



NEW MEXICO LAW ENFORCEMENT STANDARDS AND TRAINING COUNCIL



DATE: Thursday, May 9th, 2024

REGULAR MEETING

TIME: 9:00 AM

LOCATION: Bernalillo County Sheriff's Office
415 Tijeras Ave NW, Albuquerque, NM 87102

AGENDA

I. COUNCIL CALL TO ORDER

LEA Director Sonya K. Chavez called the meeting to order at 9:02 am.

A. Roll Call

LEA Executive Secretary Lily Romero conducted roll call, confirming the in-person attendance of members Dir. Sonya K. Chavez, Lt. Jacob Garcia, Cmdr. Joseph Viers, Lt. Santiago Roybal, Dir. Ray Fritts, Dir. Tate McBride, Sgt. Jonathan Jensen, Dir. Walter Coburn, Dir. Gilbert Najar, District Attorney Sam Bregman who attended until 9:30 am, Guadalupe Tarango, Nicole Brown, Richard Mathews, Rachel Feldman who arrived at 9:24 am, Sheriff Dennis Garcia, Chief Mizel Garcia who attended until 11:32 am, Sara Millspough, and Teresa Beaty.

Absent members were Cpt. Samuel Ramos, Mark Swanson, and Chief Adrian Armijo.

B. Approval of Agenda

DA Sam Bregman made a motion to approve the May 9th, 2024, NMLESTC Agenda, seconded by Dir. Walter Coburn. None opposed. Motion passed unanimously.

C. Approval of Meeting Minutes from March 20th, 2024, Meeting

DA Sam Bregman made a motion to approve the NMLESTC Meeting Minutes, seconded by Cmdr. Joseph Viers. None opposed. Motion passed unanimously.

D. Welcome from Bernalillo County Sheriff's Office

Major Hollie Anderson welcomed the Council to Bernalillo County Sheriff's Regional Training Academy and spoke about the importance of training and the Council.

II. REPORTS

A. Director Reports

LEA Director Sonya K. Chavez welcomed the Law Enforcement Academy's new Instructor Rob Ferreyra. Dir. Chavez provided updates on the LEA's current Basic Police Officer Training class. Dir. Chavez also informed Council that LEA, at DA Sam Bregman's request, recently hosted a delegation of Mexican Law Enforcement Officials to tour the Law Enforcement Academy, meet the cadets and tour the Forensic Lab as well as the NM Corrections Department. Dir. Chavez advised the Council that the State of NM received funding for specific training regarding human trafficking that NM State Police and the Law Enforcement Academy will share to allocate and design a training program for New Mexico agencies. Dir. Chavez also informed the Council of her meeting with State Senator Maestas regarding the retirement plan for LEA's

instructors, as they are not on the law enforcement plan and to help push it forward in the next legislative session. Dir. Chavez advised that she communicated with US Senator Ben Ray Lujan's office regarding federal funding for a new academy building for the LEA. Dir. Chavez advised that the LEA received approval to hire a contract attorney to help provide the Council with a framework for rule making and they will start after July.

1) Job Task Analysis Updates

Deputy Director Brian Coss advised that the JTA surveys are closed, and a briefing will occur the first week of June, then the analysis will begin. Lt. Roybal asked if there will be a PT aspect to the JTA. Deputy Director Coss confirmed that PT will be included. Cmdr. Viers asked if the Council will review the results of the analysis. Dep. Dir. Coss confirmed that is the goal. Dir. Najar asked if the contract will provide individual lesson plans. Dep. Dir. Coss advised that the current contract will not cover that as only partial funding was received.

2) Academy Reports & Updates

In the interest of time, Director Chavez asked if any Academy Director wanted to share updates or ask for any support. No reports were made.

3) Budget Update

Director Chavez advised that at the beginning of the next meeting, we will be giving a short budget presentation to give the Council a snapshot of the budget, spending, and each category.

