

NEW MEXICO LAW ENFORCEMENT ACADEMY

REGULAR BOARD MEETING

September 12, 2017

9:00 a.m.

The Western Heritage Museum and Lee County  
Cowboy Hall of Fame

1 Thunderbird Circle

Hobbs, New Mexico 88240

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

BOARD MEMBERS

Chief Chris McCall, Vice Chairman

Chief Pete Kassetas

Sheriff Wesley Waller

Sergeant Jaime Quezada

Chief Darren Soland

Kelly Burnham

Scot Key

ALSO PRESENT

Stephan Marshall, Director

Brian Coss, Deputy Director

Joseph M. Dworak, Esq.

Monica Medrano, Case Manager

Layla Reyes, LEA

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

## AGENDA ITEM INDEX

	ITEM	PAGE
3	1 Call to Order	5
4	2 Roll Call	5
5	3 Approval of Agenda	6
6	4 Approval of Meeting Minutes (June 6, 2017)	6
7	5 Vote to Change December Meeting Date From December 5 to December 12	7
9	6 Director's Report	7
10	7 Public Comment	25
11	8 Ratification of Certifications for Law Enforcement Officers	25
12	9 Administrative Review of Report by Subcommittee on Officer-Involved Shootings	28
14	10 Discussion of Officer-Involved Shootings, Research Through the Josh Dunne Organization	30
15	11 NMAC 10.29.1, General Provisions; proposal to set public hearing for amendments to Board Rules	42
17	12 NMAC 10.29.5, Regional/Satellite Police Officer Basic Academies; proposal to set public hearing for amendments to Board Rules	47
19	13 NMAC 10.29.7, In-Service Training Requirements for Officer Basic Academies; proposal to set public hearing for amendments to Board Rules	52
21	14 NMAC 10.29.9, Police Officer; proposal to set public hearing for amendments to Board Rules	53
23	15 NMAC 10.29.10, Public Safety Telecommunicator; proposal to set public hearing for amendments to Board Rules	55
25	16 Proposed LEA-90 Hearing Officer Additions	56

## AGENDA ITEM INDEX (Cont'd)

	ITEM	PAGE
1		
2	17 Veronica Ficke	61
3	18 Howard Thevenet	62
4	19 Patrick Woods	63
5	20 Brent Woodard	63
6	21 Michael Carrasco	64
7	22 Joshua Fenton	64
8	23 Myron Footracer	65
9	24 Arturo Holguin	66
10	25 Ricky Martinez	66
11	26 Morgan Ortiz	67
12	27 Arnold Galindo-Noriega	68
13	28 Ryan Rodriguez	68
14	29 Daniel Soto	69
15	30 Robert Tallman	69
16	31 John Fray	70
17	32 Moises Pena	71
18	33 Justin Trujillo	71
19	34 Marvin Goke	71
20	35 Hellen Gonzalez	72
21	36 Return to Open Session	61
22	37 Adjournment	72

23  
Attached:

24 Exhibits A-D - Certifications of Law  
25 Enforcement Officers

1                   ITEM NO. 1: CALL TO ORDER

2                   CHIEF McCALL: Good morning, everyone.  
3 Welcome to the Law Enforcement Academy Board September  
4 meeting. I'll call this meeting to order. I'm Vice  
5 Chair Chris McCall. The Attorney General, Hector  
6 Balderas, was unable to attend. And I'll be running  
7 this meeting on his behalf.

8                   ITEM NO. 2: ROLL CALL

9                   CHIEF McCALL: If we could do roll call,  
10 please.

11                  MS. MEDRANO: Attorney General Hector  
12 Balderas.

13                  Mr. Scot Key.

14                  MR. KEY: Here.

15                  MS. MEDRANO: Sheriff Wesley Waller.

16                  SHERIFF WALLER: Here.

17                  MS. MEDRANO: Chief Pete Kassetas.

18                  CHIEF KASSETAS: Here.

19                  MS. MEDRANO: Chief Darren Soland.

20                  CHIEF SOLAND: Here.

21                  MS. MEDRANO: Chief Chris McCall.

22                  CHIEF McCALL: Here.

23                  MS. MEDRANO: Sergeant Jaime Quezada.

24                  SERGEANT QUEZADA: Here.

25                  MS. MEDRANO: Ms. Kelly Burnham.

1 MS. BURNHAM: Here.

2 MS. MEDRANO: Dr. Elisabeth Miller.

3 CHIEF McCALL: Thank you.

4 ITEM NO. 3: APPROVAL OF AGENDA

5 CHIEF McCALL: The next item on the agenda is  
6 approval of the agenda. And can I get a motion for  
7 approval of today's agenda.

8 SHERIFF WALLER: So moved.

9 CHIEF KASSETAS: Second.

10 CHIEF McCALL: We have a motion and a second.  
11 All in favor.

12 (Those in favor so indicate.)

13 CHIEF McCALL: Any opposed? The motion  
14 carries.

15 ITEM NO. 4: APPROVAL OF MEETING MINUTES

16 CHIEF McCALL: Next on the agenda is approval  
17 of the meeting minutes from our June 6th, 2017,  
18 meeting. If I can get a motion for approval.

19 CHIEF KASSETAS: So moved.

20 MS. BURNHAM: Second.

21 CHIEF McCALL: We have a motion and second.  
22 All in favor.

23 (Those in favor so indicate.)

24 CHIEF McCALL: Any opposed? The motion  
25 carries for approval of the meeting of June 6th, 2017.

1           ITEM NO. 5:   VOTE TO CHANGE DECEMBER BOARD  
2                           MEETING DATE

3           CHIEF McCALL:   The next item is a vote to  
4 change the December Board meeting date from  
5 December 5th to December 12th.  I'll entertain a  
6 motion to make that change.

7           CHIEF KASSETAS:   So moved.

8           SHERIFF WALLER:   Second.

9           CHIEF McCALL:   We have a motion and a second.  
10 All in favor.

11                   (Those in favor so indicate.)

12           CHIEF McCALL:   Any opposed?  The meeting will  
13 be moved to December 12th, 2017.

14           ITEM NO. 6:   DIRECTOR'S REPORT

15           CHIEF McCALL:   The next item on the agenda  
16 will be the Director's report.  Director Stephan  
17 Marshall.

18           DIRECTOR MARSHALL:   Good morning.

19           CHIEF McCALL:   Good morning.

20           DIRECTOR MARSHALL:   It's my privilege once  
21 again to address the Board.  I'm very happy to be here  
22 this morning.

23                   I first want to take a moment to thank our  
24 host for this meeting, the Southeastern New Mexico Law  
25 Enforcement Academy.  Dr. Fons and Walter Coburn

1 worked obviously quite a bit to put this meeting  
2 together for us. We appreciate their efforts, we  
3 appreciate the nice facility that they gave us.

4 We usually start off the Director's report  
5 talking about the graduates we've had since the last  
6 meeting. We've had actually very few graduates just  
7 because of the way the scheduling fell.

8 The New Mexico State Police graduated a  
9 lateral academy of 20 new State Police officers this  
10 past Friday, on September 8. The New Mexico Law  
11 Enforcement Academy graduated a CBW class of two  
12 telecommunicators on August 16th of this year.

13 But we do have a lot of classes in session  
14 for all the academies. The Santa Fe Law Enforcement  
15 Academy currently has a class of 34 cadets with an  
16 expected graduation date of October 27th. We started  
17 a smaller group than usual. We're not entirely sure  
18 why.

19 We had so many fewer applicants than we did  
20 last time. We had 50 people show up for the initial  
21 assessment. Twelve of them weren't able to make it  
22 through the assessment primarily on situps.

23 So we started a class of 38. We've had four  
24 that we either had to release or that dropped out. So  
25 we're down to 34. And again we're graduating them on



1 October 27th.

2 We still intend to cap future classes at 60  
3 because we just worry that the quality of the  
4 education suffers if we try to put in more cadets than  
5 that. It's not enough time on the range, it's not  
6 enough time in the seat of the cars in the driving  
7 exercises.

8 So as we've discussed before, we were going  
9 to cap this class at 60. But just for whatever reason  
10 it capped itself at 50.

11 The satellite academies are pretty much all  
12 in function at the moment. Across the street the  
13 Southeastern New Mexico Law Enforcement Academy has a  
14 class of 18 cadets that started August 14th. The Dona  
15 Ana County Sheriff's Office Academy has 17 cadets,  
16 expecting to graduate October 19th.

17 The Bernalillo County Sheriff's Office has  
18 nine cadets, expecting to graduate October 27th. The  
19 San Juan County Regional Academy currently has I  
20 believe 14 cadets, with a graduation date of  
21 December 1.

22 And Albuquerque Police Department currently  
23 has 51 cadets, with a graduation date of December  
24 22nd. We also have a public safety telecommunicator  
25 class that just started that has approximately 25

1 students.

2 So in total, with all the current cadets  
3 graduating, we'll have this quarter an additional 145  
4 new officers and 37 new dispatchers providing service  
5 by the end of the year. So we haven't had a lot of  
6 graduates this quarter, but we have a lot of people in  
7 class.

8 Also I want to briefly talk about our LEA-90  
9 process. As the Board is well aware, we've  
10 implemented some rule changes; that kind of slowed us  
11 down for awhile as we were trying to adjust to the new  
12 system.

13 But I think we're pretty much up and running.  
14 The glitches seem to be worked out. We still haven't  
15 had a lot of formal hearings under the new process.  
16 But those numbers are going to start jumping up quite  
17 a bit. We should have a little better control of it.

18 Monica Medrano, as the LEA-90 case manager,  
19 is going to be taking more of an active role in the  
20 scheduling. So these things won't linger like some of  
21 them have in the past.

22 I was asked before the last meeting to take a  
23 look at the cases and some of the numbers. It's hard  
24 to quantify the numbers with some of the older cases,  
25 because it's hard to pick where you're going to start

1 on cases that trickle in the way these do.

2 So what I did is I looked at cases that were  
3 either reviewed by the Deputy Director, Mr. Coss, or  
4 myself. When I took this position, there were 14  
5 immediate suspensions pending as a result of felony  
6 charges. We're looking at some rule amendments to  
7 address how these cases should be handled going  
8 forward, because the rules were remarkably silent as  
9 to what happens after immediate suspension if somebody  
10 is not convicted.

11 We've gone through and looked at all the  
12 cases, where they stand from a criminal standpoint.  
13 But technically most of those guys are still on an  
14 immediate suspension.

15 We've had nine that we've added since I've  
16 been in a position, immediate suspensions, where they  
17 were suspended as a result of pending felony charges.  
18 So like I said, we're looking at the rules today to  
19 kind of look at how to address those in the future  
20 once their cases are resolved.

21 It sounds like it should be a fairly simple  
22 answer, but it gets a little complicated. But we'll  
23 talk about that.

24 Under the old rules, when I first arrived, we  
25 had issued 71 Notices of Contemplated Action. As you

1 guys may recall, under the old rules, the Director  
2 would issue a Notice of Contemplated Action and then a  
3 Notice of Final Decision before it would ever go to  
4 the Attorney General's Office.

5 One of the rules we changed, in order to have  
6 the prosecutors drafting the charging documents, now  
7 the Director issues a Notice of Investigation. And  
8 it's up to the Attorney General's Office after that to  
9 issue a Notice of Contemplated Action.

10 But under the old rules, I issued 71 Notices  
11 of Contemplated Action. Since the new rules, I've  
12 issued 35 Notices of Investigation, which is the  
13 current form. So with the nine immediate suspensions,  
14 that's a total of 115 disciplinary cases that were  
15 filed.

16 In addition, I rejected 25 cases that were  
17 either policy violations or simply had no evidence to  
18 support a filing of a complaint. There are four of  
19 these that are still pending.

20 The number, though, that I think is most  
21 interesting out of all of this, of the cases that were  
22 filed or rejected, they represent 67 different filing  
23 agencies. I was kind of surprised to see that there  
24 were that many different agencies that have submitted  
25 LEA-90s.

1           So that's kind of where we stand. So as I  
2 said, we're continuing to move forward on the process.  
3 We've got a few things in the rules that should  
4 simplify it some more.

5           But the good news is that the new rules have  
6 been implemented. And the system is working faster  
7 and smoother and I think with more transparency and  
8 fairness than it has in the past. So that's where we  
9 stand.

10           In other developments we continue to move  
11 forward with our new data management system, trying to  
12 bring the academy into the 21st century. There's a  
13 lot of technical issues that come up in trying to  
14 create a new system and figure out how to migrate the  
15 old data, how to get the information where it needs to  
16 be, getting our IT people on board with the changes.

17           So there are a lot of different issues that  
18 come up. It's a slow, labor-intensive process. Brian  
19 has become more of an expert on state procurement law  
20 than he ever wanted to be. But we are moving forward  
21 and we remain optimistic.

22           In addition, we're moving forward with House  
23 Bill 9. You guys probably recall this, it requires  
24 the New Mexico Law Enforcement Academy to provide  
25 equipment and training for every officer and deputy in

1 New Mexico with a tourniquet/trauma kit and the  
2 necessary training.

3 We've purchased 5,600 kits primarily with  
4 money that the State Police managed to make available  
5 for us. We are still collecting data from the  
6 agencies that are requesting these kits. Some of the  
7 numbers came in very quickly, some of them are  
8 trickling in more slowly.

9 But we're moving forward to get the training  
10 done for the Train the Trainer so that we can do the  
11 training for the officers and get those kits out on  
12 the street.

13 We're hoping to have everybody trained on the  
14 Train the Trainer issue and have most of the kits  
15 distributed by the next meeting. We were actually  
16 hoping by the end of next month. But if we can get it  
17 by the next meeting, I will be happy.

18 The last thing I want to talk about is we had  
19 talked a few months ago -- the Attorney General had  
20 talked about doing a citizens academy. We were  
21 looking at trying to set it up this summer.

22 I have met with other agencies that do  
23 citizens academies, and they all told me one thing.  
24 Don't do it in the summer. It's hard to get people  
25 scheduled. So we're looking in October. We're going

1 to set a date.

2 We're going to have a citizens academy that  
3 we're going to look at demonstrating the driving  
4 range, give them the opportunity to experience our  
5 MILO shooting judgment simulator. We're going to look  
6 at our explanation of training on Constitutional  
7 issues and use-of-force issues.

8 We've had a number of people we've already  
9 contacted, prominent citizens that have expressed  
10 interest and a desire to attend this academy. So I  
11 think it's going to be very successful. We're  
12 probably looking at a Friday towards the end of  
13 October. We just need to pick which one.

14 In closing, Mr. Coss, Ms. Medrano, Ms. Reyes  
15 who joined us today, and I look forward to meeting the  
16 challenges in the coming months. We look forward to  
17 implementing the things that we've talked about today  
18 and that we will talk about.

19 The last thing I would like to do, though, if  
20 I may, is I just want to take a moment to thank my  
21 staff. I don't think I've done that at a meeting yet,  
22 and that's negligent on my part. I couldn't do this  
23 job without Mr. Coss, without Ms. Medrano, without  
24 Ms. Reyes. I wouldn't want to do it, even if I could.

25 They put in a lot of hours. They really care

1 about what they do. I don't think the public realizes  
2 how much they lose sleep over these things, how many  
3 hours they put in, how much they really want this  
4 operation to work.

5 They're the reason that this operation works  
6 as well as it does. And like I said, I've been remiss  
7 in not thanking them publicly in the past and I wanted  
8 to do that this morning.

9 With that are there any questions from the  
10 Board that I could address?

11 MR. KEY: Director Marshall, can I ask one  
12 question. In terms of the 67 different law  
13 enforcement agencies that have submitted or  
14 participated in the LEA-90 process, do you have any  
15 observations as to why there are so many or any  
16 attributions about that?

17 DIRECTOR MARSHALL: I was pleased to see the  
18 word has gotten around. A lot of times it seems like  
19 it's the same agencies popping up. And that really  
20 didn't bear out with the numbers. A lot of them are  
21 small agencies that have only submitted one.

22 All the large agencies have submitted  
23 numbers. And the numbers pretty well reflect what you  
24 would expect from the size of the agencies. Two or  
25 three of the larger agencies are about a dozen each.



1 But there are again a handful or a collection of  
2 smaller agencies that are at one.

3 So I think what that tells me is that the  
4 agencies are aware of the process. Whether they're  
5 filing everything that they should I'm guessing not.  
6 We continue to try to educate and share at  
7 conferences, police conferences, the sort of things  
8 that we need to have reported.

9 Like I said, we have 25 that were reported  
10 that were mostly policy violations; officers falling  
11 asleep on duty, officers not following orders on case  
12 follow-ups, things that really don't involve the  
13 LEA-90 process.

14 So we're still working on educating them in  
15 that regard as well. But the fact that we've had so  
16 many agencies that have at least filed one in the last  
17 year indicates that they know the process is out  
18 there.

19 MR. KEY: Thank you.

20 DIRECTOR MARSHALL: Sure.

21 CHIEF McCALL: Any other questions from the  
22 Board?

23 MS. BURNHAM: Mr. Chairman.

24 CHIEF McCALL: Ms. Burnham.

25 MS. BURNHAM: Mr. Marshall, you've indicated

1 that LEA is going to take a more active role in  
2 scheduling so that we meet our deadlines, our  
3 statutory obligations, that kind of thing. Can you  
4 give me an example of what's gummed up the works in  
5 the past and how now you're planning to address that.

6 DIRECTOR MARSHALL: Well, previously the  
7 scheduling was largely at the discretion of the  
8 Hearing Officers. And we didn't really have a whole  
9 lot of information as to what was happening with those  
10 schedules. I would get questions as to when certain  
11 hearings were scheduled. I had no real involvement  
12 with it.

13 So by centralizing the scheduling operation,  
14 we're also looking at adding a couple of Hearing  
15 Officers. That's also on the agenda today. Now that  
16 the system is more in place, I think we have a  
17 justification for a few more Hearing Officers.

18 But having the scheduling of it and having  
19 Monica follow up on it so that we know where they are,  
20 we know what's going on, I think we're going to be  
21 more efficient.

22 I think, instead of relying on the Hearing  
23 Officers to have to do the paperwork on it, stuff that  
24 they really shouldn't have been responsible for in the  
25 first place, Monica will handle all that. So the

1       bureaucracy of it will be taken out of the hands of  
2       the Hearing Officers and put on us, which is great for  
3       everybody except Monica.

4               MS. BURNHAM: Thank you.

5               CHIEF SOLAND: Mr. Chair, Director Marshall,  
6       two questions. Regarding House Bill 9 and the issuing  
7       of the tourniquets, does that also involve the tribal  
8       police agencies in New Mexico or the ones that are  
9       State certified through 29.1.11?

10              DIRECTOR MARSHALL: I know that's been  
11       discussed. But I'm going to defer that to my Deputy  
12       Director, because I'm not entirely sure where we ended  
13       up on that. Brian, do you have a better answer to  
14       that?

15              MR. COSS: Thank you. Thank you, Board  
16       Member Soland. Right now we're looking at all State  
17       certified officers because of the total number of kits  
18       that we have. So in tribal agencies that would be  
19       29.1.11 folks, that sort of thing.

20              It has been a painfully slow process to get  
21       this started. We've been actively seeking input on  
22       the agencies responding back.

23              So we know the total number of kits that they  
24       need, whether or not they have folks that are trained  
25       in it, that sort of thing. To date I think we're

1 sitting at about 67 agencies of 193 that have  
2 responded.

3 After email contact with the agencies, after  
4 newsletter contact, after actually printing the letter  
5 out and mailing it physically to the agencies, we're  
6 sitting at about 67 agencies or so. And right now  
7 about 1,700 kits or so are accounted for going out to  
8 the agencies.

