

LAW ENFORCEMENT CERTIFICATION BOARD



BOARD MEMBERS

Vacant Chair

Cody R. Rogers, Esq. Vice-Chair Attorney

Chief Erin Toadlena-Pablo, Gallup Police
Department

Sheriff Matthew T. Hutchinson, Eddy
County Sheriff's Office

Chief Thomas Romero (Ret.) Retired Law
Enforcement Officer

Chief Summer Mirabal, Taos Pueblo DPS

Carly Lea Huffman, Public Safety
Telecommunicator

Joseph Paul Walsh, Esq., Attorney

Julie Ann Ball, Esq., District Defender

Dawn Myers, Assoc. Prof. Criminal Justice
Professor

Dr. Bobbie J. Green, Citizen-at-large

LAW ENFORCEMENT CERTIFICATION BOARD STAFF

IVÁN RAMÍREZ-ARÉCHIGA
OPERATIONS OFFICER

AMANDA CHAVEZ
SENIOR COMPLIANCE
OFFICER

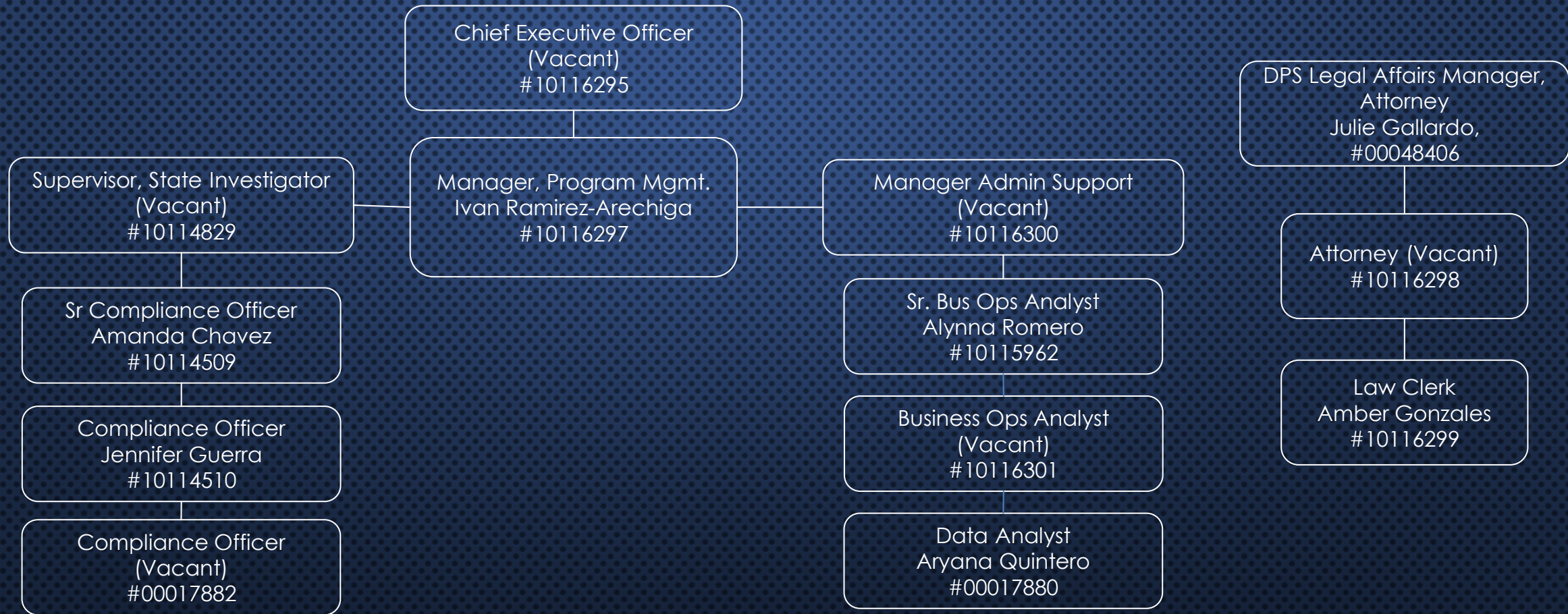
JENNIFER GUERRA
COMPLIANCE OFFICER

ALYNNA ROMERO
SENIOR BUSINESS OPERATIONS
ANALYST

ARYANA QUINTERO
DATA ANALYST

AMBER GONZALES
LAW CLERK

ORGANIZATIONAL CHART



BOARD HISTORY

- THE NEW MEXICO LAW ENFORCEMENT CERTIFICATION BOARD (LECB) WAS ESTABLISHED BY THE LEGISLATURE IN 2022 AS PART OF A RESTRUCTURING OF THE STATE'S LAW ENFORCEMENT TRAINING AND CERTIFICATION SYSTEM. IN 2023, THE FORMER NEW MEXICO LAW ENFORCEMENT ACADEMY BOARD WAS DISSOLVED, AND ITS RESPONSIBILITIES WERE DIVIDED BETWEEN THE NEW MEXICO LAW ENFORCEMENT STANDARDS AND TRAINING COUNCIL AND THE LAW ENFORCEMENT CERTIFICATION BOARD.
- THE LECB WAS ESTABLISHED UNDER SECTION 29-7-4.3 NMSA 1978 AND IS ADMINISTRATIVELY ATTACHED TO THE NEW MEXICO DEPARTMENT OF PUBLIC SAFETY. THE BOARD IS RESPONSIBLE FOR THE CERTIFICATION AND DISCIPLINE OF NEW MEXICO LAW ENFORCEMENT OFFICERS AND PUBLIC SAFETY TELECOMMUNICATORS, INCLUDING THE ISSUANCE AND RENEWAL OF CERTIFICATIONS AND, WHEN APPROPRIATE, THE DENIAL, SUSPENSION, OR REVOCATION OF CERTIFICATION.
- THE LEGISLATURE ALSO CREATED THE LAW ENFORCEMENT CERTIFICATION OFFICE TO SUPPORT THE BOARD IN CARRYING OUT ITS STATUTORY RESPONSIBILITIES. THE BOARD CONSISTS OF ELEVEN GUBERNATORIAL APPOINTEES CONFIRMED BY THE NEW MEXICO SENATE AND EXERCISES THE INVESTIGATIVE, DISCIPLINARY, RULEMAKING, AND CERTIFICATION AUTHORITY ASSIGNED TO IT UNDER THE LAW ENFORCEMENT TRAINING ACT AND PUBLIC SAFETY TELECOMMUNICATOR TRAINING ACT.
- ALTHOUGH THE LECB IS A RELATIVELY NEW PUBLIC BODY, IT INHERITED PORTIONS OF THE REGULATORY FRAMEWORK PREVIOUSLY ADMINISTERED BY THE NEW MEXICO LAW ENFORCEMENT ACADEMY BOARD. SINCE ITS ESTABLISHMENT, THE LECB HAS CONTINUED DEVELOPING ITS ADMINISTRATIVE, INVESTIGATIVE, CERTIFICATION, DISCIPLINARY, AND RULEMAKING PROCESSES TO IMPLEMENT THE RESPONSIBILITIES ASSIGNED TO IT BY THE LEGISLATURE.

BOARD AUTHORITY

Primary Statutory Authority: NMSA 1978, Section 29-7-4.3

- The Law Enforcement Certification Board is administratively attached to the Department of Public Safety.
- The Board exercises the certification and disciplinary authority assigned to it by statute; the CEO and LECB staff support the Board in carrying out those functions.
- Internal affairs and other investigation documents provided to or developed by the Board for use in a certification case are confidential as provided by Section 29-7-4.3.

CERTIFICATION AUTHORITY

Issue and renew certifications for qualified law enforcement officers and public safety telecommunicators who satisfy applicable statutory requirements.

DISCIPLINARY AUTHORITY

Deny, suspend, or revoke law enforcement officer and public safety telecommunicator certifications for just cause as authorized by law.

INVESTIGATIVE AUTHORITY

Conduct investigations involving matters within the Board's certification and disciplinary jurisdiction.

SUBPOENA AUTHORITY

Administer oaths and require the attendance of witnesses or production of records and other evidence relevant to an investigation.

RULEMAKING AUTHORITY

Adopt, publish, and file rules concerning implementation and enforcement of the Law Enforcement Training Act and Public Safety Telecommunicator Training Act within the Board's authority.

EXECUTIVE & STAFF OVERSIGHT

Appoint a Chief Executive Officer to assist the Board in carrying out its statutory functions. The CEO employs personnel necessary to support those functions.

BOARD MEETING PROCESS

1. Meeting Preparation

LECB staff prepares the agenda, supporting materials, certification matters, misconduct cases, reports, presentations, and other items requiring Board consideration.

2. Public Notice & Agenda

Meeting notice and the agenda are posted in accordance with applicable public-meeting requirements. Matters requiring Board consideration are identified on the agenda.

3. Call to Order / Open Session

The Chair or Vice-Chair calls the meeting to order, establishes a quorum, and proceeds through the agenda. Open-session business may include approval of minutes, staff reports, presentations, certification matters, rulemaking updates, and other public business.

4. Public Comment / Presentations

When included on the agenda, the Board may receive public comment, stakeholder presentations, agency updates, or informational presentations.

5. Closed Session, When Authorized

When legally authorized, the Board may enter closed session after the appropriate motion identifies the basis and subject matter for the closed discussion.

