

NEW MEXICO LAW ENFORCEMENT ACADEMY
BOARD MEETING

June 9, 2015
1:00 p.m.
Northern New Mexico College
921 N. Paseo de Oate
Española, New Mexico 87532

REPORTED BY: Jan A. Williams, RPR, NM CCR 14

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

BOARD MEMBERS

New Mexico Attorney General Hector Balderas, Chairman
Chief Pete Kassetas, Vice Chairman
Mr. Nate Korn
Mr. Pat Barncastle
Sergeant Jaime Quezada
Chief Chris McCall
Sheriff Wesley Waller
Chief Darren Soland

ALSO PRESENT

Jack F. Jones, II, Director
Rick Word, Esq.
Monique Lopez
Monica Medrano

AGENDA ITEM INDEX

| | ITEM | PAGE |
|----|---|------|
| 3 | 1 Call to Order | 6 |
| 4 | 2 Roll Call | 6 |
| 5 | 3 Approval of Agenda | 8 |
| 6 | 4 Approval of Meeting Minutes (December 8-9, 2015) | 12 |
| 7 | 5 Open Meetings Act Resolution | 13 |
| 8 | 6 Election of Vice Chairman | 15 |
| 9 | 7 Director's Report | 16 |
| 10 | 8 Public Comment | 22 |
| 11 | 9 Ratification of Certifications for Law Enforcement Officers | 34 |
| 13 | 10 Ratification of Certifications for Telecommunicators | 43 |
| 14 | 11 Discussion of Sanctions in Disciplinary Cases, Including the Penalty Matrix and Tracking of Disciplinary Actions Taken by Agencies | 45 |
| 15 | 12 A Board Discussion Regarding Who Should Be Able to Set Matters onto the Agenda of Public Meetings of the New Mexico Law Enforcement Academy | 52 |
| 16 | 13 Review of Safe Pursuit Act | 61 |
| 17 | 14 Lesson Plan Approvals, Curriculum Making Process, Testing Protocols, and Rulemaking Process | 63 |
| 18 | 15 Misconduct Cases: Board Review of Misconduct Cases, Tracking and Management | 72 |
| 19 | 16 Individual Board Member Comments | 74 |
| 20 | | |
| 21 | | |
| 22 | | |
| 23 | | |
| 24 | | |
| 25 | | |

AGENDA ITEM INDEX (CONTINUED)

| ITEM | PAGE |
|--|------|
| Default Orders of Revocation | |
| 17 Richard Garcia | 79 |
| 18 Adam Mendoza | 80 |
| 19 Christopher Merrill | 81 |
| 20 Thomas Rodella | 82 |
| 21 Israel Saenz, Jr. | 82 |
| 22 Jose Sanchez | 83 |
| 23 Leonard Stufflebean | 84 |
| 24 Johnathan Montoya | 85 |
| 25 Ruben Turrieta | 86 |
| Voluntary Relinquishment | |
| 26 Colby Morgan | 87 |
| AJ Recommendations of Default Revocation | |
| 27 Jacob Gassel | 88 |
| 28 Carolyn Newman | 88 |
| 29 Mikal Monette | 89 |
| 30 Jermal Jackson | 89 |
| 31 Justin Trujillo | 89 |
| 32 Eric Rubidoux | 90 |
| 33 Jonathan Eddy | 91 |
| 34 Gabrielle Billiman | 91 |

AGENDA ITEM INDEX (CONTINUED)

| ITEM | PAGE |
|---|------|
| AJ Recommendation of Insufficient Allegation or Evidence to Proceed Before the Board | |
| 35 Joshua Terrell | 92 |
| 36 Mikal Monette | 94 |
| 37 Nicole Romero | 95 |
| 38 Steven Hindi | 95 |
| 39 Brad Lunsford | 96 |
| 40 Albert Rael | 97 |
| 41 Kenneth Olsen | 97 |
| Letter of No Action | |
| 42 Joey Aquino | 98 |
| 43 Humberto Flores | 98 |
| 44 Scheduling of Next Board Meeting | 107 |
| 45 Adjournment | 112 |
| Attached: | |
| Exhibit Nos. 1 through 5 - Ratification of Certifications for Law Enforcement Officers | |
| Exhibit Nos. 1 through 3 - Ratification of Certifications for Public Safety Telecommunicators | |

1 ITEM NO. 1: CALL TO ORDER

2 A.G. BALDERAS: I'm Hector Balderas. I
3 hereby call this meeting to order.

4 The first item of business is roll call. I
5 would like for each of the Honorable Board Members to
6 introduce ourselves.

7 And I will start with me. I'm Hector
8 Balderas, Attorney General of New Mexico. But more
9 importantly I'll be serving as your Chair for the next
10 three and a half years.

11 I do want to welcome everyone and also
12 commend my gratitude to the general public that's in
13 attendance and most importantly for the honor and the
14 privilege to preside over not only an important board,
15 but what is more importantly a very important mission
16 to the citizens of New Mexico.

17 And I look forward to a productive tenure
18 with all of you, addressing both curriculum and other
19 issues that come about as a result of the Board's
20 mission.

21 ITEM NO. 2: ROLL CALL

22 A.G. BALDERAS: I will now defer to my Vice
23 Chair and we can respectfully introduce ourselves. Do
24 we have a Vice Chair?

25 MR. KORN: No, sir. We don't have a Vice

1 Chair.

2 A.G. BALDERAS: That's one of our orders of
3 business. Okay. Let's start off on the far left.

4 SHERIFF WALLER: I'm Wesley Waller, I'm the
5 Curry County Sheriff.

6 MR. KORN: My name is Nate Korn. I am one of
7 the citizen representatives to the Board.

8 CHIEF KASSETAS: I'm Pete Kassetas, Chief of
9 the State Police.

10 MR. BARNCASTLE: My name is Pat Barncastle,
11 I'm the District Attorney representative.

12 MR. WORD: My name is Rick Word and I'm
13 counsel to the Law Enforcement Academy Board. I'm an
14 Assistant Attorney General in the Open Government
15 Division.

16 CHIEF SOLAND: Good afternoon. My name is
17 Darren Soland, Chief of Police for Ramah Navajo Tribal
18 Police Department.

19 SERGEANT QUEZADA: My name is Jaime Quezada,
20 Sergeant with the Las Cruces Police Department. I'm
21 representing the line officers.

22 CHIEF McCALL: Chris McCall, Chief of the
23 Hobbs Police Department, representing the municipal
24 chiefs.

25 A.G. BALDERAS: And also please reflect in

1 the record that the welcoming and the identifications
2 are also serving as our roll call this afternoon.

3 ITEM NO. 3: APPROVAL OF AGENDA

4 A.G. BALDERAS: The first item of business
5 I'd like to direct the Board to is, of course, the
6 approval of the agenda. And at this time I'll take a
7 few minutes for all of you to look over the agenda, if
8 you already haven't, and also entertain a motion to
9 approve the agenda for today's meeting, if there are
10 no additional comments.

11 MR. KORN: Mr. Chair, I have a question about
12 the agenda. Usually we would go into a closed session
13 to vote on or to discuss the misconduct matters. And
14 I assume we'll be doing that today as well, the
15 misconduct today and tomorrow. But hopefully we will
16 be doing it today for today's portion.

17 A.G. BALDERAS: Board Member Korn, I assume
18 you are referencing the matters of default?

19 MR. KORN: Well, some are matters of default,
20 some are insufficient allegations to sustain a board
21 review, and then there are letters of no action. So
22 it would be the entire group of those today, the
23 personnel matters.

24 A.G. BALDERAS: And I think the agenda as
25 presented is that the matters of default will be of

1 public record at this point the way the agenda is laid
2 out.

3 MR. KORN: Mr. Chairman, the letters of no
4 action would not be a matter of public record if there
5 are issues for the Board to discuss. And I think
6 usually we do those in closed session.

7 I would ask that we do that today as well.
8 And I'm only asking that so that, if there are people
9 here representing those parties, that they would know
10 that we will discuss that today and resolve it.

11 A.G. BALDERAS: Board Member Korn, I've been
12 advised that, if it's not in the agenda to take into
13 closed session, it wouldn't be necessarily proper.

14 We could potentially table the issues that
15 you're concerned with for a later date. At this point
16 I would ask for a motion to consider approving the
17 agenda as is.

18 MR. KORN: And again, sir, I don't mean to
19 argue with you. But I would like to have the
20 opportunity to make a motion at the end of our time to
21 go into closed session, which I think is allowed by
22 the rules.

23 MR. WORD: Mr. Chair, Members of the Board,
24 it's my recommendation that, if a closed session is
25 not included on the agenda for today's meeting, that

1 the Board not amend to go into a closed session;
2 because we're not within the 72-hour period.

3 There can be amendments to the agenda. But I
4 believe the cautious approach is to not amend an
5 agenda to provide for a closed session today. There
6 is on the agenda for tomorrow's meeting a closed
7 session.

8 MR. KORN: And again I don't mean to argue
9 with counsel, Mr. Chairman. But under the section
10 that allows for making a motion for a closed meeting
11 from an open meeting, we can do that. And I think
12 it's just more efficient to do as much as we can today
13 so that we have tomorrow to concentrate on those
14 cases.

15 And also I don't know if there might be
16 people that are representing or even the particular
17 individuals in the room that are in the letters of no
18 action. I just think it would be fairer and more
19 transparent and better for our speed of process to do
20 it today.

21 A.G. BALDERAS: Well, Board Member Korn, I
22 always welcome your feedback. I'm a little
23 disappointed that this matter is being brought forth
24 in this way when, in fact, staff has been constructing
25 an agenda that is very transparent.

1 And actually it was my direction to staff
2 that, if there were not matters they felt comfortable
3 with going into closed session, that they would delay
4 or table those matters at a later date so that we
5 could aggressively focus on the most public type of
6 meeting possible.

7 I still haven't heard necessarily a motion to
8 amend or to approve the agenda. So I would ask that
9 the Board consider approving the agenda or make an
10 alternative motion.

11 CHIEF KASSETAS: So, Mr. Chair, as I
12 understand it, if we approve the agenda as is, that we
13 won't do any of the disciplinary cases until
14 tomorrow's closed session?

15 A.G. BALDERAS: Chief Kassetas, would you
16 restate your question.

17 CHIEF KASSETAS: Mr. Chair, as I understand
18 it now, if we approve the agenda as is, we will not go
19 into closed session today. And all of the
20 disciplinary cases will be handled tomorrow in closed
21 session. Is that what you're saying?

22 MR. WORD: Mr. Chair, Members of the Board,
23 what I have recommended is that, if there is a motion
24 to approve, we proceed; and when we reach one of these
25 items, we recess. And we'll have further discussion

1 about how to handle those in executive session.

2 MR. KORN: Thank you, Counsel. I would make
3 a motion to accept the agenda as it is with that
4 understanding.

5 A.G. BALDERAS: Thank you, Board Member Korn.
6 I'll gladly second that motion. All in favor.

7 (Those in favor so indicate.)

8 A.G. BALDERAS: There's been a motion, a
9 second, and a full approval. Are there any opposed?
10 The motion passes and the agenda is approved.

11 ITEM NO. 4: APPROVAL OF MEETING MINUTES

12 (DECEMBER 8-9, 2014)

13 A.G. BALDERAS: At this time we need to
14 approve the minutes of the last meeting, which
15 occurred on December 8th and 9th. And copies of those
16 minutes were distributed and made available on the LEA
17 website.

18 Are there any corrections to those meeting
19 minutes by Board Members who were present at that
20 meeting? And I'll wait to see if there are any
21 corrections. Are there any corrections to the last
22 minutes? Seeing no corrections, I'll take a motion to
23 approve the minutes and consider a second, if there's
24 a primary motion.

25 MR. BARNCASTLE: I'll make that motion,

1 Mr. Chairman.

2 MR. KORN: I would second.

3 A.G. BALDERAS: All in favor.

4 (Those in favor so indicate.)

5 A.G. BALDERAS: Any opposed? The minutes are
6 approved.

7 ITEM NO. 5: OPEN MEETINGS ACT RESOLUTION

8 A.G. BALDERAS: Next I would like to direct
9 our Board to item 5, the next agenda item, the Open
10 Meetings Act Resolution. I will turn it over to Rick
11 Word, counsel for my office, who will explain how to
12 facilitate the process. Mr. Word, you have the floor.

13 MR. WORD: Thank you, Mr. Chair, Members of
14 the Board. The Open Meetings Act contains a provision
15 at Section 10-15-1(D) that requires public bodies --
16 and this Board meets that definition -- to annually
17 determine what constitutes reasonable notice of its
18 public meetings of all types.

19 This Board in the past has not done that.
20 Some other boards have not. The Board has a
21 regulation in the NMAC that specifies what constitutes
22 reasonable notice. But again, as a matter of trying
23 to comply with the spirit of the Open Meetings Act and
24 the letter, I have prepared an Open Meetings Act
25 Resolution.

1 This is a standard resolution whose form has
2 been in the Attorney General's Open Meetings Act Guide
3 for a number of years. It's adopted by pretty much
4 every board that we represent.

5 And I'd stand for any questions you may have.
6 But it basically just lays out what constitutes notice
7 and how it will be accomplished.

8 A.G. BALDERAS: Are there any questions? I
9 do know, from just understanding the general history,
10 our primary mission most importantly is to try to
11 conduct ourselves with strict compliance with the Open
12 Meetings Act and other regulatory laws that impact the
13 Board's business. This is one of just us ratifying
14 that we understand what those requirements are.

15 If there's nothing else and no further
16 questions, I'll take a motion to approve the Open
17 Meetings Act Resolution.

18 CHIEF McCALL: Motion to approve.

19 SHERIFF WALLER: Second.

20 A.G. BALDERAS: All in favor.

21 (Those in favor so indicate.)

22 A.G. BALDERAS: The record will show that the
23 Board approved the Open Meetings Act Resolution in its
24 full form.

25 ITEM NO. 6: ELECTION OF VICE CHAIRMAN

1 A.G. BALDERAS: We are now to the point that
2 we recognized earlier. We are going to move to the
3 election of a Vice Chairman. And I will entertain
4 nominations which are now open for the position of
5 Vice Chair. And I would entertain a nomination and a
6 second, if there's anyone willing to serve as Vice
7 Chair.

8 MR. KORN: Mr. Chairman, it would be my
9 pleasure to nominate Chief Pete Kassetas in the
10 position of Vice Chair. Chief Kassetas is one of the
11 senior Members of the Board, he's well familiar and an
12 active member, and I think he would be an excellent
13 one to lead the Board in the Chairman's absence.

14 A.G. BALDERAS: Mr. Korn, thank you for that
15 nomination. There is a nomination to nominate Board
16 Member Chief Pete Kassetas. Are there any other
17 nominations?

18 Seeing none, the nominations are now closed.
19 And we'll move to a vote. All those in favor of
20 electing Board Member Chief Kassetas as Vice Chair
21 signify by saying aye.

22 (Those in favor so indicate.)

23 A.G. BALDERAS: Any opposed? The ayes have
24 it. Congratulations or I should say condolences maybe
25 for being my Vice Chair. Thank you, Chief.

1 CHIEF KASSETAS: I appreciate that, Chair.
2 And please note my limited familiarity with Robert's
3 Rules of Order.

4 A.G. BALDERAS: The record will show now that
5 Board Member Chief Kassetas has been elected as Vice
6 Chair of the Board.

7 ITEM NO. 7: DIRECTOR'S REPORT

8 A.G. BALDERAS: I now go to the Director's
9 report, which is item 7 for the general public on the
10 agenda. And I now recognize Director Jones to deliver
11 his report. Thank you.

12 MR. JONES: Thank you very much, Attorney
13 General Balderas, New Mexico Law Enforcement Academy
14 Board Members, especially Chief Darren Soland and
15 Sheriff Wesley Waller.

16 I am honored to present the Director's report
17 for all nine of the New Mexico Law Enforcement
18 Academies for the State of New Mexico. The New Mexico
19 Law Enforcement Academy could not do what we do
20 without the dedicated support from many of the
21 recognized law enforcement agencies and other Law
22 Enforcement Academies in the state.

23 First I'd like to recognize the super support
24 and guidance the New Mexico Law Enforcement Academy
25 has received from your office. It is clear what is

1 expected and what the direction is we're going to go.

2 The New Mexico law enforcement community is
3 fortunate to have Cabinet Secretary Gregory Fouratt
4 and Deputy Secretary Scott Weaver, who have been
5 instrumental in several months of work with the State
6 Personnel Office on behalf of the New Mexico Law
7 Enforcement Academy, to assist us with funding for the
8 New Mexico Law Enforcement Academy and three critical
9 staff positions.

10 They've also worked tirelessly with the New
11 Mexico Enforcement Academy and the law enforcement
12 community to share with us their concerns and vision
13 and training.

14 Deputy Director Brian Coss, if I could get
15 him to stand up, was hired several months ago. He was
16 an instructor at the New Mexico Law Enforcement
17 Academy for approximately ten years when he took a
18 trainer's position with the New Mexico Department of
19 Corrections.

20 Deputy Director Coss was there for a couple
21 of years. And we are very privileged to have him
22 return to the New Mexico Law Enforcement Academy as
23 the Deputy Director.

24 Advanced Bureau Chief Frank Ortiz, III, was
25 hired a few weeks ago. And he comes to the New Mexico

1 Law Enforcement Academy from a long and distinguished
2 career at the Bureau of Alcohol, Tobacco, Firearms,
3 and Explosives.

4 We're very, very fortunate to have him. He
5 came to work our first weekend here without pay to
6 help us with an international class that we were doing
7 at the New Mexico Law Enforcement Academy.

8 Ms. Ashley Lopez, who is not here, was hired
9 as the Advanced Training Bureau Administrative
10 Assistant. Ms. Lopez graduated from the University of
11 New Mexico with honors and a degree in Criminology.

12 All three of these individuals have hit the
13 ground running. And we really appreciate the efforts
14 of the Department of Public Safety to work with us to
15 accomplish this mission.

16 While this brings the New Mexico Law
17 Enforcement Academy closer to our full manpower, we
18 are still short two instructors. While having a full
19 staff at the New Mexico Law Enforcement Academy would
20 be of great benefit, we would still not be able to
21 perform the many daunting tasks and requirements that
22 are required without the support of the many agencies
23 and the other eight Law Enforcement Academies in the
24 state.

25 Major Barlow and his staff at the Dona Ana

1 County Sheriff's Academy have been very instrumental
2 in assisting us with updating curriculum and assisting
3 the New Mexico Law Enforcement Academy with much
4 needed support.

5 Sergeant Eric Urenda, Academy Director at Las
6 Cruces Police Department, is the newest director of
7 all nine academies. And he's done everything in his
8 power to assist the New Mexico Law Enforcement Academy
9 and our staff with our training needs.

10 There have been 11 basic police officer
11 academies that have started since December 2014.
12 There will be a total of 197 police officers certified
13 after Western New Mexico University Academy Class 60
14 graduates June 18th, 2015. This is a culmination of
15 180,727 hours of basic training provided this quarter.

16 Major Dina Romero, Director of the New Mexico
17 State Police Academy, and the New Mexico Law
18 Enforcement Academy, work many different complex
19 issues that arise at the Law Enforcement Academy
20 complex in Santa Fe.

21 If it were not for her and her staff
22 assisting with the many different requirements that
23 the New Mexico Law Enforcement Academy is required to
24 perform, we would not be able to accomplish the many
25 tasks and requirements that are set aside for the Law

1 Enforcement Academy.

2 There are three academies in the state, San
3 Juan County Criminal Justice Academy, Southeastern New
4 Mexico Law Enforcement Academy, and the New Mexico Law
5 Enforcement Academy, that train public safety
6 telecommunicators.

7 Sergeant Pat Flores is the Director of the
8 San Juan Academy. And Ms. Keri Schrock is the
9 training supervisor for the San Juan Communications
10 Authority. They have established and taught two
11 public safety telecommunicator classes this last year.
12 Director Angela Byrd in the Southeastern New Mexico
13 Law Enforcement Academy just finished her eighth
14 public safety telecommunicator class.

15 With the New Mexico Law Enforcement Academy
16 and the extra effort, time, and professionalism of
17 Ms. Schrock and Director Byrd, the State of New Mexico
18 has trained an additional 47 new certified public
19 safety telecommunicators in the state. This equates
20 to another collective 5,822 hours of PST training
21 since December 2014.

22 Dr. August Fons and Director Angie Byrd have
23 put together an advanced training packet, Response to
24 Resistance, based on constitutional law for the New
25 Mexico Law Enforcement Academy. And they have taught

1 this to several agencies throughout the state. It has
2 been very well received.

3 Due to the efforts of Chief Darren Soland,
4 the New Mexico Law Enforcement Academy was able to
5 produce the first mobile training team to teach cert
6 by waiver for the Zuni Police Department. This was
7 another first and it was very successful. We hope to
8 do many more in the future.

9 The New Mexico Law Enforcement Academy
10 continues to receive ever-increasing amounts of
11 Inspection of Public Records Act requests. Many of
12 these require extensive research, hours, and copying
13 under many deadlines, which is burdensome to our small
14 staff.

15 The New Mexico Law Enforcement Academy was
16 privileged to assist DPS and the New Mexico State
17 Police with a week-long international crime scene
18 investigation course in April.

19 We cannot thank those agencies and individual
20 police officers, sheriffs' deputies, game wardens, or
21 retired police officers, who are dedicated to giving
22 their time to the academies to assist with the
23 training that occurs throughout the state on any given
24 day, with anything but a huge thank you.

25 In recognition and appreciation of the New

1 Mexico Law Enforcement Academy, the eight satellite
2 academies, and those agencies that go beyond their own
3 requirements to assist with training law enforcement
4 in New Mexico, I am humbly honored to present the
5 Director's report to the New Mexico Law Enforcement
6 Academy Board.

7 A.G. BALDERAS: Thank you, Director Jones.
8 Are there any questions from the Board for Director
9 Jones?

10 MR. JONES: Thank you, sir.

11 A.G. BALDERAS: Thank you. Seeing none,
12 we'll move forward. I appreciate it.

13 ITEM NO. 8: PUBLIC COMMENT

14 A.G. BALDERAS: We are now ready to open up
15 to the floor for public comment. I have three
16 individuals who have signed up. I do ask that we
17 honor the two-minute time commitment.

18 But it would be an honor to hear from the
19 general public at this time. In the order of the way
20 they have signed up, the Chair recognizes Ms. Mary
21 Shoemaker to come up and give some remarks. I do
22 appreciate it. Thank you.

23 Good afternoon.

24 MS. SHOEMAKER: Good afternoon. Mr. Chair,
25 Honorable Members of the Board, my name is Mary

1 Shoemaker. I'm here because yesterday marked the
2 one-year anniversary of the death of my son, Victor
3 Villalpando, by an Espanola policeman here in
4 Espanola.

5 I want to welcome you to our town. I meant
6 to say that first. And I want to ask you to use your
7 humanity, your experience, and your knowledge of
8 teenagers to work together with the public to try to
9 change your training so that this kind of thing
10 doesn't happen anymore.

11 I think that New Mexico can be a leader in
12 how we as a public view each other. We don't have to
13 be enemies. And I think that's enough said. But
14 thank you very much for allowing me to comment. And
15 in honor of my son, I ask you to look at how we can
16 make changes. Thank you.

17 A.G. BALDERAS: Ms. Shoemaker, thank you for
18 your comments.

19 At this time I would like to recognize Chris
20 Mechels to speak about the charter.

21 Good afternoon.

22 MR. MECHELS: Thank you, Mr. Chairman,
23 Members of the Board. I'm Chris Mechels. And this
24 comment will not be related to my later agenda item.

25 I gave the secretary a handout for you all

1 relating to my comments. So if you could find that,
2 that would be this one. You have two handouts from
3 me. And this is one of them. It has a Board
4 description on the front of it, Susana Martinez. You
5 should have that.

6 A.G. BALDERAS: I believe the Board has the
7 documents.

8 MR. MECHELS: Actually there are two
9 documents, Mr. Chair.

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

11 MR. MECHELS: This is the one I'm referring
12 you to. It has the POST -- I'm sorry. It basically
13 has a description of the New Mexico Law Enforcement
14 Academy Board on the front of it.

15 A.G. BALDERAS: We've got it, sir.

16 MR. MECHELS: Okay. I will be referring to
17 that.

18 A.G. BALDERAS: You have the floor and the
19 time.

20 MR. MECHELS: Thank you. Before I get to
21 that, though, there are two other points that I would
22 like to address briefly. First off, I highly commend
23 the Chair for his public declaration in the media to
24 commit to transparency and solving problems,
25 addressing the curriculum issues, and also addressing

1 the issues with police discipline. I think those are
2 three very important items. And I think they're all
3 very needful of your attention.

4 The next item I would suggest is a procedural
5 issue. I just made available to you a copy of my
6 comments. And I'm also making it available to the
7 public in another agenda item. I hope that the other
8 people who present agenda items are also requested to
9 make their written support documents available to the
10 public so that we might be informed.

11 That hasn't been Board policy in the past.
12 It was Board policy at the last meeting, however,
13 again requesting that people on the agenda make their
14 written documentation available to the public so that
15 we can have it at a public meeting.

16 Let's see. The other issue I have also on
17 the matter of transparency is I think Mr. Korn has an
18 agenda item which concerns the rights of the public.
19 And I hope the public will be allowed to comment on
20 that agenda item, because he's talking about things
21 that directly affect us. And we should be able to
22 speak to them.

23 So that concerns those bookkeeping items.
24 What this is about is -- it may be and, in fact, I'm
25 hoping it is old information to all of you. It is not

1 old information to the public. And it may not be to
2 you.

3 But what I'm talking about is the charter of
4 this Board. It never seems to get discussed. I came
5 across -- recently I was looking at the lesson plans,
6 one of the few lesson plans that are available. One
7 of them is instructing the cadets as to the role of
8 the LEA Board. There is no mention in that lesson
9 plan of the actual role of the LEA Board. None.

10 So for their benefit and for yours perhaps,
11 the role of the LEA Board briefly: Founded in 1969.
12 This is the founding document. The 1969 legislature
13 founded the Board as an independent entity.
14 Independent. Key word.

15 From there I would call your attention to the
16 Law Enforcement Academy Board description, which is
17 available on the governor's website, in which it
18 describes the Law Enforcement Academy Board. "The
19 Board is the Police Officer Standards and Training
20 (POST) agency for New Mexico, awarding law enforcement
21 officer and telecommunication officer certification."

22 Mr. Jones is your current representative to
23 POST. This is important. 1969 was a time when we
24 were founding such organizations nationwide, there was
25 a move towards police standards nationwide. New

1 Mexico was one of the POST organizations founded at
2 the time.

3 A.G. BALDERAS: Mr. Mechels, I don't want to
4 interrupt you, I just want to be respectful. We have
5 a two-minute limit. We're now nearing four minutes.

6 MR. MECHELS: I thought we had five minutes.
7 Did you say two? It's always been five.

8 A.G. BALDERAS: It is two. I just want to be
9 respectful.

10 MR. MECHELS: I thought it was five. One
11 more thing and I'll wrap it up. I thought it was five
12 minutes.

13 Anyway lastly and in a hurry, the document
14 which governs -- I shouldn't say governs. But it is
15 accepted as the consensus standard of POST. Again
16 POST includes the New Mexico Law Enforcement Academy
17 Board. This document is on their website.

18 And it defines among other things how
19 curriculums are to be developed, how testing is to be
20 developed. These are standards that we extensively
21 all subscribe to as members of a POST organization.

22 What I'm going to tell you today needs
23 looking into are the changes that were made by this
24 Board in 2013. I maintain that we took these
25 standards and without once mentioning them threw them

1 in the trash.

2 We have ignored these standards. And these
3 standards are part of the description for which POST
4 was founded. They're the reason for the Board's
5 existence.