9 So the direct answer to your question is yes.  
10 If they're State certified, that's our first pass. In  
11 that, for those of you that filled out that job form,  
12 it asks a couple different questions.

13 How many State certified officers do you  
14 have, how many total officers do you have, right, so  
15 that we can have an understanding of what that number  
16 is on the backside. And then the total number of kits  
17 that are being requested.

18 And so after we go through this first phase  
19 of rolling out, then we can take a look at our  
20 inventory, see what we've got, and see if we can meet  
21 the needs. They do us no good sitting in our storage  
22 room. We want them out in the field. That's our  
23 overall intent.

24 But the initial pass is for all the State  
25 certified. And then we're going to sit back and have

1 the data to actually go back and fill in on the  
2 backside.

3 CHIEF SOLAND: Thank you.

4 DIRECTOR MARSHALL: A number of the State  
5 agencies have already issued their own trauma kits so  
6 they're not requesting kits from us. So that's going  
7 to leave us we hope enough of a surplus so we can  
8 address the tribal agencies that don't have the  
9 necessary State certifications to fit under the  
10 precise statutory requirements.

11 CHIEF SOLAND: And a second question  
12 regarding the citizens academy in October. Is there a  
13 form to fill out to have somebody from the respected  
14 community where I work to attend?

15 DIRECTOR MARSHALL: There will be. Yes, sir.

16 CHIEF SOLAND: Okay.

17 DIRECTOR MARSHALL: And I'll make the Board  
18 aware of the process so that we can get as many good  
19 nominees as possible for the class.

20 CHIEF SOLAND: Thank you.

21 DIRECTOR MARSHALL: And obviously, in  
22 addition to the nominees, would welcome the Board to  
23 attend, if they have the ability to do so, as well.

24 CHIEF McCALL: I have one question on the  
25 data management system that we're looking at. And if

1 it's premature, you can let me know. Will the  
2 agencies have access into that system?

3 DIRECTOR MARSHALL: That's the intent. We're  
4 looking at exactly how it's going to work. The whole  
5 purpose of this system is so that the agencies can  
6 enter the information directly, with approval by the  
7 academy, instead of our people having to go back in  
8 and type in everything again.

9 And to have officers be able to look into the  
10 system and see what their records are, where they  
11 stand, so that agencies can look and see what the  
12 training issues are. That's the whole point of the  
13 system, is to get communication between the agencies  
14 and the academy.

15 CHIEF McCALL: Will the training be the only  
16 thing that's public facing or will disciplinary  
17 records and those kind of things also be accessible?

18 DIRECTOR MARSHALL: There is no plan at this  
19 point to put the disciplinary records on there. I  
20 don't see a reason why we would want to do that. The  
21 records are discoverable.

22 We are looking at including a summary of the  
23 disciplinary records on the quarterly newsletter that  
24 the academy started sending out.

25 It was suggested by a few people that an idea

1 as to the number of complaints received, the types of  
2 complaints, the agencies that are reporting, that that  
3 information should be public. The details of the  
4 independent investigation should not be public.

5 CHIEF KASSETAS: Mr. Chair, if I may.

6 CHIEF McCALL: Yes, sir.

7 CHIEF KASSETAS: I would make one comment,  
8 Director, that I embrace that new system. It's quite  
9 expensive. I think that LEA needs to come up and get  
10 with the times. It's 2017.

11 But I would take it further. I am an  
12 advocate for posting that discipline where the public  
13 can access it. It's public record. Maybe not the  
14 intimate details because that is investigatory. But  
15 the outcome.

16 DIRECTOR MARSHALL: Right.

17 CHIEF KASSETAS: There are too many police  
18 officers in this state that should not be working  
19 because of past prior conduct. And other agencies are  
20 willing to hire them and overlook that conduct. And  
21 that's a travesty to our profession in this state.

22 So I think it should be public, I think it  
23 should be transparent, and I think that the public  
24 should have access along with other chiefs and  
25 sheriffs and their agencies and organizations; to be

1 able to data mine that information before they make  
2 hiring decisions. It's all there for the taking.  
3 Personally I want to go on record saying that.

4 DIRECTOR MARSHALL: I understand. I think  
5 the outcomes definitely should. My concern -- and  
6 maybe I misunderstood the question. My concern was  
7 the investigative files.

8 But I think the outcomes definitely should  
9 be. Whether it should be through that system or  
10 through our website is going to be a question probably  
11 best answered by an IT person.

12 But I agree, the outcomes, the public  
13 findings, I don't think there's any question those  
14 should be more accessible than they are. They're all  
15 accessible now because the meetings are all publicly  
16 available and online. It's just making it more  
17 accessible.

18 And I agree, the outcomes should be more  
19 accessible. We just need to figure out which format  
20 is best for that.

21 CHIEF KASSETAS: Thank you for clarifying  
22 that.

23 CHIEF McCALL: Any further questions for the  
24 Director?

25 Thank you, Director Marshall. And thanks to



1 your staff as well. I know they do a lot of work on  
2 these issues and we appreciate it very much.

3 ITEM NO 7: PUBLIC COMMENT

4 CHIEF McCALL: Our next agenda item, No. 7,  
5 is public comments. Time will be reserved at each  
6 meeting for members of the public to address the  
7 Board. Comments shall generally not exceed five  
8 minutes but may be limited by the chair as the  
9 schedule requires.

10 Board Members may ask speakers questions and  
11 attempt to clarify information but not enter into  
12 substantive discussion or take formal action on any  
13 proposal.

14 I'm told we have no one signed up for public  
15 comment. Is there anyone who wishes to make a public  
16 comment? All right.

17 ITEM NO. 8: RATIFICATION OF CERTIFICATIONS FOR LAW  
18 ENFORCEMENT OFFICERS

19 CHIEF McCALL: Seeing none, we will move on  
20 to item No. 8, ratification of certifications for law  
21 enforcement officers. Director Marshall.

22 DIRECTOR MARSHALL: Thank you, Mr. Chairman.  
23 As I mentioned in the Director's report, there weren't  
24 a lot of numbers this time.

25 On Exhibit A we have the Albuquerque Police

1 Department Class No. 117, Certification Nos. 17-0122-P  
2 through 17-0152-P, inclusive. We would submit that  
3 these officers have all met the requirements of the  
4 academy and move that their certifications be ratified  
5 by the Board.

6 CHIEF McCALL: We have a motion for approval  
7 of Exhibit A.

8 MS. BURNHAM: Move to approve Exhibit A, the  
9 certification that's described by the Director.

10 SHERIFF WALLER: Second.

11 CHIEF McCALL: I have a motion and a second.  
12 All in favor.

13 (Those in favor so indicate.)

14 CHIEF McCALL: Any opposed? The motion  
15 carries for Exhibit A.

16 DIRECTOR MARSHALL: Secondly, we have  
17 Exhibit B, Certification by Waiver Class No. 92,  
18 Certification Nos. 17-0153-P through 17-0169-P,  
19 17-0171-P through 17-0177-P, and 93-0224-P. We would  
20 attest that these officers have met the requirements  
21 and would request that their certifications be  
22 ratified as well.

23 CHIEF McCALL: Do we have a motion from the  
24 Board in regards to Exhibit B?

25 MS. BURNHAM: I move to approve the

1 ratification of these certifications.

2 CHIEF McCALL: I have a motion. Is there a  
3 second?

4 SERGEANT QUEZADA: Second.

5 CHIEF McCALL: A motion and a second. All in  
6 favor.

7 (Those in favor so indicate.)

8 CHIEF McCALL: Any opposed? The motion  
9 carries.

10 DIRECTOR MARSHALL: In Exhibit C we have  
11 Certification by Waiver Challenge Certificate  
12 No. 17-0170-P. We would attest that this person has  
13 also met all the requirements for certification and  
14 request that this certification be ratified.

15 CHIEF McCALL: Do we have a motion for  
16 Exhibit C?

17 MS. BURNHAM: Move the approval of  
18 ratification of this certification.

19 CHIEF McCALL: I have a motion to approve.  
20 Do I have a second?

21 CHIEF SOLAND: Second.

22 CHIEF McCALL: And a second. All in favor.  
23 (Those in favor so indicate.)

24 CHIEF McCALL: Any opposed? The motion  
25 carries.

1           DIRECTOR MARSHALL: And the last one,  
2 Exhibit D, is from our post here, the Southeastern New  
3 Mexico Law Enforcement Academy, Class No. 38,  
4 Certification Nos. 17-0178-P through 17-0194-P. We  
5 would attest that these officers have met the  
6 requirements of certification and ask that they be  
7 ratified as well.

8           CHIEF McCALL: If the Board will allow me, I  
9 would like to make a motion for approval of Exhibit D.

10          SHERIFF WALLER: Second.

11          CHIEF McCALL: I have a motion and a second.  
12 All in favor.

13                   (Those in favor so indicate.)

14          CHIEF McCALL: Any opposed? The motion  
15 carries.

16          DIRECTOR MARSHALL: And that's all we have  
17 for this morning. Thank you.

18          ITEM NO. 9: ADMINISTRATIVE REVIEW OF REPORT BY  
19                   SUBCOMMITTEE ON OFFICER-INVOLVED SHOOTINGS

20          CHIEF McCALL: Next on the agenda we have  
21 administrative review of the report by subcommittee on  
22 officer-involved shootings.

23          CHIEF KASSETAS: Mr. Chair, if I may. I am  
24 one of four subcommittee members, including Kelly  
25 Burnham, Elisabeth Miller, and Chief Darren Soland,

1 who were tasked by the chair, Hector Balderas, to  
2 participate in an exercise that would promulgate a  
3 best practices guide for agencies to possibly utilize  
4 when it comes to officer-involved shootings.

5 The Board has been given this report. I  
6 believe it's a second or third draft, I'm not sure.  
7 There was some information or indication for some  
8 change made amongst us.

9 There's no action to be taken on this  
10 particular agenda item other than to report it out to  
11 the Board. The report is done, it just needs to be  
12 finalized. It's been sent to the Sheriffs'  
13 Association, the Municipal Chiefs Association, and  
14 disbursed to other agencies to review its content.

15 I believe that the report models the IACP,  
16 International Chiefs of Police, and CALEA best  
17 practices. However, it does address some of the  
18 issues that we face in New Mexico.

19 And it's a public document. It's available  
20 for anybody that wants it. Is there any discussion  
21 about the letter? We all should have received the  
22 report and we all should have preread it prior to the  
23 meeting. Anything? No. Okay. Thank you.

24 CHIEF McCALL: No questions.

25 ITEM NO. 10: DISCUSSION OF OFFICER-INVOLVED

1 SHOOTINGS, RESEARCH THROUGH THE JOSH DUNNE  
2 ORGANIZATION

3 CHIEF McCALL: Item No. 10 is discussion of  
4 officer-involved shootings, research through the Josh  
5 Dunne Organization, Mission Ready. Melanie Dunne? Am  
6 I pronouncing that correctly?

7 MS. DUNNE: Dunne. Good morning. First of  
8 all, thank you for the Law Enforcement Academy Board  
9 for this opportunity to address the concerning issue  
10 of officer-involved shootings in the State of New  
11 Mexico.

12 My name is Melanie Dunne. I'm a resident of  
13 Las Cruces, New Mexico. I'm a full-time social  
14 worker. I am currently working as a family therapist  
15 in Las Cruces. I am also the president and cofounder  
16 of the Josh Dunne Organization, Mission Ready.

17 Today I am accompanied by several of my board  
18 members, Marisa Miranda, Jonah Dunne, Oscar Ramos, and  
19 my brother-in-law. I am the single mother of two  
20 children; Jonathan, who is six years old; and  
21 Isabella, who will be two in December.

22 I became a single mother on December 2nd,  
23 2016. That afternoon I had to make the difficult  
24 decision to call dispatch and let them know that my  
25 husband, who was a Marine Corps veteran, became

1 suicidal and left our home that day.

2 He had suffered with PTSD for over a decade.  
3 And after hours and hours of negotiations and endless  
4 efforts, he was shot and killed by SWAT members with  
5 LCPD during that crisis situation.

6 After relentless grief and trauma that my  
7 family endured, we took a month off to gain our  
8 strength and work through the grief and figure out  
9 where to go from there.

10 Exactly one month and 22 days later, me and  
11 my friend, Sandra Emanuel, incorporated the Josh Dunne  
12 Organization, Mission Ready, with several missions in  
13 mind. The first was to establish a student  
14 scholarship at New Mexico State University. That  
15 mission has been accomplished.

16 The second, an ongoing mission, is to  
17 advocate for veterans and their families of all  
18 war-related disabilities. The third ongoing mission  
19 is our connection to services for these veterans and  
20 their families.

21 The fourth mission was to begin developing  
22 research to learn about the safety of citizens in  
23 mental health crises and first responders to include  
24 training and best practice responses. So that's why I  
25 meet with you all today.

1           As a new organization, we have set high  
2 standards and expect nothing less from those  
3 partnerships that we're currently developing. It is  
4 time for us to come together to improve our mental  
5 health in this state and for our law enforcement  
6 officers to change our responses in how we deal with  
7 these situations.

8           Our research began after the subcommittee  
9 review of officer-involved shootings. Being number  
10 one in the country for fatal officer-involved  
11 shootings is not a statistic that we should ignore.

12           Our research findings have had repeated  
13 suggestions and evidence of effectiveness in reducing  
14 officer-involved shootings related to mental health  
15 crisis calls. One of these findings is improving  
16 officer trainings at the academy level to include  
17 mental health training for citizens in crisis.

18           Another common finding in our research is the  
19 highly proven evidence-based recommendation that is  
20 showing a measurable reduction in officer-involved  
21 shootings, which is collaborating with local mental  
22 health agencies to assist police departments in  
23 responding to mental health crisis situations.

24           They call for a social worker like myself, a  
25 psychologist, or other mental health professional to



1 respond with an officer for de-escalation and  
2 negotiation tactics.

3 Our organization would like to highlight  
4 President Obama's Task Force on 21st Century Policing,  
5 where task force members discuss best practices and  
6 make recommendations to begin making changes; not only  
7 to the training officers receive, but also to change  
8 the policies and procedures at the departments to  
9 better respond to these situations and for better  
10 outcomes and to gain trust within our communities.

11 There are two key concepts our organization  
12 stands by on Obama's Task Force. The first is the  
13 need for realistic, scenario-based training to better  
14 manage interactions and minimize using force. The  
15 second is a continuing need for police oversight, and  
16 that's community policing.

17 The U.S. Department of Justice has  
18 investigated several police departments across the  
19 nation and determined that their use-of-force  
20 incidence was not only overwhelmingly high, but their  
21 policies and procedure that governed the actions  
22 before, during, and after contributed to the  
23 incidents; as well as the growth in the number and  
24 severity of incidents within these departments.

25 One of those departments is the Albuquerque

1 Police Department. As we are all aware, Albuquerque  
2 overhauled the department and continued to work on  
3 making improvements. And they have already begun to  
4 see results.

5 It is important to also add that our research  
6 included U.S. Supreme Court rulings regarding the use  
7 of force with mentally ill residents. One such case  
8 we would like to highlight is Sheehan versus The City  
9 of San Francisco, where Justice Sotomayor gave her  
10 opinion that, in fact, law enforcement agencies were  
11 not immune from abiding by the Americans With  
12 Disabilities Act when responding to crisis situations  
13 with the mentally ill.

14 This is a tremendous message. In case after  
15 case, we are seeing civil suits that are costing  
16 state, local governments, and taxpayers millions of  
17 dollars each year. The time is coming where we must  
18 start requiring all officers to be trained in  
19 providing adequate services to people with  
20 disabilities to include crisis situations.

21 The International Association for Chiefs of  
22 Police have just begun the One Mind Campaign to  
23 Improve Police Response to Persons Affected by Mental  
24 Illness.

25 Here they are asking members to make the

1 pledge to include their training in this area to  
2 include 100 percent of their sworn officers in Mental  
3 Health First Aid, develop community partnerships,  
4 implement policy models for responding to persons with  
5 mental illness, and train a minimum of 20 percent of  
6 their force in CIT.

7           Although we understand that some of you may  
8 not be members of this association, their commitment  
9 to make these changes is to be admired as they  
10 overwhelmingly saw a need to quickly address.

11           The further that my organization dug through  
12 research of officer-involved shootings regarding  
13 mental health, we found a lot of support from federal  
14 and private funders; that is, that we have found a lot  
15 of grant monies available to state and local  
16 governments and nonprofits like ours and to police  
17 departments to improve training standards of officers  
18 regarding this topic, while insuring civilian and  
19 officer safety. Many training programs being  
20 implemented are tracking the outcomes of reduction of  
21 fatal officer-involved shootings.

22           There are many best practices that have been  
23 reviewed by our organization that line up with this  
24 subcommittee's recommendation that include the  
25 transparency between police departments and the public

1 with the public information officer regarding  
2 officer-involved shootings.

3 And we want to highlight particular care to  
4 the family members and the next of kin. And I speak  
5 from personal experience, learning of my husband's  
6 fatal outcome through LCPD's media release. It felt  
7 really discrediting to their work as I sat in the  
8 hospital waiting to hear from an investigator.

9 There is much research crediting the training  
10 of advanced officers to respond to these situations  
11 differently after situation and risk assessments are  
12 completed at the scene.

13 We would like to extend support in a call for  
14 action by continuing our mission in further exploring  
15 the funding opportunities for New Mexico police  
16 academies to receive training in mental health crisis  
17 situations so that this becomes a standard for all  
18 cadets graduating from our academies and increasing  
19 and eventually ensuring that all officers in this  
20 state are prepared and have the skills and training  
21 needed to respond to these situations from the  
22 beginning.

23 It is imperative to acknowledge that many of  
24 these shooting deaths occurred by first responders not  
25 giving much time for CIT officers to arrive or even

1 assess the situation.

2 In our support for this call to action, our  
3 organization is also proud to announce that we have  
4 been in contact with state legislators who have  
5 responded to this mission and are in support of  
6 speaking with you today and exploring all available  
7 options for reducing officer-involved shootings in  
8 relation to mental health crisis.

9 And as we leave here today, we will begin  
10 preparing to meet with the New Mexico Legislative  
11 Behavioral Health Committee at their quarterly meeting  
12 to discuss this mission.

13 We would greatly appreciate the Law  
14 Enforcement Academy Board's support in our future  
15 endeavors, as we truly believe in your ability to take  
16 action on this matter. The Law Enforcement Academy  
17 Board's mission, as you know, is for the higher  
18 quality and training of New Mexico law enforcement,  
19 certification, and overseeing law enforcement academy  
20 operations and much more.

21 It is our intention in meeting with you today  
22 for you to understand that it is imperative to begin  
23 the reformation of training law enforcement in crisis  
24 intervention, mental health, accountability, and  
25 community policing at the academy level; thereby,

1 raising the bar for the State of New Mexico.

2 We live in such a beautiful state. We are  
3 all here for the same purpose in mind. And we owe it  
4 to our citizens and those who protect our citizens to  
5 make our policing the top of this nation.

6 We should not fear to call 911 when a family  
7 member is in crisis. And our officers should not fear  
8 responding to these calls without the proper training.  
9 Thank you. Any questions?

10 CHIEF McCALL: Thank you, Ms. Dunne. Our  
11 condolences for your loss. Any questions from the  
12 Board?

13 CHIEF KASSETAS: I have a couple. Thank you  
14 for being courageous and coming forth. It's a complex  
15 issue as you know. I would hope that, as you meet  
16 with the legislators, that you are very keenly aware  
17 of what we are doing in the law enforcement community  
18 already; because it's important.

19 Many of us that are progressives in this  
20 field are not waiting to be told what to do by  
21 legislators. That's the wrong approach in my opinion.  
22 It doesn't happen quickly at a session, new laws.