6. Board Deliberation & Action

The Board considers matters within its authority. Formal action is taken through motions, seconds, discussion when appropriate, and voting. Actions required to occur in open session are taken in open session.

7. Certification & Disciplinary Matters

The Board may consider certification matters, administrative reviews, misconduct matters, referrals, settlements, disciplinary proceedings, or other matters within its jurisdiction. Staff then processes the Board's direction through the appropriate administrative or legal procedure.

8. Meeting Record / Minutes

LECB staff prepares draft minutes documenting attendance, motions, votes, and Board actions. Minutes remain draft until reviewed and approved by the Board at a subsequent public meeting.

9. Post-Meeting Implementation

LECB staff carries out approved Board actions, prepares correspondence and documentation as appropriate, coordinates referrals and follow-up, updates records, and tracks matters requiring future Board consideration.

PREPARE

NOTICE

OPEN SESSION

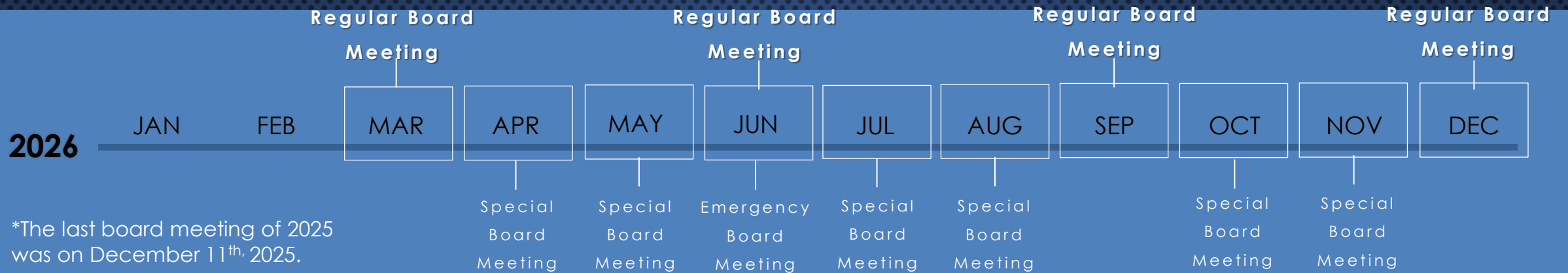
CLOSED SESSION
(IF AUTHORIZED)

BOARD ACTION

STAFF
IMPLEMENTATION

MINUTES &
FOLLOW-UP

BOARD MEETING SCHEDULE



MISCONDUCT REPORT PROCESS

Misconduct Form Filed by Agency

Misconduct Supervisor Assigns to Compliance Officer

Compliance Officer Review

Misconduct Supervisor/ Operations Officer Review
and Approval

File Preparation

Schedule for Board Review & Assign to Board Member

Board Review

Dismissed by Board

Suspension Recommendation by Board

Revocation Recommendation by Board

Additional Investigation (NOI or
RFI)