6 I suggest we need to get back on board and
7 follow these standards, which we did by the way until
8 2003, when Secretary Denko forced off the Law
9 Enforcement Academy Board Director at that time and
10 installed his own man. Thank you.

11 A.G. BALDERAS: Thank you, Mr. Mechels, for
12 coming in and expressing those thoughts.

13 Ms. Anaya for public comment. Whichever
14 microphone you feel comfortable with.

15 MS. ANAYA: Good afternoon, Honorable Hector
16 Balderas and the New Mexico Law Enforcement Academy
17 Board. My name is Teresa Anaya. I am the mother of
18 Jeannette Anaya, the person that Officer Wilson shot
19 and killed.

20 On the evening of November 6th, 2013, my last
21 conversation with my daughter as she left for the
22 evening was, "I'll see you later, mom. Don't worry
23 about me, I'll be okay. I love you." I replied, "Be
24 careful. I love you too."

25 On the morning of November 7th, 2013, two

1 State Police officers came to tell us that our
2 daughter had been shot. I began to scream
3 hysterically, "Where is she, is she going to be okay,
4 what happened, who shot her?"

5 They replied with no compassion that she was
6 shot by police. "I'm telling you, we don't know what
7 happened, it's under investigation. Your daughter is
8 gone."

9 We were told by the medical examiner that two
10 bullets entered and hit her body. One in the back and
11 exited in her front lung. The other on the top of her
12 head and exited through her left cheek.

13 I didn't want that to be our lasting image of
14 her. We couldn't even hold her and kiss her and tell
15 her we loved her one last time.

16 In January 2014 the jury ruled the shooting
17 justified. We were devastated. It wasn't until then
18 that we were able to view the dash cam video. To this
19 day the video is available online. It clearly shows
20 Owen Wilson never, never shot four warning shots. He
21 shot 16 consecutive times as my daughter tried to get
22 away from him.

23 The evidence is in the video. Wilson
24 perjured himself, the investigation, and the DA
25 covered and supported his lies. The pursuit was

1 illegal. Had he followed the law, this senseless
2 tragedy would have never happened.

3 I am Jeannette's voice now. And as her
4 mother I challenge you to view that video and see what
5 we see, see what the public sees, and see what is
6 necessary and lawfully right and lawfully just.

7 My daughter's death must not have been in
8 vain. Please, please, will you respond to that, will
9 you respond to my request. Our faith in God has
10 helped us live through this tragedy.

11 We hope and pray that no other family will
12 endure the heartache and the emptiness that my
13 daughter's death has left upon us. Our lives will
14 never be the same.

15 My heart and prayers go out to Officer Gregg
16 Benner's wife and children. We feel their pain.
17 Thank you for your time. Sincerely, the Anaya family.

18 A.G. BALDERAS: Thank you, Ms. Anaya, for
19 your words. It means a lot to us you're here.

20 MS. ANAYA: Thank you.

21 A.G. BALDERAS: Is Mr. Montoya here, Robby
22 Montoya? You have the floor, sir.

23 MR. MONTOYA: Thank you so much. My name is
24 Robby Montoya. I work with the children and youth in
25 the valley, hundreds. I've done this for about

1 25 years. Victor Villalpando was one of my students.
2 I met him when he was five years old.

3 I stand before you with great respect. Your
4 jobs are amongst the most important in society. I
5 know that you work tirelessly to do the very best that
6 you can do. And I honor that.

7 In working with children, the most poignant
8 thing that I can say is, in watching what's been
9 happening across our nation and perhaps across the
10 globe, with the militarization of police force, there
11 may be a lack of nuance and the ability to really
12 discern what's happening on a case-by-case basis.

13 Now, from your side you might say, well, in
14 the moment there's a split second decision and the
15 public doesn't understand that. And that is probably
16 true. But if we could bring to bear the practitioners
17 and the training in a broad, full spectrum, to bring
18 the appropriate person to answer calls, to understand.

19 In Victor's case there were many calls he was
20 making. He was in trouble. He was struggling. And
21 he was making calls for help I believe. We can't
22 bring him back. I wish we could. He was an
23 incredible young man.

24 But what we can do is work together to try to
25 be better. And again I respect your work. And if I

1 can be of any service to save the children and the
2 young people of this community and many others, I'm at
3 your service. Thank you so much.

4 A.G. BALDERAS: Thank you for coming,
5 Mr. Montoya. Dr. Singleton. We also thank you for
6 coming. You have the floor.

7 DR. SINGLETON: Thank you for giving us a
8 forum to speak with you on this occasion. I'm
9 Dr. Tamara Singleton.

10 Victor Villalpando was my patient. And like
11 most doctors in the world, youth safety is a huge,
12 huge priority for us. And it's horrible to see a
13 young man in crisis being taken from us in this way.

14 Like you I'm sure, I've done a lot of
15 studying. And I think it's wonderful that so many of
16 the training officers are here. And so I'm interested
17 in the crisis intervention management.

18 And when I studied this and spoke with people
19 from other police departments throughout the nation, I
20 see that a lot of -- there's so much less spent on ER
21 visits, so many fewer deaths of citizens and police
22 officers.

23 And I feel that, if we go ahead and keep on
24 with our training for how to manage crisis situations,
25 we're going to lose a lot fewer citizens and police

1 officers, there will be a lot less injury being done,
2 and we'll be a safer society.

3 We need to come together as a society to
4 solve this problem. It shouldn't be us and them. We
5 don't need to have any of our mothers crying, if
6 they're the mother of a police officer or any of our
7 local youth or grownups for that matter.

8 So I just wanted to express my support for
9 any type of improved crisis intervention that we can
10 have as part of our police officer training.

11 In addition, we need to monitor the
12 attitudes. I speak to police officers when I see
13 them. They tell me they've been taught shoot to kill.
14 And to me there's, as Robby said, a lot more nuance
15 than us and them and shoot to kill.

16 And I agree with the gentleman who spoke
17 earlier. We should be able to give studies to back up
18 what we said. And I've researched that thoroughly.
19 Anyone who wants to ask me, I would be happy to speak
20 to them.

21 And I think we can be benefited immeasurably
22 in our society and be a lot safer. And we need to
23 embrace these methods or whatever other methods we can
24 use for better safety. Thank you again for letting me
25 speak with you. And I hope you all will be safe on

1 the job.

2 A.G. BALDERAS: I want to thank you, all the
3 members of the public, for the expression of not only
4 your thoughts but your concerns. I on behalf of many
5 of these Board Members who have already served on the
6 Board and/or are new today -- there are three of us
7 today that are completely new to the process and new
8 to this mission in terms of what we're trying to do
9 for our community -- I want to thank you for your
10 public input.

11 You have our commitment that we will be
12 looking at ways to value the community and that
13 everyone is safe; and then secondly, that we honor
14 you. There are no us against them in terms of the
15 loss of life. And we appreciate you also mentioning
16 Officer Benner as well.

17 But that will be a focus of this Board as
18 well, to make sure that we do everything we can to
19 minimize the loss of life in the community and that
20 there are no us and them. So thank you very much for
21 your public comments.

22 ITEM NO. 9: RATIFICATION OF CERTIFICATIONS FOR LAW
23 ENFORCEMENT OFFICERS

24 A.G. BALDERAS: I would now like to address
25 and direct the Board to item No. 9 of our agenda. And

1 that would be the ratification of certifications for
2 law enforcement officers. This will be facilitated by
3 our Director Jack Jones.

4 I know these are very thick packets. The way
5 I understand these are organized is each certification
6 is in a grouping listed in terms of exhibits. I'll
7 turn the floor over to the Director of the Law
8 Enforcement Academy.

9 MR. JONES: Thank you very much,
10 Mr. Chairman.

11 The list of certifications for ratification
12 of police officers are Bernalillo County Sheriff's
13 Office Academy, which is Academy No. 35, Exhibit
14 No. 1. There are a number of individuals on there
15 that have graduated from the Bernalillo County SO
16 Academy No. 35.

17 A.G. BALDERAS: Thank you for grouping those.
18 I'll take a motion to approve all individuals as
19 stated by Director Jones in the exhibit order.

20 CHIEF KASSETAS: I'd like to make a motion to
21 approve all the officers in Exhibit 1.

22 A.G. BALDERAS: Thank you. Is there a second
23 to that motion?

24 CHIEF KASSETAS: Mr. Chair, I would like to
25 state the beginning and ending of the numbers. Number

1 14-0274-P all the way through 14-0287-P, Exhibit 1.

2 A.G. BALDERAS: Thank you. Is there a
3 second?

4 SHERIFF WALLER: I second the motion.

5 A.G. BALDERAS: All in favor say aye.

6 (Those in favor so indicate.)

7 A.G. BALDERAS: Are there any opposed to that
8 motion? The record will show that the Board approved
9 all certifications with respect to that grouping in
10 Exhibit 1.

11 MR. JONES: Sir, the second exhibit is from
12 the Southeastern New Mexico Law Enforcement Academy,
13 Academy No. 35. It's Exhibit 2, starting with
14 Mitchell Billings and ending with Nikolas Laurenz.

15 CHIEF KASSETAS: Mr. Chair, a point of
16 clarification. The Director said Academy No. 35.
17 It's listed as No. 33. Is it 33, Director Jones?

18 MR. JONES: Yes, it's 33. I apologize. It's
19 33.

20 CHIEF KASSETAS: Thank you.

21 MR. BARNCASTLE: Mr. Chairman, I'll move to
22 accept Exhibit No. 2, items 14-0288-P through
23 14-0301-P, and approve for certification.

24 A.G. BALDERAS: Is there a second to that
25 motion?

1 CHIEF McCALL: Second.

2 A.G. BALDERAS: All in favor.

3 (Those in favor so indicate.)

4 A.G. BALDERAS: Any opposed to that motion?

5 No opposition. The record will show that Exhibit 2,

6 Nos. 14-0288-P through 14-0301-P, is approved.

7 MR. JONES: Sir, the next exhibit is Basic
8 Police Officer Training Class No. 189, Exhibit No. 3,
9 which starts with David Aikman and ends with Luke
10 Martinez on the second page.

11 A.G. BALDERAS: That will be Exhibit 3 for
12 the Board. I'll entertain a motion to approve
13 Exhibit 3 as stated.

14 SERGEANT QUEZADA: Mr. Chair, I would like to
15 make a motion to accept Exhibit 3.

16 A.G. BALDERAS: Is there a second?

17 MR. KORN: I'll second.

18 A.G. BALDERAS: All in favor say aye.

19 (Those in favor so indicate.)

20 A.G. BALDERAS: Any opposed? The record will
21 show that the motion passes for acceptance of Exhibit
22 No. 3, 14-0302-P through 14-0356-P.

23 MR. JONES: Mr. Chair, Exhibit No. 4 is Dona
24 Ana County Sheriff's Academy Class No. 20. It's a
25 one-page exhibit, it starts with Jonathan Almanza and

1 ends with Brandon Switzer.

2 A.G. BALDERAS: I'll entertain a motion for
3 that exhibit.

4 SHERIFF WALLER: Mr. Chairman, I move that we
5 approve Certification Nos. 14-0357-P through
6 14-0374-P.

7 A.G. BALDERAS: Is there a second to that
8 motion?

9 SERGEANT QUEZADA: I second that.

10 A.G. BALDERAS: All in favor.

11 (Those in favor so indicate.)

12 A.G. BALDERAS: Any opposed? The record will
13 show that the motion is passed for Exhibit 4
14 unanimously, 14-0357-P through 14-0374-P.

15 MR. JONES: Mr. Chair, the next exhibit is
16 Cert By Waiver Class No. 84. And it is Exhibit No. 5,
17 a single page. It begins with Byron Abeyta and ends
18 with Michael Wood.

19 A.G. BALDERAS: Is there a motion for
20 approval?

21 MR. BARNCASTLE: Mr. Chairman, I'll move to
22 accept the Exhibit 5, specifically 15-0001-P through
23 15-0019-P including 91-0096-P for approval of
24 certification.

25 A.G. BALDERAS: Is there a second on that

1 motion?

2 MR. KORN: I would second.

3 A.G. BALDERAS: All in favor say aye.

4 (Those in favor so indicate.)

5 A.G. BALDERAS: Any opposed? The record will
6 show that the motion passes to accept Exhibit 5,
7 15-0001-P through 15-0019-P and 91-0096-P.

8 MR. JONES: Mr. Chairman, the next one is Las
9 Cruces Academy Class No. 44, Exhibit No. 6, a single
10 page. It starts with Keegan Arbogast and ends with
11 Charlie Velasco.

12 A.G. BALDERAS: Is there a motion to be
13 entertained?

14 SERGEANT QUEZADA: Mr. Chair, I would like to
15 make a motion to accept the certifications for Exhibit
16 No. 6, 15-0021-P through 15-0042-P.

17 A.G. BALDERAS: Is there a second?

18 CHIEF McCALL: Second.

19 A.G. BALDERAS: All in favor say aye.

20 (Those in favor so indicate.)

21 A.G. BALDERAS: Any opposed to that motion?

22 The record will show that the Board approved
23 Exhibit 6, 15-0021-P through 15-0042-P.

24 MR. JONES: Sir, the next one is the San Juan
25 County Academy Class No. 34, Exhibit No. 7, a single

1 page. It begins with Navid Babadi and ends with
2 Anthony Vowell.

3 A.G. BALDERAS: I'll take a motion for
4 approval.

5 CHIEF McCALL: Motion to approve Exhibit 7,
6 Certification Nos. 15-0043-P through 15-0053-P.

7 A.G. BALDERAS: Do I have a second?

8 SERGEANT QUEZADA: I'll second that.

9 A.G. BALDERAS: All in favor say aye.

10 (Those in favor so indicate.)

11 A.G. BALDERAS: Any opposed? The motion
12 passes to accept Exhibit 7, 15-0043-P through
13 15-0053-P.

14 MR. JONES: Mr. Chair, Exhibit 8 is
15 Southeastern New Mexico Law Enforcement Academy Cert
16 by Waiver Class No. 17. It starts with Mark
17 Christensen and ends with Alfredo Sanchez.

18 A.G. BALDERAS: Is there a motion for
19 approval?

20 CHIEF McCALL: Motion to approve Exhibit 8,
21 Certification Nos. 15-0054-P through 15-0063-P to
22 include Certification No. 85-0110-P.

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

25 MR. KORN: I'll second.

1 A.G. BALDERAS: Thank you. All in favor say
2 aye.

3 (Those in favor so indicate.)

4 A.G. BALDERAS: Any opposed? The record will
5 reflect that the exhibit is approved. Director Jones.

6 MR. JONES: Mr. Chair, the next one is New
7 Mexico State Police Academy No. 88, Exhibit No. 9, a
8 single page. It starts with Ruben Aguilar and ends
9 with Mario Wilson.

10 A.G. BALDERAS: Is there a motion for
11 approval of Exhibit 9?

12 SHERIFF WALLER: Mr. Chair, I move to approve
13 Certification Nos. 15-0064-P through 15-0098-P.

14 A.G. BALDERAS: Thank you. Is there a second
15 on that motion?

16 MR. BARNCASTLE: I'll second.

17 A.G. BALDERAS: All in favor say aye.

18 (Those in favor so indicate.)

19 A.G. BALDERAS: Any opposed? The record will
20 reflect that the motion passes for Exhibit 9 to be
21 accepted, Nos. 15-0064-P through 15-0098-P.

22 Director Jones, Exhibit 10.

23 MR. JONES: Mr. Chair, Cert By Waiver Class
24 No. 85, Exhibit No. 10, a single page. It starts with
25 Timothy Trimble and ends with Ronnie Simplicio.

1 A.G. BALDERAS: Is there a motion to approve?

2 SERGEANT QUEZADA: Mr. Chair, I would like to
3 make a motion to accept the certification for Exhibit
4 No. 10, Cert By Waiver Class 85, with 15-0101-P
5 through 15-0110-P.

6 A.G. BALDERAS: Is there a second for that
7 approval?

8 CHIEF SOLAND: Second.

9 A.G. BALDERAS: All in favor say aye.

10 (Those in favor so indicate.)

11 A.G. BALDERAS: Any opposed? The motion
12 passes to accept Exhibit 10, Nos. 15-0101-P through
13 15-0110-P.

14 Director Jones, there's one final item.

15 MR. JONES: Mr. Chairman, the next one is a
16 Cert by Waiver Challenge. And it is a single page,
17 Exhibit No. 11, No. 95-0327-P, Eric Montano;
18 No. 15-0099-P, Sara Howard; and 15-0100-P, which is
19 Logan McKinney.

20 A.G. BALDERAS: I'll entertain a motion for
21 approval.

22 MR. BARNCASTLE: Mr. Chairman, I'll make a
23 motion to approve Exhibit 11, specifically
24 Nos. 95-0327-P, 15-0099-P, and 15-0100-P.

25 A.G. BALDERAS: Is there a second to that

1 motion?

2 SHERIFF WALLER: Second.

3 A.G. BALDERAS: All in favor say aye.

4 (Those in favor so indicate.)

5 A.G. BALDERAS: Any opposed? The record will
6 show that the Board approved Exhibit 11, 95-0327-P,
7 15-0099-P, and 15-0100-P. I believe that concludes
8 our Exhibit Nos. 1 through 11.

9 ITEM NO. 10: RATIFICATION OF CERTIFICATIONS FOR
10 PUBLIC SAFETY TELECOMMUNICATORS

11 A.G. BALDERAS: I'd like to go to the next
12 agenda item, No. 10, ratification of certifications
13 for telecommunicators, which will be presented also by
14 Director Jones. You have the floor, Director Jones.

15 MR. JONES: Mr. Chair, I would like to have
16 the Board ratify Public Safety Telecommunicator
17 Academy Class No. 128, Exhibit 1, which is a single
18 page, starting with Briana Aguilar and ending with
19 Loida Yeahquo.

20 A.G. BALDERAS: Is there a motion on
21 Exhibit 1?

22 SERGEANT QUEZADA: Mr. Chair, I'd like to
23 make a motion to accept for certification Exhibit
24 No. 1, Telecommunicator Class No. 128,
25 Nos. 15-0001-PST through 15-0027-PST, also to include

1 94-0078-PRD.

2 A.G. BALDERAS: Is there a second to that?

3 MR. KORN: I'll second, Mr. Chairman.

4 A.G. BALDERAS: All in favor say aye.

5 (Those in favor so indicate.)

6 A.G. BALDERAS: Any opposed? The record will
7 show the motion passed to approve certifications for
8 Exhibit 1.

9 MR. JONES: The next exhibit, Exhibit 2, is
10 the San Juan County Communication Authority Public
11 Safety Telecommunicator Academy Class No. 2. It
12 starts with Asbe Thomas and ends with Lynda Walker.

13 A.G. BALDERAS: Is there a motion to approve?

14 CHIEF KASSETAS: I'd like to make a motion to
15 approve Exhibit 2, Nos. 15-0028-PST through
16 15-0034-PST and also including 10-0088-PST.

17 A.G. BALDERAS: Is there a second to that
18 motion?

19 SERGEANT QUEZADA: I'll second that.

20 A.G. BALDERAS: All in favor say aye.

21 (Those in favor so indicate.)

22 A.G. BALDERAS: Any opposed? The record will
23 show that the Board approves the certifications for
24 Nos. 15-0028-PST through 15-0034-PST and 10-0088-PST.
25 The motion passes for Exhibit 2.

1 MR. JONES: Mr. Chair, I would like the Board
2 to approve Southeastern New Mexico Law Enforcement
3 Academy Public Safety Telecommunicator Class No. 8.
4 It starts with Rae Lynn Ayala through Adelina
5 Trujillo.

6 A.G. BALDERAS: Is there a motion?

7 CHIEF McCALL: Motion to approve Exhibit 3,
8 Certification Nos. 15-0035-PST through 15-0046-PST.

9 A.G. BALDERAS: Thank you. Is there a second
10 to that motion?

11 SHERIFF WALLER: Second.

12 A.G. BALDERAS: All in favor say aye.

13 (Those in favor so indicate.)

14 A.G. BALDERAS: Any opposed? The record will
15 reflect that the motion has passed to accept
16 Exhibit 3, 15-0035-PST through 15-0046-PST.

17 MR. JONES: Mr. Chair, this concludes our
18 ratifications. Thank you very much.

19 A.G. BALDERAS: Thank you, Director Jones.

20 ITEM NO. 11: DISCUSSION OF SANCTIONS IN DISCIPLINARY
21 CASES, INCLUDING THE PENALTY MATRIX AND TRACKING OF
22 DISCIPLINARY ACTIONS TAKEN BY AGENCIES

23 A.G. BALDERAS: I'd like to direct the Board
24 and the general public to agenda item 11, the
25 discussion of sanctions in disciplinary cases,

1 including the penalty matrix and tracking of
2 disciplinary actions taken by agencies. The next item
3 on the agenda was requested for discussion by Chief
4 Kassetas. So I'll recognize him at this time. Thank
5 you, Board Member.

6 CHIEF KASSETAS: Thank you, Mr. Chair and
7 fellow members. I wanted to discuss the way this
8 Board looks at taking action against officers and
9 dispatchers in which there are allegations of
10 misconduct.

11 Sometime back, under Acting Director Hubbard,
12 there was a penalty guidelines created that this Board
13 has utilized. And it was in place when I arrived in
14 this position.

15 Essentially what happens is we know, as we go
16 through a process where an LEA-90 is submitted to the
17 Law Enforcement Academy Director, an informal hearing
18 is conducted. And this Board ultimately agrees with
19 the Director or the Admin. Judge's findings or they
20 move forward.

21 When it comes to the penalties that we
22 exercise, I have concerns. I don't think this Board,
23 when you look at this binder I have here, can handle
24 or is equipped to be the Internal Affairs for the more
25 than -- Director Jones, I'm going to take a stab at

1 this.

2 Over how many law enforcement agencies in New
3 Mexico, 235 law enforcement agencies probably with
4 6,000 officers?

5 MR. JONES: Yes, sir.

6 CHIEF KASSETAS: Close to 6,000 officers, to
7 oversee the level of conduct. Now, don't get me
8 wrong. I'm not saying the Board should back away from
9 this.

10 We definitely should be looking at cases of
11 conduct that are serious in nature, that require us to
12 either revoke, which is permanently remove the ability
13 for someone to be a police officer in the state, or
14 suspend an individual for misconduct.

15 We're having problems when we levy penalties.
16 For instance, I look at DWI, where an individual
17 officer has three to six months of a suspension of
18 their certification. And I know that there are other
19 areas where a DWI is aggravated and I know it enhances
20 that suspension.

21 But essentially, if we as a Board or the
22 Director decide to suspend an officer for six months
23 for a DWI, that's a six-month paid vacation in my mind
24 because we do not regulate pay. That is an agency's
25 decision.

1 We basically suspend the certification, which
2 forces the chief or sheriff or Director to have to
3 place that officer in a nonworking field status,
4 stripping him of a gun and a badge. And he sits in an
5 office for three to six months, if they choose to not
6 terminate him, which I question why as far as a DWI
7 goes, although that's each chiefs' prerogative I
8 suppose or leaders' prerogative. So it becomes
9 problematic.

10 What I'm more interested in as a Board Member
11 is to document the misconduct of each officer as it
12 occurs through the Law Enforcement Academy so it
13 follows those officers through their career.

14 I've seen a lot of fine officers in my 23
15 years. And some have made mistakes and have been able
16 to recover. And I've seen others with four pages of
17 law enforcement misconduct. And I scratch my head,
18 how can this individual move from agency to agency.

19 So it's important for the Board I think to
20 consider the punishment levied by the agency
21 submitting the LEA-90, which we don't do.

22 So I would like to discuss how the Board can
23 possibly consider the punishment levied against the
24 officer but still intake the case so that particular
25 conduct is recorded on the officer's history so it

1 follows them throughout their New Mexico law
2 enforcement career.

3 That way, when I go to hire somebody, I'm
4 able to look at their history and determine what
5 misconduct the LEA Board reviewed. And I would also
6 like to talk about the penalty guidelines matrix and
7 how we can possibly improve upon how we do business.
8 That's my two main issues.

9 A.G. BALDERAS: Thank you, Board Member. Is
10 there any other discussion from the Board on that
11 topic?

12 MR. KORN: Mr. Chair, I'd like to add a
13 couple of thoughts on that as well, if I may.

14 A.G. BALDERAS: Sure.

15 MR. KORN: Mr. Chair, Members of the Board,
16 Chief Kassetas and I have had conversations about
17 this. And when the penalty guidelines were initiated,
18 it was an attempt to standardize penalties so that
19 every officer under similar circumstances would get a
20 uniform sense of misconduct penalties.

21 Before that there was no way for any officer
22 to know whether he was getting hammered or whether he
23 was treated unfairly. In this way every officer knows
24 the parameters within which he can expect to be
25 treated.

1 But to some extent I also agree with Chief
2 Kassetas that, by doing penalty guidelines and by
3 making them somewhat strict, we don't know if we're
4 reducing the amount of cases that are brought to us by
5 agencies around the state.

6 And then counterpoint to that is that there
7 are agencies around the state that are small that
8 would give no penalty for, say, lying, where there are
9 other agencies around the state that would fire
10 somebody.

11 So I think that the Board has to deal with
12 this conundrum, because with 260 agencies, everybody
13 is going to have a different way of doing it. And the
14 only standardization would be the Board. And I think
15 that's part of the discussion that ought to be entered
16 into as well.

17 A.G. BALDERAS: Thank you, Board Members, for
18 feedback. Any other comment or discussion on this
19 topic?

20 I'm going to take some Chair liberty on what
21 has been raised as an important topic by the chief and
22 actually members of the public that I think an
23 appropriate approach, considering that I also think
24 it's a priority to assess and better understand what
25 law enforcement agencies are doing in the State of New

1 Mexico when it comes to discipline, but more
2 importantly what discipline means to protecting good
3 officers and what discipline means to protecting the
4 community.

5 I'm going to appoint a subcommittee to work
6 with Director Jones and get a handle on what an
7 assessment would look like in terms of what the facts
8 are related to the topic of discipline. I have
9 considerable interest in this subcommittee reporting
10 back to this body and then to the public.

11 And I would like to appoint Board Members
12 Chief Kassetas, Chief McCall, and Sheriff Waller to
13 serve as a subcommittee to gain a better understanding
14 of the discipline issues in the State of New Mexico
15 and also to report back on ID'ing what those
16 challenges are potentially, moving forward and
17 discussing solutions.

18 And I don't need a motion for that. I'm just
19 appointing at the discretion of the Chair. Is there
20 any further discussion on that potential action item?
21 I want to thank our Board Members for that discussion.

22 ITEM NO. 12: A BOARD DISCUSSION REGARDING WHO SHOULD
23 BE ABLE TO SET MATTERS ONTO THE AGENDA OF
24 PUBLIC MEETINGS OF THE NEW MEXICO LAW
25 ENFORCEMENT ACADEMY BOARD

1 A.G. BALDERAS: I'd like to move to item
2 No. 12, a board discussion regarding who should be
3 able to set matters on the agenda. As you can tell,
4 these agendas are quite long. But there are very
5 important matters being addressed.

6 We would like to discuss a little bit about
7 what that criteria should be. And I would like to
8 recognize Board Member Korn, who asked to present this
9 item on the agenda.

10 MR. KORN: Thank you, Mr. Chair. Mr. Chair,
11 Members of the Board, I believe that our rules of
12 operation, the NMAC rules, are somewhat unique in that
13 we permit anybody to put an item on our agenda,
14 whether it be members of the public or members of --
15 well, anybody can put an item on our agenda.

16 And then the Board spends time discussing
17 things that may not involve the Board, that may be
18 extraneous to the matters we handle or the matters we
19 are able to handle. But it does tie up Board time
20 from other matters that I think we can do well.