23 But I think that, if you haven't done it  
24 already, if you have a discussion with the Director of  
25 LEA or the Deputy Director, they can kind of clue you

1 into exactly what is being presented to the cadets for  
2 the state-wide Law Enforcement Academy.

3 And on the State Police side of things, as  
4 you know, we provide the CNT crisis negotiation or  
5 crisis intervention for many other agencies in the  
6 state. In other words, they may be the first  
7 responders to someone that's in crisis. And they're  
8 going to call for the expertise out of my agency,  
9 because it's quite a commitment to put those units  
10 together.

11 And what we've done at the State Police level  
12 is we've trained or are in the process of training  
13 every officer. We're probably 80 percent there. It's  
14 what's called mental health first aid. And that's the  
15 start.

16 When I came on in '92, there was nothing  
17 really that addressed that. And it puts everybody on  
18 the same level playing field and says, hey, let's slow  
19 things down and call these resources, right, we know  
20 that. And that's paid for by a grant that I believe  
21 is provided state-wide.

22 So we not only do that for State Police, but  
23 we're partnering to try to get that out throughout the  
24 state. I've taken it seriously. I have assigned a  
25 full-time sergeant to oversee those two teams and get

1 the level of training very high.

2 We're starting to follow what APD does. And  
3 they're doing some good stuff over there as far as  
4 deploying licensed psychologists as you had mentioned.  
5 And to have those resources in the southern part of  
6 the state, because you're from Las Cruces, would be  
7 wonderful. Because we're really operating more out of  
8 the northern part of the state with the resources out  
9 of Albuquerque that are available to us.

10 So the more folks we get on board in that  
11 profession to respond with law enforcement is  
12 paramount. In the last four or five years with the  
13 State Police, we've changed the focus of hurry up and  
14 get this situation resolved to we have all the time in  
15 the world, all the time in the world to talk to this  
16 individual, to get them out of the situation they're  
17 in. Of course, until bullets start flying and that  
18 changes the scenario, right.

19 But I can tell you that we are open for the  
20 discussion, we being from the chiefs seat of the  
21 Board. There's room for improvement. There always  
22 is. And I think it would be better to partner and  
23 work with organization like yours.

24 So please after the meeting provide me with  
25 your contact information. I can email you what I just



1 told you. So when you go to these legislative  
2 meetings, you'll already know what we're doing.  
3 There's nothing worse for a chief or a sheriff to go  
4 before a legislative body and them assuming that they  
5 know what we're doing and we're not.

6 So I would like to help clarify that. And  
7 then partner with you to bolster what we do here in  
8 New Mexico, because the reality is that there's not a  
9 lot of mental health resources.

10 I live in Albuquerque and I own a business on  
11 Central. And you drive around. And it's the  
12 forgotten folks that law enforcement is sometimes not  
13 equipped to deal with. And to try to arrest our way  
14 out of this issue of mental health issues is not the  
15 way to do it. So we have a lot of room for  
16 improvement. Thank you.

17 MS. DUNNE: Thank you. And I appreciate the  
18 comment and question. And I myself have been asked to  
19 help first aid training. And it was pretty effective.  
20 And I appreciate that you have taken a stance on that.

21 And as I did mention, Albuquerque Police  
22 Department has done a great overhaul. And we have  
23 seen a huge reduction of these situations. And New  
24 Mexico is a rural state like you said. Access to  
25 mental health is so limited. And especially down

1 south we're a lot more rural.

2 And I think that's why I appreciate the offer  
3 to be partnering in this. That's what we're looking  
4 for, to see how we can distribute this information to  
5 other departments so that we can make that connection  
6 between the police and the community.

7 CHIEF McCALL: Thank you.

8 MS. DUNNE: Thank you.

9 CHIEF McCALL: Anyone else?

10 Ms. Dunne, I don't know how familiar you are  
11 with what we're doing currently in the academy, the  
12 Law Enforcement Academy, for officers. We have a  
13 three-hour CIT module currently in the curriculum.

14 And we also do mental health training every  
15 two years, biennium training, that's required of all  
16 officers as well. So I think we've got a good basis.

17 And I read through some of your material.  
18 Thank you for bringing attention to this issue.

19 MS. DUNNE: Thank you. I'll pass out my  
20 contact information.

21 ITEM NO. 11: NMAC 10.29.1, GENERAL PROVISIONS;  
22 PROPOSAL TO SET PUBLIC HEARING FOR  
23 AMENDMENTS TO BOARD RULES

24 CHIEF McCALL: We'll move to item No. 11, the  
25 NMAC 10.29.1, proposal to set public hearing for

1 amendments to Board rules.

2 This will be presented by members of the  
3 rules committee. Part 1 will be presented by  
4 Ms. Burnham.

5 MS. BURNHAM: I'm going to address Part 1.  
6 The intent of Part 1 was basically to bring the Board  
7 into compliance with the new requirements of House  
8 Bill 58 and The State Rules Act, which includes a more  
9 detailed process for future rulemaking proceedings.

10 Public comment is added to the list of  
11 required agenda items. We've always had a space for  
12 public comment. But we have now made that a specific  
13 part of the rule.

14 Changes also increase the time for the public  
15 to submit requests for agenda items from ten days to  
16 30 days. And we feel that this is a reasonable time  
17 to accommodate meeting and agenda preparation, because  
18 the Board's agenda is normally prepared more than ten  
19 days prior to the meeting.

20 There are also updates in the proposed rule  
21 to the Board's investigative and disciplinary process  
22 including the addition of investigative subpoena  
23 authority for the Director and for clarifying the  
24 default process when a person doesn't respond to  
25 allegations.

1           There are further details added in the  
2 process for summary suspension of a license when an  
3 officer or telecommunicator is arrested or indicted on  
4 a felony charge. Other amendments are intended to  
5 clarify ambiguity and to remove redundant language.

6           And I have to thank the Attorney General's  
7 Office and Director Marshall's staff for all the hard  
8 work that they've done on these rules. We couldn't  
9 have had a better bunch of people working on it.

10           CHIEF McCALL: Thank you, Ms. Burnham. I  
11 neglected to outline the process in the beginning of  
12 how this worked. Mr. Dworak.

13           MR. DWORAK: Chief McCall, Members of the  
14 Board, I just want to clarify what actions are being  
15 proposed today, both for the Board's sake and any  
16 members of the public.

17           These proposals are not to create new rules  
18 at this point. What the Board is looking at is  
19 approving these to set for public hearing and to  
20 publish them for public comment.

21           So there are five parts to these rules, Parts  
22 1, 5, 7, 9, and 10, that have proposed revisions for  
23 the Board's consideration today.

24           The Board is not revising the rules. The  
25 proposed action would be to vote to set these rules

1 for public comment and publish them; and then set them  
2 for a public hearing, which could be either done by a  
3 Hearing Officer or the hearing could be done at the  
4 next Board meeting.

5 That would be at the Board's discretion in  
6 terms of whether they would like to do it during a  
7 meeting or through a Hearing Officer.

8 CHIEF McCALL: Are there any questions or any  
9 other comments for any of the rules committee members  
10 or Deputy Director Coss? All right.

11 Seeing none, I'll open the floor for any  
12 comments or questions regarding proposed changes.  
13 This is also the time to suggest any changes to the  
14 proposed rules.

15 Seeing no comments or questions, I'll  
16 entertain a motion to publish these proposed changes  
17 to Part 1 as presented and set them for public rule  
18 hearing.

19 CHIEF KASSETAS: So moved.

20 CHIEF McCALL: I have a motion. Is there a  
21 second?

22 SHERIFF WALLER: Second.

23 CHIEF McCALL: A motion and a second. All in  
24 favor.

25 MR. KEY: Excuse me. Just a question in

1 terms of are we voting to set it for public comment at  
2 our next meeting or with a Hearing Officer? What does  
3 the motion contemplate?

4 MR. DWORAK: So at this point the motion does  
5 not state specifically whether it will be at the next  
6 meeting or before a Hearing Officer. The Board's  
7 practice in the past, or at least as recently as  
8 within the last year and a half, has been for the  
9 Board to have a separate Hearing Officer.

10 I think, if the Board is interested in having  
11 the hearing at its meeting instead, that could be a  
12 discussion to have after the meeting as well. I don't  
13 think it's required for a motion to stipulate.

14 CHIEF KASSETAS: The way I understand it the  
15 motion is clearly to send these rules to a public  
16 hearing, correct?

17 MR. DWORAK: Yes.

18 CHIEF KASSETAS: And we have not determined  
19 whether that's going to be part of this Board meeting  
20 or a stand-alone. Normally it's a stand-alone  
21 meeting.

22 MR. KEY: All right. Thank you. Thanks for  
23 the additional information.

24 MR. DWORAK: There was a motion and a second.

25 CHIEF McCALL: All in favor.

1 (Those in favor so indicate.)

2 CHIEF McCALL: Any opposed? Hearing none,  
3 that motion passes.

4 ITEM NO. 12: NMAC 10.29.5, REGIONAL/SATELLITE POLICE  
5 OFFICER BASIC ACADEMIES; PROPOSAL TO SET PUBLIC  
6 HEARING FOR AMENDMENTS TO BOARD RULES

7 CHIEF McCALL: The next portion will be  
8 Part 5. And this will be covered by Chief Kassetas.

9 CHIEF KASSETAS: Okay. I'll give a summary  
10 to the Board of Part 5. It provides updates and  
11 clarification to the certification process and  
12 operations of the Regional Basic Law Enforcement  
13 Training Program and Public Safety Telecommunicator  
14 Training Program.

15 These changes align with the statutory  
16 requirements for police officer and telecommunicator  
17 training and help ensure candidates receive timely and  
18 relevant training unique to New Mexico.

19 Language is updated to reduce ambiguity and  
20 avoid redundancy and clarify terms or procedures in  
21 order to make the rules easier to understand. For the  
22 record I don't like that word. Ambiguity.

23 CHIEF McCALL: Thank you for the summary,  
24 Chief Kassetas. Are there any comments from the rules  
25 committee members?

1           Seeing none, I would now open the floor for  
2 the Board to comment or ask questions regarding the  
3 proposed changes. Any questions from the Board?

4           I have one question in regard to 10.29.5.9,  
5 the program limitations under Section C, removing the  
6 certification by waiver language. Is that covered  
7 somewhere else, is that why that's being removed from  
8 this portion?

9           CHIEF KASSETAS: One more time on the  
10 citations.

11          CHIEF McCALL: Sure. I'm sorry. It's  
12 10.29.5.9, the program limitations under Section C.  
13 We're removing the language and certification by  
14 waiver. My question was is that covered somewhere  
15 else, is that why that's being removed?

16          MR. COSS: It is. It's redundant. It ties  
17 back into the overall CBW requirements, which are  
18 articulated elsewhere I believe, in Part 6 of the  
19 Board's rules.

20          CHIEF McCALL: Okay. And under 10.29.5.10,  
21 regional/satellite academies, police officer and  
22 telecommunicator basic training applications for  
23 admission/certification, is this whole section new?

24          MR. COSS: It is. Basically, Chief, this  
25 section codifies what's in place currently. This is



1 the current methodology for regional/satellite  
2 academies, that they receive the entire application  
3 much the same way as we do at the Law Enforcement  
4 Academy.

5 They maintain the entire file with the  
6 regional/satellite academy. These are the specific  
7 requirements articulated in either Statute 29.7.6,  
8 qualifications for certification, or elsewhere  
9 statutorily. These are the certification  
10 requirements.

11 And those are sent up to us in isolation.  
12 Instead of the entire LEA-3, as an example, it's just  
13 the sheet that the doc signs off on, that yes, they  
14 have met the requirements. The same with the  
15 psychological, those sorts of things.

16 So it's an abbreviated process. And we  
17 simply receive copies of that. And then we can issue  
18 the certification based off of assuring that we have  
19 this documentation sitting in front of us. But it is  
20 the process that's already in place. It's just  
21 actually codifying it into the code.

22 CHIEF McCALL: Under A.1 I notice that it's  
23 limited to a minimum of 45 days prior to.

24 MR. COSS: Yes, sir. That gives everybody  
25 the opportunity to be able to process and review these

1 and occasionally have to work through it.

2 Occasionally something will come up on the LEA-6, as  
3 an example, the criminal charges or background, if you  
4 will.

5 And oftentimes those matters can be resolved  
6 with an oral response, if you will, sitting down  
7 between the applicant and the Director to talk about  
8 face-to-face where these things might lie. Okay. So  
9 that gives us the opportunity to be able to do those  
10 things.

11 CHIEF McCALL: Is there any section of this  
12 that would give the Director the ability to waive that  
13 45 days?

14 MR. COSS: There is not anything that I'm  
15 aware of off the top of my head, Chief. That is  
16 language that -- or we can soften that language, if  
17 the Board would like.

18 CHIEF McCALL: I would just prefer that there  
19 be -- I'm good with the 45 days, if that's the time  
20 period we need. I would prefer some language that the  
21 Director have the ability to alter that time frame.

22 MR. COSS: Based on need.

23 CHIEF McCALL: Correct.

24 MR. DWORAK: So I also just want to clarify,  
25 Chief McCall, Members of the Board, that whatever is

1 being voted on here, the language is going to be set  
2 for public comment and a hearing. And substantive  
3 changes can no longer be made at that point.

4 Small changes could be. But if it's outside  
5 the scope of what is being noticed to the public, then  
6 it would require a new vote and a new publication.

7 So I would suggest that that's why comments  
8 are very much appreciated at this point, because it's  
9 better to make revisions now prior to it being  
10 published for public comment than trying to do it  
11 after the fact and then the public saying that it was  
12 changed after it was published.

13 So if your proposal would be incorporated  
14 into the rules, I would suggest an edit here that the  
15 Board could vote on that would say, under 1, "An  
16 agency or applicant applying for admission to a  
17 regional/satellite academy shall complete the  
18 regional/satellite academy application and submit it  
19 to the regional/satellite academy a minimum of 45  
20 business days, unless an extension is provided in  
21 writing by the Director prior to," and then it would  
22 continue as written.

23 CHIEF McCALL: Any further questions or  
24 comments in regard to Part 5? I'll entertain a motion  
25 to publish proposed changes to Part 5 with the

1 amendment of the language provided. Do I have a  
2 motion?

3 SHERIFF WALLER: So moved.

4 CHIEF McCALL: I have a motion. Is there a  
5 second?

6 SERGEANT QUEZADA: Second.

7 CHIEF McCALL: A motion and a second. All in  
8 favor.

9 (Those in favor so indicate.)

10 CHIEF McCALL: Any opposed? The motion  
11 carries.

12 ITEM NO. 13: NMAC 10.29.7, IN-SERVICE TRAINING  
13 REQUIREMENTS FOR OFFICER BASIC ACADEMIES; PROPOSAL TO  
14 SET PUBLIC HEARING FOR AMENDMENTS TO BOARD RULES

15 CHIEF McCALL: We'll now move to Part 7.  
16 Ms. Burnham will cover the proposed changes to Part 7.

17 MS. BURNHAM: Mr. Chairman, the changes in  
18 Part 7 are intended to bring the academy into current  
19 standards for in-service training and recertification  
20 requirements.

21 These changes align with statutory  
22 requirements and clarify the qualifications needed for  
23 continued certification. The reference to sexual  
24 assault investigation training has been removed from  
25 this part because that requirement is now stated in

1 Part 9 of the rules.

2 CHIEF McCALL: Thank you for your summary.  
3 Are there any comments or questions from the committee  
4 members or Deputy Director Coss in regards to Part 7.

5 Seeing none, any questions or comments from  
6 the Board in regard to Part 7 proposed amendments?

7 Hearing none, I will entertain a motion to  
8 publish these proposed changes to Part 7 as presented  
9 and set them before a public rules hearing.

10 MR. KEY: I'll so move, Mr. Chair.

11 CHIEF McCALL: I have a motion. Is there a  
12 second?

13 CHIEF KASSETAS: Second.

14 CHIEF McCALL: A motion and a second. All in  
15 favor.

16 (Those in favor so indicate.)

17 CHIEF McCALL: Any opposed? The motion  
18 carries.

19 ITEM NO. 14: NMAC 10.29.9, POLICE OFFICER;  
20 PROPOSAL TO SET PUBLIC HEARING FOR  
21 AMENDMENTS TO BOARD RULES

22 CHIEF McCALL: I will now move to Part 9.  
23 The next amendment to Part 9 will be presented by  
24 Chief Kassetas.

25 CHIEF KASSETAS: Changes to Part 9 address

1 application and certification requirements for police  
2 officers and updates current standards. Changes  
3 address House Bill 9, which adds two hours of core  
4 basic training on tourniquet and trauma kits.

5 Additional training on search and seizure,  
6 sexual assault evidence, and off highway vehicles  
7 increases total basic training to 677 hours.

8 The language regarding background checks and  
9 eligibility for police officers certification is  
10 further clarified and redundant or ambiguous language  
11 is removed. The language aligns with statutory  
12 requirements in the Law Enforcement Training Act.

13 CHIEF McCALL: Thank you, Chief Kassetas.  
14 Any other comments by the committee members or Deputy  
15 Director Coss on Part 9? Any questions or comments  
16 from the Board in regards to Part 9?

17 Seeing none, I'll entertain a motion to  
18 publish proposed changes to Part 9 as presented and  
19 set them for public rules hearing.

20 MS. BURNHAM: So moved.

21 CHIEF McCALL: I have a motion on the floor.  
22 Is there a second?

23 SHERIFF WALLER: Second.

24 CHIEF McCALL: A motion and a second. All in  
25 favor.

1 (Those in favor so indicate.)

2 CHIEF McCALL: Any opposed? That motion  
3 carries.

4 ITEM NO. 15: NMAC 10.29.10, PUBLIC SAFETY  
5 TELECOMMUNICATOR; PROPOSAL TO SET PUBLIC HEARING  
6 FOR AMENDMENTS TO BOARD RULES

7 CHIEF McCALL: We now move to item 15 in  
8 regards to Part 10. Proposed amendments to Part 10  
9 will be presented by Ms. Burnham.

10 MS. BURNHAM: The changes in Part 10,  
11 Mr. Chairman, include adding additional information  
12 and details for the minimum standards of training for  
13 public safety telecommunicators. A new section is  
14 also added for medical review procedures that closely  
15 mirror the process for police officers.

16 The rules are also edited to limit redundancy  
17 and reduce ambiguity when reading the rules. The  
18 language also aligns with the statutory requirements  
19 for telecommunicators.

20 CHIEF McCALL: Thank you for that summary.  
21 Are there any comments from the rules committee  
22 members or Deputy Coss in regards to Part 10? Seeing  
23 none, any questions or comments from the Board in  
24 regards to Part 10?

25 I'll entertain a motion to publish the

1 proposed changes to Part 10 as presented and set them  
2 for public rules hearing.

3 MR. KEY: I'll make that motion,  
4 Mr. Chairman.

5 CHIEF McCALL: I have a motion. Is there a  
6 second?

7 CHIEF SOLAND: Second.

8 CHIEF McCALL: I have a motion and a second.  
9 All in favor.

10 (Those in favor so indicate.)

11 CHIEF McCALL: Any opposed? That motion  
12 carries.

13 ITEM NO. 16: PROPOSED LEA-90 HEARING  
14 OFFICER ADDITIONS

15 CHIEF McCALL: We'll move to No. 16 on the  
16 agenda, proposed LEA-90 Hearing Officer additions.  
17 Director Marshall.

18 DIRECTOR MARSHALL: Thank you, Mr. Chairman.

19 As we discussed in the Director's report,  
20 we're moving forward with our changes in the  
21 disciplinary process. As a result of that, I think we  
22 have the work that would justify adding a couple of  
23 additional formal Hearing Officers to our group.

