16 reject the Director's recommendation and remand that 17 back to the Director's office for more investigation. 18 MR. KORN: A motion to reject. Do we have a 19 second? 20 MR. GRATTON: Second. 21 MR. KORN: A second by John Gratton. All 22 those in favor. 23 (Those in favor so indicate.) 24 MR. KORN: All opposed signify by saying nay. 25 Let the record reflect the ayes are unanimous.</p>

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<p>1 Next is Keith Rightsell, item No. 20. Do we 2 have a motion? 3 MR. BARNCASTLE: Mr. Chairman, I would like 4 to move that we accept the Director's recommendation 5 with consideration given that two weeks has already 6 been served. 7 MR. KORN: And, therefore, two weeks would be 8 starting as of today. 9 MR. BARNCASTLE: As of today. 10 MR. KORN: To finish the full sentence. 11 MR. BARNCASTLE: That's correct. 12 MR. KORN: And let the record reflect that 13 for the discussion Sheriff Coon recused himself and 14 for the vote he will be recusing himself. 15 MR. COON: Thank you. 16 MR. KORN: Do we have a second? 17 MR. SHILLING: Second. 18 MR. KORN: A second by Chief Shilling. All 19 in favor signify by saying aye. 20 (Those in favor so indicate.) 21 MR. KORN: All opposed nay. Let the record 22 reflect that the ayes are unanimous. 23 Next moving on to the cautionary letters, let 24 the record reflect that Tim Lopez, even though it's in 25 the area of cautionary letters, it's actually a letter</p>	<p>1 of no action. 2 So for the sake of this discussion, let us 3 take the issue of Tim Lopez, item No. 21, and Steven 4 Arias, item No. 23. Do we have a motion for those two 5 items under the letters of no action? 6 MR. SHILLING: Mr. Chairman, I'll move that 7 we approve the Director's recommendation of letters of 8 no action. 9 MR. KORN: We have a motion. Do we have a 10 second? 11 MR. COON: Second. 12 MR. KORN: A second by Sheriff Coon. All in 13 favor signify by saying aye. 14 (Those in favor so indicate.) 15 MR. KORN: All opposed nay. The ayes are 16 unanimous let the record reflect. 17 Next is item No. 22, Ben Chavarria. The 18 Board had been presented with the option for a 19 cautionary letter. The Board has considered this. 20 And do we have a motion for a cautionary letter for 21 Ben Chavarria? 22 MR. BARNCASTLE: Mr. Vice Chair, I move that 23 we reject the Director's recommendation asking for a 24 cautionary letter and we find no action in this 25 matter.</p>
<p>Page 124</p> <p>1 MR. KORN: It's a motion for no action, 2 rejecting the Director's recommendation. Do we have a 3 second? 4 MR. SHILLING: Second. 5 MR. KORN: A second by Chief Shilling. All 6 in favor of the motion signify by saying aye. 7 (Those in favor so indicate.) 8 MR. KORN: All opposed nay. Let the record 9 reflect that we are in agreement unanimously. 10 Finally is the issue of J.D. Sanders. Oh. 11 And also in regard to Ben Chavarria, let the record 12 reflect that Officer Quezada recused himself because 13 of a friendship or knowledge of some of the parties. 14 Next is the issue of J.D. Sanders, item 15 No. 24. Let the record reflect that John Gratton has 16 recused himself from this because he is acquaintances 17 with J.D. Sanders. 18 Do we have a motion to accept the letter of 19 no action, do I have a motion? 20 MR. COON: Mr. Chairman, I make the motion we 21 accept the letter of no action. 22 MR. KORN: Accepting the letter of no action 23 is a motion by Sheriff Coon. A second? 24 MR. QUEZADA: I'll second that, Chairman. 25 MR. KORN: A second by Officer Quezada. All</p>	<p>Page 125</p> <p>1 in favor of accepting the motion signify by saying 2 aye. 3 (Those in favor so indicate.) 4 MR. KORN: All opposed nay. Let the record 5 reflect we're unanimous in our approval of it. That 6 takes care of the issues of the misconduct. 7 ITEM NO. 25: FORMAL HEARING BACKLOG: BOARD ACTION 8 FOR SOLUTIONS, HEARING OFFICER TRAINING AND MANAGEMENT 9 MR. KORN: Next is item Nos. 25 and 26. Item 10 No. 26 I've already addressed. 11 And No. 25, just for the record, at our last 12 meeting, the Board approved a committee to look into 13 vetting, securing, and training hearing officers in 14 order to get rid of the backlog that the academy is 15 facing regarding formal hearings. 16 Just to brief the Board on the results of 17 that committee, the committee was successful in 18 identifying 11 hearing officers that had experience 19 that ranged from a little less than two decades to 20 over three decades. 21 Those people have been approved by the 22 subcommittee. They were vetted by at least two or 23 three persons in each subcommittee, discussing with 24 the future hearing officers about their background and 25 finding them acceptable.</p>