21 And I think that we should be like most
22 boards around the state and limit our agenda to items
23 that Members of the Board want to put on the agenda.
24 By doing that, I'm not trying to limit the public from
25 having interaction with us.

1 I'm just saying that we need to have an
2 organized system of processing our own Board matters.
3 And nothing in my suggestion prevents a member of the
4 public from contacting a Board Member or a member of a
5 department from contacting a Board Member.

6 So I mean the protocol might be a sheriff
7 that wants something on the agenda might contact
8 Sheriff Waller. A citizen that wants something on the
9 agenda might contact one of the two citizen
10 representatives.

11 Then that Board Member would be responsible
12 for organizing the agenda, preparing the
13 documentation, preparing the dissertation before the
14 Board so it's efficient, and then that Board Member
15 would be responsible for having his name on the agenda
16 item.

17 So that was a discussion that I was
18 proposing. And if the Board has a notion that that
19 might be an idea that they agree with, I would then
20 make a motion that we direct our counsel to start the
21 preparation for making an NMAC change at the next
22 meeting. Thank you, Mr. Chairman.

23 A.G. BALDERAS: Thank you, Board Member Korn.
24 Is there any further discussion on that?

25 CHIEF KASSETAS: Mr. Chair, I'd have to agree

1 with Mr. Korn. And I want to stress that public input
2 is important. It's why we're here. And I believe
3 that, through the public comment portion of the
4 process, that this is accomplished.

5 And I also believe that, through the public's
6 outreach to the individual Board Members, which, of
7 course, we're available, we're listed publicly, people
8 know who we are, that there's an ability to talk to a
9 Board Member about putting on items and enabling us to
10 essentially deal with the business at hand. So I'd
11 have to agree.

12 A.G. BALDERAS: Is there any other discussion
13 on the topic of criteria for public agenda? And
14 actually I know we have several other topics. I also
15 as the Chair really believe it's absolutely essential
16 that this Board be able to with complete confidence
17 understand state law, our regulatory compliance
18 related to the Open Meetings Act, public records.

19 And I was going to suggest maybe to this
20 Board that we also appoint a subcommittee for
21 compliance in governance. I think this is one of
22 those issues that you recognized is a concern. But my
23 only concern for the rest of our members is that there
24 seems to be other overlapping laws and regulations
25 that we need to consider.

1 And if you're open to it, I would rather
2 appoint a subcommittee to understand all the
3 compliance, regulatory, and state laws that this Board
4 has to comply with. And I'll appoint Chief Kassetas,
5 Board Member Barncastle, and anyone else that wants to
6 sit on that subcommittee in terms of evaluating what
7 our compliance needs are; and secondly, maybe where we
8 can improve, if you're open to that, Chief.

9 This was actually your topic. I would prefer
10 to do that considering we have new members on this
11 committee.

12 MR. KORN: If may, Mr. Chairman. You're
13 suggesting, instead of having a motion on this, we
14 just have a subcommittee study it and then decide what
15 to do at a later date?

16 A.G. BALDERAS: Yes. And that's only my
17 Chair's recommendation, because there are other
18 regulations and laws also. My priority is going to be
19 that this Board adopt a policy agenda moving forward,
20 but that that policy agenda be set related to
21 priorities and needs that are in full compliance with
22 all the other regulations and laws that we need to
23 comply with.

24 So my job is to keep this Board in full
25 compliance. And so I would rather have a subcommittee

1 attack all of the governance issues at once and then
2 come back with a full report on where this Board can
3 improve, if the Board is open to that.

4 MR. KORN: Mr. Chairman, since it was my
5 motion, I would defer to the Chairman, if that's your
6 idea and what you would like to do.

7 MR. MECHELS: Mr. Chair.

8 A.G. BALDERAS: Yes, Mr. Mechels.

9 MR. MECHELS: I would request a public
10 comment, that members of the public be allowed to
11 speak briefly to this issue, because you're talking
12 about our rights. Can I speak briefly to the Board
13 about this?

14 A.G. BALDERAS: Sure, Mr. Mechels. Was the
15 motion withdrawn, Mr. Korn, just so I'm clear?

16 MR. KORN: No, sir. I'm deferring. But I
17 was going to suggest -- I don't know if there might be
18 other Members of the Board that would have a point of
19 view. I don't want to be the only one.

20 A.G. BALDERAS: Is there any further
21 discussion? I will address you in just a second,
22 Mr. Mechels. Let me just make sure I've got all the
23 Board Member discussion out of the way.

24 CHIEF McCALL: I would just like to know a
25 little bit more, what governances you want this

1 subcommittee to look at, kind of a little more detail
2 of what you're referring to.

3 A.G. BALDERAS: I appreciate that. I think
4 that, at least in the beginning of my tenure, it would
5 be great for the three subcommittee members to work
6 with staff directly, the Director, to understand which
7 regulations and laws specifically apply to this Board.

8 I know that there are many topics that are
9 being discussed. And we're being asked to make
10 decisions on policy moving forward in terms of how
11 discipline complaints are filed, what range and scope
12 would we like to convey, the topics of curriculum,
13 enforcement, and discipline.

14 However, I'm also very concerned, and I think
15 this is actually a great opportunity, that I would
16 like to have the subcommittee identify any and all
17 laws and regulations that apply before this Board
18 begins to make a decision on policy; because I would
19 hate for the policy to be compromised by some
20 violation of either the Open Meetings Act or some
21 other form.

22 So that's my priority as the Chair, is just
23 to keep this Board on track with full compliance. As
24 I know, and we've heard public comment, there are
25 already considerable requests on our policy-making.

1 But I'm also concerned that we educate all
2 the Board Members on our mission, our regulatory
3 compliance, and compliance with state laws. Would you
4 like to serve on the subcommittee?

5 CHIEF McCALL: Sure.

6 A.G. BALDERAS: Great.

7 CHIEF KASSETAS: Mr. Chair, before we go
8 forward, my question would be, though, wouldn't that
9 be the -- to inform the Board, wouldn't that be the
10 task of the Attorney General's attorney?

11 I'm not a lawyer. You can appoint me to the
12 subcommittee, and it would be very difficult for me to
13 get through the volumes of law that's associated with
14 this Board. So when we make a decision, we would
15 defer to Mr. Word, for instance, and say is this on
16 track. We've done that in the past.

17 I think one of the bigger issues here is when
18 we need to allow the public to have a voice. And
19 there's a proper time and place for that. But if 30
20 people from the public want to talk to this Board,
21 what do we do? How do we do business? That's the
22 extreme. Right?

23 If 30 people call in before the next meeting
24 and say I want on the Law Enforcement Academy Board
25 agenda, whether that's good or bad, we're going to be

1 here for a week. How do we get to the business at
2 hand. And how do we also meet the public's needs to
3 vocalize what their issues are.

4 And again I go back to public comment. And I
5 think I agree with you, we can study this. I just
6 don't know if a subcommittee is going to get us there
7 on this particular issue or, as you've said, the rules
8 that govern this Board. It's some type of higher-up
9 discussion with attorneys and your staff that know the
10 rules and whatnot.

11 A.G. BALDERAS: Sure. Board Member Kassetas,
12 your comments and concerns are well-taken. That's
13 exactly why staff would actually be doing the research
14 and the full briefing. So I would never put somehow
15 some type of legal compliance on the Board to do the
16 research.

17 The subcommittee would absolutely, though, be
18 directed to get a full briefing from the staff. And
19 once they feel comfortable that the staff has met the
20 burden to do a full regulatory review and legal
21 compliance review, the subcommittee could be very
22 useful in asking direct questions of the staff in case
23 they miss something.

24 So that way, when it comes to the Board and
25 the public meeting, you will have vetted your

1 concerns. You'll have also reached out to staff to do
2 further research.

3 So if I needed to clarify, that would be the
4 purpose of the subcommittee, is to screen out many of
5 the concerns. That way we have a more final product.
6 But I agree with your concerns, especially in terms of
7 the public comment.

8 We want to make sure we get it right when we
9 make a determination on public comment that's
10 compliant with regulatory and legal requirements and
11 state law. So I want you to make a policy
12 determination.

13 But I just want the Board to be able to make
14 that determination, understanding that we are not
15 violating any regulation or laws before we make that
16 decision. So that's why I recommended a subcommittee.

17 CHIEF KASSETAS: Mr. Chair, with that
18 description and explanation, I completely understand
19 and agree with the formulation of that subcommittee to
20 work with your staff. I understand it now. Thank
21 you.

22 A.G. BALDERAS: Thank you, Board Member
23 Kassetas. So now we have actually two subcommittees.

24 Mr. Mechels, with full respect to you, I
25 don't know how to necessarily handle opening up public

1 comment to every discussion point on this. I would
2 love to hear some of your remarks briefly. But I want
3 you to keep in mind that this is breaking from
4 practice.

5 MR. MECHELS: On the topic of the agenda,
6 this directly addresses the right of the public. It
7 directly addresses the rights of the public and
8 reduces the rights. I think it's very important.

9 A.G. BALDERAS: You're on the agenda a few
10 points down.

11 MR. MECHELS: But not on this issue. If you
12 would like, I can raise this on that agenda item.

13 A.G. BALDERAS: If you would, only for
14 efficiency. Could we save your comments when we get
15 to that point.

16 MR. MECHELS: With the understanding that I
17 can raise it then.

18 A.G. BALDERAS: I would believe that would be
19 appropriate. We're okay with that.

20 ITEM NO. 13: REVIEW OF SAFE PURSUIT ACT

21 A.G. BALDERAS: I would like to go to agenda
22 item 13, review of the Safe Pursuit Act. This agenda
23 item has been requested by a member of the public.
24 They will be given ten minutes to address the Board on
25 this matter. Is the individual here? Great. You

1 have the floor.

2 MR. GOAD: Okay. Thank you. Thank you for
3 allowing me to address this issue. I did it with the
4 last Chair. But there are new Members of the Board, a
5 new Chairman, and it's a stark and a simple issue.

6 My name is Chris Goad. Anyway there's a long
7 1978 Safe Pursuit Act which briefly specifies that
8 officers should engage in a pursuit only to avoid a
9 clear and present danger to the public. Further, the
10 act specifies that that requirement be written into
11 the policies of each individual law enforcement
12 agency.

13 Third, it specifies that those policies
14 should be submitted to the Director of the LEA to
15 assure that they meet the requirement. However, many
16 of the existing policies of law enforcement agencies
17 are not in compliance with the Safe Pursuit Act.

18 For example, the DPS policy for safe pursuit
19 basically says, if someone flees, pursue under the
20 officer's discretion. So that's in direct
21 contradiction to the Safe Pursuit Act. So effectively
22 that's an illegal policy. It would seem -- and the
23 consequences of that are serious.

24 You've heard today about Jeannette Anaya. In
25 that case Officer Wilson undertook a pursuit which was

1 in violation of the Safe Pursuit Act but in compliance
2 with the DPS policy. So it's a very serious matter, a
3 fatal matter.

4 It would seem that the LEA as an
5 organization, and particularly the LEA Board, has the
6 responsibility and the authority to bring policies
7 into compliance with the act. Certainly the people
8 who wrote the act, the authors of the act, thought so.

9 So basically my request -- or my idea is that
10 that responsibility should be taken seriously by the
11 Board. And the policy should be brought into
12 compliance with the act.

13 By the way, I have a handout which covers
14 what I just said. And I think you should all have
15 copies of that. And anyone in the audience who wishes
16 to have one can pick it up from Chris Mechels. That's
17 all I had to say. Thank you.

18 A.G. BALDERAS: Thank you, Mr. Goad.

19 ITEM NO. 14: LESSON PLAN APPROVALS, CURRICULUM MAKING
20 PROCESS, TESTING PROTOCOLS, AND RULEMAKING PROCESS

21 A.G. BALDERAS: I'd like to direct the Board
22 to item No. 14, lesson plan approvals, curriculum
23 making process, testing protocols, and rulemaking
24 process. The next item was submitted by Mr. Mechels.

25 Sir, you have ten minutes to present your

1 items. Mr. Mechels, you have the floor.

2 MR. MECHELS: Mr. Chair, Members of the
3 Board, could I request that I have two minutes to
4 speak to the issue that you asked me to defer rather
5 than taking it out in my ten minutes.

6 A.G. BALDERAS: I will take that as a
7 reasonable request.

8 MR. MECHELS: Thank you. As a Member of the
9 Board, Mr. Korn and I have had frequent interactions
10 since I first approached this Board in February of
11 2014. I think that it's very important that the Board
12 be allowed -- that the public be allowed to bring
13 agenda items.

14 As for today, you cut me off at two minutes
15 in the public comment period. And now they're
16 suggesting that that should be the public input,
17 period, just cut off in two minutes.

18 A.G. BALDERAS: I want to support you.
19 Actually it was three and a half minutes.

20 MR. MECHELS: I mean the rule. I mean you
21 gave me two minutes. Ordinarily it's five minutes.

22 A.G. BALDERAS: I'll look into that.

23 MR. MECHELS: The difference between this,
24 between having an agenda item and having a public
25 comment period, is during the public comment period I

1 can bring issues that are more substantive.

2 There's already protection against that in
3 the NMACs which says that the agenda items must be
4 pertinent to the business of the Board. People can't
5 just walk in and throw things on your agenda. They
6 have to be pertinent to the business of the Board.

7 Have I ever brought this Board anything
8 that's not pertinent to the business of the Board? I
9 don't think so.

10 As far as cluttering the agenda, let me point
11 out something else as to who is cluttering the agenda.
12 Mr. Korn in 2013 had 16 agenda items, in 2014 he had
13 14 agenda items, and in 2011 he had ten agenda items.

14 He is a member of the public. He represents
15 no constituency. Mr. Gratton, the other member of the
16 public who has a background in education, presented no
17 agenda items during that period.

18 So if you look at who has cluttered the
19 Board, I suggest it's Mr. Korn that has brought this
20 issue forward. And something that should be looked
21 at, in the same breath when you're looking at limiting
22 public input, is defining the proper role for a member
23 of the public.

24 The rest of you on the Board have a
25 constituency which is identified. He has none. Why

1 do you allow a member of the public to come in and
2 totally dominate the discussion when he has no
3 constituency outside of himself.

4 That ends my comment on that. Obviously I'm
5 against changing that -- closing that opening for the
6 public, because the public needs some voice in this.
7 Isn't this is a public problem?

8 Now, back to my main agenda item. The
9 issues, as put before you on the agenda item, was to
10 update four problems that I have brought before the
11 Board in the last year.

12 One of them, which is current and I thought
13 would be on this agenda, was the lesson plans. They
14 have never been approved. They're supposed to be
15 approved by the Board before use and be made available
16 on the website. They have not been approved, but they
17 are in use. And they're not all on the website or at
18 least only three blocks of 16 blocks are available on
19 the website.

20 I know there are 16 blocks because I have
21 them, I got them by IPRA. But by your own rules, they
22 should be on the website and they are not. Question:
23 Why aren't they? I think the answer bears some
24 looking into.

25 But to the lesson plans, some of my research

1 which I will share with you at this point, is part of
2 what's going on here is the origin of lesson plans.
3 And I refer you to Exhibit 21, which is the back sheet
4 of your handout. That is this handout which I gave to
5 you earlier, the back sheet is Exhibit 21.

6 And there we will find, on page 33 on that
7 Exhibit 21, Mr. Kassetas, a Board Member, sharing with
8 us, saying, "I would like to discuss the lesson plans.
9 I do agree with the Director that the content of the
10 lesson plans is the job of the Director, the Deputy
11 Secretary of the Department of Public Safety, and
12 ultimately the Secretary, Greg Fouratt, is responsible
13 for the content."

14 Here we have the DPS secretary is responsible
15 for lesson plan content? This Board is supposed to
16 be, by the law which created it, independent. What is
17 the DPS doing making your lesson plan content? That
18 seems totally inappropriate.

19 Another item that comes up and is also within
20 these handouts is we have Gordon Eden, the previous
21 DPS secretary. And what Mr. Eden is saying, is on
22 record as saying, in Exhibit No. 1 and on into Exhibit
23 No. 2, is Mr. Eden in September of '13, when they were
24 arguing for changing the process of the curriculum,
25 Mr. Eden is describing how he, as DPS secretary,

1 caused this to happen.

2 Where is the independence of this Board? You
3 have the DPS secretary telling you how he did it, how
4 he caused that change. And he's right, he did cause
5 that change. Where is your independence? You are by
6 law independent. Where is that independence?

7 So as far as the lesson plans, the other
8 thing I would suggest for the lesson plans is for
9 anyone -- the Director, in the body of this document,
10 points out the fact that he's not sure that the Board
11 Members are qualified to examine the lesson plans.

12 Well, I think you're all qualified to examine
13 the lesson plans. And I think that what's really
14 going on is they don't want you to examine the lesson
15 plans.

16 I have taken the trouble to do so. It's very
17 revealing to examine these current lesson plans
18 against the previous lesson plans that were done under
19 the regime before the DPS attacked the Law Enforcement
20 Academy.

21 The previous lesson plans which are
22 available, you just don't find them -- if you can't,
23 ask me, I can supply them to you -- are professional
24 documents that look decent.

25 The current lesson plans are heavily edited

1 versions of those earlier documents. All of the
2 formatting has been destroyed and a good part of the
3 content. The lesson plans right now are a very junior
4 league version of the lesson plans that existed when
5 you were still an independent organization.

6 The other thing -- I want to make sure I'm
7 not running short on time here. So let me just go to
8 the problem I have with the curriculum. It's just one
9 of the four subject areas I said I would be speaking
10 to.

11 The other big problem we have with the
12 curriculum is whether or not the curriculum has to be
13 done under the rules act. I refer you to Exhibit
14 No. 3. These are from previous minutes of this Board.

15 And on Exhibit 3 we have Mr. Word describing
16 what is the option of the Board as to whether to put
17 the curriculum in the NMACs. I suggest that that is
18 totally false. The reason the curriculum was always
19 in the NMACs is because the Open Meetings Act
20 requires -- pardon me.

21 The rules act require that you publish the
22 changes that affect the public. The curriculum has
23 always been seen as a rule that affects the public
24 and, therefore, it was published under the rules act.

25 And when you publish under the rules act, it

1 ends up in the NMACs. That's just the way the system
2 works. You cannot separate the NMACs from the rules
3 act.

4 So when you stop publishing in the NMACs, you
5 also stop following the rules act. And you are bound
6 by statute to follow that rules act. And the Board
7 always did follow the rules act until 2013.

8 So right now I maintain that every change
9 you've made to the curriculum since December that has
10 not been advertised under the rules act is illegal.
11 And the only way you can make a legal curriculum is by
12 complying with the rules act as you are bound to do by
13 statute.

14 The other problem I would leave you with is
15 the fact of the transparency issue. Part of the
16 problem I'm having seeing what's going on -- and this
17 is a real serious problem with the public -- is
18 getting any information from the Law Enforcement
19 Academy. It is desperately hard. It is bloody damned
20 near impossible to get any information from this
21 Director.

22 In Exhibit 16 I show you the status of
23 current IPRA requests. I requested from all the
24 academies the last year's curriculum, their schedules,
25 and a list of the qualified instructors. I got the

1 schedules. I did not get the curriculum. I did not
2 get the instructor lists.

3 And I know they are -- and I have no
4 explanation. So they are currently in violation of
5 IPRA. This doesn't seem to bother them. The reason I
6 wanted those things is because the curriculum
7 typically that we're running here in this state gets
8 very sloppily reviewed by the LEA.

9 I could point you to curriculum being run at
10 the academies, specifically Bernalillo and
11 Albuquerque, where they were running academies that
12 were about 800 hours long when the required number was
13 824. And those 800 hour numbers got past the Law
14 Enforcement Academy. Somebody needs to be able to
15 look at those curriculum, because the Law Enforcement
16 Academy is not doing a good job.

17 The other one that's currently a big item in
18 the state is -- and recently resulted in a lawsuit
19 down in Albuquerque, John Corvino sued over the issue
20 of instructor -- there was an issue down at
21 Albuquerque APD about instructor qualifications. And
22 he was basically run out of town because he asked
23 questions about instructor qualifications.

24 Bernalillo County has a recent issue with
25 that. The place responsible for making sure those

1 certifications are current and correct is the
2 Director's office. And they're not doing it. So
3 there I'll stop and I'll take questions.

4 A.G. BALDERAS: Thank you, Mr. Mechels.

5 MR. WORD: Mr. Chair, Members of the Board,
6 just as your counsel I feel compelled to jump in and
7 remind everyone that Mr. Mechels and Mr. Goad are
8 engaged in litigation with the Board regarding the
9 curriculum and the Open Meetings Act.

10 And I ask that you not engage in anything
11 that may touch upon his lawsuit. I would point out to
12 Mr. Mechels that it is on the agenda and the Board
13 will be discussing this in closed session tomorrow as
14 we discuss pending litigation.

15 MR. MECHELS: Am I invited?

16 MR. WORD: It's in closed session.

17 MR. MECHELS: Oh. Too bad. Any other
18 questions? Thank you for your time. Mr. Chairman,
19 thank you.

20 A.G. BALDERAS: Thank you, Mr. Mechels.

21 ITEM NO. 15: MISCONDUCT CASES: BOARD REVIEW OF
22 MISCONDUCT CASES, TRACKING AND MANAGEMENT

23 A.G. BALDERAS: The next item on the agenda
24 is item No. 15, misconduct cases, review of misconduct
25 cases, tracking and management. It was submitted by

1 Board Member Korn. Mr. Korn, you have the floor.

2 MR. KORN: Thank you, Mr. Chairman.

3 Generally in every meeting I bring the Board up to
4 speed on the cases that we have pending and what our
5 backlog is.

6 There are basically two series of dockets
7 that we have. The one would be the docket of the
8 Director, which it's been basically his docket since
9 about September of 2014. And the other is a docket of
10 the new Administrative Judge that we developed through
11 one of our Board protocols.

12 I'm delighted to say that, as far as I can
13 tell, the Director's cases have been basically brought
14 to zero for all intents and purposes. I know there
15 are some that are outstanding there. And after
16 tomorrow's session we'll know exactly what that is.

17 But basically I think those legacy cases as
18 we've called them are down to a very manageable
19 number. If they're not zero, they're under ten.
20 Meanwhile the AJ's cases are completely current. So
21 we have no backlog of cases anymore at all.

22 When a case comes into LEA, a case of
23 misconduct by an LEA-90, basically the Administrative
24 Judge whose name is David Linthicum -- and I think he
25 may be here today -- administers that case, reviews

1 it, and then puts it out for a Notice of Contemplated
2 Action within a couple of days. And he has the
3 hearing within two or three weeks.

4 So I'm delighted to report that our caseload
5 is completely current and up-to-date. And this is
6 quite an achievement because -- well, five years ago,
7 when I started, we had a backlog of 300 cases. And
8 when you consider that the Board only gets 120 cases a
9 year, that was two and a half years of backlog.

10 It is now not only reduced, but actually
11 eliminated. So it's my pleasure to present that to
12 the Board today.

13 A.G. BALDERAS: Thank you, Board Member Korn,
14 for your update.

15 ITEM NO. 16: INDIVIDUAL BOARD MEMBER COMMENTS

16 A.G. BALDERAS: And now we're nearing a quick
17 break. And I want to thank the public who has been
18 here thus far. We're just going to take a very brief
19 break.

20 But I would like to defer to any other Board
21 comments. Congratulations to my Vice Chair. And I
22 know there are two new Board Members and myself here
23 as well that are deeply committed to Board issues.
24 Are there any other comments before we break?

25 MR. KORN: I would like to make one more

1 comment.

2 A.G. BALDERAS: Sure.

3 MR. KORN: Today is my last meeting. And
4 I've been serving for about five years. I'm one of
5 the longest serving members I think that the Board has
6 ever had.

7 And I have to say both to the Board and to
8 the Chairman and to the public that for me this has
9 been a personal journey that's one of my greatest
10 missions. I have, as anybody that knows me would
11 know, an unheralded respect and admiration for law
12 enforcement as a profession and for officers that ply
13 that profession.

14 And to be able to sit on this Board has been
15 one of my most significant ways of giving back. There
16 have been dozens of things that the last five years
17 have brought in terms of changes.

18 I'm most proud, as being part of the Board,
19 of bringing the misconduct to zero. And I'm also very
20 proud of the fact that, for the first time, we were
21 able to take a cadet orientation and matriculation
22 through our academies from what used to be six months
23 down to four months without reducing the effectiveness
24 or the value of the training.

25 So I look at that as a wonderful achievement

1 of the Board. And I am most gratified to have worked
2 with the Board. I wanted to express that as my last
3 comment.

4 A.G. BALDERAS: Thank you, Board Member Korn.
5 Thank you for your service. And like I said, we
6 appreciate it. Any further comment?

7 CHIEF McCALL: I just want to recognize Nate
8 Korn and all his efforts. You know, the item that we
9 just heard, the misconduct cases, I remember when I
10 started on this Board several years ago there were
11 Excel spreadsheets full of backlog cases.

12 And I don't know that anyone here on this
13 Board realizes what kind of personal investment
14 Mr. Korn has made to law enforcement and the number of
15 man-hours that he invests in trying to work on those
16 cases and trying to get those caught up and a system
17 put in place that was much more efficient for us.

18 You know, that would just kind of be an
19 example of some of the selfless things that Mr. Korn
20 has done for this Board. And that's only one of many.
21 I appreciate all he's done for law enforcement in New
22 Mexico.

23 A.G. BALDERAS: Thank you, Board Member
24 McCall. Any other comments? Yes, go ahead.

25 MR. BARNCASTLE: I'd like to recognize Nate

1 Korn as well. The Board, when I first started three
2 and a half years ago, was an entirely different Board
3 than what it is today. And it's primarily due to your
4 efforts.

5 You've devoted a considerable amount of your
6 personal time, I know that for a fact, in ensuring
7 that we're where we're at right now. And I take great
8 pleasure in being part of this Board with you. It's
9 one of the most gratifying things in my 38 years of
10 law enforcement that I've ever done. And I appreciate
11 you and I appreciate your efforts. Thank you, Nate.

12 A.G. BALDERAS: Any other comments?

13 SERGEANT QUEZADA: I'd like to recognize Nate
14 for all his dedication. When Chief McCall comments
15 about how much time he donates into this, I don't
16 think people realize.

17 I actually work graveyard shift. And at two
18 o'clock in the morning, 2:30 in the morning, he's
19 replying to emails or sending out emails referencing
20 stuff coming up to the Board.

21 Me still working on the streets and seeing
22 someone that dedicated, I really, really appreciate
23 it. It just says a lot about you, Nate.

24 So I appreciate your dedication and your time
25 that you've provided to the Board because the result

1 is always for the community. So thank you.

2 MR. KORN: Thank you.

3 CHIEF KASSETAS: Mr. Chair, I'll close out
4 with my comment that serving on this Board is in the
5 top three most difficult things I do as Chief of the
6 State Police, honestly it is. This Board is one of
7 the top three things that keeps me awake at night,
8 serving on this Board.

9 The business of policing the police, and I've
10 said that before, that's a huge responsibility. Not
11 only for us Board Members that come through the
12 academies and spend a large part of our careers in law
13 enforcement, but for the citizen volunteers who do
14 this work without compensation or acknowledgment of
15 their efforts.

16 Nate is one of those people that was able to
17 bring me up to speed quickly. It's baptism by fire as
18 the new members have obviously seen today. It's
19 important work.

20 Some members of the public would believe that
21 we're largely along for the ride. What I mean by that
22 is not being able to make our own decisions up here.
23 But I've been pleased to be surrounded by the
24 individuals on this Board who aren't afraid to speak
25 their mind and call it when it's right on behalf of

1 the officer. And when it's wrong, they step up and
2 say that that was wrong conduct that we can't allow as
3 a governing board. And I appreciate that.