24 We've had two candidates who have contacted  
25 me in the past, shortly after I took this position,



1 that expressed interest in being Hearing Officers. I  
2 know both of them personally, I've worked with both of  
3 them in the past for a number of years with different  
4 issues.

5 The first one is an attorney, JoHanna Cox,  
6 who has been a prosecutor. She has worked as a  
7 private attorney. She has done a lot of training for  
8 law enforcement, she has represented a lot of law  
9 enforcement officers.

10 At one point when I was with the bureau, it  
11 was my responsibility to find an interim emergency  
12 counsel to represent agents involved in shootings.  
13 And she was my first choice for that.

14 When we had the rules hearing committee --  
15 the rules committee hearing -- the rules hearing last  
16 time, we needed a Hearing Officer on short notice.  
17 And she volunteered to come in and take care of it  
18 with about a week's notice.

19 So she has assisted the academy on a number  
20 of occasions in the past, she has assisted law  
21 enforcement, and she's expressed an interest in the  
22 position. I think she's very well qualified. I think  
23 it would be great to have an attorney in that group.  
24 So I would highly recommend her.

25 We also have an officer, Mark Myers, who is

1 still currently employed by the State but is looking  
2 at retiring fairly quickly who has expressed interest  
3 as well. I've known him for a number of years also.

4 And I've worked with a lot of people who I  
5 respect who have a great deal of respect for  
6 Mr. Myers. He is in my opinion one of the best  
7 officers I've ever worked with.

8 And he has a desire to remain involved in the  
9 system. And this is a way that he would like to  
10 contribute. And again I have the highest  
11 recommendation for Mr. Myers as well.

12 What we would like to do is bring both of  
13 them on board, bring in the existing Hearing Officers,  
14 bring them all in for a meeting in the near future;  
15 explain to them the new system, explain to them  
16 Monica's role in setting up the scheduling, and see if  
17 we can't start rolling forward on a current backlog of  
18 formal hearings.

19 So we would ask the Board's support for both  
20 of these Hearing Officers so that we can move forward.  
21 Any questions?

22 CHIEF McCALL: Any questions from the Board?

23 CHIEF KASSETAS: I have one, Mr. Chair.  
24 Director, how many total do we have now? And we would  
25 be adding two officers. So what do we have now?

1           DIRECTOR MARSHALL: There are three that are  
2 still currently listed, two that are still active.  
3 One of them is no longer really active. So that would  
4 give us a total of four.

5           CHIEF KASSETAS: And does it require Board  
6 approval to bring them on?

7           CHIEF McCALL: I'm about to cover that.

8           CHIEF KASSETAS: Okay. I know both of those  
9 individuals. I think they will do a fine job. Thank  
10 you.

11          CHIEF McCALL: Any other comments or  
12 questions from the Board?

13          MR. KEY: Mr. Chairman, only a further  
14 recommendation. Mark Myers and I worked together in  
15 Las Cruces. I likewise highly recommend him. And  
16 obviously his resume is impeccable.

17          CHIEF KASSETAS: Mr. Chair, if we have an  
18 inactive member, do we vote at some point to do that  
19 or is it really just a moot point?

20          DIRECTOR MARSHALL: I believe it's more of a  
21 scheduling issue than it is to make a vote on it.

22          CHIEF KASSETAS: Great. Thank you.

23          CHIEF McCALL: With that I'll entertain a  
24 motion to approve Mark Myers and JoHanna Cox as  
25 Hearing Officers.

1 SERGEANT QUEZADA: I'd make that motion.

2 CHIEF KASSETAS: Second.

3 CHIEF McCALL: I have a motion and a second.

4 All in favor.

5 (Those in favor so indicate.)

6 CHIEF McCALL: Any opposed? None opposed.

7 That motion carries.

8 We've reached the part of our meeting where  
9 we're going to move into disciplinary matters in which  
10 the Board will move into closed session. I'll  
11 entertain a motion to enter into closed session.

12 CHIEF KASSETAS: Mr. Chair, I move that the  
13 Board enter into closed session as authorized by  
14 exceptions of the Open Meetings Act, Sections 10-15-1  
15 (H)(1) and (3) to discuss the disciplinary matters  
16 listed on the agenda.

17 CHIEF McCALL: I have a motion on the floor.  
18 Do I have a second?

19 SHERIFF WALLER: Second.

20 CHIEF McCALL: I have a motion and a second.  
21 We need a roll call vote, please.

22 MS. MEDRANO: Mr. Scot Key.

23 MR. KEY: Yes.

24 MS. MEDRANO: Chief Pete Kassetas.

25 CHIEF KASSETAS: Yes.

1 MS. MEDRANO: Sheriff Wesley Waller.

2 SHERIFF WALLER: Yes.

3 MS. MEDRANO: Chief Darren Soland.

4 CHIEF SOLAND: Yes.

5 MS. MEDRANO: Chief Chris McCall.

6 CHIEF McCALL: Yes.

7 MS. MEDRANO: Sergeant Jaime Quezada.

8 SERGEANT QUEZADA: Yes.

9 MS. MEDRANO: Ms. Kelly Burnham.

10 MS. BURNHAM: Yes.

11 CHIEF McCALL: We'll now move into closed  
12 session to discuss disciplinary matters.

13 (Recess from 10:10 a.m. to 1:25 p.m.)

14 ITEM NO. 36: RETURN TO OPEN SESSION; AND POSSIBLE  
15 ACTION ON MATTERS DISCUSSED IN CLOSED SESSION

16 CHIEF McCALL: We're back in session. The  
17 Board is back in open session and on the record. The  
18 current time is 1:25 p.m.

19 Let the record show that the matters  
20 discussed during the closed session were limited only  
21 to those specified in the motion for closure and that  
22 no votes or official action were taken.

23 ITEM NO. 17: VERONICA FICKE

24 CHIEF McCALL: With that we'll move to  
25 proposed dismissals from the Director. Item No. 17,

1 Veronica Ficke. Do I have a motion in reference to  
2 Ms. Ficke?

3 MR. KEY: Mr. Chairman, I would make a motion  
4 to approve the order of dismissal.

5 MS. BURNHAM: Second.

6 CHIEF McCALL: We have a motion and a second.  
7 All in favor.

8 (Those in favor so indicate.)

9 CHIEF McCALL: Any opposed? The motion  
10 carries.

11 ITEM NO. 18: HOWARD THEVENET

12 CHIEF McCALL: We now move to No. 18, Howard  
13 Thevenet. Can I get a motion in regards to Howard  
14 Thevenet.

15 SHERIFF WALLER: Mr. Chairman, I move that we  
16 approve the order of dismissal.

17 CHIEF McCALL: I have a motion to approve the  
18 order of dismissal. Do I have a second?

19 SERGEANT QUEZADA: Second.

20 CHIEF McCALL: I have a motion and a second.  
21 All in favor.

22 (Those in favor so indicate.)

23 CHIEF McCALL: Any opposed? The motion  
24 carries.

25 ITEM NO. 19: PATRICK WOODS

1 CHIEF McCALL: We now go to No. 19, Patrick  
2 Woods. Can I get a motion in regards to Mr. Woods.

3 CHIEF KASSETAS: Mr. Chair, I'd like to make  
4 a motion to take no action and close this case.

5 CHIEF McCALL: I have a motion on the floor.  
6 Is there a second?

7 CHIEF SOLAND: Second.

8 CHIEF McCALL: I have a motion and a second.  
9 All in favor.

10 (Those in favor so indicate.)

11 CHIEF McCALL: Any opposed? None opposed.  
12 The motion carries.

13 ITEM NO. 20: BRENT WOODARD

14 CHIEF McCALL: Moving on to No. 20, Brent  
15 Woodard. Can I get a motion in regard to Mr. Woodard.

16 CHIEF SOLAND: Mr. Chair, I'd like to make a  
17 motion to approve the order of dismissal.

18 CHIEF McCALL: We have a motion to approve  
19 the order of dismissal. Is there a second?

20 SHERIFF WALLER: Second.

21 CHIEF McCALL: I have a motion and a second.  
22 All in favor.

23 (Those in favor so indicate.)

24 CHIEF McCALL: Any opposed? The motion  
25 carries.

1                   ITEM NO. 21:   MICHAEL CARRASCO

2                   CHIEF McCALL:   We'll move now to proposed  
3 orders of suspension from the Director by default or  
4 stipulation.   Number 21, Michael Carrasco.

5                   MS. BURNHAM:   Mr. Chairman, I move that we  
6 approve the 60-day suspension.

7                   CHIEF McCALL:   I have a motion to approve the  
8 60-day suspension.   Is there a second?

9                   SHERIFF WALLER:   Second.

10                  CHIEF McCALL:   I have a motion and a second.  
11 All in favor.

12                  (Those in favor so indicate.)

13                  CHIEF McCALL:   Any opposed?   The motion  
14 carries.

15                  ITEM NO. 22:   JOSHUA FENTON

16                  CHIEF McCALL:   Next is No. 22, Joshua Fenton.

17                  MR. KEY:   Mr. Chairman, I make a motion that  
18 we approve a 90-day suspension.

19                  CHIEF McCALL:   I have a motion to approve a  
20 90-day suspension in reference to Mr. Fenton.   Is  
21 there a second?

22                  SERGEANT QUEZADA:   Second.

23                  CHIEF McCALL:   And a second.   All in favor.

24                  (Those in favor so indicate.)

25                  CHIEF McCALL:   Any opposed?   The motion



1 carries.

2 CHIEF KASSETAS: Mr. Chair, please let the  
3 record reflect that I recused myself from item 22.

4 CHIEF McCALL: Chief Kassetas recused himself  
5 on item No. 22, Joshua Fenton.

6 ITEM NO. 23: MYRON FOOTRACER

7 CHIEF McCALL: Next is item No. 23, Myron  
8 Footracer.

9 CHIEF SOLAND: Mr. Chair, I would like to  
10 make a motion to approve the stipulated order of a  
11 one-year suspension.

12 CHIEF McCALL: I have a motion on the floor.  
13 Is there a second?

14 MS. BURNHAM: Second.

15 CHIEF McCALL: I have a motion and a second.  
16 All in favor.

17 (Those in favor so indicate.)

18 CHIEF McCALL: Any opposed? The motion  
19 carries.

20 CHIEF KASSETAS: Mr. Chair, please let the  
21 record reflect that I recused myself from Myron  
22 Footracer.

23 CHIEF McCALL: Chief Kassetas recused himself  
24 from the discussion regarding Myron Footracer.

25 ITEM NO. 24: ARTURO HOLGUIN

1 CHIEF McCALL: Next is No. 24, Arturo  
2 Holguin.

3 SERGEANT QUEZADA: Mr. Chair, I would like to  
4 make a motion to accept the 90-day suspension for  
5 Mr. Holguin.

6 CHIEF McCALL: I have a motion on the floor  
7 to accept the 90-day suspension. Is there a second?

8 MS. BURNHAM: Second.

9 CHIEF McCALL: I have a motion and a second.  
10 All in favor.

11 (Those in favor so indicate.)

12 CHIEF McCALL: Any opposed? Seeing none, the  
13 motion carries.

14 ITEM NO. 25: RICKY MARTINEZ

15 CHIEF McCALL: Next is No. 25, Ricky  
16 Martinez. Can I get a motion in regard to  
17 Mr. Martinez.

18 SHERIFF WALLER: Mr. Chair, I move that we  
19 approve a 90-day suspension.

20 CHIEF McCALL: I have a motion on the floor  
21 for a 90-day suspension in regards to Mr. Martinez.  
22 Is there a second?

23 MS. BURNHAM: Second.

24 CHIEF McCALL: I have a motion and a second.  
25 All in favor.

1 (Those in favor so indicate.)

2 CHIEF McCALL: Any opposed? The motion  
3 carries.

4 SERGEANT QUEZADA: Mr. Chair, let the record  
5 show that I recused myself from that discussion.

6 CHIEF McCALL: Mr. Quezada recused himself  
7 from that discussion.

8 ITEM NO. 26: MORGAN ORTIZ

9 CHIEF McCALL: Next is No. 26, Morgan Ortiz.

10 CHIEF SOLAND: Mr. Chair, I would like to  
11 make a motion to approve the stipulated order and  
12 approve a three-year suspension.

13 CHIEF McCALL: I have a motion on the floor  
14 for a three-year suspension in regard to Mr. Ortiz.  
15 Is there a second?

16 SHERIFF WALLER: Second.

17 CHIEF McCALL: I have a motion and a second.  
18 All in favor.

19 (Those in favor so indicate.)

20 CHIEF McCALL: Any opposed? The motion  
21 carries.

22 CHIEF KASSETAS: Let the record reflect that  
23 I recused myself from item No. 26.

24 CHIEF McCALL: Thank you, Chief Kassetas.

25 ITEM NO. 27: ARNOLD GALINDO-NORIEGA

1 CHIEF McCALL: Next is No. 27, Arnold  
2 Galindo-Noriega.

3 CHIEF KASSETAS: Mr. Chair, I would make a  
4 motion to accept the Director's recommendation for a  
5 30-day suspension.

6 CHIEF McCALL: I have a motion on the floor  
7 for a 30-day suspension. Is there a second?

8 SERGEANT QUEZADA: Second.

9 CHIEF McCALL: A motion and a second. All in  
10 favor.

11 (Those in favor so indicate.)

12 CHIEF McCALL: Any opposed? The motion  
13 carries.

14 ITEM NO. 28: RYAN RODRIGUEZ

15 CHIEF McCALL: Next is No. 28, Ryan  
16 Rodriguez. Can I get a motion in regards to  
17 Mr. Rodriguez.

18 MS. BURNHAM: Mr. Chairman, I move that we  
19 approve the 90-day suspension.

20 CHIEF McCALL: I have a motion on the floor  
21 to approve the 90-day suspension in regard to  
22 Mr. Rodriguez.

23 SHERIFF WALLER: Second.

24 CHIEF McCALL: And a second. All in favor.

25 (Those in favor so indicate.)

1 CHIEF McCALL: Any opposed? None opposed.  
2 The motion carries.

3 ITEM NO. 29: DANIEL SOTO

4 CHIEF McCALL: Next is No. 29, Daniel Soto.  
5 Please let the record reflect that I recused myself  
6 from Mr. Soto's discussion.

7 Can I get a motion in regard to Mr. Soto.

8 SERGEANT QUEZADA: Mr. Chair, I would like to  
9 make a motion to accept the 90-day suspension.

10 CHIEF McCALL: I have a motion to approve the  
11 90-day suspension. Is there a second?

12 MS. BURNHAM: Second.

13 CHIEF McCALL: I have a motion and a second.  
14 All in favor.

15 (Those in favor so indicate.)

16 CHIEF McCALL: Any opposed? None opposed.  
17 The motion carries.

18 ITEM NO. 30: ROBERT TALLMAN

19 CHIEF McCALL: Next is No. 30, Robert  
20 Tallman. Can I get a motion in regards to  
21 Mr. Tallman.

22 SHERIFF WALLER: Mr. Chair, I would move that  
23 we accept a three-year suspension.

24 CHIEF McCALL: I have a motion on the floor  
25 to accept a three-year suspension for Mr. Tallman. Is

1 there a second?

2 SERGEANT QUEZADA: Second.

3 CHIEF McCALL: I have a motion and a second.

4 All in favor.

5 (Those in favor so indicate.)

6 CHIEF McCALL: Any opposed? None opposed.

7 The motion carries.

8 ITEM NO. 31: JOHN FRAY

9 CHIEF McCALL: We'll move to prior  
10 disciplinary cases discussion. Number 31 is John  
11 Fray. Please let the record reflect that I recused  
12 myself in reference to the case of John Fray.

13 CHIEF KASSETAS: Mr. Chair, I would like to  
14 make a motion regarding John Fray, that he receive a  
15 six-month suspension.

16 CHIEF McCALL: I have a motion on the floor  
17 for a six-month suspension in regards to John Fray.  
18 Is there a second?

19 SHERIFF WALLER: Second.

20 CHIEF McCALL: A motion and a second. All in  
21 favor.

22 (Those in favor so indicate.)

23 CHIEF McCALL: Any opposed? The motion  
24 carries.

25 ITEM NOS. 32 AND 33: MOISES PENA AND

1 JUSTIN TRUJILLO

2 CHIEF McCALL: Next are Nos. 32 and 33,  
3 Moises Pena and Justin Trujillo.

4 Is there any discussion from the Board on  
5 either of these two cases? The Board will take no  
6 action at this time on both No. 32, Moises Pena, and  
7 No. 33, Justin Trujillo.

8 ITEM NO. 34: MARVIN GOKE

9 CHIEF McCALL: On No. 34, Marvin Goke, can I  
10 get a motion to adopt the Hearing Officer's report and  
11 a motion for disciplinary action?

12 MS. BURNHAM: Yes. I move that the Board  
13 accept the recommended decision of the Hearing Officer  
14 and the findings of fact contained therein and that  
15 the Board approve revocation in this matter.

16 CHIEF McCALL: I have a motion on the floor.  
17 Do I have a second to adopt the Hearing Officer's  
18 report and approve revocation?

19 MR. KEY: Second.

20 CHIEF McCALL: I have a motion and a second.  
21 All in favor.

22 (Those in favor so indicate.)

23 CHIEF McCALL: Any opposed? None opposed.  
24 The motion carries.

25 CHIEF KASSETAS: Mr. Chair, let the record

1 reflect that on No. 34, Marvin Goke, I recused myself.

2 CHIEF McCALL: Chief Kassetas recused himself  
3 for Marvin Goke.

4 ITEM NO. 35: HELLEN GONZALEZ

5 CHIEF McCALL: Next is No. 35, Hellen  
6 Gonzalez. Can I get a motion in regards to Hellen  
7 Gonzalez.

8 CHIEF SOLAND: Mr. Chair, I make a motion to  
9 adopt the findings of fact and recommended discipline  
10 in this case of a 90-day suspension.

11 CHIEF McCALL: I have a motion on the floor  
12 to accept the findings of fact and a 90-day  
13 suspension. Is there a second?

14 MS. BURNHAM: Second.

15 CHIEF McCALL: I have a motion and a second.  
16 All in favor.

17 (Those in favor so indicate.)

18 CHIEF McCALL: Any opposed? Seeing none, the  
19 motion passes.

20 ITEM NO. 37: ADJOURNMENT

21 CHIEF McCALL: We have reached the end of our  
22 agenda. I will leave the floor open for any Board  
23 comment before we close the meeting. All right.

24 CHIEF KASSETAS: One comment. One comment  
25 before we close. I'd like to thank the folks in Hobbs



1 and, of course, the Director for taking such good care  
2 of us at this meeting. We appreciate it.

3 CHIEF McCALL: That's a good point. We  
4 appreciate you, Director Coburn and Dr. Fonz, and the  
5 folks from The Western Heritage Museum. They did a  
6 great job of taking care of us here.

7 CHIEF KASSETAS: I expect this treatment  
8 statewide, I just put it out there, for the LEAB. No  
9 pressure.

10 CHIEF McCALL: Can I get a motion to adjourn.

11 SHERIFF WALLER: Move to adjourn.

12 SERGEANT QUEZADA: Second.

13 CHIEF McCALL: All in favor.

14 (Those in favor so indicate.)

15 CHIEF McCALL: We're in adjournment.

16 (At 1:37 p.m. the meeting was concluded.)  
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 September 12, 2017, the  
5 proceedings in the above captioned matter were taken  
6 before me, that I did report in stenographic shorthand  
7 the proceedings set forth herein, and the foregoing  
8 pages are a true and correct transcription to the best  
9 of my ability.