Refer to NMDOJ

MISCONDUCT REPORT PROCESS

NMDOJ Receives Referral

Reviews File

Reject

Refer Back to LECB
Staff for Additional
Documentation

Complete File Received.
Accept Referral

Decline

Refer back to
LECB

Board Hires Special
Prosecutor to Proceed
with Case

*NMDOJ would need
to issue a Special
Commission

Board Accepts
Declination

Draft Order of
Dismissal

Board Vice Chair
Approves

Dismissal Sent
Via Certified
Mail

Accept

Settlement Agreement
Offered to Respondent
by the AAG

Settlement Accepted
and Signed by
Respondent

Refer to LECB Board for
Acceptance

Board Declines
Settlement

AAG Works with Respondent
and Settlement Process Begins
Again

Board
Accepts
Settlement

Final Order
Sent Via Mail

Approve

Draft NCA with
Board's
Recommendation

Board Vice Chair
Approves

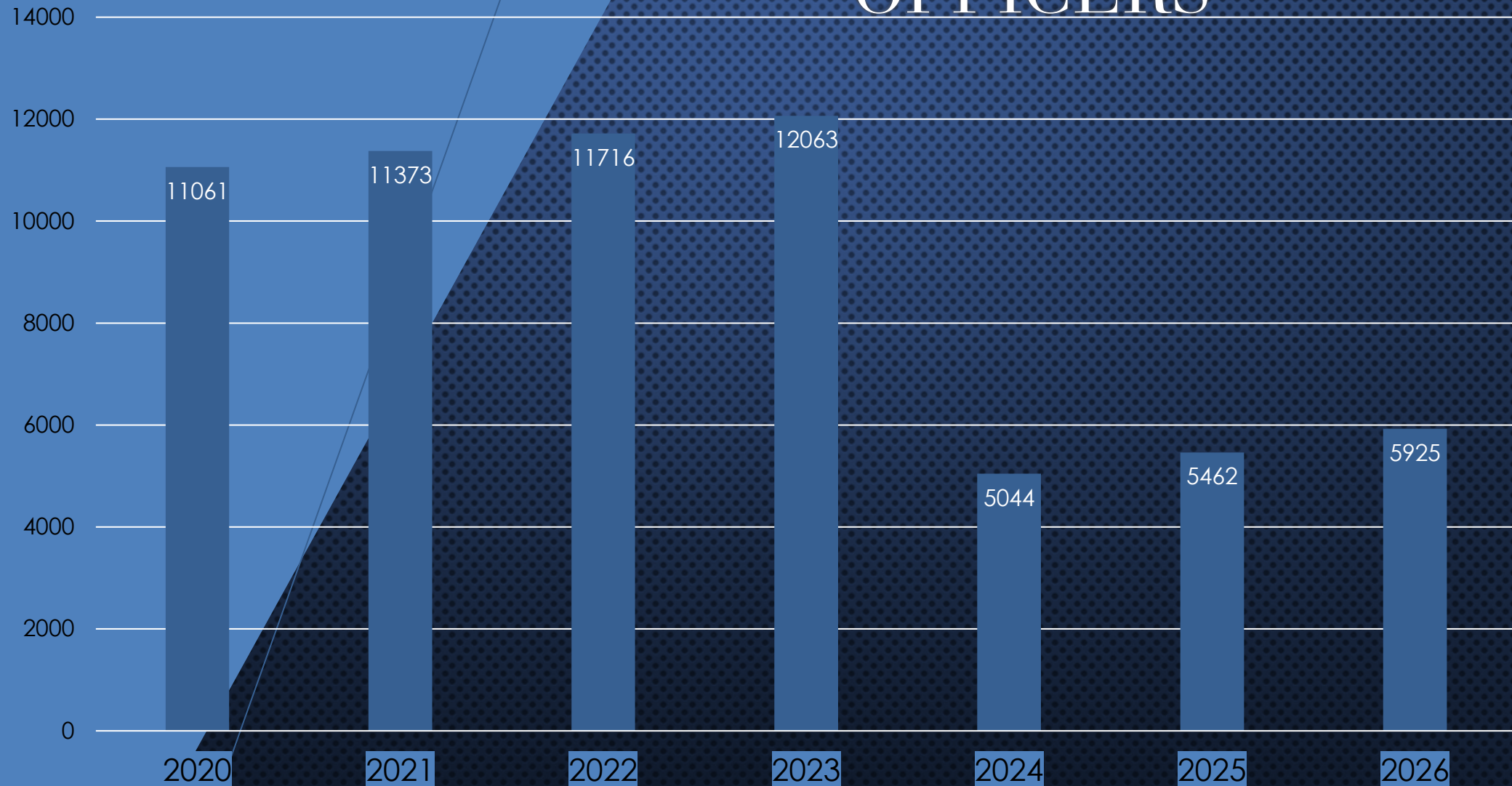
NCA Sent Via
Certified Mail

COUNT OF CERTIFIED OFFICERS & TELECOMMUNICATORS BY YEAR

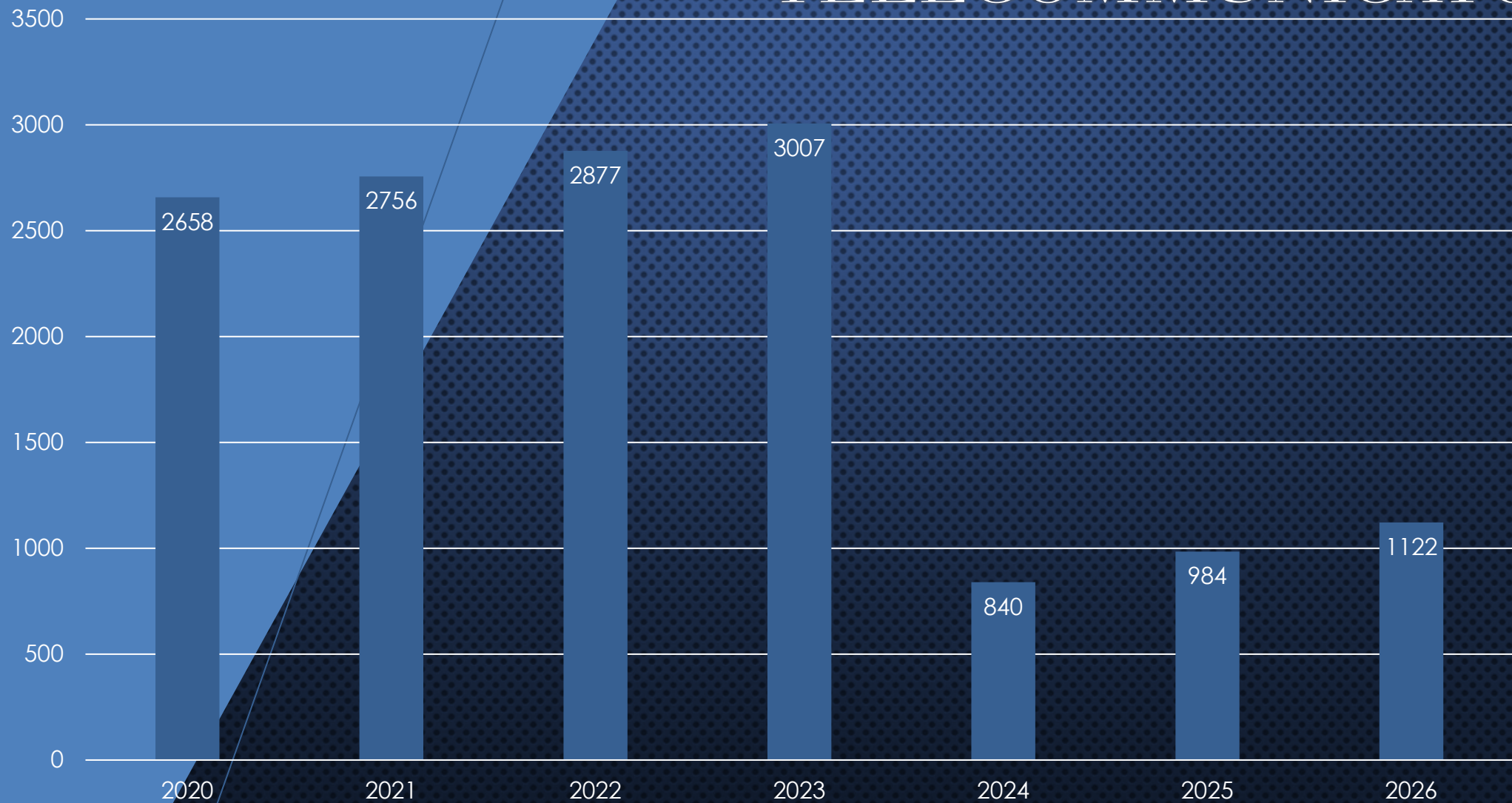
THE FOLLOWING SLIDES REFLECT THE COUNT OF CERTIFIED INDIVIDUALS AS OF JANUARY 1ST EACH YEAR.

THE COUNTS FOR 2020-2023 HAVE NOT BEEN ADJUSTED FOR EXPIRATION.

LAW ENFORCEMENT OFFICERS



TELECOMMUNICATORS



NEW CASES BY YEAR

UNIQUE LEOS AND TELECOMMUNICATORS

	LEOs	PSTs	Total
2020	56	1	57
2021	57	3	60
2022	82	2	84
2023	62	4	66
2024	98	8	106
2025	114	11	125
2026	56	4	60

NEW CASES BY YEAR

REPEAT OFFENDERS LEOS AND TELECOMMUNICATORS

	LEOs	PSTs	Total
2020	6	0	6
2021	0	0	0
2022	0	0	0
2023	8	0	8
2024	10	0	10
2025	14	0	14

10.29.1.11(C) GROUNDS FOR DISCIPLINE

LAW ENFORCEMENT POLICE OFFICER

10.29.1.11(C)(1) Subsequent felony conviction, guilty plea, or nolo contendere.

10.29.1.11(C)(2) Conviction/plea involving aggravated assault, theft, DWI, controlled substances, or crime involving moral turpitude.

10.29.1.11 (C)(3) False statements or false information to the Academy regarding admission/certification

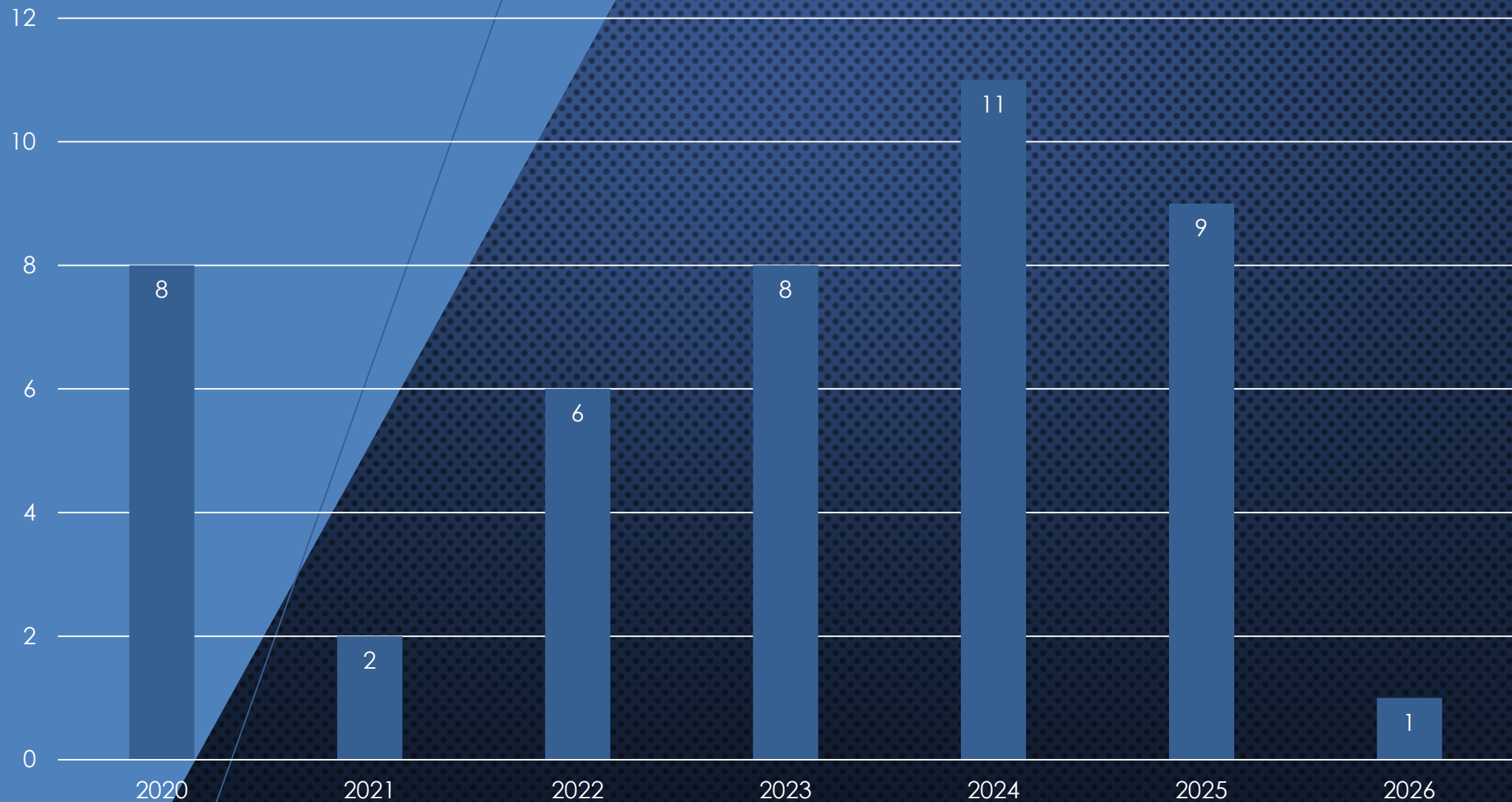
10.29.1.11 (C)(4) Lack of good moral character, dishonesty, or fraud adversely affecting ability to perform duties.

10.29.1.11 (C)(5) Acts of violence, brutality, or abuse of police authority.

10.29.1.11 (C)(6) Conduct constituting grounds for denial under 10.29.1.10 NMAC.