4 So, Nate, thank you for your service. We're
5 turning a page here. And I look forward to Chairman
6 Balderas' leadership and direction in moving forward.
7 It is important work. I don't have to tell you that.
8 It is one of the most important entities in state
9 government I think. So again thank you, Nate.

10 A.G. BALDERAS: Thank you, Board Member Korn.
11 Thank you for all your comments.

12 I also just want to reflect really quickly,
13 it's really an honor to be here in Rio Arriba County
14 and start our new tenure together in such an
15 important, diverse, and meaningful county and to come
16 out to the community. So thank you.

17 With that we'll take a brief ten-minute break
18 and then we'll get back. Thank you.

19 (Recess.)

20 ITEM NO. 17: RICHARD GARCIA

21 A.G. BALDERAS: I'd like to reconvene this
22 Board back to item No. 17, default orders of
23 revocation. I'll go through a list of the individuals
24 on the agenda and allow each individual to address the
25 Board, if he or she chooses.

1 Is Mr. Garcia present and in attendance? I
2 will take a motion to accept the default order of
3 revocation.

4 MR. KORN: Mr. Chairman, I would so move.
5 And I might ask the Chair if it might be more
6 efficient to do all these at one time, make one grand
7 motion, if that will be acceptable to the Chair.

8 A.G. BALDERAS: I think probably for
9 efficiency that would be appropriate. I just, out of
10 an abundance of caution, would rather do them
11 separately today.

12 MR. KORN: I'll make the motion.

13 MR. BARNCASTLE: I'll second that motion.

14 A.G. BALDERAS: There's a motion to accept
15 the default order.

16 SERGEANT QUEZADA: On this one may the record
17 show that I'm recusing myself.

18 A.G. BALDERAS: Yes. The record will reflect
19 that you are recused. And there is a motion and a
20 second pending for Richard Garcia. All in favor.

21 (Those in favor so indicate.)

22 A.G. BALDERAS: Any nays? The motion passes
23 with Board Member Quezada recusing himself.

24 ITEM NO. 18: ADAM MENDOZA

25 A.G. BALDERAS: I would like to go to Adam

1 Mendoza. Is Mr. Mendoza here? Mr. Mendoza is not
2 here. Is there a motion to accept the default order
3 of revocation for Mr. Mendoza?

4 CHIEF McCALL: Motion to accept.

5 A.G. BALDERAS: Motion to accept. Is there a
6 second?

7 SHERIFF WALLER: I second.

8 A.G. BALDERAS: All in favor.

9 (Those in favor so indicate.)

10 A.G. BALDERAS: Any nays? The motion passed.
11 We'll accept the default order for Adam Mendoza.

12 ITEM NO. 19: CHRISTOPHER MERRILL

13 A.G. BALDERAS: The next item is Christopher
14 Merrill. I'd like to entertain a motion for
15 Mr. Merrill.

16 SERGEANT QUEZADA: Mr. Chair, I would like to
17 make a motion to accept.

18 A.G. BALDERAS: There is a motion to accept.
19 Is there a second?

20 SHERIFF WALLER: Second.

21 A.G. BALDERAS: Second. Thank you. All in
22 favor.

23 (Those in favor so indicate.)

24 A.G. BALDERAS: Any nays? The motion passes
25 to accept the default order of revocation.

1 ITEM NO. 20: THOMAS RODELLA

2 A.G. BALDERAS: I'd like to direct your
3 attention to item 20, Thomas Rodella. Is Mr. Rodella
4 in attendance? Mr. Rodella is not in attendance. Any
5 discussion of the Board? I'll accept a motion for the
6 default order for the matter of Thomas Rodella.

7 MR. KORN: I would so move, Mr. Chairman.

8 A.G. BALDERAS: There is a motion. Is there
9 a second?

10 SERGEANT QUEZADA: I'll second.

11 A.G. BALDERAS: There is a second. All in
12 favor.

13 (Those in favor so indicate.)

14 A.G. BALDERAS: Any nays? The motion passes
15 to accept the default order of revocation of
16 Mr. Thomas Rodella.

17 ITEM NO. 21: ISRAEL SAENZ, JR.

18 A.G. BALDERAS: I will now take the Board to
19 the matter of Israel Saenz. Is Mr. Saenz in
20 attendance? I'll accept a motion to accept the
21 default order for Mr. Israel Saenz.

22 SHERIFF WALLER: Mr. Chairman, I move to
23 accept.

24 A.G. BALDERAS: There is a motion. Is there
25 a second?

1 MR. KORN: Second.

2 A.G. BALDERAS: There is a second. All in
3 favor.

4 (Those in favor so indicate.)

5 A.G. BALDERAS: Any nays? The motion passes
6 to accept the default order of revocation for
7 Mr. Israel Saenz.

8 ITEM NO. 22: JOSE SANCHEZ

9 A.G. BALDERAS: Mr. Jose Sanchez? Mr. Jose
10 Sanchez. Is there a motion to accept the default
11 order for Mr. Jose Sanchez?

12 SERGEANT QUEZADA: Sorry, Mr. Chair. For the
13 motion on this one, let the record show that I recused
14 myself.

15 A.G. BALDERAS: Yes. The record will reflect
16 that your recusal is accepted.

17 Is there a motion on the matter of Jose
18 Sanchez?

19 CHIEF McCALL: Motion to accept.

20 A.G. BALDERAS: Is there a second?

21 MR. KORN: I'll second.

22 A.G. BALDERAS: There is a motion to accept
23 the default order of revocation for Mr. Sanchez. All
24 in favor.

25 (Those in favor so indicate.)

1 A.G. BALDERAS: Any nays? The motion passes
2 to accept the default order of revocation for Mr. Jose
3 Sanchez.

4 ITEM NO. 23: LEONARD STUFFLEBEAN

5 A.G. BALDERAS: Leonard Stufflebean, is
6 Leonard in attendance?

7 MR. JONES: Mr. Chairman, Mr. Stufflebean is
8 not in attendance. However, he did not receive his
9 Notice of Contemplated Action. And he found out
10 through his agency, who he had left, that there had
11 been an LEA-90 filed. He just called in this last
12 week and asked if he could be put into the system to
13 go through this.

14 A.G. BALDERAS: Okay. Great. Thank you for
15 that information, Director. It appears this motion
16 might not be proper. Is there a motion to table until
17 Director Jones provides a full follow-up on this
18 matter?

19 MR. KORN: I would make that motion,
20 Mr. Chairman.

21 A.G. BALDERAS: There is a motion to table.

22 MR. BARNCASTLE: I'll second.

23 A.G. BALDERAS: Thank you. All in favor of a
24 motion to table the matter relating to Leonard
25 Stufflebean say aye.

1 (Those in favor so indicate.)

2 A.G. BALDERAS: Any nays? The motion passes
3 to table Leonard Stufflebean.

4 MR. JONES: Thank you very much,
5 Mr. Chairman.

6 ITEM NO. 24: JOHNATHAN MONTOYA

7 A.G. BALDERAS: I direct the Board back to
8 the matter of Johnathan Montoya. Jonathan Montoya,
9 are you in attendance?

10 CHIEF KASSETAS: Mr. Chair, before you move
11 forward, I would like to recuse myself in No. 24,
12 Jonathan Montoya.

13 A.G. BALDERAS: Let the record note that
14 Board Member Kassetas is recused. It appears
15 Mr. Montoya is not in attendance. Is there a motion
16 to accept the default order?

17 SERGEANT QUEZADA: Mr. Chair, I would like to
18 make a motion to accept.

19 A.G. BALDERAS: We have a motion. Is there a
20 second?

21 MR. KORN: I'll second.

22 A.G. BALDERAS: All in favor.

23 (Those in favor so indicate.)

24 A.G. BALDERAS: The motions passes to accept
25 the default order of revocation for Mr. Montoya with

1 one abstention.

2 ITEM NO. 25: RUBEN TURRIETA

3 A.G. BALDERAS: I direct the Board to move to
4 Ruben Turrieta. Are you in attendance? Is there a
5 motion to accept the default order for Ruben Turrieta?

6 MR. BARNCASTLE: I'll make a motion.

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

9 CHIEF KASSETAS: Second.

10 A.G. BALDERAS: All in favor.

11 (Those in favor so indicate.)

12 A.G. BALDERAS: Any nays? The motion passes
13 to accept the default order for Ruben Turrieta.

14 And with that, Director Jones, are there any
15 other matters on this item?

16 MR. JONES: Yes, sir, there is. Number 29,
17 Mikal Monette, under AJ recommendations of default
18 revocation. He also did not receive his Notice of
19 Contemplated Action. I received a letter from his
20 attorney dated yesterday requesting that he have the
21 opportunity to get into the system and move through
22 the process.

23 A.G. BALDERAS: Thank you, Director Jones.
24 Before I entertain a motion, are there any others?

25 MR. JONES: No, sir.

1 A.G. BALDERAS: I'll actually entertain a
2 motion to table Mikal Monette, if the Board would be
3 inclined.

4 MR. KORN: I would so move, Mr. Chairman.

5 A.G. BALDERAS: Is there a second?

6 SHERIFF WALLER: I second.

7 A.G. BALDERAS: Thank you. All in favor of
8 tabling Mikal Monette signify by saying aye.

9 (Those in favor so indicate.)

10 A.G. BALDERAS: Any nays? Mr. Mikal Monette
11 is tabled. The motion passes to table that matter
12 until Director Jones provides an update and an
13 appropriate response.

14 ITEM NO. 26: COLBY MORGAN

15 A.G. BALDERAS: I'd like to go back to I
16 believe it's No. 26, Morgan Colby; is that correct?

17 MR. JONES: Yes, sir.

18 A.G. BALDERAS: Is Mr. Colby Morgan here? At
19 this time I'll entertain a motion to accept the
20 voluntary relinquishment of Colby Morgan. Is there a
21 motion?

22 MR. BARNCASTLE: I'll make a motion.

23 A.G. BALDERAS: Is there a second?

24 CHIEF KASSETAS: Second.

25 A.G. BALDERAS: All in favor.

1 (Those in favor so indicate.)

2 A.G. BALDERAS: Any nays? The motion passes
3 for voluntary relinquishment for Mr. Colby Morgan,
4 item No. 26.

5 ITEM NO. 27: JACOB GASSEL

6 A.G. BALDERAS: I'd like to direct the Board
7 to item No. 27, Jacob Gassel. Is Jacob available?
8 I'd like to entertain a motion to accept the default
9 order of revocation.

10 CHIEF McCALL: I'll make the motion.

11 SERGEANT QUEZADA: Second.

12 A.G. BALDERAS: All in favor.

13 (Those in favor so indicate.)

14 A.G. BALDERAS: Any nays? The motion passes
15 to accept the default revocation for Jacob Gassel.

16 ITEM NO. 28: CAROLYN NEWMAN

17 A.G. BALDERAS: Carolyn Newman, is Carolyn in
18 attendance? Item 28, I would like to entertain a
19 motion for a default order of revocation.

20 SERGEANT QUEZADA: Mr. Chair, I'll make the
21 motion.

22 A.G. BALDERAS: Thank you. Is there a
23 second?

24 SHERIFF WALLER: Second.

25 A.G. BALDERAS: All in favor?

1 (Those in favor so indicate.)

2 A.G. BALDERAS: Any nays? The motion passes
3 to accept the default revocation for Carolyn Newman.

4 ITEM NO. 29: MIKAL MONETTE

5 A.G. BALDERAS: We've done item No. 29.

6 ITEM NO. 30: JERMAL JACKSON

7 A.G. BALDERAS: Item No. 30, Jermal Jackson.
8 Is Jermal Jackson in attendance? I would like to
9 entertain a motion for a default revocation on Jermal
10 Jackson.

11 SHERIFF WALLER: I move to accept.

12 A.G. BALDERAS: We have a motion. Do I hear
13 a second?

14 CHIEF KASSETAS: Second.

15 A.G. BALDERAS: All in favor.

16 (Those in favor so indicate.)

17 A.G. BALDERAS: Any nays? The motion passes
18 to accept the default order of revocation for Jermal
19 Jackson.

20 ITEM NO. 31: JUSTIN TRUJILLO

21 A.G. BALDERAS: Item No. 31, Mr. Justin
22 Trujillo. Is Justin Trujillo here? I'll entertain a
23 motion of recommendation for default revocation for
24 Justin Trujillo.

25 MR. KORN: I would so move.

1 A.G. BALDERAS: Thank you. Is there a
2 second?

3 MR. McCALL: I'll second.

4 A.G. BALDERAS: All in favor.

5 (Those in favor so indicate.)

6 A.G. BALDERAS: Any nays? The motion passes
7 to accept the default order of revocation for Justin
8 Trujillo.

9 ITEM NO. 32: ERIC RUBIDOUX

10 A.G. BALDERAS: Item No. 32, Eric Rubidoux.
11 Is Eric Rubidoux in attendance? I'll entertain a
12 motion.

13 SERGEANT QUEZADA: Mr. Chair, I'll make a
14 motion to accept.

15 A.G. BALDERAS: Motion to accept the default
16 revocation. Is there a second?

17 CHIEF McCALL: Second.

18 A.G. BALDERAS: All in favor.

19 (Those in favor so indicate.)

20 A.G. BALDERAS: Any nays? The motion passes
21 to accept the default revocation of Eric Rubidoux.

22 CHIEF KASSETAS: Mr. Chair, before we move
23 forward, as it relates to No. 32, Eric Rubidoux, I
24 would like the record to show that I recused myself
25 from that decision.

1 A.G. BALDERAS: Just so I'm clear, you did
2 not take a vote?

3 CHIEF KASSETAS: I did not take a vote.

4 A.G. BALDERAS: Let the record reflect that
5 Board Member Kassetas abstained from voting on item
6 No. 32. The motion did pass.

7 ITEM NO. 33: JONATHAN EDDY

8 A.G. BALDERAS: Item No. 33, Jonathan Eddy.
9 I would like to entertain a motion for a default order
10 of revocation on Jonathan Eddy.

11 SHERIFF WALLER: Move to accept.

12 A.G. BALDERAS: There's a motion to accept.
13 Is there a second?

14 CHIEF SOLAND: Second.

15 A.G. BALDERAS: There's a second. All in
16 favor.

17 (Those in favor so indicate.)

18 A.G. BALDERAS: Any nays, any opposition?
19 The motion passes to accept the default revocation of
20 Jonathan Eddy.

21 ITEM NO. 34: GABRIELLE BILLIMAN

22 A.G. BALDERAS: Item No. 34, Gabrielle
23 Billiman. Is Gabrielle Billiman in attendance? I
24 would like to entertain a motion of default
25 revocation.

1 MR. BARNCASTLE: I'll move to accept the
2 default revocation.

3 A.G. BALDERAS: There is a motion to accept
4 the default revocation. Is there a second.

5 SERGEANT QUEZADA: I'll second.

6 A.G. BALDERAS: All in favor.

7 (Those in favor so indicate.)

8 A.G. BALDERAS: Nays, opposition? The motion
9 passes to accept the default revocation of Gabrielle
10 Billiman.

11 ITEM NO. 35: JOSHUA TERRELL

12 A.G. BALDERAS: And now I'd like to direct
13 the Board to item 35, Joshua Terrell. Is Joshua
14 Terrell in attendance? Items 35 through 41 will be
15 motions on recommendations of insufficient allegations
16 or evidence to proceed before the Board.

17 CHIEF KASSETAS: Mr. Chair, I have a quick
18 question for you.

19 A.G. BALDERAS: Sure.

20 CHIEF KASSETAS: It seems that 29 is the same
21 as 36. Is that a second one?

22 MR. JONES: Chief Kassetas, yes, that is. A
23 second LEA-90 was filed. We didn't know about the
24 second one, which is No. 29. The first one he went
25 before the AJ, and the recommendation was insufficient

1 allegation or evidence. So that's where we are.

2 A.G. BALDERAS: Are you comfortable with
3 that, Chief, how it's stated and actually how it's
4 placed on the agenda?

5 CHIEF KASSETAS: Mr. Chair, I don't know. It
6 seems a bit awkward to me. I'm trying to follow it.

7 MR. KORN: Mr. Chair, can we perhaps table
8 those two. I know one we've already voted on.

9 MR. JONES: Sir, if I can also clarify, this
10 case was never issued an NCA. When the AJ got it, he
11 determined that it was a policy issue and he never
12 issued one. But we did receive an LEA-90 on it.
13 That's why it's on here for dismissal.

14 A.G. BALDERAS: Any other further discussion
15 on this matter?

16 MR. KORN: If may, Mr. Chairman, are they two
17 different cases?

18 MR. JONES: Yes, sir.

19 A.G. BALDERAS: Okay. Was there a motion?

20 CHIEF KASSETAS: I had a question. I think
21 it's been answered.

22 A.G. BALDERAS: Any other questions? Is
23 everyone comfortable in terms of how it is stated on
24 the agenda?

25 MR. KORN: Mr. Chairman, we used to assign

1 numbers to these. I think the AJ didn't assign
2 numbers and the Director didn't know about the second
3 one.

4 A.G. BALDERAS: Okay. I'll direct the Board
5 back to item 35, Joshua Terrell. Is Joshua Terrell in
6 attendance? Joshua Terrell is not in attendance at
7 this time. Can I have a motion to accept the
8 recommendation for insufficient allegation or evidence
9 to proceed before the Board on Joshua Terrell?

10 MR. BARNCASTLE: Mr. Chairman, I'll so move.

11 A.G. BALDERAS: Thank you for your motion.
12 Is there a second?

13 SHERIFF WALLER: Second.

14 A.G. BALDERAS: All in favor.
15 (Those in favor so indicate.)

16 A.G. BALDERAS: Any opposition? The motion
17 passes to accept the recommendation of insufficient
18 allegations relating to Joshua Terrell.

19 ITEM NO. 36: MIKAL MONETTE

20 A.G. BALDERAS: Now, on to item 36, Mikal
21 Monette. I don't believe Mikal is in attendance. Is
22 there a motion for Mikal Monette?

23 MR. JONES: Is there a motion?

24 CHIEF McCALL: Motion to accept.

25 A.G. BALDERAS: Is there a second?

1 CHIEF KASSETAS: Second.

2 A.G. BALDERAS: All right. There is a
3 second. All in favor.

4 (Those in favor so indicate.)

5 A.G. BALDERAS: Any opposition? The motion
6 passes to accept the recommendation of insufficient
7 allegations to proceed before the Board.

8 ITEM NO. 37: NICOLE ROMERO

9 A.G. BALDERAS: Item 37, Nicole Romero.
10 Nicole Romero is not in attendance. I'll entertain a
11 motion.

12 SHERIFF WALLER: Move to accept.

13 A.G. BALDERAS: Is there a second?

14 CHIEF McCALL: Second.

15 A.G. BALDERAS: A second. All in favor.

16 (Those in favor so indicate.)

17 A.G. BALDERAS: Any opposition? The motion
18 passes to accept the recommendation for insufficient
19 allegation or evidence to proceed before the Board.

20 ITEM NO. 38: STEVEN HINDI

21 A.G. BALDERAS: On to No. 38, Steven Hindi.
22 Steven Hindi is not in attendance. I'll entertain a
23 motion.

24 MR. KORN: Mr. Chairman, I would so move.

25 A.G. BALDERAS: Is there a second on that

1 motion?

2 SHERIFF WALLER: Second.

3 A.G. BALDERAS: There is a second. All in
4 favor.

5 (Those in favor so indicate.)

6 A.G. BALDERAS: Any opposition? The motion
7 passes to accept the recommendation of insufficient
8 allegation or evidence to proceed before the Board.

9 ITEM NO. 39: BRAD LUNSFORD

10 A.G. BALDERAS: Item 39, Brad Lunsford. Is
11 Brad Lunsford in attendance?

12 SERGEANT QUEZADA: Mr. Chairman, I'll recuse
13 myself from this one.

14 A.G. BALDERAS: Let the record note that
15 Board Member Quezada has recused himself from item 39.
16 Is there a motion relating to item 39?

17 SHERIFF WALLER: Move to accept.

18 A.G. BALDERAS: There is a motion to accept.
19 Is there a second?

20 CHIEF McCALL: Second.

21 A.G. BALDERAS: There's a second. All in
22 favor.

23 (Those in favor so indicate.)

24 A.G. BALDERAS: Any opposition? The motion
25 passes to accept the recommendation for insufficient

1 allegations or evidence to proceed before the Board.

2 ITEM NO. 40: ALBERT RAEI

3 A.G. BALDERAS: Item No. 40, Albert Rael. Is
4 Albert Rael in attendance? He is not in attendance.
5 I'll entertain a motion.

6 CHIEF KASSETAS: Mr. Chair, so moved.

7 A.G. BALDERAS: There is a motion to
8 entertain a recommendation of insufficient allegation.
9 Is there a second?

10 SHERIFF WALLER: Second.

11 A.G. BALDERAS: A second. All in favor.
12 (Those in favor so indicate.)

13 A.G. BALDERAS: Any opposition? The motion
14 passes to accept a recommendation of insufficient
15 allegation or evidence to proceed before the Board for
16 Albert Rael.

17 ITEM NO. 41: KENNETH OLSEN

18 A.G. BALDERAS: Item 41, Kenneth Olsen. Is
19 Kenneth Olsen in attendance?

20 CHIEF KASSETAS: Mr. Chair, before we move
21 forward, I would like the record to reflect I recused
22 myself.

23 A.G. BALDERAS: Let the record reflect that
24 Chief Kassetas recused himself for No. 41. Is there a
25 motion for item 41, Kenneth Olsen?

1 MR. BARNCASTLE: I'll move, Mr. Chairman.

2 A.G. BALDERAS: There is a motion to accept a
3 recommendation. Is there a second?

4 CHIEF SOLAND: Second.

5 A.G. BALDERAS: A second. All in favor.

6 (Those in favor so indicate.)

7 A.G. BALDERAS: Any opposition? The motion
8 passes to accept the recommendation for insufficient
9 allegations or evidence to proceed before the Board
10 with one abstention.

11 ITEM NOS. 42 AND 43: JOEY AQUINO AND HUMBERTO FLORES

12 A.G. BALDERAS: We are now on letters of no
13 action, Item No. 42.

14 CHIEF KASSETAS: Mr. Chair, I would like to
15 make a motion that both these letters of no action,
16 Nos. 42 and 43, be moved to closed session regarding
17 limited personnel matters.

18 MR. WORD: Mr. Chair, Members of the Board,
19 Chief Kassetas, I think you may be referring to
20 Section 10-15-1(H)(1), matters pertaining to the
21 issuance, suspension, renewal, or revocation of a
22 license, as a ground for going into executive session
23 on the personnel matters you referred to?

24 CHIEF KASSETAS: Mr. Chair and Mr. Word,
25 that's correct. The motion would be to go into closed

1 session for items 42 and 43 citing --

2 MR. WORD: I'll rephrase it for you, if you
3 would like.

4 CHIEF KASSETAS: Yes. Would you.

5 MR. WORD: Mr. Chair, if I may, I believe
6 Chief Kassetas would like to make a motion to go into
7 executive session to discuss items 42 and 43, and only
8 those matters, pursuant to NMSA Section 10-15-1(H)(1).

9 A.G. BALDERAS: Actually just for purposes of
10 discussion?

11 MR. WORD: Correct. Mr. Chair, Members of
12 the Board, in executive session the Board can discuss
13 the matter. They can take no action during executive
14 session. And then when they come back out of
15 executive session, they'll take an action, if they
16 choose to.

17 A.G. BALDERAS: There is a motion. Let me
18 ask, are Joey Aquino or Humberto Flores in attendance
19 for consideration of letters of no action? They are
20 not in attendance let the record reflect.

21 There is a motion to move both of those
22 matters into closed session for purposes of discussion
23 at this time. Is there a second?

24 SHERIFF WALLER: Second.

25 A.G. BALDERAS: There is a motion and a

1 second to move the matters of Joey Aquino and Humberto
2 Flores only for purposes of discussion into closed
3 session. I would like staff to take a roll call vote
4 on this matter.

5 MS. LOPEZ: Attorney General Hector Balderas.

6 A.G. BALDERAS: For.

7 MS. LOPEZ: Pat Barncastle.

8 MR. BARNCASTLE: Yes, for.

9 MS. LOPEZ: Chief Pete Kassetas.

10 CHIEF KASSETAS: Yes.

11 MS. LOPEZ: Sheriff Wesley Waller.

12 SHERIFF WALLER: Yes.

13 MS. LOPEZ: Chief Darren Soland.

14 CHIEF SOLAND: Yes.

15 MS. LOPEZ: Chief Chris McCall.

16 CHIEF McCALL: Yes.

17 MS. LOPEZ: Jaime Quezada.

18 SERGEANT QUEZADA: Yes.

19 MS. LOPEZ: Nate Korn.

20 MR. KORN: Yes.

21 A.G. BALDERAS: The motion passes to move the
22 matters of Joey Aquino and Humberto Flores into
23 executive session. We'll discuss only those two
24 matters in closed session. It will only take possibly
25 ten minutes and then we'll be back out.

1 (Recess.)

2 A.G. BALDERAS: We're back from executive
3 session, back on the matter related to Joey Aquino.
4 And I believe Joey Aquino is not in attendance. Are
5 there any motions?

6 CHIEF KASSETAS: Chair.

7 A.G. BALDERAS: Yes.

8 CHIEF KASSETAS: I would first, Chair, like
9 to note that the Board is back in open session. And I
10 affirm that, while in closed session, it discussed
11 only those matters specified in the motion to close
12 the meeting and listed on the agenda under executive
13 session in accordance with NMSA 1978 Section
14 10-15-1(H).

15 A.G. BALDERAS: The record will reflect that.

16 CHIEF KASSETAS: Thank you, Mr. Chair.

17 A.G. BALDERAS: Thank you. We are back to
18 item No. 42, Joey Aquino.

19 CHIEF KASSETAS: Mr. Chair, I would like to
20 make a motion on Mr. Joey Aquino to remand that back
21 to the Director.

22 A.G. BALDERAS: There is a motion I believe
23 to reject the letter of no action and send it back to
24 the Director? Did I properly state your motion?

25 CHIEF KASSETAS: Mr. Chair, you did. I

1 apologize.

2 A.G. BALDERAS: Is there a second?

3 MR. KORN: I'll second.

4 A.G. BALDERAS: There is a second to reject a
5 letter of no action and send it back to the Director.
6 All in favor.

7 (Those in favor so indicate.)

8 A.G. BALDERAS: Any opposition to that
9 motion? The motion passes to reject the letter of no
10 action in the matter of Joey Aquino who was not
11 present and send that back to the Director for
12 appropriate handling.

13 Item 43, Humberto Flores. Is Humberto Flores
14 in attendance? Is there a motion involving the matter
15 of Humberto Flores, item 43?

16 SERGEANT QUEZADA: Mr. Chairman, I would like
17 to make a motion to accept No. 43.

18 A.G. BALDERAS: There is a motion to accept
19 the letter of no action on Humberto Flores. Is there
20 a second?

21 MR. BARNCASTLE: I'll second that motion.

22 A.G. BALDERAS: All in favor of accepting the
23 letter of no action involving Humberto Flores say aye.

24 (Those in favor so indicate.)

25 A.G. BALDERAS: Any opposition? The motion

1 passes to accept the letter of no action on item 43,
2 Humberto Flores.

3 Director Jones, these are all the matters
4 related to officer certification?

5 MR. JONES: Sir, I need to ask the Board. I
6 beg your indulgence. Mr. Israel Saenz is outside. He
7 was No. 22 on the default orders of revocation. He
8 called. He just found out that he had not received
9 his Notice of Contemplated Action.

10 Mr. Word, I don't know if the Board would see
11 fit to go back and allow this individual to enter the
12 pipeline again for the misconduct process.

13 A.G. BALDERAS: Director Jones, give me one
14 second to consult.

15 MR. JONES: Certainly, sir.

16 CHIEF KASSETAS: Mr. Chair, I have a question
17 for the Director. If an individual did not receive
18 their NCA, the Law Enforcement Academy would know
19 about it, right? Because you would get back the
20 returned certified mail notice, right?