B. New Mexico Chiefs Association Updates

Presented by NMCA President/Farmington Police Chief Steve Hebbe

This presentation was postponed until 10:33 am. Chief Steve Hebbe provided his background in Law Enforcement and his role in the New Mexico Chiefs Association. Chief Hebbe also expressed his belief in the need to educate cadets and officers in new and updated ways. Chief Hebbe expressed that cadets and officers should feel inspired after their training. Member Rachel Feldman informed Chief Hebbe of her group Indivisible SOS's initiative to add a Professional Development Unit that will travel statewide to assist agencies. Member Feldman also advised that Indivisible SOS is looking at legislation that would create a centralized recruiting function for all first responders. Director Sonya K. Chavez agreed with Chief Hebbe about the importance of leadership and explained how she is implementing leadership training for the LEA staff. Dir. Chavez also informed the Council about the LEA's interest in partnering with New Mexico State University for their Global Learning Initiative to give NM State Police recruits and the Law Enforcement Academy cadets the opportunity to earn college credits. Member Sara Millsbaugh informed Dir. Chavez that she has a contact for an Instructor who teaches a course about the changes in law enforcement over the past 10 years, who offered to do a presentation to the Council or to individual academies. Dir. Chavez requested his information from Member Millsbaugh. Member Teresa Beaty informed the Council that she provides online classes for law enforcement officers to get their degrees. Dir. Chavez agreed that we should encourage our officers to pursue degrees. Chief Hebbe closed by expressing the importance of remembering to celebrate law enforcement officers' victories.

C. Pre-Employment Video Interview Scientific Studies Presentation

Presented by Dr. Tatiana Matlasz and Dr. Susan Cave

This item has been postponed to the next regular meeting.

D. Internal Administrative Process Change on Satellite Academy Applications

Director Sonya K. Chavez advised the Council that the LEA decided internally that the application process for new satellite academy cadets is being changed due to discrepancies. Dir. Chavez asked that directors bring their application packets to the academy to review together. Sgt. Jonathan Jensen asked if this change would affect the timeline for when applications are due. Dir. Chavez advised that this timeline would stay the same. Lt. Santiago Roybal informed the Council that they recently completed this process at LEA, and it was very easy and quick. Dir. Walter Coburn asked if this would go through the compliance officers. Dir. Chavez confirmed that the compliance officers will complete the initial check, then Dir. Chavez and Dep. Dir. Brian Coss will complete the final check. Dir. Coburn asked if LEA would maintain the original copies of the applications. Dir. Chavez confirmed that LEA will keep the original copies, and eventually everything will be digitized. Dir. Najar informed the Council that this process in the past was not efficient due to the lack of resources at LEA. Dir. Najar also asked Dir. Chavez to consider making the compliance officers available at the academy sites. Dir. Chavez stated that is a possibility and LEA can do everything they can to send compliance officers to assist. Dir. Najar asked if this process will eliminate part 1 of the CBW application since the intention is for out of state certified officers. Dir. Chavez advised that if that is something LEA should consider while moving forward, they will. Member Teresa Beaty asked why this process would have to be in person as opposed to a Zoom meeting. Dir. Chavez advised that it is about going through the physical papers, but if it can be facilitated that way, LEA is open to that. Member Sara Millspaugh added that screensharing is an option as well. Dir. Chavez highlighted that the point is to review applications together to streamline the process and asked for feedback on what did not work in the past. Dir. Najar stated that briefing the directors on what common mistakes were occurring with applications would be helpful. Dir. Chavez stated that the LEA could do that. Dir. Coburn asked when this would be implemented. Dir. Chavez stated that it would be implemented as soon as possible.

III. PUBLIC COMMENT

No public comment made.

IV. NEW BUSINESS

A. Updates from Working Groups

1) Law Enforcement Working Group

Presented by Sgt. Jonathan Jensen

Sgt. Jensen informed the Council that Member Sara Millspaugh and Dir. Gilbert Najar have joined this working group. Sgt. Jensen advised that this group has created a google document with the NMAC to track changes from each member in real time. Sgt. Jensen will share this document with Dir. Chavez to send to the whole Council for review. Sgt. Jensen asked the Council to begin thinking about new PT requirements as they await the JTA results. Sgt. Jensen also asked Dir. Chavez if this group should be dictating the rules for the Certification Board as well. Dir. Chavez stated that there is not a formal process for review yet for the Board, however those sections will be reviewed. Sgt. Jensen asked if this group needs to do all 10 parts of the NMAC at once or break them up. Council Counsel Blaine Moffatt informed Sgt. Jensen that changing them all at once is better and easier. Sgt. Jonathan Jensen asked the Council to look at the document periodically. Council Counsel Mr. Moffatt advised the Council to send any comments in an email separately to avoid rolling quorum issues. Lt. Roybal asked what number of members makes a quorum. Mr. Moffatt advised that a quorum is the majority of members; for the

Council it is 11. Sgt. Jensen also advised that they would need to remove the state statute requirements for in-service training before they can change the NMAC. Dir. Chavez agreed that state statute should not dictate in-service training requirements. Mr. Moffatt added that the rules right now will have to follow current laws and statutes.