10 I FURTHER CERTIFY that I am neither employed  
11 by nor related to nor contracted with (unless excepted  
12 by the rules) any of the parties or attorneys in this  
13 case, and that I have no interest whatsoever in the  
14 final disposition of these proceedings.  
15  
16  
17  
18  
19  
20  
21  
22

---

23 JAN A. WILLIAMS, RPR  
24 New Mexico CCR #14  
25 License Expires: 12/31/17

## A

**A-D** 4:24  
**A.1** 49:22  
**a.m** 1:9 61:13  
**abbreviated** 49:16  
**abiding** 34:11  
**ability** 21:23 37:15 50:12,21 74:9  
**able** 8:21 22:9 24:1 49:25 50:9  
**academies** 3:18,20 8:14 9:11  
 14:23 36:16,18 47:5 48:21 49:2  
 52:13  
**academy** 1:6 5:3 7:25 8:9,11,15  
 9:13,15,19 13:12,24 14:20 15:2  
 15:10 21:12 22:7,14,24 26:4  
 28:3 30:8 32:16 37:14,16,19,25  
 39:2 42:11,12 49:4,6 51:17,18  
 51:19 52:18 57:19  
**accept** 66:4,7 68:4 69:9,23,25  
 71:13 72:12  
**access** 22:2 23:13,24 41:24  
**accessible** 22:17 24:14,15,17,19  
**accommodate** 43:17  
**accompanied** 30:17  
**accomplished** 31:15  
**accountability** 37:24  
**accounted** 20:7  
**acknowledge** 36:23  
**Act** 34:12 43:8 54:12 60:14  
**action** 11:25 12:2,9,11 25:12 29:9  
 36:14 37:2,16 44:25 61:15,22  
 63:4 71:6,11  
**actions** 33:21 44:14  
**active** 10:19 18:1 59:2,3  
**actively** 19:21  
**add** 34:5  
**added** 11:15 43:10 44:1 55:14  
**adding** 18:14 55:11 56:22 58:25  
**addition** 12:16 13:22 21:22 43:22  
**additional** 10:3 46:23 54:5 55:11  
 56:23  
**additions** 3:25 56:14,16  
**address** 7:21 11:7,19 16:10 18:5  
 21:8 25:6 29:17 30:9 35:10 43:5  
 53:25 54:3  
**addressed** 39:17  
**adds** 54:3  
**adequate** 34:19  
**adjourn** 73:10,11  
**adjournment** 4:22 72:20 73:15  
**adjust** 10:11

**administrative** 3:12 28:18,21  
**admired** 35:9  
**admission** 51:16  
**admission/certification** 48:23  
**adopt** 71:10,17 72:9  
**advanced** 36:10  
**advocate** 23:12 31:17  
**afternoon** 30:23  
**agencies** 12:23,24 14:6,22 16:13  
 16:19,21,22,24,25 17:2,4,16  
 19:8,18,22 20:1,3,5,6,8 21:5,8  
 22:2,5,11,13 23:2,19,25 29:3,14  
 32:22 34:10 39:5  
**agency** 39:8 51:16  
**agenda** 3:1,5 4:1 6:4,5,6,7,16 7:15  
 18:15 25:4 28:20 29:10 43:11,15  
 43:17,18 56:16 60:16 72:22  
**agents** 57:12  
**ago** 14:19  
**agree** 24:12,18  
**aid** 35:3 39:14 41:19  
**Albuquerque** 9:22 25:25 33:25  
 34:1 40:9 41:10,21  
**align** 47:15 52:21  
**aligns** 54:11 55:18  
**allegations** 43:25  
**allow** 28:8  
**alter** 50:21  
**ambiguity** 44:5 47:19,22 55:17  
**ambiguous** 54:10  
**amendment** 52:1 53:23  
**amendments** 3:16,18,20,22,24  
 11:6 42:23 43:1 44:4 47:6 52:14  
 53:6,21 55:6,8  
**Americans** 34:11  
**Ana** 9:15  
**announce** 37:3  
**answer** 11:22 19:13 20:9  
**answered** 24:11  
**anybody** 29:20  
**APD** 40:2  
**applicant** 50:7 51:16  
**applicants** 8:19  
**application** 49:2 51:18 54:1  
**applications** 48:22  
**applying** 51:16  
**appreciate** 8:2,3 25:2 37:13 41:17  
 41:20 42:2 73:2,4  
**appreciated** 51:8  
**approach** 38:21

**approval** 3:5,6 6:4,6,7,15,16,18  
 6:25 22:6 26:6 27:17 28:9 59:6  
**approve** 26:8,25 27:19 59:24 62:4  
 62:16,17 63:17,18 64:6,7,18,19  
 65:10 66:19 67:11,12 68:19,21  
 69:10 71:15,18  
**approving** 44:19  
**approximately** 9:25  
**area** 35:1  
**Arnold** 4:12 67:25 68:1  
**arrest** 41:13  
**arrested** 44:3  
**arrive** 36:25  
**arrived** 11:24  
**articulated** 48:18 49:7  
**Arturo** 4:9 65:25 66:1  
**asked** 10:22 41:18  
**asking** 34:25  
**asks** 20:12  
**asleep** 17:11  
**assault** 52:24 54:6  
**assess** 37:1  
**assessment** 8:21,22  
**assessments** 36:11  
**assigned** 39:24  
**assist** 32:22  
**assisted** 57:19,20  
**association** 29:13,13 34:21 35:8  
**assuming** 41:4  
**assuring** 49:18  
**Attached** 4:23  
**attempt** 25:11  
**attend** 5:6 15:10 21:14,23  
**attention** 42:18  
**attest** 26:20 27:12 28:5  
**attorney** 5:5,11 12:4,8 14:19 44:6  
 57:5,7,23  
**attorneys** 74:12  
**attributions** 16:16  
**August** 8:12 9:14  
**authority** 43:23  
**authorized** 60:13  
**available** 14:4 24:16 29:19 35:15  
 37:6 40:9  
**avoid** 47:20  
**aware** 10:9 17:4 21:18 34:1 38:16  
 50:15  
**awhile** 10:11

## B

**B** 26:17,24  
**back** 19:22 20:25 21:1 22:7 48:17  
 61:16,17  
**background** 50:3 54:8  
**backlog** 58:17  
**backside** 20:16 21:2  
**Balderas** 5:6,12 29:1  
**bar** 38:1  
**based** 49:18 50:22  
**basic** 3:18,20 47:5,12 48:22 52:13  
 54:4,7  
**basically** 43:6 48:24  
**basis** 42:16  
**bear** 16:20  
**beautiful** 38:2  
**began** 32:8  
**beginning** 36:22 44:11  
**begun** 34:3,22  
**behalf** 5:7  
**Behavioral** 37:11  
**believe** 9:20 29:6,15 37:15 39:20  
 48:18 59:20  
**Bernalillo** 9:17  
**best** 24:11,20 29:3,16 31:24 33:5  
 35:22 58:6 74:8  
**better** 10:17 19:13 33:9,9,13  
 40:22 44:9 51:9  
**biennium** 42:15  
**Bill** 13:23 19:6 43:8 54:3  
**bit** 8:1 10:17  
**board** 1:7 2:1 3:16,18,20,22,24  
 5:3 7:1,4,21 10:9 13:16 16:10  
 17:22 19:15 21:17,22 25:7,10  
 26:5,24 28:8 29:5,11 30:8,17  
 38:12 40:10,21 42:23 43:1,6  
 44:14,18,24 45:4 46:9,10,19  
 47:6,10 48:2,3 50:17,25 51:15  
 52:14 53:6,21 54:16 55:6,23  
 58:13,22 59:5,12 60:10,13 61:17  
 71:4,5,12,15 72:22  
**Board's** 37:14,17 43:18,21 44:15  
 44:23 45:5 46:6 48:19 58:19  
**body** 41:4  
**bolster** 41:7  
**Brent** 4:5 63:13,14  
**Brian** 2:13 13:18 19:13  
**briefly** 10:8  
**bring** 13:12 43:6 52:18 58:12,13  
 58:14 59:6  
**bringing** 42:18

**brother-in-law** 30:19  
**bullets** 40:17  
**bunch** 44:9  
**bureau** 57:10  
**bureaucracy** 19:1  
**Burnham** 2:7 5:25 6:1,20 17:23  
 17:24,25 19:4 26:8,25 27:17  
 28:25 43:4,5 44:10 52:16,17  
 54:20 55:9,10 61:9,10 62:5 64:5  
 65:14 66:8,23 68:18 69:12 71:12  
 72:14  
**business** 41:10 51:20

---

## C

---

**C** 27:10,16 48:5,12  
**cadets** 8:15 9:4,14,15,18,20,23  
 10:2 36:18 39:1  
**CALEA** 29:16  
**call** 3:3,4 5:1,4,8,9 30:24 32:24  
 36:13 37:2 38:6 39:8,19 60:21  
**called** 39:14  
**calls** 32:15 38:8  
**Campaign** 34:22  
**candidates** 47:17 56:24  
**cap** 9:2,9  
**capped** 9:10  
**captioned** 74:5  
**care** 15:25 36:3 57:17 73:1,6  
**Carrasco** 4:6 64:1,4  
**carries** 6:14,25 26:15 27:9,25  
 28:15 52:11 53:18 55:3 56:12  
 60:7 62:10,24 63:12,25 64:14  
 65:1,19 66:13 67:3,21 68:13  
 69:2,17 70:7,24 71:24  
**cars** 9:6  
**case** 2:15 10:18 17:11 34:7,14,15  
 63:4 70:12 72:10 74:13  
**cases** 10:23,24 11:1,2,7,12,20  
 12:14,16,21 70:10 71:5  
**CBW** 8:11 48:17  
**CCR** 1:23 74:3,23  
**Central** 41:11  
**centralizing** 18:13  
**century** 13:12 33:4  
**certain** 18:10  
**Certificate** 27:11 74:1  
**certification** 26:1,9,17,18 27:11  
 27:13,14,18 28:4,6 37:19 47:11  
 48:6,13 49:8,9,18 52:23 54:1,9  
**certifications** 3:11 4:24 21:9  
 25:17,20 26:4,21 27:1  
**certified** 19:9,17 20:10,13,25  
**CERTIFY** 74:4,10  
**chair** 5:5 19:5 23:5 25:8 28:23  
 29:1 53:10 58:23 59:17 60:12  
 63:3,16 65:2,9,20 66:3,18 67:4  
 67:10 68:3 69:8,22 70:13 71:25  
 72:8  
**Chairman** 2:2 17:23 25:22 52:17  
 55:11 56:4,18 59:13 62:3,15  
 64:5,17 68:18  
**Challenge** 27:11  
**challenges** 15:16  
**change** 3:7 7:1,4,6 29:8 32:6 33:7  
**changed** 12:5 40:13 51:12  
**changes** 10:10 13:16 33:6 35:9  
 40:18 43:14 45:12,13,16 47:15  
 48:3 51:3,4,25 52:16,17,21 53:8  
 53:25 54:2,18 55:10 56:1,20  
**charge** 44:4  
**charges** 11:6,17 50:3  
**charging** 12:6  
**checks** 54:8  
**chief** 2:2,3,6 5:2,9,17,18,19,20,21  
 5:22 6:3,5,9,10,13,16,19,21,24  
 7:3,7,9,12,15,19 17:21,24 19:5  
 21:3,11,16,20,24 22:15 23:5,6,7  
 23:17 24:21,23 25:4,19 26:6,11  
 26:14,23 27:2,5,8,15,19,21,22,24  
 28:8,11,14,20,23,25 29:24 30:3  
 38:10,13 41:3 42:7,9,24 44:10  
 44:13 45:8,19,20,23 46:14,18,25  
 47:2,7,8,9,23,24 48:9,11,20,24  
 49:22 50:11,15,18,23,25 51:23  
 52:4,7,10,15 53:2,11,13,14,17,22  
 53:24,25 54:13,13,21,24 55:2,7  
 55:20 56:5,7,8,11,15 58:22,23  
 59:5,7,8,11,17,22,23 60:2,3,6,12  
 60:17,20,24,25 61:3,4,5,6,11,16  
 61:24 62:6,9,12,17,20,23 63:1,3  
 63:5,7,8,11,14,16,18,21,24 64:2  
 64:7,10,13,16,19,23,25 65:2,4,4  
 65:7,9,12,15,18,20,23,23 66:1,6  
 66:9,12,15,20,24 67:2,6,9,10,13  
 67:17,20,22,24,24 68:1,3,6,9,12  
 68:15,20,24 69:1,4,10,13,16,19  
 69:24 70:3,6,9,13,16,20,23 71:2  
 71:9,16,20,23,25 72:2,2,5,8,11  
 72:15,18,21,24 73:3,7,10,13,15  
**chiefs** 23:24 29:13,16 34:21 40:20

**children** 30:20  
**choice** 57:13  
**Chris** 2:2 5:5,21 61:5  
**Circle** 1:12  
**CIT** 35:6 36:25 42:13  
**citations** 48:10  
**citizens** 14:20,23 15:2,9 21:12  
 31:22 32:17 38:4,4  
**City** 34:8  
**civil** 34:15  
**civilian** 35:18  
**clarification** 47:11  
**clarified** 54:10  
**clarify** 25:11 41:6 44:5,14 47:20  
 50:24 52:22  
**clarifying** 24:21 43:23  
**class** 8:11,15,23 9:9,14,25 10:7  
 21:19 26:1,17 28:3  
**classes** 8:13 9:2  
**clearly** 46:15  
**close** 63:4 72:23,25  
**closed** 60:10,11,13 61:11,15,20  
**closely** 55:14  
**closing** 15:14  
**closure** 61:21  
**clue** 38:25  
**CNT** 39:4  
**Coburn** 7:25 73:4  
**code** 49:21  
**codifies** 48:25  
**codifying** 49:21  
**cofounder** 30:15  
**collaborating** 32:21  
**collecting** 14:5  
**collection** 17:1  
**come** 13:13,18 23:9 32:4 50:2  
 57:17  
**comes** 29:4  
**coming** 15:16 34:17 38:14  
**comment** 3:10 23:7 25:3,15,16  
 41:18 43:10,12 44:20 45:1 46:1  
 48:2 51:2,10 72:23,24,24  
**comments** 25:5,7 45:9,12,15  
 47:24 51:7,24 53:3,5 54:14,15  
 55:21,23 59:11  
**commitment** 35:8 39:9  
**committee** 37:11 43:3 45:9 47:25  
 53:3 54:14 55:21 57:14,15  
**common** 32:18  
**communication** 22:13

**communities** 33:10  
**community** 21:14 33:16 35:3  
 37:25 38:17 42:6  
**complaint** 12:18  
**complaints** 23:1,2  
**complete** 51:17  
**completed** 36:12  
**complex** 38:14  
**compliance** 43:7  
**complicated** 11:22  
**concepts** 33:11  
**concern** 24:5,6  
**concerning** 30:9  
**concluded** 73:16  
**condolences** 38:11  
**conduct** 23:19,20  
**conferences** 17:7,7  
**connection** 31:19 42:5  
**consideration** 44:23  
**Constitutional** 15:6  
**Cont'd** 4:1  
**contact** 20:3,4 37:4 40:25 42:20  
**contacted** 15:9 56:24  
**contained** 71:14  
**contemplate** 46:3  
**Contemplated** 11:25 12:2,9,11  
**content** 29:14  
**continue** 13:10 17:6 51:22  
**continued** 34:2 52:23  
**continuing** 13:2 33:15 36:14  
**contracted** 74:11  
**contribute** 58:10  
**contributed** 33:22  
**control** 10:17  
**convicted** 11:10  
**copies** 49:17  
**core** 54:3  
**Corps** 30:25  
**correct** 46:16 50:23 74:8  
**correctly** 30:6  
**Coss** 2:13 11:3 15:14,23 19:15  
 45:10 48:16,24 49:24 50:14,22  
 53:4 54:15 55:22  
**costing** 34:15  
**counsel** 57:12  
**country** 32:10  
**County** 1:10 9:15,17,19  
**couple** 18:14 20:12 38:13 56:22  
**courageous** 38:14  
**course** 40:17 73:1

**Court** 34:6  
**cover** 52:16 59:7  
**covered** 47:8 48:6,14  
**Cowboy** 1:11  
**Cox** 57:5 59:24  
**create** 13:14 44:17  
**crediting** 36:9  
**criminal** 11:12 50:3  
**crises** 31:23  
**crisis** 31:5 32:15,17,23 34:12,20  
 36:16 37:8,23 38:7 39:4,5,7  
**Cruces** 30:13,15 40:6 59:15  
**current** 10:2 12:13 49:1 52:18  
 54:2 58:17 61:18  
**currently** 8:15 9:19,22 30:14 32:3  
 42:11,13 48:25 58:1 59:2  
**curriculum** 42:13

---

**D**


---

**D** 28:2,9  
**Daniel** 4:14 69:3,4  
**Darren** 2:6 5:19 28:25 61:3  
**data** 13:11,15 14:5 21:1,25 24:1  
**date** 3:7 7:2,4 8:16 9:20,23 15:1  
 19:25  
**day** 31:1  
**days** 31:10 43:15,16,19 49:23  
 50:13,19 51:20  
**de-escalation** 33:1  
**deadlines** 18:2  
**deal** 32:6 41:13 58:5  
**deaths** 36:24  
**decade** 31:2  
**December** 3:7,8,8 7:1,4,5,5,13  
 9:21,23 30:21,22  
**decision** 12:3 30:24 71:13  
**decisions** 24:2  
**default** 43:24 64:3  
**defer** 19:11  
**definitely** 24:5,8  
**demonstrating** 15:3  
**department** 9:22 26:1 33:17 34:1  
 34:2 41:22  
**departments** 32:22 33:8,18,24,25  
 35:17,25 42:5  
**deploying** 40:4  
**deputy** 2:13 11:3 13:25 19:11  
 38:25 45:10 53:4 54:14 55:22  
**described** 26:9  
**desire** 15:10 58:8

**detailed** 43:9  
**details** 23:3,14 44:1 55:12  
**determined** 33:19 46:18  
**develop** 35:3  
**developing** 31:21 32:3  
**developments** 13:10  
**different** 12:22,24 13:17 16:12  
 20:12 57:3  
**differently** 36:11  
**difficult** 30:23  
**direct** 20:9  
**directly** 22:6  
**Director** 2:12,13 7:16,18,20 11:3  
 12:1,7 16:11,17 17:20 18:6 19:5  
 19:10,12 21:4,15,17,21 22:3,18  
 23:8,16 24:4,24,25 25:21,22  
 26:9,16 27:10 28:1,16 38:24,25  
 43:23 44:7 45:10 50:7,12,21  
 51:21 53:4 54:15 56:17,18 58:24  
 59:1,20 61:25 64:3 73:1,4  
**Director's** 3:9 7:14,16 8:4 25:23  
 56:19 68:4  
**disabilities** 31:18 34:12,20  
**disbursed** 29:14  
**disciplinary** 12:14 22:16,19,23  
 43:21 56:21 60:9,15 61:12 70:10  
 71:11  
**discipline** 23:12 72:9  
**discoverable** 22:21  
**discrediting** 36:7  
**discretion** 18:7 45:5  
**discuss** 33:5 37:12 60:15 61:12  
**discussed** 9:8 19:11 56:19 61:15  
 61:20  
**discussion** 3:14 25:12 29:20,25  
 30:3 38:24 40:20 46:12 65:24  
 67:5,7 69:6 70:10 71:4  
**dismissal** 62:4,16,18 63:17,19  
**dismissals** 61:25  
**dispatch** 30:24  
**dispatchers** 10:4  
**disposition** 74:14  
**distribute** 42:4  
**distributed** 14:15  
**doc** 49:13  
**document** 29:19  
**documentation** 49:19  
**documents** 12:6  
**doing** 14:20 38:17 40:3 41:2,5  
 42:11