21 MR. JONES: Yes, sir. What happens typically
22 is we go back to the agency. The agency sends us
23 their current address that they have as registered
24 with the agency. That's where we send the Notice of
25 Contemplated Action.

1 We get those back. And they're returned --
2 just like a lot of these are, they're returned with no
3 action, they didn't sign for it or anything else. And
4 so we just put it on the default orders of revocation.

5 CHIEF KASSETAS: Mr. Chair, Director, the
6 individual found out about it in some way other than
7 our notification and now wants to come before the
8 Board, is that what you're saying?

9 MR. JONES: That's correct.

10 CHIEF KASSETAS: Okay.

11 MR. BARNCASTLE: Is that sufficient service?

12 MR. JONES: It's certified mail, sir.

13 MR. BARNCASTLE: I mean you send certain
14 things through the mail to their last known address?

15 MR. JONES: Yes, sir. And actually in
16 reality he doesn't have a standing unless the Board
17 wants to give him that opportunity to go back through
18 the pipeline.

19 MR. BARNCASTLE: Thank you, sir.

20 CHIEF KASSETAS: Mr. Chair, as we do this, I
21 believe we set precedent for every other person that
22 wants to come back to the Board either a day after
23 they found out about it or six months. I'm not sure
24 where the line is.

25 A.G. BALDERAS: And without changing the

1 discussion, I just want to make sure we have the
2 record accurate here. Director, you're saying that
3 Israel Saenz phoned?

4 MR. JONES: He phoned, sir.

5 A.G. BALDERAS: Okay.

6 MR. WORD: Mr. Chair, Members of the Board, I
7 didn't hear what this individual stated on the phone.

8 MR. JONES: He stated he never received his
9 NCA, the Notice of Contemplated Action, which was sent
10 to him by certified mail. And he found through other
11 means that he was on the agenda for the Board today.

12 And he phoned in and asked if the Board would
13 reconsider and allow him to go through the pipeline
14 for misconducts.

15 MR. WORD: Mr. Chair, Members of the Board,
16 what do you have in terms of proving service, a
17 returned green card that states what?

18 MR. JONES: That it was sent to his last
19 known address and it was returned unsigned.

20 MR. WORD: Unclaimed?

21 MR. JONES: Unclaimed, unsigned. So those
22 are the same two issues that happened with Stufflebean
23 and Monette.

24 A.G. BALDERAS: There has been a point of
25 clarification from the Director. We've thoroughly

1 discussed it. I would entertain a motion to go back
2 to open up item 21 for action which is Israel Saenz I
3 believe, which initially before there was a vote to
4 accept the default order of revocation.

5 But based on new information and a point of
6 clarification from the Director, I'm willing to
7 entertain a motion. But there has to be a motion and
8 a second to go back to item 21.

9 MR. KORN: I would make that motion,
10 Mr. Chair. I think that the Board should always try
11 to not default people if we don't get to hear the
12 whole story. So I would make a motion to reopen the
13 matter. It's the Board policy to try to hear matters
14 rather than default officers.

15 SHERIFF WALLER: Second.

16 MR. WORD: Mr. Chairman, Board Members,
17 Mr. Korn, is it the intent of your motion to not just
18 open this back up for discussion, but to not grant
19 approval to revoke this person's license, his
20 certification, and to send it back to the Director?

21 MR. KORN: Yes.

22 MR. WORD: So it's a two-step motion.

23 MR. KORN: A two-step.

24 A.G. BALDERAS: And there was a second to
25 open this back up and send it back?

1 SHERIFF WALLER: Yes.

2 A.G. BALDERAS: All in favor of reopening
3 item 21, Israel Saenz, based on new information and
4 sending it back to the Director for reconsideration,
5 all in favor say aye.

6 (Those in favor so indicate.)

7 A.G. BALDERAS: Any opposition to reopening
8 up the matter of Israel Saenz?

9 CHIEF KASSETAS: Nay.

10 MR. BARNCASTLE: Nay.

11 A.G. BALDERAS: There are two objections.
12 Please state your name for the record.

13 MR. BARNCASTLE: Pat Barncastle.

14 CHIEF KASSETAS: Pete Kassetas.

15 A.G. BALDERAS: The motion passes to open up
16 Israel Saenz with two opposed and to send it back to
17 Director Jones. That matter is taken care of.

18 I would like to say one thing about staff,
19 who are doing a phenomenal job keeping up with our
20 activity and taking such a good record.

21 ITEM NO. 44: SCHEDULING OF NEXT BOARD MEETINGS

22 A.G. BALDERAS: We're to the point on the
23 agenda, item 22, where we are scheduling future board
24 meetings. The next order of business is scheduling
25 three board meetings. And I would like to get the

1 remaining three meetings for the year scheduled at
2 this time.

3 As I previously indicated to Board Members
4 and to members of the public, we will do our best to
5 hold meetings in different parts of the state and have
6 a positive presence in those areas to connect with
7 communities across the state.

8 I have actually set the locations and have
9 two different options for days to meet with feedback
10 from the Board. Option A is, in the August meeting, I
11 think it would be important for us to go to Gallup.
12 And we have two options that would be in consideration
13 for all of your busy schedules, August 10th and 11th
14 or the 11th and 12th.

15 As I have stated earlier, I do my best to
16 comply with the Open Meetings Act. I think that there
17 is a wonderful opportunity to set all three meetings
18 at once and give the public the best opportunity to
19 attend any one of the meetings.

20 The second is October in Santa Rosa. And
21 that would be the 19th and the 20th or the 20th and
22 the 21st. And the final meeting of the year, which we
23 are obligated to do four a year, would be in December
24 in Las Cruces, December 14th and 15 or the 15th and
25 16th.

1 And I'll open up it up for discussion at this
2 time.

3 CHIEF McCALL: What are the dates for Santa
4 Rosa?

5 A.G. BALDERAS: Santa Rosa, the 19th through
6 the 20th or the 20th and 21st. For Cruces in
7 December, it would be the 14th and 15th or the 15th
8 and 16. And the August Gallup meeting would be the
9 10th and the 11th or the 11th and 12th.

10 CHIEF KASSETAS: Mr. Chair, from my position,
11 I'm okay for any of those dates believe it or not.

12 A.G. BALDERAS: Let's start with the August
13 meeting I guess. Those in favor of holding a meeting
14 August 10th and 11, say aye.

15 (Those in favor so indicate.)

16 A.G. BALDERAS: I guess I'll make my own
17 motion. I'll make a motion to hold a meeting in
18 August in Gallup on the 10th and 11th. Is there a
19 second?

20 CHIEF KASSETAS: Second.

21 A.G. BALDERAS: All in favor of having a
22 meeting on August 10th and 11th in Gallup say aye.

23 (Those in favor so indicate.)

24 A.G. BALDERAS: Any abstention or objections?
25 The motion passes to have the next Board meeting in

1 Gallup on August 10th and 11th for the record.

2 I'd like to also make a motion to entertain
3 having a meeting in Santa Rosa in October on the 19th
4 20th. Is there a second on that?

5 CHIEF McCALL: Mr. Chair, can we look at
6 those on Tuesday and Wednesday rather than Monday and
7 Tuesday. That's long travel across the state.

8 A.G. BALDERAS: Certainly. Are you referring
9 to the 20th and 21st?

10 CHIEF McCALL: Sorry. I should have spoke
11 up. I just realized that was a Monday and Tuesday.
12 If we're going to hold that meeting in Gallup on a
13 Monday.

14 A.G. BALDERAS: Would you prefer the 11th and
15 12th?

16 CHIEF McCALL: That would be good for travel.

17 A.G. BALDERAS: Certainly. And we're in
18 discussion now I guess. Does everyone prefer the
19 backup dates?

20 CHIEF KASSETAS: Mr. Chair, Monday doesn't
21 allow us to take care of business at our home agencies
22 and then travel up, especially for Chief McCall from
23 Hobbs and at night. So I think Tuesdays and
24 Wednesdays are a good combination.

25 A.G. BALDERAS: That sounds totally

1 reasonable. Okay. I'll make a motion to undo the
2 previous motion of having the meeting in Gallup on
3 August 10th and 11th. If I could have a second to
4 undo that motion.

5 CHIEF KASSETAS: Second.

6 A.G. BALDERAS: Second. We have now undone
7 the August meeting in Gallup for the 10th and the
8 11th. I would gladly make a motion to have a meeting
9 in August in Gallup on the 11th and 12th, if there's a
10 second.

11 CHIEF McCALL: Second.

12 A.G. BALDERAS: All in favor.

13 (Those in favor so indicate.)

14 A.G. BALDERAS: Any nays or objections? The
15 motion passes to have the first meeting in Gallup on
16 August 11th and 12th.

17 CHIEF KASSETAS: Mr. Chair, for the record
18 you mean the second meeting, correct?

19 A.G. BALDERAS: Yes. You're referencing
20 October or August?

21 CHIEF KASSETAS: This would be No. 1. August
22 would be No. 2.

23 A.G. BALDERAS: Yes. For the record it would
24 be the second meeting. The motion passes to have the
25 second meeting in Gallup on August 11th and 12th.

1 I'd like to make a motion to hold the third
2 meeting in Santa Rosa October 20th and 21st. If I
3 could entertain a second for that.

4 CHIEF McCALL: Second.

5 A.G. BALDERAS: All in favor of having the
6 third meeting in Santa Rose on October 20th and 21st
7 say aye.

8 (Those in favor so indicate.)

9 A.G. BALDERAS: Any objections? The motion
10 passes to have the third meeting in Santa Rosa on
11 October 20th and 21st.

12 And I would gladly make a motion to have the
13 December meeting in Las Cruces on the 15th and 16th.
14 Do I have a second?

15 CHIEF McCALL: Second.

16 A.G. BALDERAS: All in favor of having the
17 December meeting in Las Cruces on December 15th and
18 16th say aye.

19 (Those in favor so indicate.)

20 A.G. BALDERAS: Any objections?
21 Congratulations, the motion passes to have a meeting
22 in December in Las Cruces on the 15th and 16th.

23 ITEM NO. 45: RECESS

24 A.G. BALDERAS: Is there any further
25 discussion on these matters?

1 Let me tell the Board, congratulations.
2 Thank you for making my first meeting enjoyable and
3 efficient. And I'll see you all tomorrow here. And
4 I'll entertain a motion to recess.

5 MR. BARNCASTLE: I'll so move.

6 A.G. BALDERAS: Is there a second to recess
7 this meeting?

8 SHERIFF WALLER: Second.

9 A.G. BALDERAS: A second. All in favor.

10 (Those in favor so indicate.)

11 A.G. BALDERAS: Any objections? The motion
12 passes to recess this meeting until tomorrow morning
13 at nine o'clock. Thank you.

14 (At 4:10 p.m. the meeting was in recess.)

15

16

17

18

19

20

21

22

23

24

25

REPORTER'S CERTIFICATE

1
2
3 I, JAN A. WILLIAMS, New Mexico CCR #14, DO
4 HEREBY CERTIFY that on June 9, 2015, the proceedings
5 in the above matter were taken before me, that I did
6 report in stenographic shorthand the proceedings set
7 forth herein, and the foregoing pages are a true and
8 correct transcription to the best of my ability.

9 I FURTHER CERTIFY that I am neither employed
10 by nor related to nor contracted with (unless excepted
11 by the rules) any of the parties or attorneys in this
12 case, and that I have no interest whatsoever in the
13 final disposition of these proceedings in any court.
14
15
16
17
18
19

20 _____
21 JAN A. WILLIAMS, RPR
22 New Mexico CCR #14
23 License Expires: 12/31/15
24
25

A

- abeyta** 38:17
ability 31:11 47:12 54:8 114:8
able 3:17 18:20 19:24 21:4 25:21
 29:18 33:17 48:15 49:4 51:23
 52:3,19 54:16 60:13 71:14 75:14
 75:21 78:16,22
absence 15:13
absolutely 54:15 59:17
abstained 91:5
abstention 86:1 98:10 109:24
abundance 80:10
academies 16:18,22 18:23 19:7,11
 20:2 21:22 22:2 70:24 71:10,11
 75:22 78:12
academy 1:7 3:18 7:13 16:13,19
 16:24 17:7,8,11,17,22 18:1,7,17
 18:19 19:1,3,5,8,13,17,18,19,23
 20:1,3,4,5,8,13,15,25 21:4,9,15
 22:1,6 24:14 26:16,18 27:16
 28:9,16 35:8,13,13,16 36:12,13
 36:16 37:24 39:9,25 40:15 41:7
 43:17 44:11 45:3 46:17 48:12
 51:25 58:24 68:20 70:19 71:14
 71:16 103:18
accept 12:3 36:22 37:15 38:22
 39:6,15 40:12 42:3,12 43:23
 45:15 80:2,14 81:2,4,5,11,17,18
 81:25 82:5,15,20,20,23 83:6,10
 83:19,22 84:2 85:16,18,24 86:5
 86:13 87:19 88:8,15 89:3,11,18
 90:7,14,15,21 91:11,12,19 92:1
 92:3,9 94:7,17,24 95:6,12,18
 96:7,17,18,25 97:14 98:2,8
 102:17,18 103:1 106:4
acceptable 80:7
acceptance 37:21
accepted 27:15 41:21 83:16
accepting 102:22
accomplish 18:15 19:24
accomplished 14:7 54:4
accurate 105:2
achievement 74:6 75:25
acknowledgment 78:14
act 3:7,19 13:7,10,14,23,24 14:2
 14:12,17,23 21:11 54:18 57:20
 61:20,22 62:7,10,17,21 63:1,7,8
 63:8,12 69:13,19,21,24,25 70:3
 70:5,6,7,10,12 72:9 108:16
acting 46:11
action 5:12 8:21 9:4 10:18 46:8
 51:20 74:2 84:9 86:19 98:13,15
 99:13,15,19 101:23 102:5,10,19
 102:23 103:1,9,25 104:3 105:9
 106:2
actions 3:15 45:22 46:2
active 15:12
activity 107:20
actual 26:9
adam 4:5 80:24,25 81:11
add 49:12
addition 33:11
additional 8:10 20:18
address 24:22 34:24 56:21 61:24
 62:3 79:24 103:23 104:14
 105:19
addressed 52:5
addresses 61:6,7
addressing 6:18 24:25,25
adelina 45:4
adjournment 5:16
admin 46:19
administers 73:25
administrative 18:9 73:10,23
admiration 75:11
adopt 55:19
adopted 14:3
advanced 17:24 18:9 20:23
advertised 70:10
advised 9:12
affairs 46:24
affect 25:21 69:22
affirm 101:10
afraid 78:24
afternoon 7:16 8:2 22:23,24 23:21
 28:15
agencies 3:16 16:21 18:22 21:1,19
 22:2 45:22 46:2 47:2,3 50:5,7,9
 50:12,25 62:16 110:21
agency 26:20 48:18,18,20 62:12
 84:10 103:22,22,24
agencys 47:24
agenda 3:1,5,17 4:1 5:1 8:3,6,7,9
 8:12,24 9:1,12,17,25 10:3,5,6,25
 11:8,9,12,18 12:3,10 13:9 16:10
 23:24 25:7,8,13,18,20 34:25
 43:12 45:24 46:3 51:23 52:3,9
 52:13,15,22,23 53:7,9,12,15
 54:13 55:19,20 58:25 61:5,9,12
 61:21,22 64:13,24 65:3,5,10,11
 65:12,13,13,17 66:8,9,13 72:12
 72:23 79:24 93:4,24 101:12
 105:11 107:23
agendas 52:4
aggravated 47:19
aggressively 11:5
ago 17:15,25 74:6 76:10 77:2
agree 33:16 50:1 53:19,25 54:11
 59:5 60:6,19 67:9
agrees 46:18
aguilar 41:8 43:18
ahead 32:23 76:24
aikman 37:9
aj 4:16 5:3 86:17 92:25 93:10 94:1
ajs 73:20
albert 5:9 97:2,3,4,16
albuquerque 71:11,19,21
alcohol 18:2
alfredo 40:17
allegation 5:3 93:1 94:8 95:19
 96:8 97:8,15
allegations 8:20 46:9 92:15 94:18
 95:7 97:1 98:9
allow 58:18 66:1 79:2,24 103:11
 105:13 110:21
allowed 9:21 25:19 56:10 64:12
 64:12
allowing 23:14 62:3
allows 10:10
almanza 37:25
alternative 11:10
amend 10:1,4 11:8
amendments 10:3
amount 50:4 77:5
amounts 21:10
ana 18:25 37:24
anaya 28:13,15,17,18 30:17,18,20
 62:24
angela 20:12
angie 20:22
anniversary 23:2
annually 13:16
answer 31:18 66:23
answered 93:21
anthony 40:2
anybody 52:13,15 75:10
anymore 23:10 73:21
anyway 27:13 62:6
apd 71:21
apologize 36:18 102:1

appears 84:15 85:14
apply 57:7,17
appoint 51:5,11 54:20 55:2,4
 58:11
appointing 51:19
appreciate 16:1 18:13 22:12,22
 34:15 57:3 76:6,21 77:10,11,22
 77:24 79:3
appreciation 21:25
approach 10:4 50:23
approached 64:10
appropriate 31:18 50:23 61:19
 80:9 87:13 102:12
approval 3:5,6 8:3,6 12:9,11
 38:20,23 40:4,19 41:11 42:7,21
 106:19
approvals 3:20 63:19,22
approve 8:9 11:8,12,18,24 12:14
 12:23 14:16,18 35:18,21 36:23
 37:12 38:5 40:5,20 41:12 42:1
 42:23 44:7,13,15 45:2,7
approved 12:10 13:6 14:23 36:8
 37:6 39:22 41:5 43:6 66:14,15
 66:16
approves 44:23
approving 9:16 11:9
approximately 17:17
april 21:18
aquino 5:13 98:11 99:18 100:1,22
 101:3,4,18,20 102:10
arbogast 39:10
areas 47:19 69:9 108:6
arent 66:23 78:24
argue 9:19 10:8
arguing 67:24
arriba 79:13
arrived 46:13
asbe 44:12
ashley 18:8
aside 19:25
asked 52:8 57:9 64:4 71:22 84:12
 105:12
asking 9:8 59:22
assess 50:24
assessment 51:7
assign 93:25 94:1
assist 17:7 19:8 21:16,22 22:3
assistant 7:14 18:10
assisting 19:2,2,22
associated 58:13

assume 8:14,17
assure 62:15
attached 5:19
attack 56:1
attacked 68:19
attempt 49:18
attend 108:19
attendance 6:13 80:1 82:4,4,20
 84:6,8 85:9,15 86:4 88:18 89:8
 90:11 91:23 92:14 94:6,6,21
 95:10,22 96:11 97:4,4,19 99:18
 99:20 101:4 102:14
attention 25:3 26:15 82:3
attitudes 33:12
attorney 2:3 6:8 7:11,14 14:2
 16:12 58:10,10 86:20 100:5
attorneys 59:9 114:11
audience 63:15
august 20:22 108:10,13 109:8,12
 109:14,18,22 110:1 111:3,7,9,16
 111:20,21,25
authority 20:10 44:10 63:6
authors 63:8
available 12:16 25:5,6,9,14 26:6
 26:17 29:19 54:7 66:15,18 68:22
 88:7
avoid 62:8
awake 78:7
awarding 26:20
awkward 93:6
ayala 45:4
aye 15:21 36:5 37:18 39:3,19 40:9
 41:2,17 42:9 43:3 44:4,20 45:12
 84:25 87:8 102:23 107:5 109:14
 109:22 112:7,18
ayes 15:23

B

babadi 40:1
back 28:6 29:10 31:22 33:17
 46:11 47:8 51:10,15 56:2 59:4
 66:8 67:3,5 75:15 79:18,22 85:7
 87:15 94:5 99:14 100:25 101:2,3
 101:9,17,20,23 102:5,11 103:11
 103:19,22 104:1,17,22 106:1,8
 106:18,20,25,25 107:4,16
background 65:16
backlog 73:5,21 74:7,9 76:11
backup 110:19
bad 58:25 72:17

badge 48:4
balderas 2:3 6:2,2,8,22 7:2,25 8:4
 8:17,24 9:11 10:21 11:15 12:5,8
 12:13 13:3,5,8 14:8,20,22 15:1
 15:14,23 16:4,8,13 22:7,11,14
 23:17 24:6,10,15,18 27:3,8
 28:11,16 30:18,21 32:4 34:2,24
 35:17,22 36:2,5,7,24 37:2,4,11
 37:16,18,20 38:2,7,10,12,19,25
 39:3,5,12,17,19,21 40:3,7,9,11
 40:18,23 41:1,4,10,14,17,19
 42:1,6,9,11,20,25 43:3,5,11,20
 44:2,4,6,13,17,20,22 45:6,9,12
 45:14,19,23 49:9,14 50:17 52:1
 53:23 54:12 55:16 56:8,14,20
 57:3 58:6 59:11 60:22 61:9,13
 61:18,21 63:18,21 64:6,18,22
 72:4,20,23 74:13,16 75:2 76:4
 76:23 77:12 79:6,10,21 80:8,14
 80:18,22,25 81:5,8,10,13,18,21
 81:24 82:2,8,11,14,18,24 83:2,5
 83:9,15,20,22 84:1,5,14,21,23
 85:2,7,13,19,22,24 86:3,7,10,12
 86:23 87:1,5,7,10,15,18,23,25
 88:2,6,12,14,17,22,25 89:2,5,7
 89:12,15,17,21 90:1,4,6,10,15,18
 90:20 91:1,4,8,12,15,18,22 92:3
 92:6,8,12,19 93:2,14,19,22 94:4
 94:11,14,16,20,25 95:2,5,9,13,15
 95:17,21,25 96:3,6,10,14,18,21
 96:24 97:3,7,11,13,18,23 98:2,5
 98:7,12 99:9,17,25 100:5,6,21
 101:2,7,15,17,22 102:2,4,8,18,22
 102:25 103:13 104:25 105:5,24
 106:24 107:2,7,11,15,22 109:5
 109:12,16,21,24 110:8,14,17,25
 111:6,12,14,19,23 112:5,9,16,20
 112:24 113:6,9,11
baptism 78:17
barlow 18:25
barncastle 2:5 7:10,10 12:25
 36:21 38:21 41:16 42:22 55:5
 76:25 80:13 84:22 86:6 87:22
 92:1 94:10 98:1 100:7,8 102:21
 104:11,13,19 107:10,13,13
 113:5
based 20:24 106:5 107:3
basic 19:10,15 37:7
basically 14:6 24:12 48:1 62:19
 63:9 71:22 73:6,8,13,17,23

basis 31:12
bear 31:16
bears 66:23
beg 103:6
began 29:2
beginning 35:25 57:4
begins 38:17 40:1 57:18
behalf 17:6 34:4 78:25
believe 10:4 24:6 31:21 43:7 52:11
 54:2,5,15 61:18 78:20 87:16
 94:21 99:5 101:4,22 104:21
 106:3 109:11
benefit 18:20 26:10
benefited 33:21
benner 34:16
benners 30:16
bernalillo 35:12,15 71:10,24
best 31:5 108:4,15,18 114:8
better 10:19 31:25 33:24 50:24
 51:13
beyond 22:2
big 69:11 71:17
bigger 58:17
billiman 4:24 91:21,23,23 92:10
billings 36:14
binder 46:23
bit 52:6 56:25 93:6
blocks 66:18,18,20
bloody 70:19
board 1:8 2:3 3:17,22,24 5:3,15
 6:5,14 7:7,13 8:5,17,20 9:5,11
 9:23 10:1,21 11:9,22 12:5,19
 13:9,14,16,19,20 14:4,23 15:11
 15:13,15,20 16:5,6,14 22:6,8,25
 23:23 24:3,6,14 25:11,12 26:4,8
 26:9,11,13,16,18,19 27:17,24
 28:6,9,17 34:5,6,17,25 36:8
 37:12 39:22 43:6,16 44:23 45:1
 45:23 46:5,8,12,18,22 47:8,21
 48:10,19,22 49:5,9,10,15 50:11
 50:14,17 51:11,21,22,25 52:2,8
 52:11,16,17,19,23 53:2,4,5,11,14
 53:14,18,23 54:6,9,16,20 55:3,5
 55:19,24 56:2,3,12,18,23 57:7
 57:17,23 58:2,9,14,20,24 59:8
 59:11,15,24 60:13,22 61:24 62:4
 63:5,11,21 64:3,9,10,11 65:4,6,7
 65:8,19,24 66:11,15 67:7,15
 68:2,10 69:14,16 70:6 72:5,8,12
 72:21 73:1,3,11 74:8,12,13,15

74:20,22,23 75:5,7,14,18 76:1,2
 76:4,10,13,20,23 77:1,2,8,20,25
 78:4,6,8,11,24 79:3,10,22,25
 80:23 82:5,18 85:7,14 86:3 87:2
 88:6 91:5 92:13,16 94:4,9 95:7
 95:19 96:8,15 97:1,15 98:9,18
 99:12,12 101:9 103:5,10 104:8
 104:16,22 105:6,11,12,15
 106:10,13,16 107:21,23,25
 108:3,10 109:25 113:1
boards 6:19 13:20 14:13 28:4
 52:22
bodies 13:15
body 29:10 51:10 68:9
bookkeeping 25:23
bother 71:5
bound 70:5,12
brad 5:8 96:9,10,11
brandon 38:1
break 74:17,19,24 79:17
breaking 61:3
breath 65:21
brian 17:14
briana 43:18
brief 74:18 79:17
briefing 59:14,18
briefly 24:22 26:11 56:11,12 61:2
 62:7
bring 31:16,17,22 63:6 64:12 65:1
 73:3 78:17
bringing 75:19
brings 18:16
broad 31:17
brought 10:23 50:4 63:11 65:7,19
 66:10 73:13 75:17
bullets 29:10
burden 59:20
burdensome 21:13
bureau 17:24 18:2,9
business 6:4 7:3 8:4 14:13 49:7
 54:10 58:21 59:1 65:4,6,8 78:9
 107:24 110:21
busy 108:13
byrd 20:12,17,22
byron 38:17

C

cabinet 17:3
cadet 75:21
cadets 26:7

call 3:3,4 6:1,3,4,21 8:2 26:15
 58:23 78:25 100:3
called 73:18 84:11 103:8
calls 31:18,19,21
cam 29:18
cant 31:21 65:4 68:22 79:2
card 105:17
care 107:17 110:21
career 18:2 48:13 49:2
careers 78:12
careful 28:24
carolyn 4:18 88:16,17,17 89:3
case 31:19 48:24 59:22 62:25
 73:22,22,25 93:10 114:12
casebycase 31:12
caseload 74:4
cases 3:15,22,23 10:14 11:13,20
 45:21,25 47:10 50:4 72:21,22,24
 72:25 73:4,13,17,20,21 74:7,8
 76:9,11,16 93:17
caught 76:16
cause 68:4
caused 68:1,4
caution 80:10
cautious 10:4
ccr 1:24 114:3,20
cert 21:5 38:16 40:15 41:23 42:4
 42:16
certain 104:13
certainly 63:7 103:15 110:8,17
certificate 114:1
certification 26:21 35:5 36:23
 38:5,24 40:6,21,22 41:13 42:3
 43:23 45:8 47:18 48:1 103:4
 106:20
certifications 3:11,13 5:20,22
 34:22 35:1,11 36:9 39:15 43:9
 43:12 44:7,23 72:1
certified 19:12 20:18 103:20
 104:12 105:10
certify 114:4,9
chair 6:9,23,24 7:1 8:11 9:23
 11:11,17,22 13:13 15:5,7,10,20
 15:25 16:1,6 22:20,24 24:9,23
 35:24 36:15 37:14,23 38:15
 39:14 40:14 41:6,12,23 42:2
 43:15,22 45:1,17 46:6 49:12,15
 50:20 51:19 52:10,10 53:25
 54:15 56:7 57:22 58:7 60:17
 62:4 64:2 72:5 74:21 78:3 80:5,7