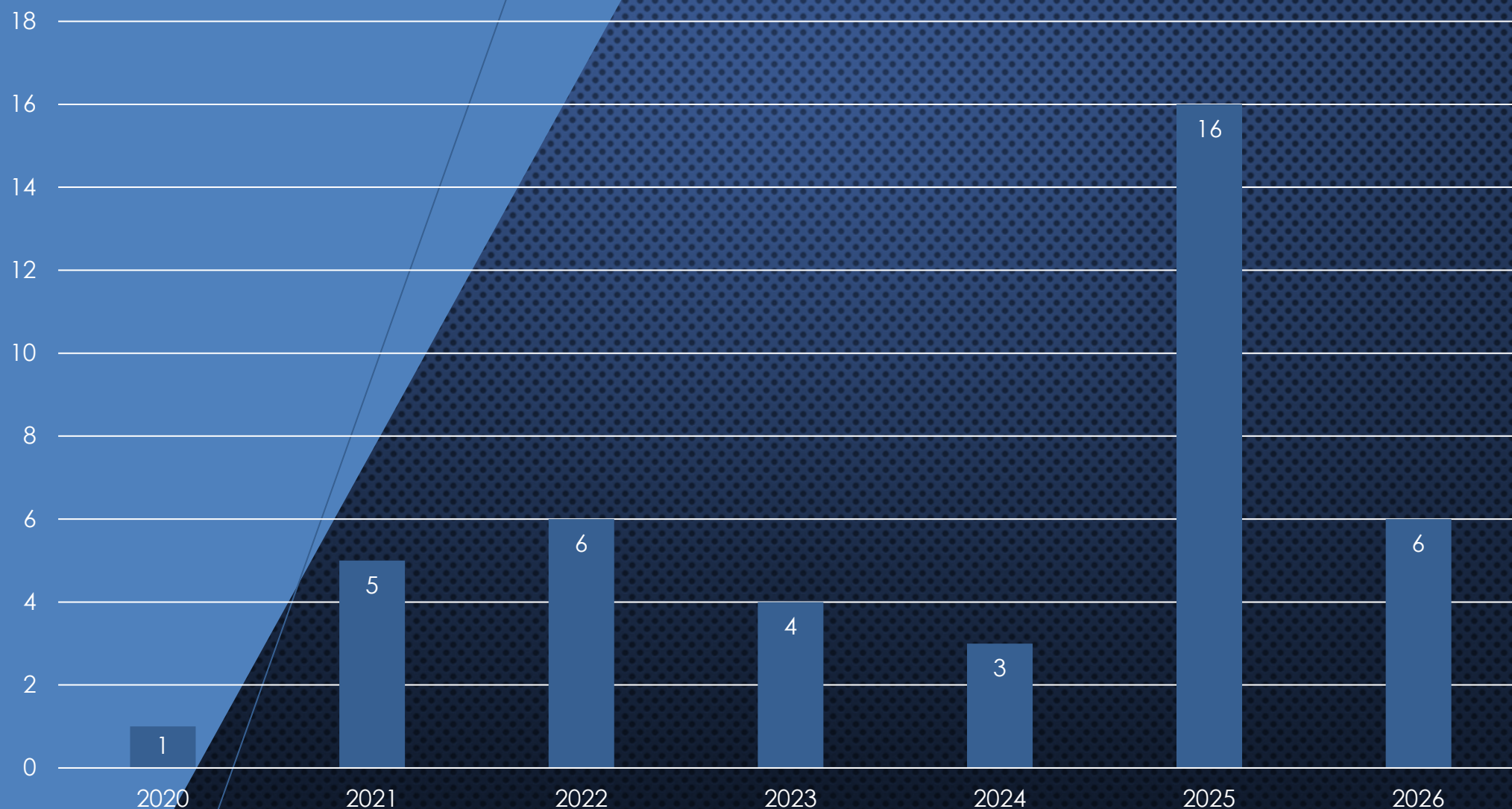
C(1) VIOLATIONS PER YEAR

Subsequent felony conviction, guilty plea, or nolo contendere



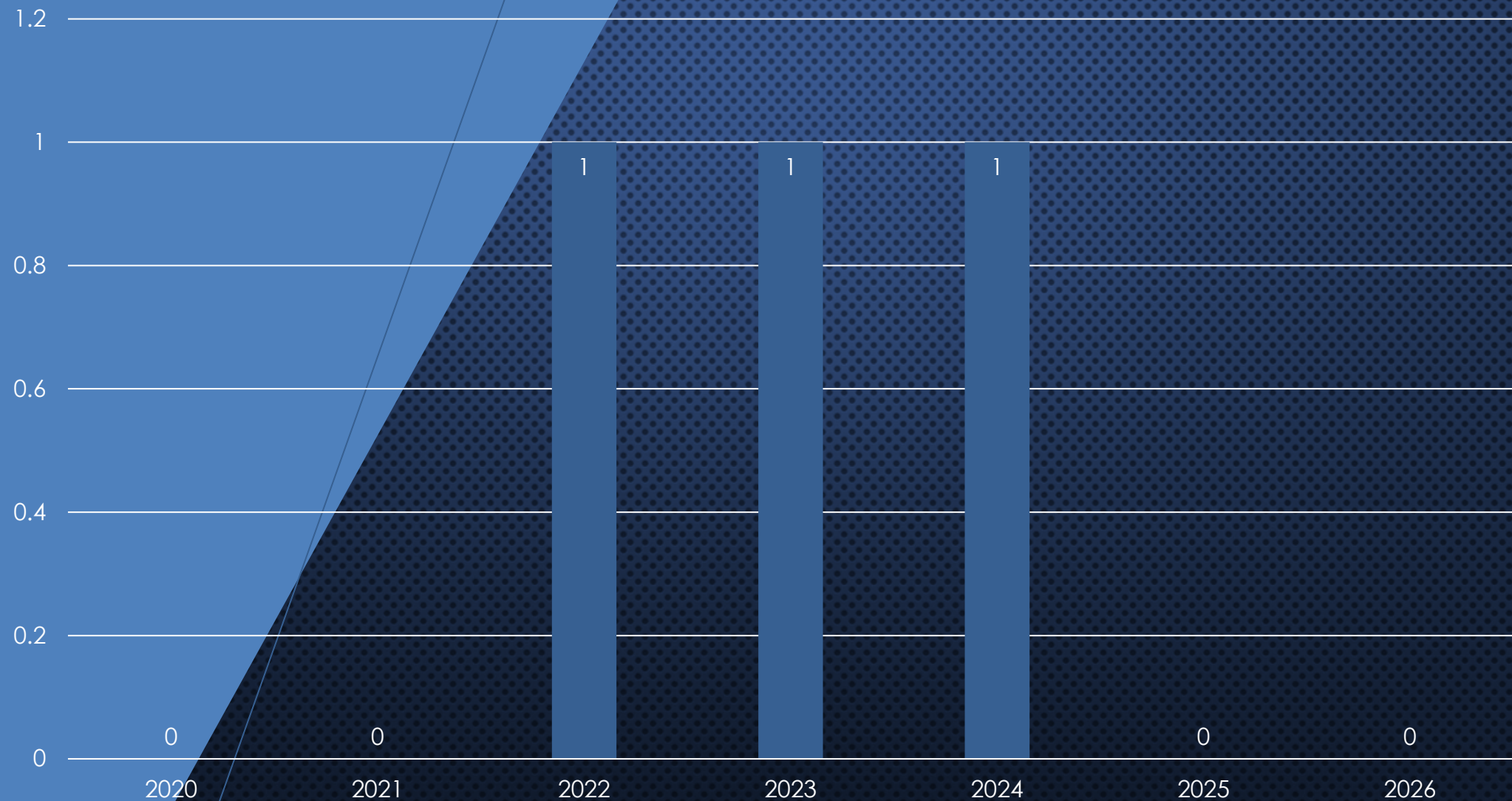
C(2) VIOLATIONS PER YEAR

Conviction/plea involving aggravated assault, theft, DWI, controlled substances, or crime involving moral turpitude