**dollars** 34:17  
**Dona** 9:14  
**dozen** 16:25  
**Dr** 6:2 7:25 73:4  
**draft** 29:6  
**drafting** 12:6  
**drive** 41:11  
**driving** 9:6 15:3  
**dropped** 8:24  
**dug** 35:11  
**Dunne** 3:14 30:1,5,5,7,7,12,16,18  
 31:11 38:10 41:17 42:8,10,19  
**duty** 17:11  
**Dworak** 2:14 44:12,13 46:4,17,24  
 50:24

---

## E

---

**easier** 47:21  
**edit** 51:14  
**edited** 55:16  
**educate** 17:6  
**educating** 17:14  
**education** 9:4  
**effective** 41:19  
**effectiveness** 32:13  
**efficient** 18:21  
**efforts** 8:2 31:4  
**either** 8:24 11:3 12:17 45:2 49:7  
 71:5  
**eligibility** 54:9  
**Elisabeth** 6:2 28:25  
**email** 20:3 40:25  
**Emanuel** 31:11  
**embrace** 23:8  
**emergency** 57:11  
**employed** 58:1 74:10  
**endeavors** 37:15  
**ended** 19:12  
**endless** 31:3  
**endured** 31:7  
**enforcement** 1:6 3:11 4:25 5:3  
 7:25 8:11,14 9:13 13:24 16:13  
 25:18,21 28:3 30:8 32:5 34:10  
 37:14,16,18,19,23 38:17 39:2  
 40:11 41:12 42:12 47:12 49:3  
 54:12 57:8,9,21  
**ensure** 47:17  
**ensuring** 36:19  
**enter** 22:6 25:11 60:11,13  
**entertain** 7:5 45:16 51:24 53:7

54:17 55:25 59:23 60:11  
**entire** 49:2,5,12  
**entirely** 8:17 19:12  
**equipment** 13:25  
**equipped** 41:13  
**especially** 41:25  
**Esq** 2:14  
**establish** 31:13  
**eventually** 36:19  
**everybody** 14:13 19:3 39:17 49:24  
**evidence** 12:17 32:13 54:6  
**evidence-based** 32:19  
**exactly** 22:4 31:10 39:1  
**example** 18:4 49:12 50:3  
**exceed** 25:7  
**excepted** 74:11  
**exceptions** 60:14  
**Excuse** 45:25  
**exercise** 29:2  
**exercises** 9:7  
**Exhibit** 25:25 26:7,8,15,17,24  
 27:10,16 28:2,9  
**Exhibits** 4:24  
**existing** 58:13  
**expect** 16:24 32:2 73:7  
**expected** 8:16  
**expecting** 9:16,18  
**expensive** 23:9  
**experience** 15:4 36:5  
**expert** 13:19  
**expertise** 39:8  
**Expires** 74:23  
**explain** 58:15,15  
**explanation** 15:6  
**exploring** 36:14 37:6  
**expressed** 15:9 57:1,21 58:2  
**extend** 36:13  
**extension** 51:20

---

## F

---

**face** 29:18  
**face-to-face** 50:8  
**facility** 8:3  
**facing** 22:16  
**fact** 17:15 34:10 51:11 71:14 72:9  
 72:12  
**fairly** 11:21 58:2  
**fairness** 13:8  
**falling** 17:10  
**Fame** 1:11

**familiar** 42:10  
**families** 31:17,20  
**family** 30:14 31:7 36:4 38:6  
**far** 40:3  
**faster** 13:6  
**fatal** 32:10 35:21 36:6  
**favor** 6:11,12,22,23 7:10,11 26:12  
 26:13 27:6,7,22,23 28:12,13  
 45:24 46:25 47:1 52:8,9 53:15  
 53:16 54:25 55:1 56:9,10 60:4,5  
 62:7,8,21,22 63:9,10,22,23  
 64:11,12,23,24 65:16,17 66:10  
 66:11,25 67:1,18,19 68:10,11,24  
 68:25 69:14,15 70:4,5,21,22  
 71:21,22 72:16,17 73:13,14  
**Fe** 8:14  
**fear** 38:6,7  
**federal** 35:13  
**feel** 43:16  
**fell** 8:7  
**felony** 11:5,17 44:4  
**felt** 36:6  
**Fenton** 4:7 64:15,16,20 65:5  
**fewer** 8:19  
**Ficke** 4:2 61:23 62:1,2  
**field** 20:22 38:20 39:18  
**figure** 13:14 24:19 31:8  
**file** 49:5  
**filed** 12:15,22 17:16  
**files** 24:7  
**filing** 12:18,22 17:5  
**fill** 21:1,13  
**filled** 20:11  
**final** 12:3 74:14  
**finalized** 29:12  
**find** 57:11  
**finding** 32:18  
**findings** 24:13 32:12,15 71:14  
 72:9,12  
**fine** 59:9  
**first** 7:23 11:24 18:25 20:10,18  
 30:7 31:13,23 33:12 35:3 36:24  
 39:6,14 41:19 57:5,13  
**fit** 21:9  
**five** 25:7 40:12 44:21  
**floor** 45:11 48:1 54:21 60:17 63:5  
 65:12 66:6,20 67:13 68:6,20  
 69:24 70:16 71:16 72:11,22  
**flying** 40:17  
**focus** 40:13

**folks** 19:19,24 40:10 41:12 72:25  
 73:5  
**follow** 18:19 40:2  
**follow-ups** 17:12  
**following** 17:11  
**Fons** 7:25  
**Fonz** 73:4  
**Footracer** 4:8 65:6,8,22,24  
**force** 33:4,5,12,14 34:7 35:6  
**foregoing** 74:7  
**forgotten** 41:12  
**form** 12:13 20:11 21:13  
**formal** 10:15 25:12 56:23 58:18  
**format** 24:19  
**forth** 38:14 74:7  
**forward** 11:8 13:2,11,20,22 14:9  
 15:15,16 56:20 58:17,20  
**found** 35:13,14  
**four** 8:23 12:18 28:24 40:12 59:4  
**fourth** 31:21  
**frame** 50:21  
**Francisco** 34:9  
**Fray** 4:16 70:8,11,12,14,17  
**Friday** 8:10 15:12  
**friend** 31:11  
**front** 49:19  
**full-time** 30:13 39:25  
**function** 9:12  
**funders** 35:14  
**funding** 36:15  
**further** 23:11 24:23 35:11 36:14  
 44:1 51:23 54:10 59:13 74:10  
**future** 9:2 11:19 37:14 43:9 58:14

---

**G**


---

**gain** 31:7 33:10  
**Galindo-Noriega** 4:12 67:25 68:2  
**General** 3:15 5:5,11 14:19 42:21  
**General's** 12:4,8 44:6  
**generally** 25:7  
**getting** 13:16  
**give** 15:4 18:4 47:9 50:12 59:4  
**given** 29:5  
**gives** 49:24 50:9  
**giving** 36:25  
**glitches** 10:14  
**go** 12:3 20:18 21:1 22:7 24:3 31:9  
 41:1,3 63:1  
**going** 9:8 10:16,19,25 11:7 14:25  
 15:2,3,5,11 18:1,20,20 19:11

20:7,25 21:6 22:4 24:10 39:8  
 43:5 46:19 51:1 60:9  
**Goke** 4:19 71:8,9 72:1,3  
**Gonzalez** 4:20 72:4,6,7  
**good** 5:2 7:18,19 13:5 20:21 21:18  
 30:7 40:3 42:16 50:19 73:1,3  
**gotten** 16:18  
**governed** 33:21  
**governments** 34:16 35:16  
**graduate** 9:16,18  
**graduated** 8:8,11  
**graduates** 8:5,6 10:6  
**graduating** 8:25 10:3 36:18  
**graduation** 8:16 9:20,23  
**grant** 35:15 39:20  
**great** 19:2 41:22 57:23 58:5 59:22  
 73:6  
**greatly** 37:13  
**grief** 31:6,8  
**group** 8:17 56:23 57:23  
**growth** 33:23  
**guessing** 17:5  
**guide** 29:3  
**gummed** 18:4  
**guys** 11:13 12:1 13:23

---

**H**


---

**H** 60:15  
**half** 46:8  
**Hall** 1:11  
**handful** 17:1  
**handle** 18:25  
**handled** 11:7  
**hands** 19:1  
**happen** 38:22  
**happening** 18:9  
**happens** 11:9  
**happy** 7:21 14:17  
**hard** 10:23,25 14:24 44:7  
**head** 50:15  
**health** 31:23 32:5,14,17,22,23,25  
 35:3,13 36:16 37:8,11,24 39:14  
 41:9,14,25 42:14  
**hear** 36:8  
**hearing** 3:16,18,20,22,24,25 18:8  
 18:14,17,22 19:2 42:22,25 44:19  
 45:2,3,3,7,18 46:2,6,9,11,16  
 47:2,6 51:2 52:14 53:7,9,20  
 54:19 55:5 56:2,13,16,23 57:1  
 57:14,15,15,16 58:13,20 59:25

71:10,13,17  
**hearings** 10:15 18:11 58:18  
**Hector** 5:5,11 29:1  
**Hellen** 4:20 72:4,5,6  
**help** 41:6,19 47:17  
**Heritage** 1:10 73:5  
**hey** 39:18  
**high** 32:1 33:20 40:1  
**higher** 37:17  
**highest** 58:10  
**highlight** 33:3 34:8 36:3  
**highly** 32:19 57:24 59:15  
**highway** 54:6  
**hire** 23:20  
**hiring** 24:2  
**Hobbs** 1:13 72:25  
**Holguin** 4:9 65:25 66:2,5  
**home** 31:1  
**hope** 21:7 38:15  
**hoping** 14:13,16  
**hospital** 36:8  
**host** 7:24  
**hours** 15:25 16:3 31:3,3 54:3,7  
**House** 13:22 19:6 43:7 54:3  
**Howard** 4:3 62:11,12,13  
**huge** 41:23  
**hurry** 40:13  
**husband** 30:25  
**husband's** 36:5

---

## I

---

**IACP** 29:15  
**idea** 22:25  
**ignore** 32:11  
**ill** 34:7,13  
**illness** 34:24 35:5  
**immediate** 11:5,9,14,16 12:13  
**immune** 34:11  
**impeccable** 59:16  
**imperative** 36:23 37:22  
**implement** 35:4  
**implemented** 10:10 13:6 35:20  
**implementing** 15:17  
**important** 34:5 38:18  
**improve** 32:4 34:23 35:17  
**improvement** 40:21 41:16  
**improvements** 34:3  
**improving** 32:15  
**in-service** 3:19 52:12,19  
**inactive** 59:18

**incidence** 33:20  
**incidents** 33:23,24  
**include** 31:23 32:16 34:20 35:1,2  
 35:24 55:11  
**included** 34:6  
**includes** 43:8  
**including** 22:22 28:24 43:22  
**inclusive** 26:2  
**incorporated** 31:11 51:13  
**increase** 43:14  
**increases** 54:7  
**increasing** 36:18  
**independent** 23:4  
**INDEX** 3:1 4:1  
**indicate** 6:12,23 7:11 26:13 27:7  
 27:23 28:13 47:1 52:9 53:16  
 55:1 56:10 60:5 62:8,22 63:10  
 63:23 64:12,24 65:17 66:11 67:1  
 67:19 68:11,25 69:15 70:5,22  
 71:22 72:17 73:14  
**indicated** 17:25  
**indicates** 17:17  
**indication** 29:7  
**indicted** 44:3  
**individual** 40:16  
**individuals** 59:9  
**information** 13:15 18:9 22:6 23:3  
 24:1 25:11 29:7 36:1 40:25 42:4  
 42:20 46:23 55:11  
**initial** 8:20 20:24  
**input** 19:21  
**insuring** 35:18  
**intend** 9:2  
**intended** 44:4 52:18  
**intent** 20:23 22:3 43:6  
**intention** 37:21  
**interactions** 33:14  
**interest** 15:10 57:1,21 58:2 74:13  
**interested** 46:10  
**interesting** 12:21  
**interim** 57:11  
**International** 29:16 34:21  
**intervention** 37:24 39:5  
**intimate** 23:14  
**inventory** 20:20  
**investigated** 33:18  
**investigation** 12:7,12 23:4 52:24  
**investigative** 24:7 43:21,22  
**investigator** 36:8  
**investigatory** 23:14

**involve** 17:12 19:7  
**involved** 57:12 58:8  
**involvement** 18:11  
**Isabella** 30:21  
**isolation** 49:11  
**issue** 12:2,9 14:14 30:9 38:15  
 41:14 42:18 49:17 59:21  
**issued** 11:25 12:10,12 21:5  
**issues** 12:7 13:13,17 15:7,7 22:12  
 25:2 29:18 41:14 57:4  
**issuing** 19:6  
**item** 3:1,2 4:1,1 5:1,8 6:4,5,15 7:1  
 7:3,14,15 25:3,4,17,20 28:18  
 29:10,25 30:3 42:21,24 47:4  
 52:12 53:19 55:4,7 56:13 61:14  
 61:23,25 62:11,25 63:13 64:1,15  
 65:3,5,6,7,25 66:14 67:8,23,25  
 68:14 69:3,18 70:8,25 71:8 72:4  
 72:20  
**items** 43:11,15

---

## J

---

**Jaime** 2:5 5:23 61:7  
**Jan** 1:23 74:3,22  
**job** 15:23 20:11 59:9 73:6  
**JoHanna** 57:5 59:24  
**John** 4:16 70:8,10,12,14,17  
**joined** 15:15  
**Jonah** 30:18  
**Jonathan** 30:20  
**Joseph** 2:14  
**Josh** 3:14 30:1,4,16 31:11  
**Joshua** 4:7 64:15,16 65:5  
**Juan** 9:19  
**judgment** 15:5  
**jumping** 10:16  
**June** 3:6 6:17,25  
**Justice** 33:17 34:9  
**justification** 18:17  
**justify** 56:22  
**Justin** 4:18 71:1,3,7

---

## K

---

**Kassetas** 2:3 5:17,18 6:9,19 7:7  
 23:5,7,17 24:21 28:23 38:13  
 45:19 46:14,18 47:8,9,24 48:9  
 53:13,24,25 54:13 58:23 59:5,8  
 59:17,22 60:2,12,24,25 63:3  
 65:2,4,20,23 67:22,24 68:3  
 70:13 71:25 72:2,24 73:7



**keenly** 38:16  
**Kelly** 2:7 5:25 28:24 61:9  
**key** 2:8 5:13,14 16:11 17:19 33:11  
 45:25 46:22 53:10 56:3 59:13  
 60:22,23 62:3 64:17 71:19  
**killed** 31:4  
**kin** 36:4  
**kind** 10:10 11:19 12:23 13:1 18:3  
 22:17 38:25  
**kit** 14:1  
**kits** 14:3,6,11,14 19:17,23 20:7,16  
 21:5,6 54:4  
**know** 17:17 18:19,20 19:10,23  
 22:1 25:1 30:24 37:17 38:15  
 39:4,19 41:2,5 42:10 57:2 59:8  
**known** 58:3

---

**L**

---

**labor-intensive** 13:18  
**language** 44:5 47:19 48:6,13  
 50:16,16,20 51:1 52:1 54:8,10  
 54:11 55:18  
**large** 16:22  
**largely** 18:7  
**larger** 16:25  
**Las** 30:13,15 40:6 59:15  
**lateral** 8:9  
**law** 1:6 3:11 4:24 5:3 7:24 8:10,14  
 9:13 13:19,24 16:12 25:17,20  
 28:3 30:8 32:5 34:10 37:13,16  
 37:18,19,23 38:17 39:2 40:11  
 41:12 42:12 47:12 49:3 54:12  
 57:8,8,20  
**laws** 38:22  
**Layla** 2:16  
**LCPD** 31:5  
**LCPD's** 36:6  
**LEA** 2:16 18:1 23:9 38:25  
**LEA-3** 49:12  
**LEA-6** 50:2  
**LEA-90** 3:25 10:8,18 16:14 17:13  
 56:13,16  
**LEA-90s** 12:25  
**LEAB** 73:8  
**learn** 31:22  
**learning** 36:5  
**leave** 21:7 37:9 72:22  
**Lee** 1:10  
**left** 31:1  
**legislative** 37:10 41:1,4

**legislators** 37:4 38:16,21  
**let's** 39:18  
**letter** 20:4 29:21  
**level** 32:16 37:25 39:11,18 40:1  
**license** 44:2 74:23  
**licensed** 40:4  
**lie** 50:8  
**likewise** 59:15  
**limit** 55:16  
**limitations** 48:5,12  
**limited** 25:8 41:25 49:23 61:20  
**line** 35:23  
**linger** 10:20  
**list** 43:10  
**listed** 59:2 60:16  
**little** 10:17 11:22  
**live** 38:2 41:10  
**local** 32:21 34:16 35:15  
**longer** 51:3 59:3  
**look** 10:23 11:19 15:3,5,15,16  
 20:19 22:9,11  
**looked** 11:2,11  
**looking** 11:6,18 14:21,25 15:12  
 18:14 19:16 21:25 22:4,22 42:3  
 44:18 58:1  
**lose** 16:2  
**loss** 38:11  
**lot** 8:13 10:5,6,15 13:13,17 15:25  
 16:18,20 18:9 25:1,24 35:13,14  
 41:9,15 42:1 57:7,8 58:4

---

**M**

---

**M** 2:14  
**mailing** 20:5  
**maintain** 49:5  
**making** 24:16 33:6 34:3  
**manage** 33:14  
**managed** 14:4  
**management** 13:11 21:25  
**manager** 2:15 10:18  
**Marine** 30:25  
**Marisa** 30:18  
**Mark** 57:25 59:14,24  
**Marshall** 2:12 7:17,18,20 16:11  
 16:17 17:20,25 18:6 19:5,10  
 21:4,15,17,21 22:3,18 23:16  
 24:4,25 25:21,22 26:16 27:10  
 28:1,16 56:17,18 59:1,20  
**Marshall's** 44:7  
**Martinez** 4:10 66:14,16,17,21

**Marvin** 4:19 71:8,9 72:1,3  
**material** 42:17  
**matter** 37:16 71:15 74:5  
**matters** 50:5 60:9,15 61:12,15,19  
**McCall** 2:2 5:2,5,9,21,22 6:3,5,10  
 6:13,16,21,24 7:3,9,12,15,19  
 17:21,24 21:24 22:15 23:6 24:23  
 25:4,19 26:6,11,14,23 27:2,5,8  
 27:15,19,22,24 28:8,11,14,20  
 29:24 30:3 38:10 42:7,9,24  
 44:10,13 45:8,20,23 46:25 47:2  
 47:7,23 48:11,20 49:22 50:11,18  
 50:23,25 51:23 52:4,7,10,15  
 53:2,11,14,17,22 54:13,21,24  
 55:2,7,20 56:5,8,11,15 58:22  
 59:7,11,23 60:3,6,17,20 61:5,6  
 61:11,16,24 62:6,9,12,17,20,23  
 63:1,5,8,11,14,18,21,24 64:2,7  
 64:10,13,16,19,23,25 65:4,7,12  
 65:15,18,23 66:1,6,9,12,15,20,24  
 67:2,6,9,13,17,20,24 68:1,6,9,12  
 68:15,20,24 69:1,4,10,13,16,19  
 69:24 70:3,6,9,16,20,23 71:2,9  
 71:16,20,23 72:2,5,11,15,18,21  
 73:3,10,13,15  
**measurable** 32:20  
**media** 36:6  
**medical** 55:14  
**Medrano** 2:15 5:11,15,17,19,21  
 5:23,25 6:2 10:18 15:14,23  
 60:22,24 61:1,3,5,7,9  
**meet** 18:2 20:20 31:25 37:10  
 38:15  
**meeting** 1:7 3:6,7 5:4,4,7 6:15,17  
 6:18,25 7:2,4,12,24 8:1,6 10:22  
 14:15,17 15:15,21 25:6 29:23  
 37:11,21 40:24 43:17,19 45:4,7  
 46:2,6,11,12,19,21 58:14 60:8  
 72:23 73:2,16  
**meetings** 24:15 41:2 60:14  
**Melanie** 30:5,12  
**member** 19:16 38:7 59:18  
**members** 2:1 25:6,10 28:24 30:18  
 31:4 33:5 34:25 35:8 36:4 43:2  
 44:13,16 45:9 47:25 50:25 53:4  
 54:14 55:22  
**mental** 31:23 32:4,14,17,21,23,25  
 34:23 35:2,5,13 36:16 37:8,24  
 39:14 41:9,14,25 42:14  
**mentally** 34:7,13