81:16 83:12 85:10,17 88:20
 90:13,22 92:17 93:5,7 97:6,20
 98:14,18,24 99:5,11 101:6,8,16
 101:19,25 103:16 104:5,20
 105:6,15 106:10 109:10 110:5
 110:20 111:17
chairman 2:3,4 3:8 9:3 10:9 13:1
 14:25 15:3,8 23:22 35:10 36:21
 38:4,21 39:8 42:15,22 44:3
 53:22 55:12 56:4,5 62:5 72:18
 73:2 75:8 79:5 80:4 82:7,22 84:7
 84:20 85:5 87:4 93:16,25 94:10
 95:24 96:12 98:1 102:16 106:16
chairmans 15:13
chairs 55:17
challenge 30:4 42:16
challenges 51:16
change 23:9 53:21 68:4,5 70:8
changes 23:16 27:23 69:22 75:17
changing 66:5 67:24 104:25
charlie 39:11
charter 23:20 26:3
cheek 29:12
chief 2:4,6,7 7:8,8,16,17,22,22
 11:11,15,17 14:18 15:9,10,16,20
 15:25 16:1,5,14 17:24 21:3
 35:20,24 36:15,20 37:1 39:18
 40:5,20 42:8 44:14 45:7 46:3,6
 47:6 48:2 49:16 50:1,21 51:12
 51:12 53:25 55:4,8 56:24 58:5,7
 60:17 76:7 77:14 78:3,5 81:4
 83:19 85:10 86:9 87:24 88:10
 89:14 90:17,22 91:3,14 92:17,20
 92:22 93:3,5,20 94:24 95:1,14
 96:20 97:6,20,24 98:4,14,19,24
 99:4,6 100:9,10,13,14,15,16
 101:6,8,16,19,25 103:16 104:5
 104:10,20 107:9,14 109:3,10,20
 110:5,10,16,20,22 111:5,11,17
 111:21 112:4,15
chiefs 7:24 48:7
children 30:16,24 31:7 32:1
choose 48:5 99:16
chooses 79:25
chris 2:6 7:22 23:19,23 62:6 63:16
 100:15
christensen 40:17
christopher 4:6 81:12,13
circumstances 49:19
citing 99:1

citizen 7:7 53:8,9 78:13
citizens 6:16 32:21,25
clarification 36:16 105:25 106:6
clarify 60:3 93:9
class 18:6 19:13 20:14 37:8,24
 38:16 39:9,25 40:16 41:23 42:4
 43:17,24 44:11 45:3
classes 20:11
clear 16:25 56:15 62:9 91:1
clearly 29:19
close 47:6 78:3 101:11
closed 8:12 9:6,13,21,24 10:1,5,6
 10:10 11:3,14,19,20 15:18 72:13
 72:16 98:16,25 99:22 100:2,24
 101:10
closer 18:17
closing 66:5
cluttered 65:18
cluttering 65:10,11
colby 4:14 87:14,16,18,20 88:3
collective 20:20
college 1:10
combination 110:24
come 6:19 22:21 33:3 56:2 66:1
 78:11 79:15 99:14 104:7,22
comes 17:25 46:21 51:1 59:24
 67:19 73:22
comfortable 11:2 28:14 59:19
 93:2,23
coming 28:12 32:4,6 77:20
commend 6:12 24:22
comment 3:10 22:13,15 23:14,24
 25:19 28:13 50:18 54:3 56:10
 57:24 59:4 60:7,9 61:1 64:15,25
 64:25 66:4 75:1 76:3,6 78:4
comments 3:24 8:10 23:18 24:1
 25:6 34:21 59:12 61:14 74:15,21
 74:24 76:24 77:12,14 79:11
commit 24:24
commitment 22:17 34:11
committed 74:23
committee 55:11
communication 44:10
communications 20:9
communities 108:7
community 17:2,12 32:2 34:9,12
 34:19 51:4 78:1 79:16
compassion 29:5
compelled 72:6
compensation 78:14

complaints 57:11
complete 54:16
completely 34:7 60:18 73:20 74:5
complex 19:18,20
compliance 14:11 54:17,21 55:3,7
 55:21,25 57:23 58:3,3 59:15,21
 62:17 63:1,7,12
compliant 60:10
comply 13:23 55:4,23 108:16
complying 70:12
compromised 57:19
concentrate 10:13
concern 54:22,23
concerned 9:15 57:14 58:1
concerns 17:12 25:18,23 34:4
 46:22 59:12 60:1,5,6
concludes 43:7 45:17
condolences 15:24
conduct 14:11 47:7,11 48:25 79:2
conducted 46:18
confidence 54:16
congratulations 15:24 74:21
 112:21 113:1
connect 108:6
consecutive 29:21
consensus 27:15
consequences 62:23
consider 9:16 11:9 12:23 48:20,23
 54:25 74:8
considerable 51:9 57:25 77:5
consideration 99:19 108:12
considering 50:23 55:10
constituency 65:15,25 66:3
constitutes 13:17,21 14:6
constitutional 20:24
constructing 10:24
consult 103:14
contact 53:7,9
contacting 53:4,5
contains 13:14
contemplated 74:1 84:9 86:19
 103:9,25 105:9
content 67:9,13,15,17 69:3
continued 4:1 5:1
continues 21:10
contracted 114:10
contradiction 62:21
conundrum 50:12
conversation 28:21
conversations 49:16

convey 57:12
copies 12:15 63:15
copy 25:5
copying 21:12
correct 24:10 72:1 87:16 98:25
 99:11 104:9 111:18 114:8
corrections 12:18,21,21,22 17:19
corvino 71:19
coss 17:14,20
couldnt 29:14
counsel 7:13 10:9 12:2 13:11
 53:20 72:6
counterpoint 50:6
county 7:5 19:1 20:3 35:12,15
 37:24 39:25 44:10 71:24 79:13
 79:15
couple 17:20 49:13 74:2
course 8:5 21:18 54:7
court 114:13
covered 29:25
covers 63:13
created 46:12 67:16
crime 21:17
criminal 20:3
criminology 18:11
crisis 32:13,17,24 33:9
criteria 52:7 54:13
critical 17:8
cruces 7:20 19:6 39:9 108:24
 109:6 112:13,17,22
crying 33:5
culmination 19:14
current 26:22 66:12 68:17,25
 70:23 72:1 73:20 74:5 103:23
currently 71:4,17
curriculum 3:20 6:18 19:2 24:25
 57:12 63:19,22 67:24 69:8,12,12
 69:17,18,22 70:9,11,24 71:1,6,9
 71:15 72:9
curriculums 27:19
curry 7:5
cut 64:14,17

D

d 13:15
da 29:24
damned 70:19
danger 62:9
darren 2:7 7:17 16:14 21:3 100:13
dash 29:18

date 9:15 11:4 55:15
dated 86:20
dates 109:3,11 110:19
daughter 28:21 29:2,7,21
daughters 30:7,13
daunting 18:21
david 37:9 73:24
day 21:24 29:19 104:22
days 74:2 108:9
de 1:10
deadlines 21:13
deal 50:11 54:10
death 23:2 30:7,13
deaths 32:21
december 3:6 12:12,15 19:11
 20:21 70:9 108:23,24 109:7
 112:13,17,17,22
decent 68:24
decide 47:22 55:14
decision 31:14 47:25 57:18 58:14
 60:16 90:25
decisions 57:10 78:22
declaration 24:23
dedicated 16:20 21:21 77:22
dedication 77:14,24
deeply 74:23
default 4:3,16 8:18,19,25 79:22
 80:2,15 81:2,11,25 82:6,15,21
 83:6,10,23 84:2 85:16,25 86:5
 86:13,17 88:8,15,19 89:3,9,18
 89:23 90:7,15,21 91:9,19,24
 92:2,4,9 103:7 104:4 106:4,11
 106:14
defer 6:22 56:5 58:15 64:4 74:20
deferring 56:16
defines 27:18
defining 65:22
definitely 47:10
definition 13:16
degree 18:11
delay 11:3
delighted 73:12 74:4
deliver 16:10
denko 28:8
department 7:18,20,23 17:18
 18:14 19:6 21:6 53:5 67:11
departments 32:19
deputies 21:20
deputy 17:4,14,20,23 67:10
describes 26:18

describing 67:25 69:15
description 24:4,13 26:16 28:3
 60:18
desperately 70:19
destroyed 69:2
detail 57:1
determination 60:9,12,14
determine 13:17 49:4
determined 93:11
devastated 29:17
developed 27:19,20 73:10
devoted 77:5
didnt 29:13 92:23 94:1,2 104:3
 105:7
difference 64:23
different 19:18,22 50:13 77:2
 93:17 108:5,9
difficult 58:12 78:5
dina 19:16
direct 8:5 13:8 34:25 45:23 53:20
 59:22 62:20 63:21 82:2 85:7
 86:3 88:6 92:12 94:4
directed 59:18
direction 11:1 17:1 79:6
directly 25:21 57:6 61:6,7
director 2:9 16:10 17:14,20,23
 19:5,6,16 20:7,12,17,22 22:7,8
 28:9 35:3,7,19 36:16,17 41:5,22
 42:14 43:14,14 45:19 46:11,17
 46:19,25 47:22 48:2 51:6 57:6
 62:14 67:9,10 68:9 70:21 73:8
 84:15,17 86:14,23 87:12 94:2
 101:21,24 102:5,11 103:3,13,17
 104:5 105:2,25 106:6,20 107:4
 107:17
directors 3:9 16:7,8,16 22:5 72:2
 73:13
disappointed 10:23
discern 31:12
disciplinary 3:14,15 11:13,20
 45:20,22,25 46:2
discipline 25:1 51:1,2,3,8,14
 57:11,13
discretion 51:19 62:20
discuss 8:13 9:5,10 46:7 48:22
 52:6 67:8 72:14 99:7,12 100:23
discussed 26:4 57:9 101:10 106:1
discussing 51:17 52:16 72:13
discussion 3:14,17 11:25 45:20,25
 46:3 49:10 50:15,18 51:20,21,22

52:2 53:17,24 54:12 56:21,23
 59:9 61:1 66:2 82:5 93:14 99:10
 99:22 100:2 105:1 106:18 109:1
 110:18 112:25
dismissal 93:13
dispatchers 46:9
disposition 114:13
dissertation 53:13
distinguished 18:1
distributed 12:16
district 7:11
diverse 79:15
division 7:15
docket 73:7,8,9
dockets 73:6
doctors 32:11
document 26:12 27:13,17 48:11
 68:9
documentation 25:14 53:13
documents 24:7,9 25:9 68:24 69:1
doesnt 23:10 31:15 71:5 104:16
 110:20
doing 8:14,16 18:6 50:2,13,25
 52:24 59:13 67:17 71:16 72:2
 107:19
dominate 66:2
dona 18:25 37:23
donates 77:15
dont 6:25 9:18 10:8,15 23:12 27:3
 28:22 29:6 33:5 46:22 47:7
 48:21 50:3 51:18 56:17,19 59:6
 60:25 65:9 68:14,22 76:12 77:15
 79:7 93:5 94:21 103:10 106:11
dozens 75:16
dps 21:16 62:18 63:2 67:14,17,21
 67:25 68:3,19
dr 20:22 32:5,7,9
due 21:3 77:3
dwi 47:16,19,23 48:6

E

earlier 15:2 33:17 67:5 69:1
 108:15
eddy 4:23 91:7,8,10,20
eden 67:20,21,23,25
edited 68:25
educate 58:1
education 65:16
effectively 62:21
effectiveness 75:23

efficiency 61:14 80:9
efficient 10:12 53:14 76:17 80:6
 113:3
effort 20:16
efforts 18:13 21:3 76:8 77:4,11
 78:15
eight 18:23 22:1
eighth 20:13
either 47:12 57:20 104:22
elected 16:5
electing 15:20
election 3:8 14:25 15:3
eliminated 74:11
emails 77:19,19
embrace 33:23
employed 114:9
emptiness 30:12
enabling 54:9
ends 37:9 38:1,17 39:10 40:1,17
 41:8,25 44:12 66:4 70:1
endure 30:12
enemies 23:13
enforcement 1:7 3:12,18 5:20
 7:13 16:13,17,19,21,22,24 17:2
 17:7,8,11,11,16,22 18:1,7,17,19
 18:23 19:3,8,18,19,23 20:1,4,5
 20:13,15,25 21:4,9,15 22:1,3,5
 24:13 26:16,18,20 27:16 28:9,16
 34:23 35:2,8 36:12 40:15 45:2
 46:17 47:2,3 48:12,17 49:2
 50:25 51:25 57:13 58:24 62:11
 62:16 68:19 70:18 71:14,15
 75:12 76:14,21 77:10 78:13
 103:18
engage 62:8 72:10
engaged 72:8
enhances 47:19
enjoyable 113:2
ensuring 77:6
enter 103:11
entered 29:10 50:15
entertain 8:8 15:3,5 37:12 38:2
 42:20 81:14 86:24 87:1,19 88:8
 88:18 89:9,22 90:11 91:9,24
 95:10,22 97:5,8 106:1,7 110:2
 112:3 113:4
entertained 39:13
entire 8:22
entirely 77:2
entities 79:8

entity 26:13
equates 20:19
equipped 46:24
er 32:20
eric 4:22 19:5 42:17 90:9,10,11,21
 90:23
espanola 1:11 23:3,4
especially 16:14 60:6 110:22
esq 2:10
essential 54:15
essentially 46:15 47:21 54:10
established 20:10
evaluating 55:6
evening 28:20,22
everincreasing 21:10
everybody 50:12
evidence 5:3 29:23 92:16 93:1
 94:8 95:19 96:8 97:1,15 98:9
exactly 59:13 73:16
examine 68:11,12,14,17
examiner 29:9
example 62:18 76:19
excel 76:11
excellent 15:12
excepted 114:10
executive 12:1 98:22 99:7,12,13
 99:15 100:23 101:2,12
exercise 46:22
exhibit 5:20,21 35:13,19,21 36:1
 36:10,11,13,22 37:5,7,8,11,13,15
 37:21,23,25 38:3,13,15,16,22
 39:6,9,15,23,25 40:5,12,14,20
 41:5,7,11,20,22,24 42:3,12,17,23
 43:6,8,17,21,23 44:8,9,9,15,25
 45:7,16 67:3,5,7,22,22 69:13,15
 70:22
exhibits 35:6
existed 69:4
existence 28:5
existing 62:16
exited 29:11,12
expect 49:24
expected 17:1
experience 23:7
expires 114:21
explain 13:11
explanation 60:18 71:4
explosives 18:3
express 33:8 76:2
expressing 28:12

expression 34:3
extensive 21:12
extensively 27:20
extent 50:1
extra 20:16
extraneous 52:18
extreme 58:22

F

f 2:9
facilitate 13:12
facilitated 35:2
fact 10:24 25:24 68:10 70:15
 75:20 77:6
facts 51:7
fairer 10:18
faith 30:9
false 69:18
familiar 15:11
familiarity 16:2
family 30:11,17
far 7:3 48:6 65:10 68:7 73:12
 74:18
fatal 63:3
favor 12:6,7 13:3,4 14:20,21
 15:19,22 36:5,6 37:2,3,18,19
 38:10,11 39:3,4,19,20 40:9,10
 41:1,3,17,18 42:9,10 43:3,4 44:4
 44:5,20,21 45:12,13 80:20,21
 81:8,9,22,23 82:12,13 83:3,4,24
 83:25 84:23 85:1,22,23 86:10,11
 87:7,9,25 88:1,12,13,25 89:1,15
 89:16 90:4,5,18,19 91:16,17
 92:6,7 94:14,15 95:3,4,15,16
 96:4,5,22,23 97:11,12 98:5,6
 102:6,7,22,24 107:2,5,6 109:13
 109:15,21,23 111:12,13 112:5,8
 112:16,19 113:9,10
fe 19:20
february 64:10
feedback 10:22 50:18 108:9
feel 28:14 30:16 32:23 59:19 72:6
fellow 46:7
felt 11:2
fewer 32:21,25
field 48:3
filed 57:11 84:11 92:23
final 42:14 60:5 108:22 114:13
find 24:1 67:6 68:22
findings 46:19

fine 48:14
finished 20:13
fire 50:9 78:17
firearms 18:2
first 6:4 8:4 16:23 18:5 21:5,7
 23:6 24:22 64:10 75:20 77:1
 92:24 101:8 111:15 113:2
fit 103:11
five 27:6,7,10,11 31:2 64:21 74:6
 75:4,16
flees 62:19
floor 13:12 22:15 24:18 30:22
 32:6 35:7 43:14 62:1 64:1 73:1
flores 5:14 20:7 98:11 99:18 100:2
 100:22 102:13,13,15,19,23
 103:2
focus 11:5 34:17
follow 28:7 70:6,7 93:6
followed 30:1
following 70:5
follows 48:13 49:1
followup 84:17
fons 20:22
force 31:10
forced 28:8
forces 48:2
foregoing 114:7
form 14:1,24 57:21
formatting 69:2
formulation 60:19
forth 10:23 114:7
fortunate 17:3 18:4
forum 32:8
forward 6:17 22:12 46:20 51:16
 55:19 57:10 58:8 65:20 79:5,6
 85:11 90:23 97:21
found 84:9 103:8 104:6,23 105:10
founded 26:11,13 27:1 28:4
founding 26:12,24
four 27:5 29:20 48:16 66:10 69:9
 75:23 108:23
fouratt 17:3 67:12
frank 17:24
frequent 64:9
front 24:4,14 29:11
full 12:9 14:24 18:17,18 31:17
 55:21,24 56:2 57:23 59:14,18,20
 60:24 76:11 84:17
funding 17:7
further 11:25 14:15 51:20 53:24

56:20 60:2 62:9 76:6 93:14
 112:24 114:9
future 21:8 107:23

G

g 6:2,22 7:2,25 8:4,17,24 9:11
 10:21 11:15 12:5,8,13 13:3,5,8
 14:8,20,22 15:1,14,23 16:4,8
 22:7,11,14 23:17 24:6,10,15,18
 27:3,8 28:11 30:18,21 32:4 34:2
 34:24 35:17,22 36:2,5,7,24 37:2
 37:4,11,16,18,20 38:2,7,10,12,19
 38:25 39:3,5,12,17,19,21 40:3,7
 40:9,11,18,23 41:1,4,10,14,17,19
 42:1,6,9,11,20,25 43:3,5,11,20
 44:2,4,6,13,17,20,22 45:6,9,12
 45:14,19,23 49:9,14 50:17 52:1
 53:23 54:12 55:16 56:8,14,20
 57:3 58:6 59:11 60:22 61:9,13
 61:18,21 63:18,21 64:6,18,22
 72:4,20,23 74:13,16 75:2 76:4
 76:23 77:12 79:10,21 80:8,14,18
 80:22,25 81:5,8,10,13,18,21,24
 82:2,8,11,14,18,24 83:2,5,9,15
 83:20,22 84:1,5,14,21,23 85:2,7
 85:13,19,22,24 86:3,7,10,12,23
 87:1,5,7,10,15,18,23,25 88:2,6
 88:12,14,17,22,25 89:2,5,7,12,15
 89:17,21 90:1,4,6,10,15,18,20
 91:1,4,8,12,15,18,22 92:3,6,8,12
 92:19 93:2,14,19,22 94:4,11,14
 94:16,20,25 95:2,5,9,13,15,17,21
 95:25 96:3,6,10,14,18,21,24
 97:3,7,11,13,18,23 98:2,5,7,12
 99:9,17,25 100:6,21 101:2,7,15
 101:17,22 102:2,4,8,18,22,25
 103:13 104:25 105:5,24 106:24
 107:2,7,11,15,22 109:5,12,16,21
 109:24 110:8,14,17,25 111:6,12
 111:14,19,23 112:5,9,16,20,24
 113:6,9,11
gabrielle 4:24 91:21,22,23 92:9
gain 51:13
gallup 108:11 109:8,18,22 110:1
 110:12 111:2,7,9,15,25
game 21:20
garcia 4:4 79:20 80:1,20
gassel 4:17 88:5,7,15
general 2:3 6:8,12 7:14 14:9 16:9
 16:13 22:19 45:24 100:5

generally 73:3
generals 14:2 58:10
gentleman 33:16
getting 49:22 70:18
give 22:21 33:17 50:8 103:13
 104:17 108:18
given 21:23 61:24
giving 21:21 32:7 75:15
gladly 12:6 111:8 112:12
globe 31:10
go 8:12 9:21 10:1 11:18 16:8 17:1
 22:2 30:15 32:23 43:11 46:15
 49:3 58:7 59:4 61:21 69:7 76:24
 79:23 80:25 84:13 87:15 98:25
 99:6 103:11,22 104:17 105:13
 106:1,8 108:11
goad 62:2,6 63:18 72:7
god 30:9
goes 48:7
going 11:3 15:2 17:1 27:22 29:3
 32:25 46:25 50:13,20 51:5 54:19
 55:18 56:17 58:25 59:6 67:2
 68:14 70:16 74:18 98:22 110:12
good 7:16 22:23,24 23:21 28:15
 51:2 58:25 69:2 71:16 107:20
 110:16,24
gordon 67:20
govern 59:8
governance 54:21 56:1
governances 56:25
governing 79:3
government 7:14 79:9
governors 26:17
governs 27:14,14
graduated 18:10 35:15
graduates 19:14
grand 80:6
grant 106:18
gratified 76:1
gratifying 77:9
gratitude 6:12
gratton 65:15
graveyard 77:17
great 18:20 31:3 57:5,15 58:6
 61:25 77:7 84:14
greatest 75:9
green 105:17
greg 67:12
gregg 30:15
gregory 17:3

ground 18:13 98:22
group 8:22
grouping 35:6,17 36:9
grownups 33:7
guess 109:13,16 110:18
guidance 16:24
guide 14:2
guidelines 46:12 49:6,17 50:2
gun 48:4

H

h 98:20 99:8 101:14
half 6:10 64:19 74:9 77:2
hammered 49:22
hand 54:10 59:2
handle 12:1 46:23 51:6 52:18,19
 60:25
handled 11:20
handling 102:12
handout 23:25 63:13 67:4,4
handouts 24:2 67:20
happen 23:10 68:1
happened 29:4,7 30:2 105:22
happening 31:9,12
happens 46:15 103:21
happy 33:19
hard 70:19
hasnt 25:11
hate 57:19
havent 8:8 11:7
head 29:12 48:17
hear 22:18 61:2 89:12 105:7
 106:11,13
heard 11:7 57:24 62:24 76:9
hearing 46:17 74:3
heart 30:15
heartache 30:12
heavily 68:25
hector 2:3 6:2,7 28:15 100:5
help 18:6 31:21
helped 30:10
hes 15:11 19:7 25:20 68:4,10
 76:21 77:18
higherup 59:8
highly 24:22
hindi 5:7 95:20,21,22
hire 49:3
hired 17:15,25 18:8
history 14:9 48:25 49:4
hit 18:12 29:10

hobbs 7:23 110:23
hold 29:14 108:5 109:17 110:12
 112:1
holding 109:13
home 110:21
honestly 78:6
honor 6:13 22:17,18 23:15 31:6
 34:13 79:13
honorable 6:5 22:25 28:15
honored 16:16 22:4
honors 18:11
hope 21:7 25:7,19 30:11 33:25
hopefully 8:15
hoping 25:25
horrible 32:12
hour 71:13
hours 19:15 20:20 21:12 71:12
howard 42:18
hubbard 46:11
huge 21:24 32:11,12 78:10
humanity 23:7
humberto 5:14 98:11 99:18 100:1
 100:22 102:13,13,15,19,23
 103:2
humbly 22:4
hundreds 30:25
hurry 27:13
hysterically 29:3

I

id 8:5 14:5 16:23 35:20 43:11,22
 44:14 45:23 49:12 52:1 53:25
 54:10 63:21 76:25 77:13 79:21
 81:14 82:2 87:15 88:6,8 92:12
 110:2 112:1
idea 53:19 56:6 63:9
identifications 8:1
identified 65:25
identify 57:16
iding 51:15
ignored 28:2
ii 2:9
iii 17:24
ill 6:9 8:6 12:6,20,22,25 14:16
 27:11 28:22,23 35:6,18 36:21
 37:12,17 38:2,21 40:3,8,25
 41:16 42:20,22 44:3,19 46:4
 55:4 64:22 72:3,3 78:3 79:23
 80:12,13 82:5,10,20 83:21 84:22
 85:21 86:6 87:1,19,22 88:10,20

89:22 90:3,11,13 92:1,5 94:4,10
 95:10,22 96:12 97:5 98:1 99:2
 102:3,21 109:1,16,17 111:1
 113:3,4,5
illegal 30:1 62:22 70:10
im 6:2,7 7:4,4,8,11,12,13,20 9:8
 10:22 23:1,23 24:11,12 25:6,24
 26:3 27:22 29:6 32:2,8,14,16
 46:25 47:8 48:10 49:3 50:20
 51:5,18 52:24 53:1 56:15,16
 57:14 58:1,11 66:4 69:6 70:16
 73:12 74:4 75:4,18,19 80:17
 91:1 93:6 104:23 106:6 109:11
image 29:13
immeasurably 33:21
impact 14:12
important 6:14,15 25:2 26:23
 31:4 48:19 50:21 52:5 54:2 61:8
 64:11 78:19 79:7,8,15 108:11
importantly 6:9,13,15 14:10 51:2
impossible 70:20
improve 49:7 55:8 56:3
improved 33:9
inappropriate 67:18
inclined 87:3
include 40:22 43:25
included 9:25
includes 27:16
including 3:15 38:23 44:16 45:21
 46:1
incredible 31:23
independence 68:2,5,6
independent 26:13,14 67:16 68:6
 69:5
index 3:1 4:1 5:1
indicate 12:7 13:4 14:21 15:22
 36:6 37:3,19 38:11 39:4,20
 40:10 41:3,18 42:10 43:4 44:5
 44:21 45:13 80:21 81:9,23 82:13
 83:4,25 85:1,23 86:11 87:9 88:1
 88:13 89:1,16 90:5,19 91:17
 92:7 94:15 95:4,16 96:5,23
 97:12 98:6 102:7,24 107:6
 109:15,23 111:13 112:8,19
 113:10
indicated 108:3
individual 3:24 21:19 47:14,16
 48:18 54:6 61:25 62:11 74:15
 79:24 103:11,17 104:6 105:7
individuals 10:17 18:12 22:16

35:14,18 78:24 79:23
indulgence 103:6
inform 58:9
informal 46:17
information 25:25 26:1 70:18,20
 84:15 106:5 107:3
informed 25:10
initially 106:3
initiated 49:17
injury 33:1
input 34:10 54:1 64:16 65:22
inspection 21:11
installed 28:10
instance 47:16 58:15
instructing 26:7
instructor 17:16 71:2,20,21,23
instructors 18:18 70:25
instrumental 17:5 19:1
insufficient 5:3 8:20 92:15,25
 94:8,17 95:6,18 96:7,25 97:8,14
 98:8
intake 48:24
intent 106:17
intents 73:14
interaction 52:25
interactions 64:9
interest 51:9 114:12
interested 32:16 48:10
internal 46:24
international 18:6 21:17
interrupt 27:4
intervention 32:17 33:9
introduce 6:6,23
investigation 21:18 29:7,24
investment 76:13
invests 76:15
invited 72:15
involve 52:17
involving 102:14,23
ipra 66:21 70:23 71:5
isnt 66:7
israel 4:8 82:17,19,21 83:7 103:6
 105:3 106:2 107:3,8,16
issuance 98:21
issue 25:5,16 56:11 59:7 61:11
 62:3,5 64:4 65:20 70:15 71:19
 71:20,24 93:11
issued 93:10,12
issues 6:19 9:5,14 19:19 24:25
 25:1 49:8 51:14 54:22 56:1