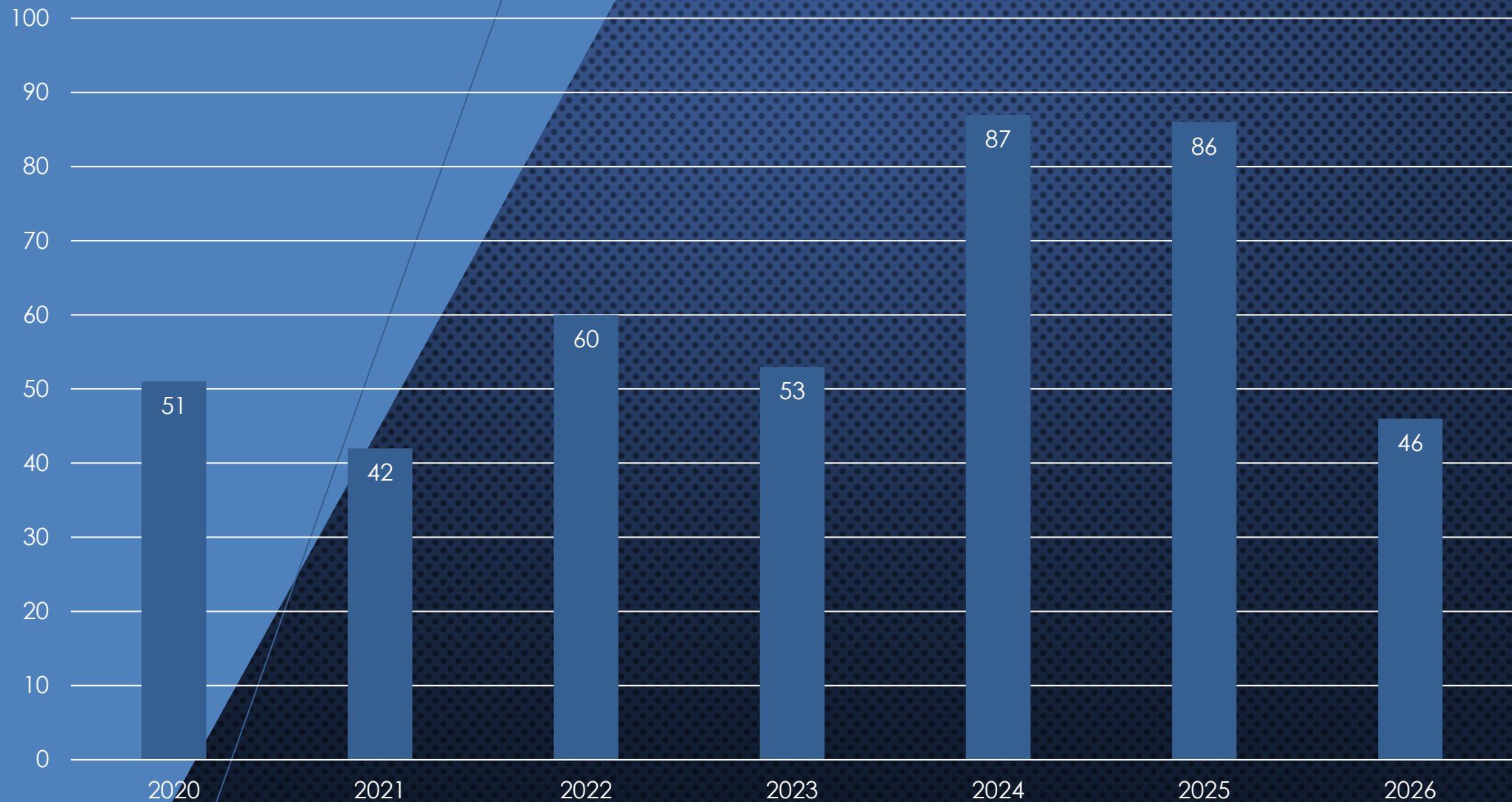
C(3) VIOLATIONS PER YEAR

False statements or false information to the Academy regarding admission/certification



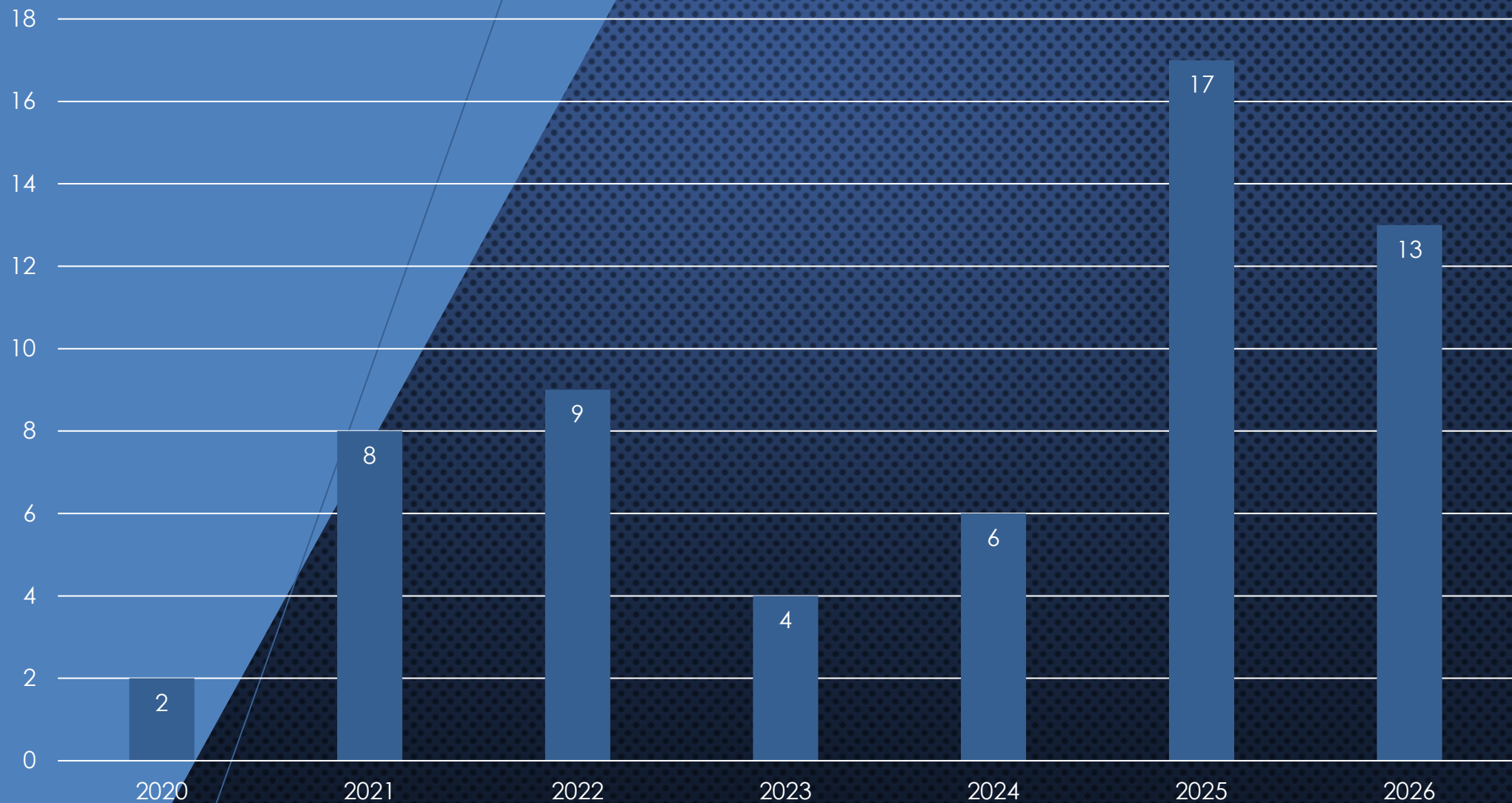
C(4) VIOLATIONS PER YEAR

Lack of good moral character, dishonesty, or fraud adversely affecting ability to perform duties



C(5) VIOLATIONS PER YEAR

Acts of violence, brutality, or abuse of police authority



C(6) VIOLATIONS PER YEAR

Conduct constituting grounds for denial under 10.29.1.10 NMAC

No C(6) Violations have been
accounted for in the last 6 years

10.29.1.11(D) GROUNDS FOR DISCIPLINE

PUBLIC SAFETY COMMUNICATORS

10.29.1.11(D)(1) Subsequent felony conviction, guilty plea, or nolo contendere.

10.29.1.11(D)(2) Conviction/plea involving aggravated assault, theft, DWI, controlled substances, or crime involving moral turpitude.

10.29.1.11(D)(3) False statements or false information to the Academy regarding admission/certification.

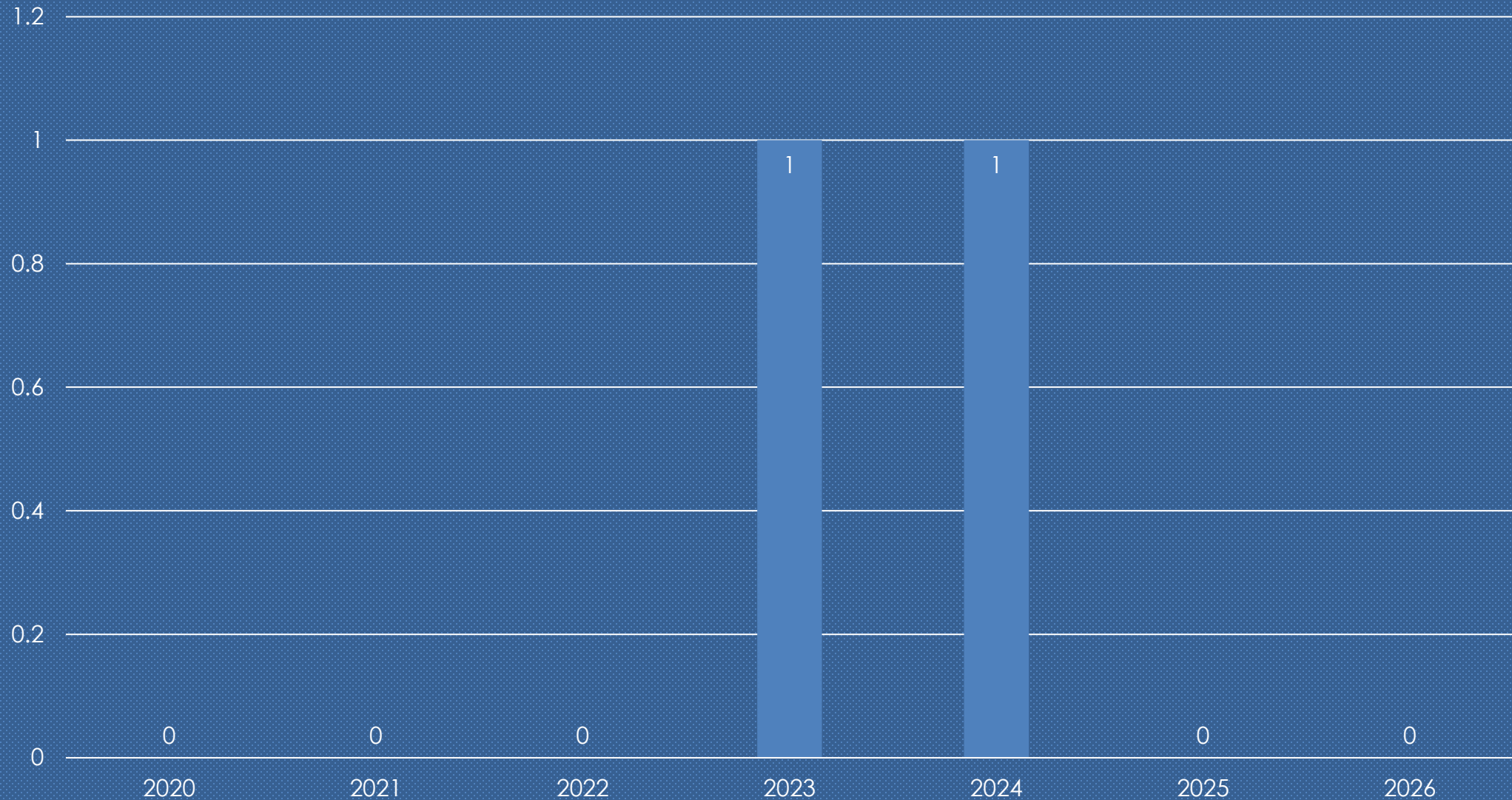
10.29.1.11(D)(4) Lack of good moral character, dishonesty, or fraud adversely affecting ability to perform duties.