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<p>1 We had a training session that was attended 2 by all 11 of the hearing officers together with the 3 full committee together with our counsel, both 4 Mr. Reynolds and Rick Word.</p> <p>5 At the end of that training session, the 6 Director found money for the hearing officers to be 7 financed for their efforts and that, thereafter, 8 hearings have been assigned and they will be 9 undertaken.</p> <p>10 We hope to get the backlog of our hearings 11 over within six to seven weeks and hope to have their 12 results within the next committee after that. And for 13 the record the committee, the subcommittee, was Pat 14 Barncastle, Sheriff Coon, Ray Schultz, and myself.</p> <p>15 Any comments on any of that? Anything I left 16 out from the committee?</p> <p>17 ITEM NO. 27: INDIVIDUAL BOARD MEMBER COMMENTS</p> <p>18 MR. KORN: Individual Board Member comments, 19 does anybody have individual Board comments, item 20 No. 27? We're all shaking our heads. We have no 21 comments.</p> <p>22 ITEM NO. 28: ADJOURNMENT</p> <p>23 MR. KORN: So for that we're just left to the 24 issue of adjournment and selecting the next meeting.</p> <p>25 MR. COON: I have a question for Mark</p>	<p>1 Reynolds.</p> <p>2 MR. KORN: Sheriff Coon has a question for 3 Mark Reynolds.</p> <p>4 MR. COON: Mr. Reynolds, is everything in 5 these books public record?</p> <p>6 MR. REYNOLDS: Yes, sir.</p> <p>7 MR. COON: Any attorney, any concerned 8 citizen can ask Santa Fe for anything that we've 9 discussed here as far as their penalties and stuff 10 like that?</p> <p>11 MR. REYNOLDS: The answer is mostly yes. 12 Everything that's in your book, I mean that's all 13 presented here to the members of the public at the 14 meeting. They can get any of that.</p> <p>15 The one exception maybe is that the academy 16 may have in its possession items that are a matter of 17 opinion in a personnel file. And if it's a case that 18 has not gone to a hearing and which has become public 19 record in a hearing, that may be exempted from 20 inspection. But everything else in general is all 21 public record and somebody can make a request for it.</p> <p>22 MR. COON: Okay.</p> <p>23 MR. BARNCASTLE: The minutes are posted on 24 the web as well, aren't they, from all the meetings?</p> <p>25 MR. KORN: Yes. Thank you. Any final words</p>
<p>Page 128</p> <p>1 from our Director?</p> <p>2 MR. JONES: No, sir.</p> <p>3 MR. KORN: There is the issue of setting up 4 the time for the next Board meeting. But perhaps we 5 can do that after we've checked with everybody's 6 schedule. I know that Chief Shilling and myself are 7 not available the last week of July.</p> <p>8 MR. GRATTON: I'm not available the third 9 week of July. I'm in Canada the third week of July.</p> <p>10 MR. KORN: You're in Canada the whole third 11 week of July?</p> <p>12 MR. GRATTON: Yes, sir.</p> <p>13 MR. KORN: Okay.</p> <p>14 MR. SHILLING: Shall we shoot for August?</p> <p>15 MR. KORN: Well, we were trying to in a 16 general sort of way do August for the rule change and 17 then not get overwhelmed. So perhaps we can talk 18 individually to people after the meeting and we can 19 find a date that's acceptable.</p> <p>20 MS. LOPEZ: I have to get a signed contract 21 with Ruidoso as soon as possible. A couple of you 22 guys had replied to me about the dates I sent out and 23 some of you didn't. So I booked it. And then you 24 guys had mentioned you guys had a problem with it. So 25 I need something pretty solid soon.</p>	<p>Page 129</p> <p>1 MR. KORN: We'll communicate after the 2 meeting and talk individually.</p> <p>3 MR. COON: If you get tired of the cool 4 mountains and a little bit of rain, you can have it in 5 Roswell again.</p> <p>6 MS. LOPEZ: We'll keep that one on the back 7 burner.</p> <p>8 MR. KORN: Very good. Is there anything any 9 Board Members want to raise before we finish? Yes.</p> <p>10 MS. MEDRANO: Mr. Korn, I know, in the case 11 of Robert Rosales, you approved the Stipulated Order 12 of Suspension today and I know it has something to do 13 with a fit for duty. He did present to us a 14 psychological exam. I don't know if you needed to 15 take that into account today to go along with that 16 stipulated order.</p> <p>17 MR. KORN: Thank you. And you talked to me 18 about that beforehand and I completely forgot to bring 19 that up. Thank you very much.</p> <p>20 The psychological exam was part of the 21 stipulated order. We've already approved that. I 22 think it would be up to the Director to review it and 23 make sure that it meets the qualifications of the 24 person who did the psychological exam. And I think 25 that's part of the Board's agreement. Are we all in</p>

1 agreement?
 2 MR. BARNCASTLE: Yes.
 3 MR. KORN: So we'll leave it to the Director
 4 to review that and make sure it's an approved
 5 psychologist that's done it, and then it would be part
 6 of the stipulated order.
 7 MR. MEDRANO: Okay. Thank you.
 8 MR. KORN: Thanks for bringing that up,
 9 Monica.
 10 Any other issues that I've forgotten?
 11 MR. COON: Mr. Chairman, I make a motion we
 12 adjourn.
 13 MR. KORN: A motion to adjourn by Sheriff
 14 Coon.
 15 MR. SHILLING: Second.
 16 MR. KORN: Many seconds. All in favor
 17 signify by saying aye.
 18 (Those in favor so indicate.)
 19 MR. KORN: It's unanimous. We are adjourned.
 20 Thank you, all, for coming.
 21 (At 12:30 p.m. the meeting was adjourned.)
 22
 23
 24
 25

1 REPORTER'S CERTIFICATE
 2
 3 I, JAN A. WILLIAMS, New Mexico CCR #14, DO
 4 HEREBY CERTIFY that on June 17, 2013, the proceedings
 5 in the above captioned matter were taken before me,
 6 that I did report in stenographic shorthand the
 7 proceedings set forth herein, and the foregoing pages
 8 are a true and correct transcription to the best of my
 9 ability.
 10 I FURTHER CERTIFY that I am neither employed
 11 by nor related to nor contracted with (unless excepted
 12 by the rules) any of the parties or attorneys in this
 13 case, and that I have no interest whatsoever in the
 14 final disposition of these proceedings.
 15
 16
 17
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 21
 22
 23 _____
 24 JAN A. WILLIAMS, RPR
 25 New Mexico CCR #14
 License Expires: 12/31/13

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