58:17 59:3 65:1 66:9 74:23
 105:22
item 3:1,2 4:1,2 5:1,2 6:1,4,21 8:3
 8:4 12:11 13:7,9,9 14:25 16:7,9
 22:13 23:24 25:4,7,18,20 34:22
 34:25 42:14 43:9,12 45:20,24
 46:2 51:20,22 52:1,9,13,15
 53:16 61:12,20,22,23 63:19,22
 63:24 64:24 66:8,9 67:19 71:17
 72:21,23,24 74:15 76:8 79:20,22
 80:24 81:12,13 82:1,3,17 83:8
 84:4 85:6 86:2,15 87:14 88:4,5,7
 88:16,18 89:4,5,6,7,20,21 90:9
 90:10 91:5,7,8,21,22 92:11,13
 94:5,19,20 95:8,9,20 96:9,10,15
 96:16 97:2,3,17,18,25 98:11,13
 101:18 102:13,15 103:1 106:2,8
 107:3,21,23 112:23
items 11:25 25:2,8,23 36:22 52:22
 54:9 64:1,13 65:3,12,13,13,17
 92:14 99:1,7
ive 9:11 30:25 32:14 33:18 48:14
 48:16 56:22 75:4 77:10 78:9,23

J

jack 2:9 35:3
jackson 4:20 89:6,7,8,10,19
jacob 4:17 88:5,7,7,15
jaime 2:5 7:19 100:17
jan 1:24 114:3,20
january 29:16
jeannette 28:18 62:24
jeannettes 30:3
jermal 4:20 89:6,7,8,9,18
job 34:1 55:24 67:10 71:16 107:19
jobs 31:4
joey 5:13 98:11 99:18 100:1,22
 101:3,4,18,20 102:10
john 71:19
johnathan 4:11 85:6,8
jonathan 4:23 37:25 85:8,12 91:7
 91:8,10,20
jones 2:9 16:10,12 22:7,9,10 26:22
 35:3,9,19 36:11,17,18 37:7,23
 38:15 39:8,24 40:14 41:5,6,22
 41:23 42:14,15 43:14,14,15 44:9
 45:1,17,19 46:25 47:5 51:6 84:7
 84:17 85:4 86:14,16,23,25 87:12
 87:17 92:22 93:9,18 94:23 103:3
 103:5,13,15,21 104:9,12,15

105:4,8,18,21 107:17
jose 4:9 83:8,9,9,11,17 84:2
joshua 5:4 92:11,13,13 94:5,5,6,9
 94:18
journey 75:9
jr 4:8 82:17
juan 20:3,8,9 39:24 44:10
judge 73:10,24
judges 46:19
jump 72:6
june 1:9 19:14 114:4
junior 69:3
jury 29:16
justice 20:3
justified 29:17
justin 4:21 89:20,21,22,24 90:7

K

kassetas 2:4 7:8,8 11:11,15,17
 15:9,10,16,20 16:1,5 35:20,24
 36:15,20 44:14 46:4,6 47:6
 49:16 50:2 51:12 53:25 55:4
 58:7 59:11 60:17,23 67:7 78:3
 85:10,14 86:9 87:24 89:14 90:22
 91:3,5 92:17,20,22 93:5,20 95:1
 97:6,20,24 98:14,19,24 99:4,6
 100:9,10 101:6,8,16,19,25
 103:16 104:5,10,20 107:9,14,14
 109:10,20 110:20 111:5,17,21
keegan 39:10
keep 32:23 55:24 57:23 61:3
keeping 107:19
keeps 78:7
kenneth 5:10 97:17,18,19,25
keri 20:8
key 26:14
kill 33:13,15
killed 28:19
kind 23:9 57:1 76:13,18
kiss 29:14
know 9:9 10:15 14:9 29:6 31:5
 35:4 46:15 47:18,19 49:22 50:3
 54:8,14 56:17,24 57:8,24 59:6,9
 60:25 66:20 71:3 73:14,16 74:22
 75:11 76:8,12,18 77:6 92:23
 93:5,8 94:2 103:10,18
knowledge 23:7
known 104:14 105:19
knows 49:23 75:10
korn 2:4 6:25 7:6,6 8:11,17,19 9:3

9:11,18 10:8,21 12:2,5 13:2 15:8
 15:14 25:17 37:17 39:2 40:25
 44:3 49:12,15 52:8,10 53:23
 54:1 55:12 56:4,15,16 64:9
 65:12,19 73:1,1,2 74:13,25 75:3
 76:4,8,14,19 77:1 78:2 79:10
 80:4,12 82:7 83:1,21 84:19
 85:21 87:4 89:25 93:7,16,25
 95:24 100:19,20 102:3 106:9,17
 106:21,23

L

lack 31:11
laid 9:1
large 78:12
largely 78:21
las 7:20 19:5 39:8 108:24 112:13
 112:17,22
lasting 29:13
lastly 27:13
laurenz 36:14
law 1:7 3:11,18 5:20 7:13 16:13
 16:17,19,21,21,24 17:2,6,8,11,16
 17:22 18:1,7,16,19,23 19:3,8,17
 19:19,23,25 20:4,4,13,15,24,25
 21:4,9,15 22:1,3,5 24:13 26:16
 26:18,20 27:16 28:8,16 30:1
 34:22 35:2,7 36:12 40:15 45:2
 46:17 47:2,3 48:12,17 49:1
 50:25 51:24 54:17 58:13,24
 60:11 62:11,16 67:16 68:6,19
 70:18 71:13,15 75:11 76:14,21
 77:10 78:12 103:18
lawfully 30:6,6
laws 14:12 54:24 55:3,18,22 57:7
 57:17 58:3 60:15
lawsuit 71:18 72:11
lawyer 58:11
lays 14:6
lea 12:16 26:8,9,11 49:5 62:14
 63:4,5 71:8 73:22
lea90 46:16 48:21 73:23 84:11
 92:23 93:12
lead 15:13
leader 23:11
leaders 48:8
leadership 79:6
league 69:4
leave 70:14
left 7:3 28:21 29:12 30:13 84:10

legacy 73:17
legal 59:15,20 60:10 70:11
legislature 26:12
leonard 4:10 84:4,5,6,24 85:3
lesson 3:20 26:5,6,8 63:19,22
 66:13,25 67:2,8,10,15,17 68:7,8
 68:11,13,14,17,18,21,25 69:3,4
letter 5:12 13:24 86:19 101:23
 102:5,9,19,23 103:1
letters 8:21 9:3 10:17 98:12,15
 99:19
letting 33:24
level 47:7
levied 48:20,23
levy 47:15
liberty 50:20
license 98:22 106:19 114:21
lies 29:25
life 34:15,19
limit 27:5 52:22,24
limited 16:2 98:17
limiting 65:21
line 7:21 104:24
linthicum 73:24
list 35:11 70:25 79:23
listed 35:6 36:17 54:7 101:12
lists 71:2
litigation 72:8,14
little 10:22 52:6 56:25 57:1
live 30:10
lives 30:13
local 33:7
locations 108:8
logan 42:19
lolda 43:19
long 18:1 52:4 62:6 71:12 110:7
longest 75:5
look 6:17 8:7 23:15 46:23 47:16
 49:4 51:7 57:1 64:22 65:18
 68:24 71:15 75:25 79:5 110:5
looked 65:20
looking 26:5 27:23 34:12 47:10
 65:21 66:24
looks 46:8
lopez 2:10 18:8,10 100:5,7,9,11,13
 100:15,17,19
lose 32:25
loss 34:15,19
lot 30:19 32:14,20,25 33:1,14,22
 48:14 77:23 104:2

love 28:23,24 61:2
 loved 29:15
 luke 37:9
 lung 29:11
 lunsford 5:8 96:9,10,11
 lying 50:8
 lynda 44:12
 lynn 45:4

M

m 1:9 113:14
 mail 103:20 104:12,14 105:10
 main 49:8 66:8
 maintain 27:24 70:8
 major 18:25 19:16
 making 3:20 10:10 25:6 31:20,21
 50:3 53:21 63:19,23 67:17 71:25
 113:2
 man 28:10 31:23 32:13
 manage 32:24
 manageable 73:18
 management 3:23 32:17 72:22,25
 manhours 76:15
 manpower 18:17
 mario 41:9
 mark 40:16
 marked 23:1
 martinez 24:4 37:10
 mary 22:20,25
 matriculation 75:21
 matrix 3:15 45:21 46:1 49:6
 matter 9:4 10:23 13:22 25:17 33:7
 61:25 63:2,3 82:6,19 83:17
 84:18,24 85:8 87:11 93:15 99:13
 100:4 101:3 102:10,14 106:13
 107:8,17 114:5
 matters 3:17 8:13,18,19,23,25
 11:2,4 51:23 52:3,5,18,18,20
 53:2 86:15 98:17,20,23 99:8,22
 100:1,22,24 101:11 103:3
 106:13 112:25
 mccall 2:6 7:22,22 14:18 37:1
 39:18 40:5,20 45:7 51:12 56:24
 58:5 76:7,24 77:14 81:4 83:19
 88:10 90:3,17 94:24 95:14 96:20
 100:15,16 109:3 110:5,10,16,22
 111:11 112:4,15
 mckinney 42:19
 mean 9:18 10:8 53:6 64:20,20
 78:21 104:13 111:18

meaningful 79:15
 means 30:19 51:2,3 105:11
 meant 23:5
 mechels 23:20,22,23 24:8,11,16
 24:20 27:3,6,10 28:11 56:7,8,9
 56:14,22 60:24 61:5,11,16 63:16
 63:24 64:1,2,8,20,23 72:4,7,12
 72:15,17,20
 media 24:23
 medical 29:9
 medrano 2:11
 meet 59:2 62:15 108:9
 meeting 1:8 3:6 5:15 6:3 8:9 9:25
 10:6,10,11 11:6 12:11,14,18,20
 25:12,15 53:22 58:23 59:25 73:3
 75:3 101:12 108:10,22 109:8,13
 109:13,17,22,25 110:3,12 111:2
 111:7,8,15,18,24,25 112:2,6,10
 112:13,17,21 113:2,7,12,14
 meetings 3:7,18 13:7,10,14,18,23
 13:24 14:2,12,17,23 51:24 54:18
 57:20 69:19 72:9 107:21,24,25
 108:1,5,16,17,19
 meets 13:16
 member 3:24 8:17 9:11 10:21
 12:5 15:12,16,20 16:5 46:5
 48:10 49:9 52:8 53:3,4,4,5,11,14
 53:23 54:9 55:5 56:23 59:11
 60:22 61:23 64:8 65:14,15,22
 66:1 67:7 73:1 74:13,15 76:4,23
 79:10 80:23 85:14 91:5 96:15
 members 2:3 6:5 9:23 11:22 12:19
 13:13 15:11 16:14 22:25 23:23
 27:21 34:3,5 46:7 49:15 50:17
 50:22 51:11,21 52:11,14,14,23
 54:6,23 55:10 56:10,18 57:5
 58:2 62:4 64:2 68:11 72:5 74:22
 75:5 78:11,18,20 98:18 99:11
 105:6,15 106:16 108:3,4
 mendoza 4:5 80:24 81:1,1,1,3,11
 mention 26:8
 mentioning 27:25 34:15
 merrill 4:6 81:12,14,15
 met 31:2 59:19
 methods 33:23,23
 mexico 1:7,10,11 2:3 3:18 6:8,16
 16:13,17,18,18,24 17:2,6,8,11,16
 17:18,22,25 18:7,11,16,19 19:3
 19:8,13,16,17,23 20:4,4,12,15,17
 20:25 21:4,9,15,16 22:1,4,5

23:11 24:13 26:20 27:1,16 28:16
 36:12 40:15 41:7 45:2 47:3 49:1
 51:1,14,24 76:22 114:3,20
 michael 38:18
 microphone 28:14
 mikal 4:19 5:5 86:17 87:2,8,10
 89:4 94:19,20,21,22
 militarization 31:10
 mind 47:23 61:3 78:25
 minimize 34:19
 minutes 3:6 8:7 12:11,14,16,19,22
 12:23 13:5 27:5,6,12 61:24
 63:25 64:3,5,14,17,19,21,21
 69:14 100:25
 misconduct 3:22,23 8:13,15 46:10
 47:14 48:11,17 49:5,20 72:21,22
 72:24,24 73:23 75:19 76:9
 103:12
 misconducts 105:14
 mission 6:15,20 14:10 18:15 34:8
 58:2
 missions 75:10
 mistakes 48:15
 mitchell 36:14
 mobile 21:5
 mom 28:22
 moment 31:14
 monday 110:6,11,13,20
 monette 4:19 5:5 86:17 87:2,8,10
 89:4 94:19,21,22 105:23
 monica 2:11
 monique 2:10
 monitor 33:11
 montano 42:17
 months 17:5,15 47:17,22 48:5
 75:22,23 104:23
 montoya 4:11 30:21,22,23,24 32:5
 85:6,8,8,12,15,25
 morgan 4:14 87:14,16,18,20 88:3
 morning 28:25 77:18,18 113:12
 mother 28:17 30:4 33:6
 mothers 33:5
 motion 8:8 9:16,20 10:10 11:7,10
 11:23 12:3,6,8,10,22,24,25
 14:16,18 35:18,20,23 36:4,8,25
 37:4,12,15,21 38:2,8,13,19 39:1
 39:6,12,15,21 40:3,5,11,18,20,24
 41:10,15,20 42:1,3,11,20,23
 43:1,20,23 44:7,13,14,18,25
 45:6,7,10,15 51:18 53:20 55:13

56:5,15 80:2,7,12,13,14,19,22
 81:2,4,5,10,14,17,18,24 82:5,8
 82:14,20,24 83:5,10,13,17,19,22
 84:1,15,16,19,21,24 85:2,15,18
 85:19 86:5,6,12,24 87:2,11,19
 87:21,22 88:2,8,10,14,19,21
 89:2,9,12,17,23 90:6,12,14,15,20
 91:6,9,12,19,24 92:3,8 93:19
 94:7,11,16,22,23,24 95:5,11,17
 95:23 96:1,6,16,18,24 97:5,7,13
 97:25 98:2,7,15,25 99:6,17,21
 99:25 100:21 101:11,20,22,24
 102:9,9,14,17,18,21,25 106:1,7,7
 106:9,12,17,22 107:15 109:17
 109:17,25 110:2 111:1,2,4,8,15
 111:24 112:1,9,12,21 113:4,11
motions 85:24 92:15 101:5
move 15:2,19 22:12 26:25 36:21
 38:4,21 41:12 46:20 48:18 52:1
 80:4 82:7,22 85:10 86:3,21 87:4
 89:11,25 90:22 91:11 92:1 94:10
 95:12,24 96:17 97:20 98:1 99:21
 100:1,21 113:5
moved 97:6 98:16
moving 51:16 55:19 57:10 79:6
municipal 7:23

N

n 1:10
name 7:6,10,12,16,19 22:25 28:17
 30:23 53:15 62:6 73:24 107:12
nate 2:4 7:6 76:7,25 77:11,13,23
 78:16 79:4,9 100:19
nation 31:9 32:19
nationwide 26:24,25
nature 47:11
navajo 7:17
navid 40:1
nay 107:9,10
nays 80:22 81:10,24 82:14 83:5
 84:1 85:2 86:12 87:10 88:2,14
 89:2,17 90:6,20 91:18 92:8
 111:14
nca 93:10 103:18 105:9
near 70:20
nearing 27:5 74:16
necessarily 9:13 11:7 60:25
necessary 30:6
need 12:13 28:6 33:3,5,11,22
 51:18 53:1 54:25 55:22 58:18

103:5
needed 19:4 60:3
needful 25:3
needs 19:9 27:22 55:7,21 59:2
 66:6 71:14
neither 114:9
never 26:4 29:20,20 30:2,14 59:14
 66:14 93:10,11 105:8
new 1:7,10,11 2:3 3:18 6:8,16
 16:13,17,18,18,24 17:2,6,8,10,16
 17:18,22,25 18:7,11,16,19 19:3
 19:8,13,16,17,23 20:3,4,12,15,17
 20:18,24 21:4,9,15,16,25 22:4,5
 23:11 24:13 26:20,25 27:16
 28:16 34:6,7,7 36:12 40:15 41:6
 45:2 47:2 49:1 50:25 51:14,24
 55:10 62:4,5 73:10 74:22 76:21
 78:18 79:14 106:5 107:3 114:3
 114:20
newest 19:6
newman 4:18 88:16,17 89:3
nicole 5:6 95:8,9,10
night 78:7 110:23
nikolas 36:14
nine 16:17 19:7 113:13
nm 1:24
nmac 13:21 52:12 53:21
nmacs 65:3 69:17,19 70:1,2,4
nmsa 99:8 101:13
nominate 15:9,15
nomination 15:5,15,15
nominations 15:4,17,18
nonworking 48:3
northern 1:10
nos 5:20,21 37:6 38:5 40:6,21
 41:13,21 42:12,24 43:8,25 44:15
 44:24 45:8 98:11,16
note 16:2 85:13 96:14 101:9
notice 13:17,22 14:6 74:1 84:9
 86:18 103:9,20,24 105:9
notification 104:7
notion 53:18
november 28:20,25
nuance 31:11 33:14
number 14:3 35:14,25 71:12
 73:19 76:14 86:16
numbers 35:25 71:13 94:1,2

O

objections 107:11 109:24 111:14

112:9,20 113:11
obligated 108:23
obviously 66:4 78:18
occasion 32:8
occurred 12:15
occurs 21:23 48:12
oclock 77:18 113:13
october 108:20 110:3 111:20
 112:2,6,11
office 13:11 16:25 17:6 35:13 48:5
 72:2
officer 19:10 26:19,21,21 28:18
 30:15 33:6,10 34:16 37:8 47:13
 47:17,22 48:3,11,24 49:19,21,23
 62:25 79:1 103:4
officers 3:12 5:20 7:21 19:12
 21:20,21 29:1 32:16,22 33:1,12
 34:23 35:2,12,21 46:8 47:4,6
 48:13,14,25 51:3 62:8,20 75:12
 106:14
oh 72:17
okay 7:3 24:16 28:23 29:3 61:19
 62:2 84:14 93:19 94:4 104:10
 105:5 109:11 111:1
old 25:25 26:1 31:2
olsen 5:10 97:17,18,19,25
onate 1:10
once 27:25 56:1 59:19 108:18
onepage 37:25
oneyear 23:2
online 29:19
open 3:7 7:14 10:11 13:7,9,14,23
 13:24 14:2,11,16,23 15:4 22:14
 54:18 55:1,8 56:3 57:20 69:19
 72:9 101:9 106:2,18,25 107:15
 108:16 109:1
opening 60:25 66:5
operation 52:12
opportunity 9:20 57:15 86:21
 104:17 108:17,18
opposed 12:9 13:5 15:23 36:7
 37:4,20 38:12 39:5,21 40:11
 41:4,19 42:11 43:5 44:6,22
 45:14 107:16
opposition 37:5 91:18 92:8 94:16
 95:5,17 96:6,24 97:13 98:7
 102:8,25 107:7
option 69:16 108:10
options 108:9,12
order 3:3 6:1,3 16:3 22:19 35:19

80:2,15 81:2,11,25 82:6,15,21
 83:6,11,23 84:2 85:16,25 86:5
 86:13 88:9,19 89:18 90:7 91:9
 106:4 107:24
orders 4:3 7:2 79:22 103:7 104:4
ordinarily 64:21
organization 27:21 63:5 69:5
organizations 26:24 27:1
organized 35:5 53:2
organizing 53:12
orientation 75:21
origin 67:2
ortiz 17:24
ought 50:15
outreach 54:6
outside 66:3 103:6
outstanding 73:15
overlapping 54:24
oversee 47:7
owen 29:20

P

p 1:9 113:14
packet 20:23
packets 35:4
page 3:2 4:2 5:2 37:10 38:17
 39:10 40:1 41:8,24 42:16 43:18
 67:6 79:5
pages 48:16 114:7
paid 47:23
pain 30:16
parameters 49:24
pardon 69:20
part 28:3 33:10 50:15 67:1 69:2
 70:15 75:18 77:8 78:12
particular 10:16 48:24 59:7
particularly 63:5
parties 9:9 114:11
parts 108:5
paseo 1:10
pass 91:6
passed 38:13 44:7 45:15 81:10
passes 12:10 37:21 39:6 40:12
 41:20 42:12 44:25 80:22 81:24
 82:14 83:5 84:1 85:2,24 86:12
 87:11 88:2,14 89:2,17 90:6,20
 91:19 92:9 94:17 95:6,18 96:7
 96:25 97:14 98:8 100:21 102:9
 103:1 107:15 109:25 111:15,24
 112:10,21 113:12

pat 2:5 7:10 20:7 100:7 107:13
patient 32:10
pay 18:5 47:24
penalties 46:21 47:15 49:18,20
penalty 3:15 45:21 46:1,12 49:6
 49:17 50:2,8
pending 72:14 73:4 80:20
people 9:8 10:16 25:8,13 32:2,18
 54:7 58:20,23 63:7 65:4 77:16
 78:16 106:11
perform 18:21 19:24
period 10:2 64:15,17,25,25 65:17
perjured 29:24
permanently 47:12
permit 52:13
person 28:18 31:18 104:21
personal 75:9 76:13 77:6
personnel 8:23 17:6 98:17,23
persons 106:19
pertaining 98:20
pertinent 65:4,6,8
pete 2:4 7:8 15:9,16 100:9 107:14
phenomenal 107:19
phone 105:7
phoned 105:3,4,12
pick 63:16
pipeline 103:12 104:18 105:13
place 46:13 48:3 58:19 71:25
 76:17
placed 93:4
plan 3:20 26:9 63:19,22 67:15,17
plans 26:5,6 66:13,25 67:2,8,10
 68:7,8,11,13,15,17,18,21,25 69:3
 69:4
please 7:25 16:2 30:8,8 107:12
pleased 78:23
pleasure 15:9 74:11 77:8
ply 75:12
poignant 31:7
point 9:1,15 15:1 36:15 56:18 61:1
 61:15 65:10 67:1 71:9 72:11
 105:24 106:5 107:22
points 24:21 61:10 68:10
police 7:9,17,18,20,23 19:6,10,12
 19:17 21:6,17,20,21 25:1 26:19
 26:25 29:1,6 31:10 32:19,21,25
 33:6,10,12 35:12 37:8 41:7
 47:13 78:6,9
policeman 23:3
policies 62:11,13,16 63:6

policing 78:9
policy 25:11,12 55:19,20 57:10,18
 57:19 60:11 62:18,22 63:2,11
 93:11 106:13
policymaking 57:25
portion 8:16 54:3
position 15:4,10 17:18 46:14
 109:10
positions 17:9
positive 108:6
possible 11:6
possibly 48:23 49:7 100:24
post 24:12 26:20,23 27:1,15,16,21
 28:3
potential 51:20
potentially 9:14 51:16
power 19:8
practice 61:4
practitioners 31:16
pray 30:11
prayers 30:15
precedent 104:21
prefer 55:9 110:14,18
preparation 53:21
prepared 13:24
preparing 53:12,13
prerogative 48:7,8
presence 108:6
present 2:9 12:19 16:16 22:4 25:8
 52:8 62:9 63:25 74:11 80:1
 102:11
presented 8:25 43:13 65:16
preside 6:14
pretty 14:3
prevents 53:3
previous 67:20 68:18,21 69:14
 111:2
previously 108:3
primarily 77:3
primary 12:24 14:10
priorities 55:21
priority 32:12 50:24 55:18 57:22
privilege 6:14
privileged 17:21 21:16
probably 31:15 47:3 80:8
problem 33:4 66:7 69:8,11 70:14
 70:16,17
problematic 48:9
problems 24:24 47:15 66:10
procedural 25:4

proceed 5:3 11:24 92:16 94:9 95:7
 95:19 96:8 97:1,15 98:9
proceedings 114:4,6,13
process 3:21,21 10:19 13:12 34:7
 46:16 54:4 63:20,20,23,24 67:24
 86:22 103:12
processing 53:2
produce 21:5
product 60:5
productive 6:17
profession 75:12,13
professional 68:23
professionalism 20:16
proper 9:13 58:19 65:22 84:16
properly 101:24
proposing 53:18
protecting 51:2,3
protection 65:2
protocol 53:6
protocols 3:21 63:20,23 73:11
proud 75:18,20
provide 10:5
provided 19:15 77:25
provides 84:17 87:12
proving 105:16
provision 13:14
pst 20:20
public 3:10,17 5:22 6:12 9:1,4
 11:5 13:15,18 16:9 18:14 20:5
 20:11,14,18 21:11 22:13,15,19
 23:8,12 24:23 25:7,10,14,15,18
 25:19 26:1 28:13 30:5 31:15
 34:3,10,21 43:10,16 44:10 45:3
 45:24 50:22 51:10,24 52:14,24
 53:4 54:1,3,13,18 56:9,10 57:24
 58:18,20 59:4,25 60:7,9,25 61:6
 61:7,23 62:9 64:12,15,16,24,25
 65:14,16,22,23 66:1,6,6,7 67:11
 69:22,23 70:17 74:17 75:8 78:20
 108:4,18
publicly 54:7
publics 54:5 59:2
publish 69:21,25
published 69:24
publishing 70:4
punishment 48:20,23
purpose 60:4
purposes 73:14 99:9,22 100:2
pursuant 99:8
pursue 62:19

pursuit 3:19 29:25 61:20,22 62:7
 62:8,17,18,21,25 63:1
put 20:23 52:13,15,23 59:14 66:9
 69:16 76:17 84:12 104:4
puts 74:1
putting 54:9

Q

qualifications 71:21,23
qualified 68:11,12 70:25
quarter 19:15
question 8:11 11:16 48:6 58:8
 66:22 92:18 93:20 103:16
questions 14:5,8,16 22:8 59:22
 71:23 72:3,18 93:22
quezada 2:5 7:19,19 37:14 38:9
 39:14 40:8 42:2 43:22 44:19
 77:13 80:16,23 81:16 82:10
 83:12 85:17 88:11,20 90:13 92:5
 96:12,15 100:17,18 102:16
quick 74:16 92:17
quickly 78:17 79:12
quite 52:4 74:6