10.29.1.11(D)(5) Abuse of telecommunicator authority.

10.29.1.11(D)(6) Conduct constituting grounds for denial under 10.29.1.10 NMAC.

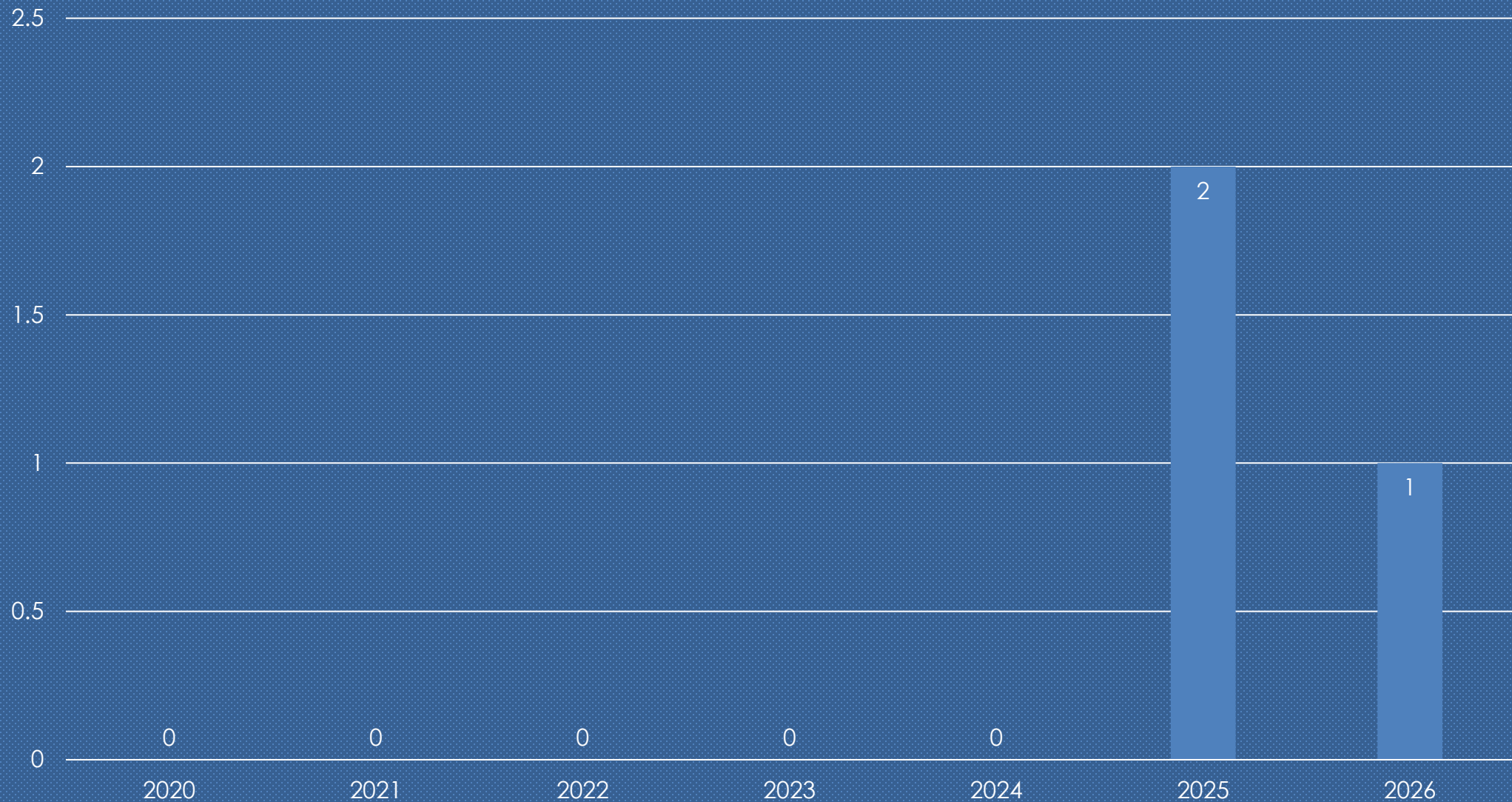
D(1) VIOLATIONS PER YEAR

Subsequent felony conviction, guilty plea, or nolo contendere



D(2) VIOLATIONS PER YEAR

Conviction/plea involving aggravated assault, theft, DWI, controlled substances, or crime involving moral turpitude



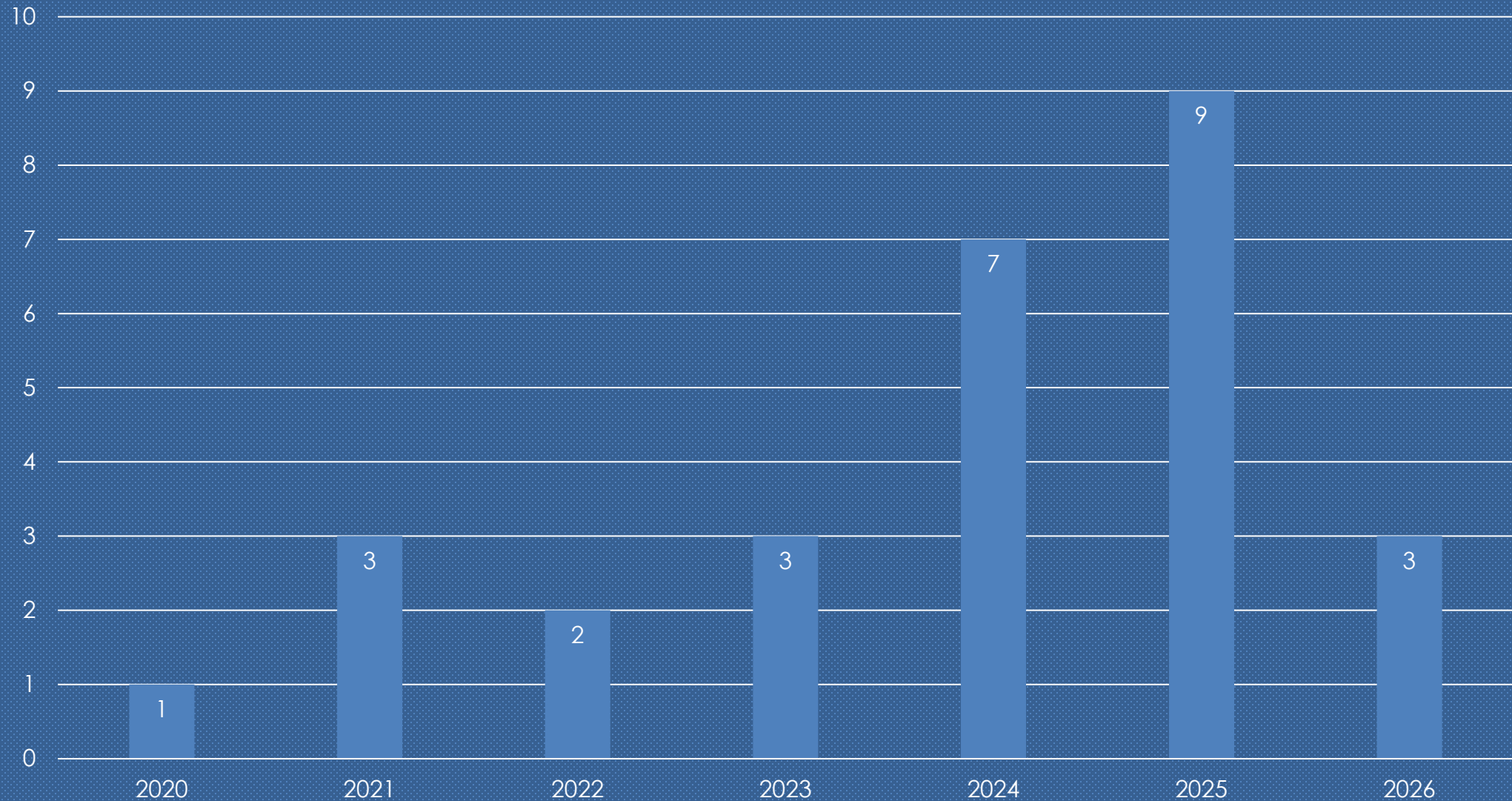
D(3) VIOLATIONS PER YEAR

False statements or false information to the Academy regarding admission/certification