2) Telecommunicator Working Group

Presented by Member Nicole Brown

Member Brown advised that this group also has a document for annotations, and it will be combined with the Law Enforcement Working Group's document for the Council's review. Dir. Chavez also informed the Council that she will help these groups get feedback by sharing these documents with Chiefs and Sheriffs and suggested the Council do the same.

3) Legislative Working Group

Presented by Member Rachel Feldman

Member Feldman informed the Council that this group has met and has been talking about what presentations they can make after this legislative session to explain the priorities for law enforcement. Member Feldman advised that this group is looking to identify things that need to be changed in state statute to support the procedures of the Certification Board and the Standards and Training Council. Member Feldman advised that she will be talking with those familiar with this statute and the Certification Board to update it. Member Feldman also informed the Council that she has asked Dir. Chavez and DPS financial to create a report of the training funds appropriated by the legislature for the June Council meeting. Member Feldman advised that the Council needs to know the status of available funding and what has not been appropriated that needs to be added to the next budget. Member Feldman asked Academy Directors to send her a wish list of what resources they need with costs so she can explore adding to budget. Member Feldman also asked Dir. Chavez to send her email address to the directors. Council Counsel Mr. Moffatt reminded the Council to send everything separately to Member Feldman and do not *reply all*. Member Feldman informed that this working group is also looking at changing the statute to preserve flexibility of the Council to make changes to in-service requirements. Dir. Najjar asked Member Feldman when the next legislative session is. Member Feldman advised that she must check the schedule. Dir. Najjar also asked for a one-on-one meeting with Member Feldman to discuss these proposed changes. Council Counsel Mr. Moffatt informed the Council of legislative session dates. Member Feldman also advised the Council of when the legislative sessions meet and by when they should have something prepared.

B. Discussion on Performance Standards and NMAC organization

Presented by Member Rachel Feldman

Member Feldman distributed a document to Council members regarding setting the standards for law enforcement. Member Feldman explained that this criteria is generally stated as the basis for communication between law enforcement and the community. Member Feldman expressed the need for a consensus on this language for performance standards. Sgt. Jonathan Jensen asked if this will be included in the NMAC. Member Feldman confirmed that it would be a section. Dir. Najjar raised concern over the authority the Council has over certification and how standards are measured and assessed. Member Feldman explained that these are system level standards for law enforcement and do not link to the Certification Board standards. Dir. McBride also raised concerns regarding the language in the draft of these standards and how it corresponds with state and federal laws. Dir. McBride believed these standards needed to be more specific and define the consequences if not followed. Council Counsel Mr. Moffatt explained that these rules need to be consistent with state and federal laws. Member Feldman assured the Council that this draft can be revised, and she requested specific feedback. Lt. Roybal questioned the purpose of this draft if these standards are defined elsewhere already. Member Feldman explained that these standards are for holding all agencies accountable to the community. Member Mathews suggested that these standards be strictly in accordance with established law and not more restrictive. Member Feldman asked Member Mathews to provide her with which standards in the draft are currently in law. Member Mathews agreed to provide these. Dir. Chavez advised the Council they will want to stick

to the fundamental principles of the law and not be susceptible to public or political pressure. Member Brown asked that the Council view these standards as law enforcement informing the public what they can expect from them. Member Feldman agreed that the intent is setting forth expectations and holding each other accountable.

V. ANNOUNCEMENTS AND ADJOURNMENT

A. Next Meeting

- 1) June 12th, 2024 – Farmington

B. Member Announcements

Dir. Chavez thanked NMLEA staff for their hard work and reminded the Council of the upcoming Law Enforcement Memorial on May 22nd. Dir. Najjar added that Western NM University Police Academy will be holding their 50-year celebration honoring the first academy class during the Council meeting in September. Dir. Najjar also advised the Council that he will not attend the Farmington meeting in June.

C. Adjourn

Sgt. Jensen made a motion to adjourn the meeting, seconded by Lt. Roybal. None opposed. Motion passed unanimously. Meeting adjourned at 11:44 am.