R

rae 45:4
rael 5:9 97:2,3,4,16
raise 61:12,17
raised 50:21
ramah 7:17
range 57:11
ratification 3:11,13 5:20,21 34:22
 35:1,11 43:9,12
ratifications 45:18
ratify 43:16
ratifying 14:13
reach 11:24
reached 60:1
ready 22:14
real 70:17
reality 104:16
realize 77:16
realized 110:11
realizes 76:13
really 18:13 31:11 54:15 68:13
 77:22,22 79:12,13
reason 28:4 69:18 71:5
reasonable 13:17,22 64:7 111:1
receive 21:10 84:8 86:18 93:12
 103:17

received 16:25 21:2 86:19 103:8
 105:8
recess 11:25 79:19 101:1 112:23
 113:4,6,12,14
recognition 21:25
recognize 16:10,23 23:19 46:4
 52:8 76:7,25 77:13
recognized 15:2 16:21 54:22
recognizes 22:20
recommendation 5:3 9:24 55:17
 89:23 92:25 94:8,17 95:6,18
 96:7,25 97:8,14 98:3,8
recommendations 4:16 86:17
 92:15
recommended 11:23 60:16
reconsider 105:13
reconsideration 107:4
reconvene 79:21
record 8:1 9:1,4 14:22 16:4 36:8
 37:5,20 38:12 39:5,22 41:4,19
 43:5 44:6,22 45:14 67:22 80:16
 80:18 83:13,15 85:13 90:24 91:4
 96:14 97:21,23 99:20 101:15
 105:2 107:12,20 110:1 111:17
 111:23
recorded 48:25
records 21:11 54:18
recover 48:16
recusal 83:16
recuse 85:11 96:12
recused 80:19 83:13 85:14 90:24
 96:15 97:21,24
recusing 80:17,23
reduced 74:10
reduces 61:8
reducing 50:4 75:23
refer 67:3 69:13
referencing 8:18 77:19 111:19
referred 98:23
referring 24:11,16 57:2 98:19
 110:8
reflect 7:25 41:5,20 45:15 79:12
 80:18 83:15 91:4 97:21,23 99:20
 101:15
regarding 3:17 51:22 52:2 72:8
 98:16
regime 68:19
registered 103:23
regulate 47:24
regulation 13:21 60:15

regulations 54:24 55:18,22 57:7
 57:17
regulatory 14:12 54:17 55:3 58:2
 59:20 60:10
reject 101:23 102:4,9
related 23:24 51:8 54:18 55:20
 101:3 103:4 114:10
relates 90:23
relating 24:1 84:24 94:18 96:16
relinquishment 4:13 87:20 88:3
remaining 108:1
remand 101:20
remarks 22:21 61:2
remember 76:9
remind 72:7
remove 47:12
renewal 98:21
reopen 106:12
reopening 107:2,7
rephrase 99:2
replied 28:23 29:5
replying 77:19
report 3:9 16:7,9,11,16 22:5 51:15
 56:2 74:4 114:6
reported 1:24
reporters 114:1
reporting 51:9
represent 14:4
representative 7:11 26:22
representatives 7:7 53:10
representing 7:21,23 9:9 10:16
represents 65:14
request 30:9 56:9 63:9 64:3,7
requested 25:8 46:3 61:23 70:23
requesting 25:13 86:20
requests 21:11 57:25 70:23
require 21:12 47:11 69:21
required 18:22 19:23 71:12
requirement 62:10,15
requirements 14:14 18:21 19:22
 19:25 22:3 60:10
requires 13:15 69:20
research 21:12 59:13,16 60:2
 66:25
researched 33:18
resistance 20:24
resolution 3:7 13:7,10,25 14:1,17
 14:23
resolve 9:10
respect 31:3,25 36:9 60:24 75:11

respectful 27:4,9
respectfully 6:23
respond 30:8,9
response 20:23 87:13
responsibility 63:6,10 78:10
responsible 53:11,15 67:12,14
 71:25
rest 54:23 65:24
restate 11:16
result 6:19 77:25
resulted 71:18
retired 21:21
return 17:22
returned 103:20 104:1,2 105:17
 105:19
revealing 68:17
review 3:19,22 8:21 59:20,21
 61:20,22 72:21,24
reviewed 49:5 71:8
reviews 73:25
revocation 4:3,16 79:23 80:3 81:3
 81:25 82:15 83:6,23 84:2 85:25
 86:18 88:9,15,19 89:3,9,18,23
 90:7,16,21 91:10,19,25 92:2,4,9
 98:21 103:7 104:4 106:4
revoke 47:12 106:19
richard 4:4 79:20 80:20
rick 2:10 7:12 13:10
ride 78:21
right 30:6 58:22 60:8 61:6 68:4
 69:3 70:8 77:7 78:25 95:2
 103:19,20
rights 25:18 56:12 61:7,8
rio 79:13
robby 30:21,24 33:14
roberts 16:2
rodella 4:7 82:1,3,3,4,6,16
role 26:7,9,11 65:22
roll 3:4 6:4,21 8:2 100:3
romero 5:6 19:16 95:8,9,10
ronnie 41:25
room 10:17
rosa 108:20 109:4,5 110:3 112:2
 112:10
rose 112:6
rpr 1:24 114:20
ruben 4:12 41:8 86:2,4,5,13
rubidoux 4:22 90:9,10,11,21,23
rule 64:20 69:23
ruled 29:16

rulemaking 3:21 63:20,23
rules 9:22 16:3 52:11,12 59:7,10
 66:21 69:13,21,24,25 70:2,5,6,7
 70:10,12 114:11
run 71:9,22
running 18:13 69:7 71:7,11

S

saenz 4:8 82:17,19,19,21 83:7
 103:6 105:3 106:2 107:3,8,16
safe 3:19 33:25 34:13 61:20,22
 62:7,17,18,21 63:1
safer 33:2,22
safety 5:22 18:14 20:5,11,14,19
 32:11 33:24 43:10,16 44:11 45:3
 67:11
san 20:2,8,9 39:24 44:10
sanchez 4:9 40:17 83:8,9,10,11,18
 83:23 84:3
sanctions 3:14 45:20,25
santa 19:20 108:20 109:3,5 110:3
 112:2,6,10
sara 42:18
satellite 22:1
save 32:1 61:14
saying 11:21 15:21 47:8 53:1 67:8
 67:21,22 87:8 104:8 105:2
says 62:19 65:3 77:23
scene 21:17
scheduled 108:1
schedules 70:24 71:1 108:13
scheduling 5:15 107:21,23,24
schrock 20:8,17
scope 57:11
scott 17:4
scratch 48:17
scream 29:2
screen 60:4
second 12:6,9,23 13:2 14:19 15:6
 31:14 35:22 36:3,4,11,24 37:1
 37:10,16,17 38:7,9,25 39:2,17
 39:18 40:7,8,23,25 41:14,16
 42:6,8,25 43:2 44:2,3,17,19 45:9
 45:11 56:21 80:13,20 81:6,7,19
 81:20,21 82:9,10,11,25 83:1,2
 83:20,21 84:22 85:20,21 86:8,9
 87:5,6,23,24 88:11,23,24 89:13
 89:14 90:2,3,16,17 91:13,14,15
 92:4,5,21,23,24 94:2,12,13,25
 95:1,3,13,14,15,25 96:2,3,19,20

96:21 97:9,10,11 98:3,4,5 99:23
 99:24 100:1 102:2,3,4,20,21
 103:14 106:8,15,24 108:20
 109:19,20 110:4 111:3,5,6,10,11
 111:18,24,25 112:3,4,14,15
 113:6,8,9
secondly 34:13 55:7
secretary 17:3,4 23:25 28:8 67:11
 67:12,14,21,25 68:3
section 10:9 13:15 98:20 99:8
 101:13
see 12:20 25:16 28:22 30:4,5,5,5
 32:12,20 33:12 103:10 113:3
seeing 12:22 15:18 22:11 70:16
 77:21
seen 48:14,16 69:23 78:18
sees 30:5
selfless 76:19
send 101:23 102:5,11 103:24
 104:13 106:20,25 107:16
sending 77:19 107:4
sends 103:22
senior 15:11
sense 49:20
senseless 30:1
sent 105:9,18
separate 70:2
separately 80:11
september 67:23 73:9
sergeant 2:5 7:19,20 19:5 20:7
 37:14 38:9 39:14 40:8 42:2
 43:22 44:19 77:13 80:16 81:16
 82:10 83:12 85:17 88:11,20
 90:13 92:5 96:12 100:18 102:16
series 73:6
serious 47:11 62:23 63:2 70:17
seriously 63:10
serve 15:6 51:13 58:4
served 34:5
service 32:1,3 76:5 79:4 104:11
 105:16
serving 6:9 8:2 75:4,5 78:4,8
session 8:12 9:6,13,21,24 10:1,5,7
 11:3,14,19,21 12:1 72:13,16
 73:16 98:16,22 99:1,7,12,14,15
 99:22 100:3,23,24 101:3,9,10,13
set 3:17 19:25 51:23 52:3 55:20
 104:21 108:8,17 114:6
share 17:12 67:1
sharing 67:7

sheet 67:3,5
sheriff 2:6 7:4,5 14:19 16:15 36:4
 38:4 41:12 43:2 45:11 48:2
 51:12 53:6,8 81:7,20 82:22 87:6
 88:24 89:11 91:11 94:13 95:12
 96:2,17 97:10 99:24 100:11,12
 106:15 107:1 113:8
sheriffs 19:1 21:20 35:12 37:24
shift 77:17
shoemaker 22:21,24 23:1,17
shoot 33:13,15
shooting 29:16
short 18:18 69:7
shorthand 114:6
shot 28:18 29:2,4,6,20,21
shots 29:20
shouldnt 27:14 33:4
show 14:22 16:4 36:8 37:5,21
 38:13 39:6,22 43:6 44:7,23
 70:22 80:17 83:13 90:24
shows 29:19
side 31:13
sign 104:3
signed 22:16,20
significant 75:15
signify 15:21 87:8
similar 49:19
simple 62:5
simplicio 41:25
sincerely 30:17
single 38:17 39:9,25 41:8,24 42:16
 43:17
singleton 32:5,7,9
sir 6:25 9:18 22:10 24:15 30:22
 36:11 37:7 39:24 47:5 56:16
 63:25 86:16,25 87:17 93:9,18
 103:5,15,21 104:12,15,19 105:4
sit 55:6 75:14
sits 48:4
situations 32:24
six 47:17,22 48:5 75:22 104:23
sixmonth 47:23
sloppily 71:8
small 21:13 50:7
society 31:4 33:2,3,22
soland 2:7 7:16,17 16:14 21:3
 42:8 91:14 98:4 100:13,14
solutions 51:17
solve 33:4
solving 24:24

somebody 49:3 50:10 71:14
somewhat 50:3 52:12
son 23:2,15
sorry 24:12 83:12 110:10
sounds 110:25
southeastern 20:3,12 36:12 40:15
 45:2
speak 23:20 25:22 32:8 33:12,19
 33:25 56:11,12 64:4 78:24
speaking 69:9
specifically 38:22 42:23 57:7
 71:10
specified 101:11
specifies 13:21 62:7,10,13
spectrum 31:17
speed 10:19 73:4 78:17
spend 78:12
spends 52:16
spent 32:20
spirit 13:23
split 31:14
spoke 32:18 33:16 110:10
spreadsheets 76:11
stab 46:25
staff 10:24 11:1 17:9 18:19,25
 19:9,21 21:14 57:6 59:9,13,18
 59:19,22 60:1,20 100:3 107:18
stand 14:5 17:15 31:3
standard 14:1 27:15
standardization 50:14
standardize 49:18
standards 26:19,25 27:20,25 28:2
 28:3,7
standing 104:16
stark 62:5
start 6:7 7:3 53:20 79:14 109:12
started 19:11 74:7 76:10 77:1
starting 36:13 43:18
starts 37:9,25 39:10 40:16 41:8,24
 44:12 45:4
state 7:9 16:18,22 17:5 18:24
 19:17 20:2,17,19 21:1,16,23
 29:1 35:25 41:7 47:13 50:5,7,9
 50:25 51:14 52:22 54:17 55:3
 58:3 60:11 71:7,18 78:6 79:8
 101:24 107:12 108:5,7 110:7
stated 35:19 37:13 93:3,23 105:7
 105:8 108:15
states 105:17
status 48:3 70:22

statute 70:6,13
stenographic 114:6
step 79:1
steven 5:7 95:20,21,22
stop 70:4,5 72:3
story 106:12
streets 77:21
stress 54:1
strict 14:11 50:3
stripping 48:4
struggling 31:20
students 31:1
studied 32:18
studies 33:17
study 55:14 59:5
studying 32:15
stuff 77:20
stufflebean 4:10 84:4,5,7,25 85:3
 105:22
subcommittee 51:5,9,13 54:20
 55:2,6,14,25 57:1,5,16 58:4,12
 59:6,17,21 60:4,16,19
subcommittees 60:23
subject 69:9
submitted 46:16 62:14 63:24
 72:25
submitting 48:21
subscribe 27:21
substantive 65:1
successful 21:7
sued 71:19
sufficient 104:11
suggest 25:4 28:6 54:19 56:17
 65:19 68:8 69:17
suggesting 55:13 64:16
suggestion 53:3
super 16:23
supervisor 20:9
supply 68:23
support 16:20,23 18:22 19:4 25:9
 33:8 64:18
supported 29:25
suppose 48:8
supposed 66:14 67:15
sure 32:14 34:18 49:14 56:14,22
 58:5 59:11 60:8 68:10 69:6
 71:25 75:2 92:19 104:23 105:1
surrounded 78:23
susana 24:4
suspend 47:14,22 48:1

suspension 47:17,20 98:21
sustain 8:20
switzer 38:1
system 53:2 70:1 76:16 84:12
 86:21

T

table 9:14 11:4 84:16,21,24 85:3
 87:2,11 93:7
tabled 87:11
tabling 87:8
take 8:6 9:12 12:22 14:16 35:18
 40:3 46:25 50:20 64:6 72:3
 74:18 75:21 77:7 79:17 80:2
 82:18 91:2,3 99:13,15 100:3,24
 110:21
taken 3:15 32:13 45:22 46:2 63:10
 68:16 107:17 114:5
talk 49:6 54:8 58:20
talking 25:20 26:3 56:11
tamara 32:9
task 58:10
tasks 18:21 19:25
taught 20:10,25 33:13
teach 21:5
team 21:5
teenagers 23:8
telecommunication 26:21
telecommunicator 20:11,14 43:16
 43:24 44:11 45:3
telecommunicators 3:13 5:22
 20:6,19 43:10,13
tell 27:22 29:1,14 33:13 52:3
 73:13 79:7 113:1
telling 29:6 68:3
ten 17:17 61:24 63:25 64:5 65:13
 73:19 100:25
tenminute 79:17
tenure 6:17 57:4 79:14
teresa 28:17
terminate 48:6
terms 34:8,14 35:6 51:7 55:6
 57:10 60:6 75:17 93:23 105:16
terrell 5:4 92:11,13,14 94:5,5,6,9
 94:18
testing 3:21 27:19 63:20,23
thank 12:2,5 13:13 15:14,25 16:11
 16:12 21:19,24 22:7,10,11,22
 23:14,16,17,22 24:20 28:10,11
 30:17,18,20,23 32:3,4,5,7 33:24

34:2,9,20 35:9,17,22 36:2,20
 40:23 41:1,14 45:9,18,19 46:4,6
 49:9 50:17 51:21 52:10 53:22,23
 60:20,22 62:2,2 63:17,18 64:8
 72:4,18,19,20 73:2 74:13,17
 76:4,5,23 77:11 78:1,2 79:4,9,10
 79:11,16,18 81:21 84:14,23 85:4
 86:7,23 87:7 88:22 90:1 94:11
 101:16,17 104:19 113:2,13
thats 6:12 7:2 23:13 24:10 47:23
 48:7 49:8 50:15 55:16 56:5
 57:22 58:13,21,25 59:12 60:9,16
 62:20,22 63:16 65:8 70:1 71:17
 75:9 76:20 78:10 93:1,13 98:25
 103:24 104:9 110:7
theres 12:8,23 14:15 15:6 31:14
 32:20 33:14 42:14 54:8 58:19
 62:6 65:2 80:14 91:12,15 96:21
 111:9
theyll 99:15
theyre 25:2 28:4 33:6 64:15 66:14
 66:17 72:2 73:19,19 104:1,2
theyve 17:10 33:13
thick 35:4
thing 23:9 27:11 31:8 68:8 69:6
 107:18
things 25:20 27:18 52:17 65:5
 71:6 75:16 76:19 77:9 78:5,7
 104:14
think 8:24 9:5,21 10:11,18 15:12
 23:11,13 25:1,2,17 32:15 33:21
 46:22 48:19 50:11,14,22,23
 52:20,21 54:21 57:3,14 58:17
 59:5 61:8 63:14 64:11 65:9
 66:23 68:12,13 73:17,24 75:5
 77:16 79:9 80:8 93:20 94:1
 98:19 106:10 108:11,16 110:23
third 62:13 112:1,6,10
thomas 4:7 44:12 82:1,3,6,16
thoroughly 33:18 105:25
thought 27:6,10,11 63:8 66:12
thoughts 28:12 34:4 49:13
three 6:10 17:8 18:12 20:2 22:15
 25:2 34:6 47:17 48:5 57:5 64:19
 66:18 74:3 77:1 78:5,7 107:25
 108:1,17
threw 27:25
throw 65:5
tie 52:19
time 8:6 9:20 12:13 20:16 21:22

22:17,19 23:19 24:19 26:23 27:2
 28:9 29:15 30:17 46:4 52:16,19
 58:19 69:7 72:18 75:20 77:6,15
 77:24 80:6 87:19 94:7 99:23
 108:2 109:2
times 29:21
timothy 41:25
tirelessly 17:10 31:5
tobacco 18:2
today 8:14,15,16,22 9:7,10 10:5
 10:12,20 11:19 27:22 34:6,7
 62:24 64:14 73:25 74:12 75:3
 77:3 78:18 80:11 105:11
today's 8:9,16 9:25
told 29:9
tomorrow 8:15 10:13 11:20 72:13
 113:3,12
tomorrows 10:6 11:14 73:16
top 29:11 78:5,7
topic 49:11 50:19,21 51:8 54:13
 55:9 61:5
topics 54:14 57:8,12
total 19:12
totally 66:2 67:18 69:18 110:25
touch 72:11
town 23:5 71:22
track 57:23 58:16
tracking 3:15,23 45:21 46:1 72:22
 72:25
tragedy 30:2,10
train 20:5
trained 20:18
trainers 17:18
training 17:13 18:9 19:9,15 20:9
 20:20,23 21:5,23 22:3 23:9
 26:19 31:17 32:16,24 33:10 37:8
 75:24
transcription 114:8
transparency 24:24 25:17 70:15
transparent 10:19,25
trash 28:1
travel 110:7,16,22
treated 49:23,25
tribal 7:17
tried 29:21
trimble 41:25
trouble 31:20 68:16
true 31:16 114:7
trujillo 4:21 45:5 89:20,22,24
 90:8

try 14:10 23:8 31:24 106:10,13
trying 13:22 34:8 52:24 76:15,16
 93:6
tuesday 110:6,7,11
tuesdays 110:23
turn 13:10 35:7
turning 79:5
turrieta 4:12 86:2,4,5,13
two 18:18 20:10 24:2,8,21 27:7,8
 28:25 29:9 49:8 53:9 60:23 64:3
 64:14,17,21 73:6 74:3,9,22
 77:17 93:8,16 100:23 105:22
 107:11,16 108:9,12
twominute 22:17 27:5
twostep 106:22,23
type 11:5 33:9 59:8,15
types 13:18
typically 71:7 103:21

U

ultimately 46:18 67:12
unanimously 38:14
unclaimed 105:20,21
understand 11:12,17 14:14 31:15
 31:18 35:5 50:24 54:17 55:2
 57:6 60:18,20
understanding 12:4 14:9 51:13
 60:14 61:16
undertook 62:25
undo 111:1,4
undone 111:6
unfairly 49:23
unheralded 75:11
uniform 49:20
unique 52:12
university 18:10 19:13
unsigned 105:19,21
update 66:10 74:14 87:12
updating 19:2
uptodate 74:5
urenda 19:5
use 23:6 33:24 66:15,17
useful 59:22
usually 8:12 9:6
utilized 46:13

V

vacation 47:23
vain 30:8
valley 30:25

value 34:12 75:24
velasco 39:11
version 69:4
versions 69:1
vetted 59:25
vice 2:4 3:8 6:22,24,25 14:25 15:3
 15:5,6,10,20,25 16:5 74:21
victor 23:2 31:1 32:10
victors 31:19
video 29:18,19,23 30:4
view 23:12 29:18 30:4 56:19
villalpando 23:3 31:1 32:10
violating 60:15
violation 57:20 63:1 71:4
vision 17:12
visits 32:21
vocalize 59:3
voice 30:3 58:18 66:6
volumes 58:13
voluntary 4:13 87:20 88:3
volunteers 78:13
vote 8:13 15:19 91:2,3 100:3
 106:3
voted 93:8
voting 91:5
vowell 40:2

W

wait 12:20
waiver 21:6 38:16 40:16 41:23
 42:4,16
walk 65:5
walker 44:12
waller 2:6 7:4,4 14:19 16:15 36:4
 38:4 41:12 43:2 45:11 51:12
 53:8 81:7,20 82:22 87:6 88:24
 89:11 91:11 94:13 95:12 96:2,17
 97:10 99:24 100:11,12 106:15
 107:1 113:8
want 6:11 23:5,6 27:3,4,8 29:13
 34:2,9 51:21 52:23 54:1 56:19
 56:25 58:20,24 60:8,11,13 61:2
 64:18 68:14 69:6 74:17 76:7
 79:12 105:1
wanted 33:8 46:7 71:6 76:2
wants 33:19 53:7,8 55:5 104:7,17
 104:22
wardens 21:20
warning 29:20
wasnt 29:17

watching 31:8
way 9:1 10:24 22:19 28:7 32:13
 35:4 36:1 46:7 49:3,21,23 50:13
 56:23 59:24 60:5 63:13 70:1,11
 104:6
ways 34:12 75:15
weaver 17:4
website 12:17 26:17 27:17 66:16
 66:17,19,22
wednesday 110:6
wednesdays 110:24
week 59:1 84:12
weekend 18:5
weeklong 21:17
weeks 17:25 74:3
welcome 6:11 10:22 23:5
welcoming 8:1
welltaken 59:12
went 92:24
wesley 2:6 7:4 16:15 100:11
western 19:13
weve 24:15 57:24 58:16 73:18
 89:5 93:8 105:25
whatnot 59:10
whats 31:8,12 67:2 68:13 70:16
whatsoever 114:12
whichever 28:13
wife 30:16
williams 1:24 114:3,20
willing 15:6 106:6
wilson 28:18 29:20,23 41:9 62:25
wish 31:22
wishes 63:15
withdrawn 56:15
wonderful 32:15 75:25 108:17
wont 11:13
wood 38:18
word 2:10 7:12,12 9:23 11:22
 13:11,12,13 26:14 58:15 69:15
 72:5,16 98:18,24 99:2,5,11
 103:10 105:6,15,20 106:16,22
words 30:19
work 17:5 18:5,14 19:18 23:8
 30:24 31:5,24,25 51:5 57:5
 60:20 76:15 77:17 78:14,19 79:7
worked 17:10 76:1
working 31:7 77:21
works 70:2
world 32:11
worry 28:22

wouldnt 9:13 58:8,9
wrap 27:11
written 25:9,14 62:10
wrong 47:8 79:1,2
wrote 63:8

X

Y

yeahquo 43:19
year 20:11 66:11 74:9 108:1,22,23
years 6:10 14:3 17:17,21 31:1,2
 48:15 70:24 74:6,9 75:4,16
 76:10 77:2,9
yesterday 23:1 86:20
youll 60:1
young 31:23 32:2,13
youre 9:15 11:21 30:19 55:1,8,12
 56:11 57:2 61:9 65:21 68:12
 104:8 105:2 111:19
youth 30:24 32:11 33:7
youve 59:7 62:24 70:9 77:5,25

Z

zero 73:14,19 75:19
zuni 21:6

0

00 1:9
000 47:4,6

1

1 1:9 3:3 5:20,21 6:1 35:14,21
 36:1,10 43:8,17,21,24 44:8
 67:22 98:20 99:8 111:21
10 3:13 41:22,24 42:4,12 43:9,12
 113:14
100088pst 44:16,24
10151 13:15 98:20 99:8 101:14
107 5:15
10th 108:13 109:9,14,18,22 110:1
 111:3,7
11 3:14 19:10 42:17,23 43:6,8
 45:20,24 109:14
112 5:16
11th 108:13,14 109:9,9,18,22
 110:1,14 111:3,8,9,16,25
12 3:6,17 51:22 52:2 114:21
120 74:8
128 43:17,24
12th 108:14 109:9 110:15 111:9

111:16,25
13 3:7,19 61:20,22 67:23
14 1:24 3:20 63:19,22 65:13 114:3
 114:20
140274p 36:1
140287p 36:1
140288p 36:22 37:6
140301p 36:23 37:6
140302p 37:22
140356p 37:22
140357p 38:5,14
140374p 38:6,14
14th 108:24 109:7
15 3:8,22 72:21,24 108:24 114:21
150001p 38:22 39:7
150001pst 43:25
150019p 38:23 39:7
150021p 39:16,23
150027pst 43:25
150028pst 44:15,24
150034pst 44:16,24
150035pst 45:8,16
150042p 39:16,23
150043p 40:6,12
150046pst 45:8,16
150053p 40:6,13
150054p 40:21
150063p 40:21
150064p 41:13,21
150098p 41:13,21
150099p 42:18,24 43:7
150100p 42:18,24 43:7
150101p 42:4,12
150110p 42:5,13
15th 108:24 109:7,7 112:13,17,22
16 3:9,24 29:21 65:12 66:18,20
 70:22 74:15 109:8
16th 108:25 112:13,18,22
17 4:4 40:16 79:20,22
18 4:5 80:24
180 19:15
189 37:8
18th 19:14
19 4:6 81:12
1969 26:11,12,23
197 19:12
1978 62:7 101:13
19th 108:21 109:5 110:3

2 3:4 6:21 36:13,22 37:5 44:9,11
 44:15,25 67:23 77:18 111:22
20 4:7 37:24 82:1,3
2003 28:8
2011 65:13
2013 27:24 28:20,25 65:12 70:7
2014 12:12 19:11 20:21 29:16
 64:11 65:12 73:9
2015 1:9 3:6 19:14 114:4
20th 108:21,21 109:6,6 110:4,9
 112:2,6,11
21 4:8 67:3,5,7 82:17 106:2,8
 107:3
21st 108:22 109:6 110:9 112:2,6
 112:11
22 3:10 4:9 83:8 103:7 107:23
23 4:10 48:14 84:4
235 47:3
24 4:11 85:6,11
25 4:12 31:1 86:2
26 4:14 87:14,16 88:4
260 50:12
27 4:17 88:5,7
28 4:18 88:16,18
29 4:19 86:16 89:4,5 92:20,24

3

3 3:5 5:21 8:3 37:8,11,13,15,22
 45:7,16 69:14,15
30 4:20 58:19,23 77:18 89:6,7
300 74:7
31 4:21 89:20,21 114:21
32 4:22 90:9,10,23 91:6
33 4:23 36:17,17,18,19 67:6 91:7,8
34 3:12 4:24 39:25 91:21,22
35 5:4 35:13,16 36:13,16 92:11,13
 92:14 94:5
36 5:5 92:21 94:19,20
37 5:6 95:8,9
38 5:7 77:9 95:20,21
39 5:8 96:9,10,15,16

4

4 3:6 12:11 37:23 38:13 113:14
40 5:9 97:2,3
41 5:10 92:14 97:17,18,24,25
42 5:13 98:11,13,16 99:1,7 101:18
43 3:13 5:14 98:11,16 99:1,7
 102:13,15,17 103:1
44 5:15 39:9 107:21

45 3:16 5:16 112:23
47 20:18

5

5 3:7 5:20 13:7,9 20:20 38:16,22
 39:6
52 3:18

6

6 3:3,4,8 14:25 39:9,16,23 47:4,6
60 19:13
61 3:19
63 3:21
6th 28:20

7

7 3:9 16:7,9 39:25 40:5,12
72 3:23
727 19:15
72hour 10:2
74 3:24
79 4:4
7th 28:25

8

8 3:5,10 22:13 40:14,20 45:3
80 4:5
800 71:12,13
81 4:6
82 4:7,8
822 20:20
824 71:13
83 4:9
84 4:10 38:16
85 4:11 41:24 42:4
850110p 40:22
86 4:12
87 4:14
87532 1:11
88 4:17,18 41:7
89 3:6 4:19,20,21 12:12
8th 12:15

9

9 1:9 3:11 34:22,25 41:7,11,20
 114:4
90 4:22
91 4:23,24
910096p 38:23 39:7
92 5:4
921 1:10

94 5:5
940078prd 44:1
95 5:6,7
950327p 42:17,24 43:6
96 5:8
97 5:9,10
98 5:13,14
9th 12:15