No D(3) Violations have been
accounted for in the last 6 years

D(4) VIOLATIONS PER YEAR

Lack of good moral character, dishonesty, or fraud adversely affecting ability to perform duties



D(5) VIOLATIONS PER YEAR

Abuse of telecommunicator authority

No D(5) Violations have been
accounted for in the last 6 years

D(6) VIOLATIONS PER YEAR

Conduct constituting grounds for denial under 10.29.1.10 NMAC

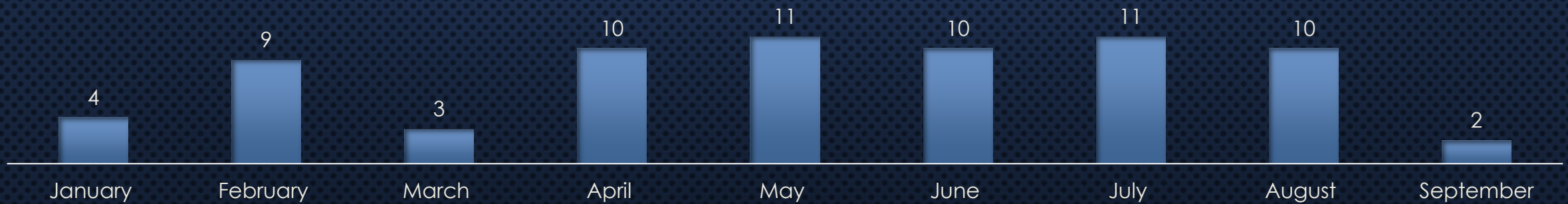
No D(6) Violations have been
accounted for in the last 6 years

2020-2025 PENDING CASES

In January 2026, there were over 300 pending cases from 2020-2025. As of September 17th, that count is now below 15.

2026 CASES RECEIVED

Total: 70



REFERRALS TO THE NEW MEXICO DEPARTMENT OF JUSTICE

Accepted and Assigned: The NMDOJ has confirmed all necessary files have been provided and will move forward with prosecution

Pending Referral: The LECB has made a recommendation, and the referral paperwork is in progress.

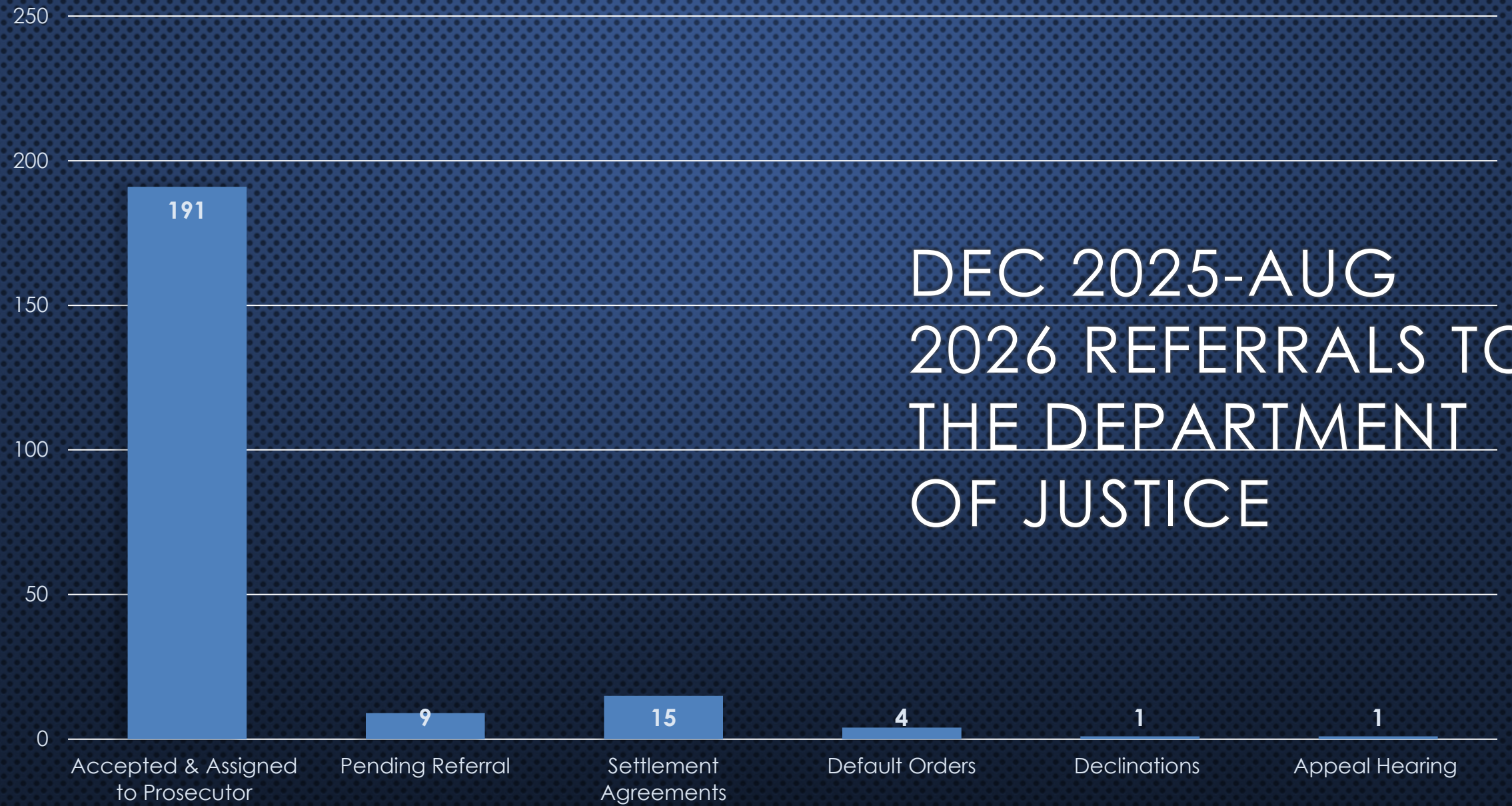
Settlement Agreement: the NMDOJ and the Respondent have reached an agreement for an alternate consequence than what the board suggested in the referral paperwork.

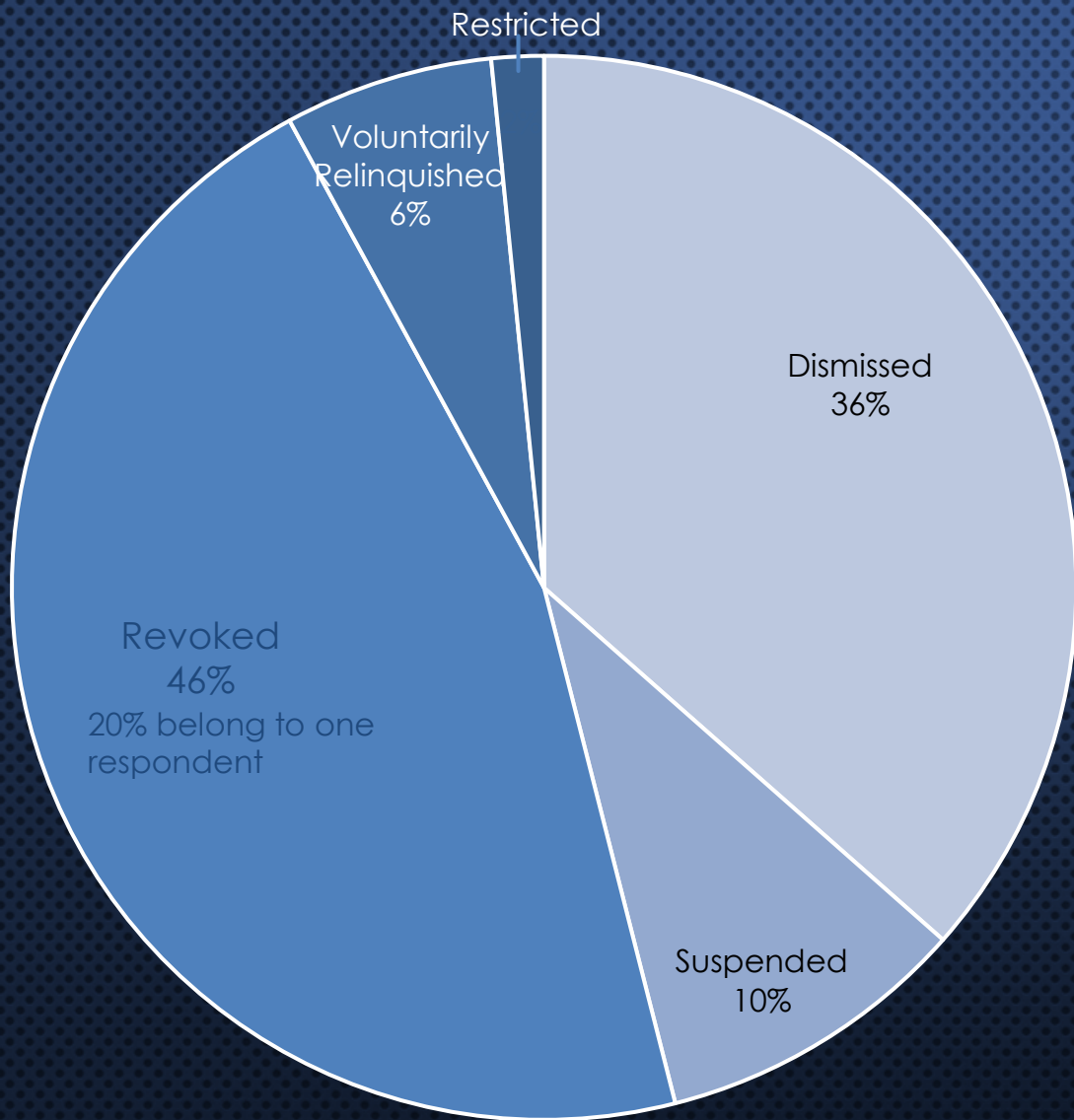
DEFAULT ORDER: RESPONDENT WAS SERVED NCA AND DID NOT RESPOND WITHIN THE 30-DAY APPEAL WINDOW TO REQUEST A HEARING

NMDOJ DECLINATIONS: THE NMDOJ HAS REVIEWED THE PROVIDED DOCUMENTS AND HAS DECLINED TO MOVE FORWARD WITH PROSECUTION

REJECTION: THE NMDOJ REVIEWED THE FILE AND DETERMINED THEY DO NOT HAVE ENOUGH DOCUMENTATION TO PROSECUTE. THEY REQUESTED MORE DOCUMENTS FROM LECB STAFF.