**mention** 41:21  
**mentioned** 25:23 40:4  
**message** 34:14  
**met** 14:22 26:3,20 27:13 28:5  
 49:14  
**methodology** 49:1  
**Mexico** 1:6,13 7:24 8:8,10 9:13  
 13:24 14:1 19:8 28:3 29:18  
 30:11,13 31:14 36:15 37:10,18  
 38:1 41:8,24 47:18 74:3,23  
**Michael** 4:6 64:1,4  
**migrate** 13:14  
**Miller** 6:2 28:25  
**millions** 34:16  
**MILO** 15:5  
**mind** 31:13 34:22 38:3  
**mine** 24:1  
**minimize** 33:14  
**minimum** 35:5 49:23 51:19 55:12  
**minutes** 3:6 6:15,17 25:8  
**Miranda** 30:18  
**mirror** 55:15  
**mission** 30:5,16 31:12,15,16,18,21  
 36:14 37:5,12,17  
**missions** 31:12  
**misunderstood** 24:6  
**models** 29:15 35:4  
**module** 42:13  
**Moises** 4:17 70:25 71:3,6  
**moment** 7:23 9:12 15:20  
**money** 14:4  
**Monica** 2:15 10:18 18:19,25 19:3  
**Monica's** 58:16  
**monies** 35:15  
**month** 14:16 31:7,10  
**months** 14:19 15:16  
**moot** 59:19  
**Morgan** 4:11 67:8,9  
**morning** 5:2 7:18,19,22 16:8  
 28:17 30:7  
**mother** 30:19,22  
**motion** 6:6,10,13,18,21,24 7:6,9  
 26:6,11,14,23 27:2,5,8,15,19,24  
 28:9,11,14 45:16,20,23 46:3,4  
 46:13,15,24 47:3 51:24 52:2,4,7  
 52:10 53:7,11,14,17 54:17,21,24  
 55:2,25 56:3,5,8,11 59:24 60:1,3  
 60:7,11,17,20 61:21 62:1,3,6,9  
 62:13,17,20,23 63:2,4,5,8,12,15  
 63:17,18,21,24 64:7,10,13,17,19

64:25 65:10,12,15,18 66:4,6,9  
 66:13,16,20,24 67:2,11,13,17,20  
 68:4,6,9,12,16,20 69:2,7,9,10,13  
 69:17,20,24 70:3,7,14,16,20,23  
 71:10,11,16,20,24 72:6,8,11,15  
 72:19 73:10  
**move** 13:2,10 25:19 26:4,8,25  
 27:17 42:24 52:15 53:10,22 55:7  
 56:15 58:20 60:9,10,12 61:11,24  
 62:12,15 64:2,5 66:18 68:18  
 69:22 70:9 71:12 73:11  
**moved** 6:8,19 7:7,13 45:19 52:3  
 54:20  
**moving** 13:20,22 14:9 56:20 63:14  
**Municipal** 29:13  
**Museum** 1:10 73:5  
**Myers** 57:25 58:6,11 59:14,24  
**Myron** 4:8 65:6,7,21,24

---

## N

---

**name** 30:12  
**nation** 33:19 38:5  
**near** 58:14  
**necessary** 14:2 21:9  
**need** 15:13 17:8 19:24 24:19  
 33:13,15 35:10 50:20,22 60:21  
**needed** 36:21 52:22 57:16  
**needs** 13:15 20:21 23:9 29:11  
**neglected** 44:11  
**negligent** 15:22  
**negotiation** 33:2 39:4  
**negotiations** 31:3  
**neither** 74:10  
**new** 1:6,13 7:24 8:8,9,10 9:13 10:4  
 10:4,11,15 12:11 13:5,11,14,24  
 14:1 19:8 23:8 28:2 29:18 30:10  
 30:13 31:14 32:1 36:15 37:10,18  
 38:1,22 41:8,23 43:7 44:17  
 47:18 48:23 51:6,6 55:13 58:15  
 74:3,23  
**news** 13:5  
**newsletter** 20:4 22:23  
**nice** 8:3  
**nine** 9:18 11:15 12:13  
**NM** 1:23  
**NMAC** 3:15,17,19,21,23 42:21,25  
 47:4 52:12 53:19 55:4  
**nominees** 21:19,22  
**nonprofits** 35:16  
**normally** 43:18 46:20

**northern** 40:8  
**Nos** 26:1,18 28:4 70:25 71:2  
**notice** 12:2,3,7,9 49:22 57:16,18  
**noticed** 51:5  
**Notices** 11:25 12:10,12  
**number** 12:20 15:8 19:17,23  
 20:15,16 21:4 23:1 32:9 33:23  
 57:3,19 58:3 64:4 70:10  
**numbers** 10:16,23,24 14:7 16:20  
 16:23,23 25:24

---

## O

---

**Obama's** 33:4,12  
**obligations** 18:3  
**observations** 16:15  
**obviously** 8:1 21:21 59:16  
**occasionally** 50:1,2  
**occasions** 57:20  
**occurred** 36:24  
**October** 8:16 9:1,16,18 14:25  
 15:13 21:12  
**offer** 42:2  
**Office** 9:15,17 12:4,8 44:7  
**officer** 3:18,20,21,25 13:25 32:16  
 33:1 35:19 36:1 39:13 44:3 45:3  
 45:7 46:2,6,9 47:5,16 48:21  
 52:13 53:19 56:14,16 57:16,25  
 71:13  
**Officer's** 71:10,17  
**officer-involved** 3:13,14 28:19,22  
 29:4,25 30:4,10 32:9,10,14,20  
 35:12,21 36:2 37:7  
**officers** 3:11 4:25 8:9 10:4 14:11  
 17:10,11 18:8,15,17,23 19:2,17  
 20:13,14 22:9 23:18 25:18,21  
 26:3,20 28:5 32:6 33:7 34:18  
 35:2,17 36:10,19,25 38:7 42:12  
 42:16 54:2,9 55:15 56:23 57:1,9  
 58:7,13,20,25 59:25  
**official** 61:22  
**oftentimes** 50:5  
**Okay** 21:16 29:23 47:9 48:20 50:8  
 59:8  
**old** 11:24 12:1,10 13:15 30:20  
**older** 10:24  
**once** 7:20 11:20  
**one-year** 65:11  
**ones** 19:8  
**ongoing** 31:16,18  
**online** 24:16

**open** 4:21 40:19 45:11 48:1 60:14  
61:14,17 72:22  
**operating** 40:7  
**operation** 16:4,5 18:13  
**operations** 37:20 47:12  
**opinion** 34:10 38:21 58:6  
**opportunities** 36:15  
**opportunity** 15:4 30:9 49:25 50:9  
**opposed** 6:13,24 7:12 26:14 27:8  
27:24 28:14 47:2 52:10 53:17  
55:2 56:11 60:6,6 62:9,23 63:11  
63:11,24 64:13,25 65:18 66:12  
67:2,20 68:12 69:1,1,16,16 70:6  
70:6,23 71:23,23 72:18  
**optimistic** 13:21  
**options** 37:7  
**oral** 50:6  
**order** 3:3 5:1,4 12:5 47:21 62:4,16  
62:18 63:17,19 65:10 67:11  
**orders** 17:11 64:3  
**organization** 3:14 30:2,5,16 31:12  
32:1 33:3,11 35:11,23 37:3  
40:23  
**organizations** 23:25  
**Ortiz** 4:11 67:8,9,14  
**Oscar** 30:18  
**outcome** 23:15 36:6  
**outcomes** 24:5,8,12,18 33:10  
35:20  
**outline** 44:11  
**outside** 51:4  
**overall** 20:23 48:17  
**overhaul** 41:22  
**overhauled** 34:2  
**overlook** 23:20  
**oversee** 39:25  
**overseeing** 37:19  
**oversight** 33:15  
**overwhelmingly** 33:20 35:10  
**owe** 38:3

---

**P**

---

**p.m** 61:13,18 73:16  
**PAGE** 3:2 4:1  
**pages** 74:8  
**paid** 39:20  
**painfully** 19:20  
**paperwork** 18:23  
**paramount** 40:12  
**part** 15:22 40:5,8 43:3,5,6,13

45:17 46:19 47:8,10 48:18 51:24  
51:25 52:15,16,18,25 53:1,4,6,8  
53:22,23,25 54:15,16,18 55:8,8  
55:10,22,24 56:1 60:8  
**participate** 29:2  
**participated** 16:14  
**particular** 29:10 36:3  
**parties** 74:12  
**partner** 40:22 41:7  
**partnering** 39:23 42:3  
**partnerships** 32:3 35:3  
**parts** 44:21,21  
**pass** 20:10,24 42:19  
**passes** 47:3 72:19  
**Patrick** 4:4 62:25 63:1  
**Pena** 4:17 70:25 71:3,6  
**pending** 11:5,17 12:19  
**people** 8:20 10:6 13:16 14:24 15:8  
22:7,25 34:19 44:9 58:4  
**percent** 35:2,5 39:13  
**period** 50:20  
**person** 24:11 27:12 43:24  
**personal** 36:5  
**personally** 24:3 57:2  
**persons** 34:23 35:4  
**Pete** 2:3 5:17 60:24  
**phase** 20:18  
**physically** 20:5  
**pick** 10:25 15:13  
**place** 18:16,25 48:25 49:20  
**plan** 22:18  
**planning** 18:5  
**playing** 39:18  
**please** 5:10 40:24 60:21 65:2,20  
69:5 70:11  
**pleased** 16:17  
**pledge** 35:1  
**point** 22:12,19 44:18 46:4 51:3,8  
57:10 59:18,19 73:3  
**police** 3:17,21 8:8,9 9:22 14:4  
17:7 19:8 23:17 25:25 29:16  
32:22 33:15,18 34:1,22,23 35:16  
35:25 36:15 39:3,11,22 40:13  
41:21 42:6 47:4,16 48:21 53:19  
54:1,9 55:15  
**policies** 33:8,21  
**policing** 33:4,16 37:25 38:5  
**policy** 12:17 17:10 35:4  
**popping** 16:19  
**portion** 47:7 48:8

**position** 11:4,16 56:25 57:22  
**possible** 21:19 61:14  
**possibly** 29:3  
**post** 28:2  
**posting** 23:12  
**practice** 31:24 46:7  
**practices** 29:3,17 33:5 35:22  
**precise** 21:10  
**prefer** 50:18,20  
**premature** 22:1  
**preparation** 43:17  
**prepared** 36:20 43:18  
**preparing** 37:10  
**preread** 29:22  
**PRESENT** 2:11  
**presented** 39:1 43:2,3 45:17 53:8  
53:23 54:18 55:9 56:1  
**president** 30:15 33:4  
**pressure** 73:9  
**pretty** 9:11 10:13 16:23 41:19  
**previously** 18:6  
**primarily** 8:22 14:3  
**printing** 20:4  
**prior** 23:19 29:22 43:19 49:23  
51:9,21 70:9  
**private** 35:14 57:7  
**privilege** 7:20  
**probably** 13:23 15:12 24:10 39:13  
**procedure** 33:21  
**procedures** 33:8 47:20 55:14  
**proceedings** 43:9 74:5,7,14  
**process** 10:9,15 13:2,18 16:14  
17:4,13,17 19:20 21:18 39:12  
43:9,21,24 44:2,11 47:11 49:16  
49:20,25 55:15 56:21  
**procurement** 13:19  
**profession** 23:21 40:11  
**professional** 32:25  
**program** 47:13,14 48:5,12  
**programs** 35:19  
**progressives** 38:19  
**prominent** 15:9  
**promulgate** 29:2  
**pronouncing** 30:6  
**proper** 38:8  
**proposal** 3:15,18,20,21,23 25:13  
42:22,25 47:5 51:13 52:13 53:20  
55:5  
**proposals** 44:17  
**proposed** 3:25 43:20 44:15,22,25

45:12,14,16 48:3 51:25 52:16  
53:6,8 54:18 55:8 56:1,13,16  
61:25 64:2

**prosecutor** 57:6

**prosecutors** 12:6

**protect** 38:4

**proud** 37:3

**proven** 32:19

**provide** 13:24 39:4 40:24

**provided** 39:21 51:20 52:1

**provides** 47:10

**providing** 10:4 34:19

**Provisions** 3:15 42:21

**psychological** 49:15

**psychologist** 32:25

**psychologists** 40:4

**PTSD** 31:2

**public** 3:10,16,18,20,22,23,23

9:24 16:1 22:16 23:3,4,12,13,22

23:23 24:12 25:3,5,6,14,15

29:19 35:25 36:1 42:22,25 43:10

43:12,14 44:16,19,20 45:1,2,17

46:1,15 47:5,13 51:2,5,10,11

52:14 53:9,20 54:19 55:4,5,13

56:2

**publication** 51:6

**publicly** 16:7 24:15

**publish** 44:20 45:1,16 51:25 53:8

54:18 55:25

**published** 51:10,12

**purchased** 14:3

**purpose** 22:5 38:3

**put** 8:1 9:4 15:25 16:3 19:2 22:19

39:9 73:8

**puts** 39:17

## Q

**qualifications** 49:8 52:22

**qualified** 57:22

**quality** 9:3 37:18

**quantify** 10:24

**quarter** 10:3,6

**quarterly** 22:23 37:11

**question** 16:12 20:9 21:11,24 24:6

24:10,13 41:18 45:25 48:4,14

**questions** 16:9 17:21 18:10 19:6

20:12 24:23 25:10 29:24 38:9,11

45:8,12,15 48:2,3 51:23 53:3,5

54:15 55:23 58:21,22 59:12

**Quezada** 2:5 5:23,24 27:4 52:6

60:1 61:7,8 62:19 64:22 66:3

67:4,6 68:8 69:8 70:2 73:12

**quickly** 14:7 35:10 38:22 58:2

**quite** 8:1 10:16 23:8 39:9

## R

**raising** 38:1

**Ramos** 30:18

**range** 9:5 15:4

**ratification** 3:11 25:17,20 27:1,18

**ratified** 26:4,22 27:14 28:7

**reached** 60:8 72:21

**read** 42:17

**reading** 55:17

**Ready** 30:5,16 31:12

**real** 18:11

**realistic** 33:13

**reality** 41:8

**realizes** 16:1

**really** 15:25 16:3,19 17:12 18:8,24

36:7 39:17 40:7 59:3,19

**reason** 9:9 16:5 22:20

**reasonable** 43:16

**recall** 12:1 13:23

**receive** 33:7 36:16 47:17 49:2,17  
70:14

**received** 23:1 29:21

**recertification** 52:19

**Recess** 61:13

**recommend** 57:24 59:15

**recommendation** 32:19 35:24

58:11 59:14 68:4

**recommendations** 33:6

**recommended** 71:13 72:9

**record** 23:13 24:3 47:22 61:17,19

65:3,21 67:4,22 69:5 70:11

71:25

**records** 22:10,17,19,21,23

**recused** 65:3,4,21,23 67:5,6,23

69:5 70:11 72:1,2

**reduce** 47:19 55:17

**reducing** 32:13 37:7

**reduction** 32:20 35:20 41:23

**redundancy** 47:20 55:16

**redundant** 44:5 48:16 54:10

**reference** 52:23 62:1 64:20 70:12

**reflect** 16:23 65:3,21 67:22 69:5

70:11 72:1

**reformation** 37:23

**regard** 17:15 48:4 51:24 53:6

63:15 66:16 67:14 68:21 69:7

**regarding** 19:6 21:12 34:6 35:12

35:18 36:1 45:12 48:2 54:8

65:24 70:14

**regards** 26:24 53:4 54:16 55:8,22

55:24 62:13 63:2 66:21 68:16

69:20 70:17 72:6

**Regional** 9:19 47:12

**regional/satellite** 3:17 47:4 48:21

49:1,6 51:17,18,19

**REGULAR** 1:7

**rejected** 12:16,22

**related** 32:14 74:11

**relation** 37:8

**release** 8:24 36:6

**relentless** 31:6

**relevant** 47:18

**relying** 18:22

**remain** 13:21 58:8

**remarkably** 11:8

**remiss** 16:6

**remove** 44:5

**removed** 48:7,15 52:24 54:11

**removing** 48:5,13

**repeated** 32:12

**report** 3:9,12 7:14,16 8:4 25:23

28:18,21 29:5,10,11,15,22 56:19

71:10,18 74:6

**reported** 1:23 17:8,9

**REPORTER'S** 74:1

**reporting** 23:2

**represent** 12:22 57:12

**represented** 57:8

**request** 26:21 27:14

**requested** 20:17

**requesting** 14:6 21:6

**requests** 43:15

**require** 51:6 59:5

**required** 42:15 43:11 46:13

**requirement** 52:25

**requirements** 3:19 21:10 26:3,20

27:13 28:6 43:7 47:16 48:17

49:7,10,14 52:13,20,22 54:1,12

55:18

**requires** 13:23 25:9

**requiring** 34:18

**research** 3:14 30:1,4 31:22 32:8

32:12,18 34:5 35:12 36:9

**reserved** 25:5

**resident** 30:12

**residents** 34:7  
**resolved** 11:20 40:14 50:5  
**resources** 39:19 40:5,8 41:9  
**respect** 58:5,5  
**respected** 21:13  
**respond** 33:1,9 36:10,21 40:11  
 43:24  
**responded** 20:2 37:5  
**responders** 31:23 36:24 39:7  
**responding** 19:22 32:23 34:12  
 35:4 38:8  
**response** 34:23 50:6  
**responses** 31:24 32:6  
**responsibility** 57:11  
**responsible** 18:24  
**result** 11:5,17 56:21  
**results** 34:4  
**resume** 59:16  
**retiring** 58:2  
**Return** 4:21 61:14  
**review** 3:12 28:18,21 29:14 32:9  
 49:25 55:14  
**reviewed** 11:3 35:23  
**revising** 44:24  
**revisions** 44:22 51:9  
**revocation** 71:15,18  
**Reyes** 2:16 15:14,24  
**Ricky** 4:10 66:14,15  
**right** 19:16 20:6,14 23:16 25:16  
 39:19 40:18 45:10 46:22 72:23  
**risk** 36:11  
**Robert** 4:15 69:18,19  
**Rodriguez** 4:13 68:14,16,17,22  
**role** 10:19 18:1 58:16  
**roll** 3:4 5:8,9 60:21  
**rolling** 20:19 58:17  
**room** 20:22 40:21 41:15  
**RPR** 1:23 74:22  
**rule** 10:10 11:6 43:13,20 45:17  
**rulemaking** 43:9  
**rules** 3:16,18,20,22,24 11:8,18,24  
 12:1,5,10,11 13:3,5 42:23 43:1,3  
 43:8 44:8,17,21,24,25 45:9,14  
 46:15 47:6,21,24 48:19 51:14  
 52:14 53:1,9,21 54:19 55:6,16  
 55:17,21 56:2 57:14,15,15 74:12  
**rulings** 34:6  
**running** 5:6 10:13  
**rural** 41:24 42:1  
**Ryan** 4:13 68:14,15

---

**S**


---

**safety** 3:23 9:24 31:22 35:19  
 47:13 55:4,13  
**sake** 44:15  
**San** 9:19 34:9  
**Sandra** 31:11  
**Santa** 8:14  
**sat** 36:7  
**satellite** 9:11  
**saw** 35:10  
**saying** 24:3 51:11  
**says** 39:18  
**scenario** 40:18  
**scenario-based** 33:13  
**scene** 36:12  
**schedule** 25:9  
**scheduled** 14:25 18:11  
**schedules** 18:10  
**scheduling** 8:7 10:20 18:2,7,13,18  
 58:16 59:21  
**scholarship** 31:14  
**scope** 51:5  
**Scot** 2:8 5:13 60:22  
**search** 54:5  
**seat** 9:6 40:20  
**second** 6:9,10,20,21 7:8,9 21:11  
 26:10,11 27:3,4,5,20,21,22  
 28:10,11 29:6 31:16 33:15 45:21  
 45:22,23 46:24 52:5,6,7 53:12  
 53:13,14 54:22,23,24 56:6,7,8  
 60:2,3,18,19,20 62:5,6,18,19,20  
 63:6,7,8,19,20,21 64:8,9,10,21  
 64:22,23 65:13,14,15 66:7,8,9  
 66:22,23,24 67:15,16,17 68:7,8  
 68:9,23,24 69:11,12,13 70:1,2,3  
 70:18,19,20 71:17,19,20 72:13  
 72:14,15 73:12  
**Secondly** 26:16  
**section** 48:5,12,23,25 50:11 55:13  
**Sections** 60:14  
**see** 12:23 16:17 20:20,20 22:10,11  
 22:20 34:4 42:4 58:16  
**seeing** 25:19 34:15 45:11,15 48:1  
 53:5 54:17 55:22 66:12 72:18  
**seeking** 19:21  
**seen** 41:23  
**seizure** 54:5  
**send** 46:15  
**sending** 22:24  
**sent** 29:12 49:11

**separate** 46:9  
**September** 1:8 5:3 8:10 74:4  
**sergeant** 2:5 5:23,24 27:4 39:25  
 52:6 60:1 61:7,8 62:19 64:22  
 66:3 67:4 68:8 69:8 70:2 73:12  
**seriously** 39:24  
**service** 10:4  
**services** 31:19 34:19  
**session** 4:21 8:13 38:22 60:10,11  
 60:13 61:12,14,15,16,17,20  
**set** 3:16,18,20,21,23 14:21 15:1  
 32:1 42:22,25 44:19,25 45:1,17  
 46:1 47:5 51:1 52:14 53:9,20  
 54:19 55:5 56:1 74:7  
**setting** 58:16  
**severity** 33:24  
**sexual** 52:23 54:6  
**share** 17:6  
**Sheehan** 34:8  
**sheet** 49:13  
**sheriff** 2:4 5:15,16 6:8 7:8 26:10  
 28:10 41:3 45:22 52:3 54:23  
 60:19 61:1,2 62:15 63:20 64:9  
 66:18 67:16 68:23 69:22 70:19  
 73:11  
**Sheriff's** 9:15,17  
**sheriffs** 23:25  
**Sheriffs'** 29:12  
**shooting** 15:5 36:24  
**shootings** 3:13,14 28:19,22 29:4  
 30:1,4,10 32:9,11,14,21 35:12  
 35:21 36:2 37:7 57:12  
**short** 57:16  
**shorthand** 74:6  
**shortly** 56:25  
**shot** 31:4  
**show** 8:20 61:19 67:5  
**showing** 32:20  
**side** 39:3  
**signed** 25:14  
**signs** 49:13  
**silent** 11:8  
**simple** 11:21  
**simplify** 13:4  
**simply** 12:17 49:17  
**simulator** 15:5  
**single** 30:19,22  
**sir** 21:15 23:6 49:24  
**sit** 20:25  
**sitting** 20:1,6,21 49:19 50:6

**situation** 31:5 36:11 37:1 40:14,16  
**situations** 32:7,23 33:9 34:12,20  
 36:10,17,21 41:23  
**situps** 8:22  
**six** 30:20  
**six-month** 70:15,17  
**size** 16:24  
**skills** 36:20  
**sleep** 16:2  
**slow** 13:18 19:20 39:18  
**slowed** 10:10  
**slowly** 14:8  
**small** 16:21 51:4  
**smaller** 8:17 17:2  
**smoother** 13:7  
**social** 30:13 32:24  
**soften** 50:16  
**Soland** 2:6 5:19,20 19:5,16 21:3  
 21:11,16,20 27:21 28:25 56:7  
 61:3,4 63:7,16 65:9 67:10 72:8  
**somebody** 11:9 21:13  
**sorry** 48:11  
**sort** 17:7 19:19,25  
**sorts** 49:15  
**Soto** 4:14 69:3,4,7  
**Soto's** 69:6  
**Sotomayor** 34:9  
**sounds** 11:21  
**south** 42:1  
**Southeastern** 7:24 9:13 28:2  
**southern** 40:5  
**space** 43:11  
**speak** 36:4  
**speakers** 25:10  
**speaking** 37:6  
**specific** 43:12 49:6  
**specifically** 46:5  
**specified** 61:21  
**staff** 15:21 25:1 44:7  
**stance** 41:20  
**stand** 11:12 13:1,9 22:11  
**stand-alone** 46:20,20  
**standard** 36:17  
**standards** 32:2 35:17 52:19 54:2  
 55:12  
**standpoint** 11:12  
**stands** 33:12  
**start** 8:4 10:16,25 34:18 39:15  
 40:17 58:17  
**started** 8:16,23 9:14,25 19:21

22:24  
**starting** 40:2  
**state** 8:8,9 13:19 14:4 19:9,16  
 20:10,13,24 21:4,9 23:18,21  
 30:10 31:14 32:5 34:16 35:15  
 36:20 37:4 38:1,2 39:3,6,11,22  
 39:24 40:6,8,13 41:24 43:8 46:5  
 58:1  
**state-wide** 39:2,21  
**stated** 52:25  
**statewide** 73:8  
**statistic** 32:11  
**Statute** 49:7  
**statutorily** 49:9  
**statutory** 18:3 21:10 47:15 52:21  
 54:11 55:18  
**stenographic** 74:6  
**Stephan** 2:12 7:16  
**stipulate** 46:13  
**stipulated** 65:10 67:11  
**stipulation** 64:4  
**storage** 20:21  
**street** 9:12 14:12  
**strength** 31:8  
**student** 31:13  
**students** 10:1  
**stuff** 18:23 40:3  
**subcommittee** 3:13 28:19,21,24  
 32:8  
**subcommittee's** 35:24  
**submit** 26:2 43:15 51:18  
**submitted** 12:24 16:13,21,22  
**subpoena** 43:22  
**substantive** 25:12 51:2  
**successful** 15:11  
**suffered** 31:2  
**suffers** 9:4  
**suggest** 45:13 51:7,14  
**suggested** 22:25  
**suggestions** 32:13  
**suicidal** 31:1  
**suits** 34:15  
**summary** 22:22 44:2 47:9,23 53:2  
 55:20  
**summer** 14:21,24  
**support** 12:18 35:13 36:13 37:2,5  
 37:14 58:19  
**Supreme** 34:6  
**sure** 8:17 17:20 19:12 29:6 48:11  
**surplus** 21:7

**surprised** 12:23  
**suspended** 11:17  
**suspension** 11:9,14 44:2 64:3,6,8  
 64:18,20 65:11 66:4,7,19,21  
 67:12,14 68:5,7,19,21 69:9,11  
 69:23,25 70:15,17 72:10,13  
**suspensions** 11:5,16 12:13  
**SWAT** 31:4  
**sworn** 35:2  
**system** 10:12 13:6,11,14 18:16  
 21:25 22:2,5,10,13 23:8 24:9  
 58:9,15

---

**T**


---

**tactics** 33:2  
**take** 7:23 10:22 15:20 18:1 20:19  
 23:11 25:12 37:15 57:17 63:4  
 71:5  
**taken** 19:1 29:9 39:24 41:20 61:22  
 74:5  
**talk** 10:8 11:23 14:18 15:18 40:15  
 50:7  
**talked** 14:19,20 15:17  
**talking** 8:5  
**Tallman** 4:15 69:18,20,21,25  
**task** 33:4,5,12  
**tasked** 29:1  
**taxpayers** 34:16  
**teams** 39:25  
**technical** 13:13  
**technically** 11:13  
**telecommunicator** 3:23 9:24 44:3  
 47:13,16 48:22 55:5  
**telecommunicators** 8:12 55:13,19  
**tell** 40:19  
**tells** 17:3  
**ten** 43:15,18  
**terms** 16:12 45:6 46:1 47:20  
**thank** 6:3 7:23 15:20 17:19 19:4  
 19:15,15 21:3,20 24:21,25 25:22  
 28:17 29:23 30:8 38:9,10,13  
 41:16,17 42:7,8,18,19 44:6,10  
 46:22 47:23 53:2 54:13 55:20  
 56:18 59:9,22 67:24 72:25  
**thanking** 16:7  
**thanks** 24:25 46:22  
**therapist** 30:14  
**Thevenet** 4:3 62:11,13,14  
**thing** 14:18,23 15:19 18:3 19:19  
 19:25 22:16

**things** 10:20 13:3 15:17 16:2 17:7  
 17:12 22:17 39:3,19 49:15 50:8  
 50:10  
**think** 10:13 12:20 13:7 15:11,21  
 16:1 17:3 18:16,20,22 19:25  
 23:9,22,22,23 24:4,8,13 38:23  
 40:22 42:2,16 46:10,13 56:21  
 57:22,22 59:9  
**third** 29:6 31:18  
**three** 16:25 59:1  
**three-hour** 42:13  
**three-year** 67:12,14 69:23,25  
**Thunderbird** 1:12  
**ties** 48:16  
**time** 8:20 9:5,6 25:5,24 32:4 34:17  
 36:25 40:14,15 43:14,16 45:13  
 48:9 50:19,21 57:16 61:18 71:6  
**timely** 47:17  
**times** 16:18 23:10  
**today** 11:18 15:15,17 18:15 30:17  
 31:25 37:6,9,21 44:15,23  
**today's** 6:7  
**told** 14:23 25:14 38:20 41:1  
**top** 38:5 50:15  
**topic** 35:18  
**total** 10:2 12:14 19:17,23 20:14,16  
 54:7 58:24 59:4  
**tourniquet** 54:4  
**tourniquet/trauma** 14:1  
**tourniquets** 19:7  
**tracking** 35:20  
**train** 14:10,14 35:5  
**trained** 14:13 19:24 34:18 39:12  
**Trainer** 14:10,14  
**training** 3:19 13:25 14:2,9,11 15:6  
 22:12,15 31:24 32:17 33:7,13  
 35:1,17,19 36:9,16,20 37:18,23  
 38:8 39:12 40:1 41:19 42:14,15  
 47:13,14,17,18 48:22 52:12,19  
 52:24 54:4,5,7,12 55:12 57:7  
**trainings** 32:16  
**transcription** 74:8  
**transparency** 13:7 35:25  
**transparent** 23:23  
**trauma** 21:5 31:6 54:4  
**travesty** 23:21  
**treatment** 73:7  
**tremendous** 34:14  
**tribal** 19:7,18 21:8  
**trickle** 11:1

**trickling** 14:8  
**true** 74:8  
**Trujillo** 4:18 71:1,3,7  
**truly** 37:15  
**trust** 33:10  
**try** 9:4 17:6 39:23 41:13  
**trying** 10:11 13:11,13 14:21 51:10  
**Twelve** 8:21  
**two** 8:11 16:24 19:6 30:19,21  
 33:11 39:25 42:15 54:3 56:24  
 58:25 59:2 71:5  
**type** 22:8  
**types** 23:1

---

### U

---

**U.S** 33:17 34:6  
**unable** 5:6  
**understand** 24:4 35:7 37:22 46:14  
 47:21  
**understanding** 20:15  
**unique** 47:18  
**units** 39:9  
**University** 31:14  
**updated** 47:19  
**updates** 43:20 47:10 54:2  
**use** 34:6  
**use-of-force** 15:7 33:19  
**usual** 8:17  
**usually** 8:4  
**utilize** 29:3

---

### V

---

**vehicles** 54:6  
**Veronica** 4:2 61:23 62:1  
**versus** 34:8  
**veteran** 30:25  
**veterans** 31:17,19  
**Vice** 2:2 5:4  
**violations** 12:17 17:10  
**volunteered** 57:17  
**vote** 3:7 7:1,3 44:25 51:6,15 59:18  
 59:21 60:21  
**voted** 51:1  
**votes** 61:22  
**voting** 46:1

---

### W

---

**waiting** 36:8 38:20  
**waive** 50:12  
**waiver** 26:17 27:11 48:6,14  
**Waller** 2:4 5:15,16 6:8 7:8 26:10

28:10 45:22 52:3 54:23 60:19  
 61:1,2 62:15 63:20 64:9 66:18  
 67:16 68:23 69:22 70:19 73:11  
**Walter** 7:25  
**want** 7:23 10:8 14:18 15:20,24  
 16:3 20:22 22:20 24:3 36:3  
 44:14 50:24  
**wanted** 13:20 16:7  
**wants** 29:20  
**war-related** 31:18  
**way** 8:7 11:1 41:13,15 46:14 49:3  
 58:9  
**we'll** 10:3 11:22 42:24 52:15  
 56:15 61:11,24 64:2 70:9  
**we're** 8:17,25,25 10:13 11:6,18  
 13:2,22 14:9,13,25,25 15:2,3,5  
 15:11 17:14 18:14,20 19:16,25  
 20:5,25 21:25 22:3 32:3 39:13  
 39:23 40:2,7 41:2,5,5 42:1,3,11  
 48:13 56:20 60:9 61:16 73:15  
**we've** 8:5,6,23 9:8 10:9 11:11,15  
 11:15 13:3 14:3 15:8,8,17 17:15  
 19:21 20:20 39:11,12 40:13  
 42:16 43:11 56:24 60:8  
**website** 24:10  
**week's** 57:18  
**welcome** 5:3 21:22  
**weren't** 8:21 25:23  
**Wesley** 2:4 5:15 61:1  
**Western** 1:10 73:5  
**whatsoever** 74:13  
**Williams** 1:23 74:3,22  
**willing** 23:20  
**wishes** 25:15  
**wonderful** 40:7  
**Woodard** 4:5 63:13,15,15  
**Woods** 4:4 62:25 63:2,2  
**word** 16:18 47:22  
**words** 39:6  
**work** 16:4 21:14 22:4 25:1 31:8  
 34:2 36:7 40:23 44:8 50:1 56:22  
**worked** 8:1 10:14 44:12 57:2,6  
 58:4,7 59:14  
**worker** 30:14 32:24  
**working** 13:6 17:14 23:18 30:14  
 44:9  
**works** 16:5 18:4  
**world** 40:15,15  
**worry** 9:3  
**worse** 41:3

wouldn't 15:24  
writing 51:21  
written 51:22  
wrong 38:21

---

**X**

---



---

**Y**

---

year 8:12 10:5 17:17 34:17 46:8  
years 30:20 40:12 42:15 57:3 58:3

---

**Z**

---



---

**0**

---



---

**1**

---

1 1:12 3:3 5:1 9:21 43:3,5,6 44:22  
45:17 51:15 60:15  
**1,700** 20:7  
**1:25** 61:13,18  
**1:37** 73:16  
**10** 3:14 29:25 30:3 44:22 55:8,8  
55:10,22,24 56:1  
**10-15-1** 60:14  
**10.29.1** 3:15 42:21,25  
**10.29.10** 3:23 55:4  
**10.29.5** 3:17 47:4  
**10.29.5.10** 48:20  
**10.29.5.9** 48:4,12  
**10.29.7** 3:19 52:12  
**10.29.9** 3:21 53:19  
**10:10** 61:13  
**100** 35:2  
**11** 3:15 42:21,24  
**115** 12:14  
**117** 26:1  
**12** 1:8 3:8,17 47:4 74:4  
**12/31/17** 74:23  
**12th** 7:5,13  
**13** 3:19 52:12  
**14** 1:23 3:21 9:20 11:4 53:19 74:3  
74:23  
**145** 10:3  
**14th** 9:14  
**15** 3:23 55:4,7  
**16** 3:25 56:13,15  
**16th** 8:12  
**17** 4:2 9:15 61:23,25  
**17-0122-P** 26:1  
**17-0152-P** 26:2  
**17-0153-P** 26:18

**17-0169-P** 26:18  
**17-0170-P** 27:12  
**17-0171-P** 26:19  
**17-0177-P** 26:19  
**17-0178-P** 28:4  
**17-0194-P** 28:4  
**18** 4:3 9:14 62:11,12  
**19** 4:4 62:25 63:1  
**193** 20:1  
**19th** 9:16

---

**2**

---

**2** 3:4 5:8  
**20** 4:5 8:9 35:5 63:13,14  
**2016** 30:23  
**2017** 1:8 3:6 6:17,25 7:13 23:10  
74:4  
**21** 4:6 64:1,4  
**21st** 13:12 33:4  
**22** 4:7 31:10 64:15,16 65:3,5  
**22nd** 9:24  
**23** 4:8 65:6,7  
**24** 4:9 65:25 66:1  
**25** 3:10,11 4:10 9:25 12:16 17:9  
66:14,15  
**26** 4:11 67:8,9,23  
**27** 4:12 67:25 68:1  
**27th** 8:16 9:1,18  
**28** 3:13 4:13 68:14,15  
**29** 4:14 69:3,4  
**29.1.11** 19:9,19  
**29.7.6** 49:7  
**2nd** 30:22

---

**3**

---

**3** 3:5 6:4 60:15  
**30** 3:14 4:15 43:16 69:18,19  
**30-day** 68:5,7  
**31** 4:16 70:8,10  
**32** 4:17 70:25 71:2,6  
**33** 4:18 70:25 71:2,7  
**34** 4:19 8:15,25 71:8,9 72:1  
**35** 4:20 12:12 72:4,5  
**36** 4:21 61:14  
**37** 4:22 10:4 72:20  
**38** 8:23 28:3

---

**4**

---

**4** 3:6 6:15  
**42** 3:16  
**45** 49:23 50:13,19 51:19

**47** 3:18

---

**5**

---

**5** 3:3,4,7,8 7:1 44:22 47:8,10  
51:24,25  
**5,600** 14:3  
**50** 8:20 9:10  
**51** 9:23  
**52** 3:20  
**53** 3:22  
**55** 3:24  
**56** 3:25  
**58** 43:8  
**5th** 7:5

---

**6**

---

**6** 3:5,6,6,9 7:14 48:18  
**60** 9:2,9  
**60-day** 64:6,8  
**61** 4:2,21  
**62** 4:3  
**63** 4:4,5  
**64** 4:6,7  
**65** 4:8  
**66** 4:9,10  
**67** 4:11 12:22 16:12 20:1,6  
**677** 54:7  
**68** 4:12,13  
**69** 4:14,15  
**6th** 6:17,25

---

**7**

---

**7** 3:8,9,10 25:3,4 44:22 52:15,16  
52:18 53:4,6,8  
**70** 4:16  
**71** 4:17,18,19 11:25 12:10  
**72** 4:20,22

---

**8**

---

**8** 3:11 8:10 25:17,20  
**80** 39:13  
**88240** 1:13

---

**9**

---

**9** 3:12 13:23 19:6 28:18 44:22  
53:1,22,23,25 54:3,15,16,18  
**9:00** 1:9  
**90-day** 64:18,20 66:4,7,19,21  
68:19,21 69:9,11 72:10,12  
**911** 38:6  
**92** 26:17 39:16



93-0224-P 26:19