APPEAL HEARING: A RESPONDENT HAS REQUESTED A HEARING AFTER THE NCA HAS BEEN SENT BY THE NMDOJ .





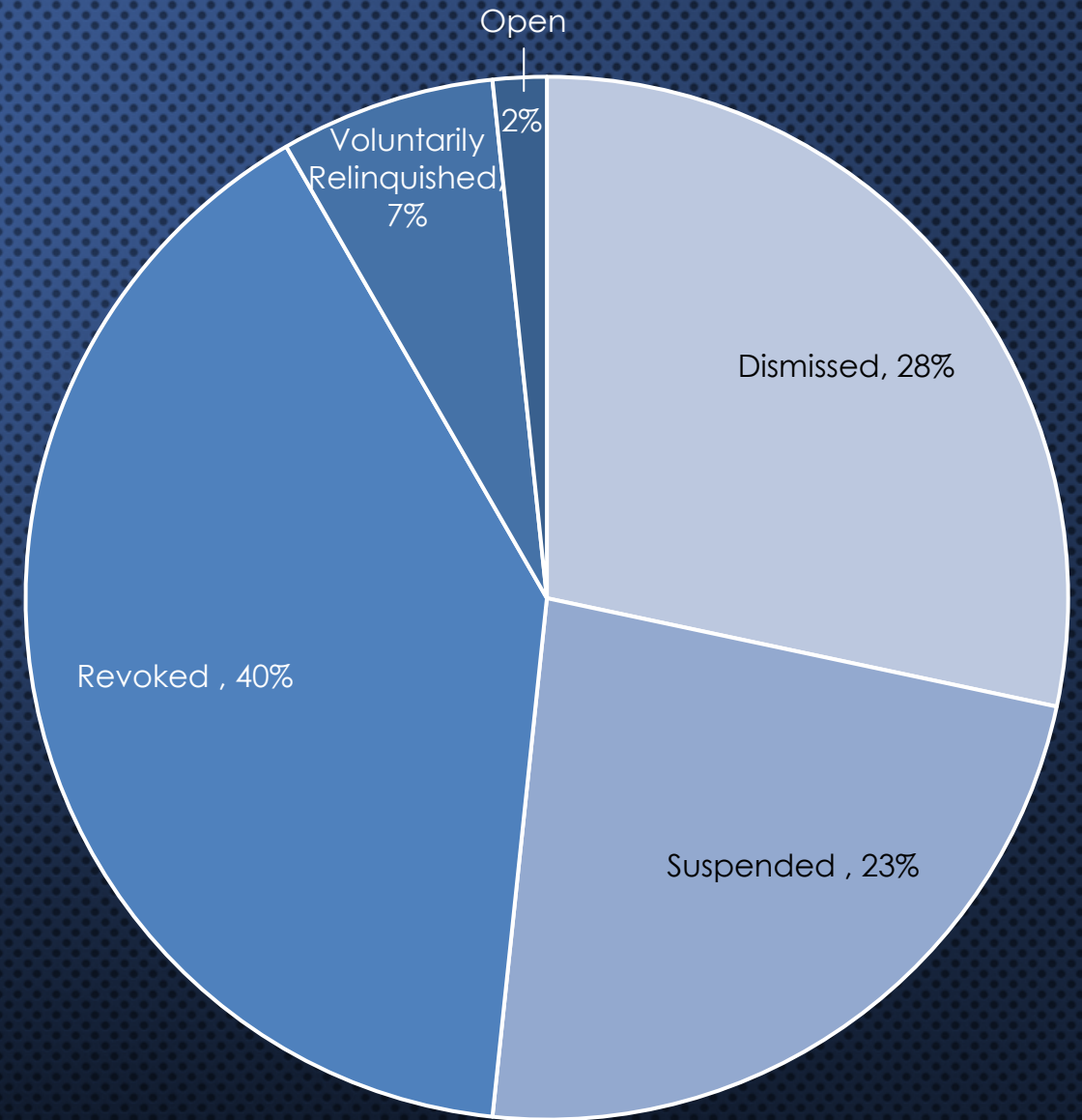
2020 CASES SUMMARY

DISPOSITIONS/REFERRALS

63 Total Cases

2021 CASES SUMMARY

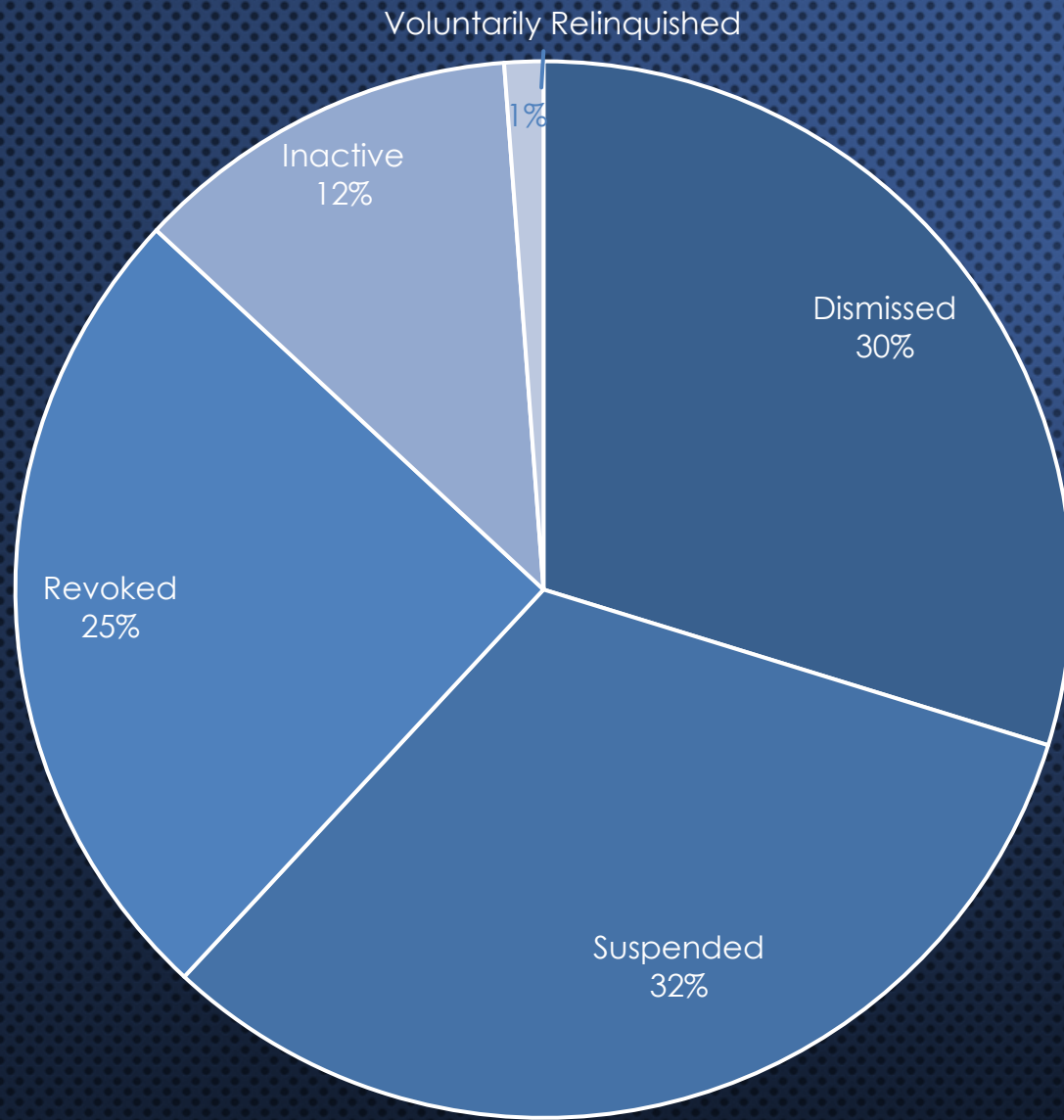
DISPOSITIONS/REFERRALS
60 Total Cases



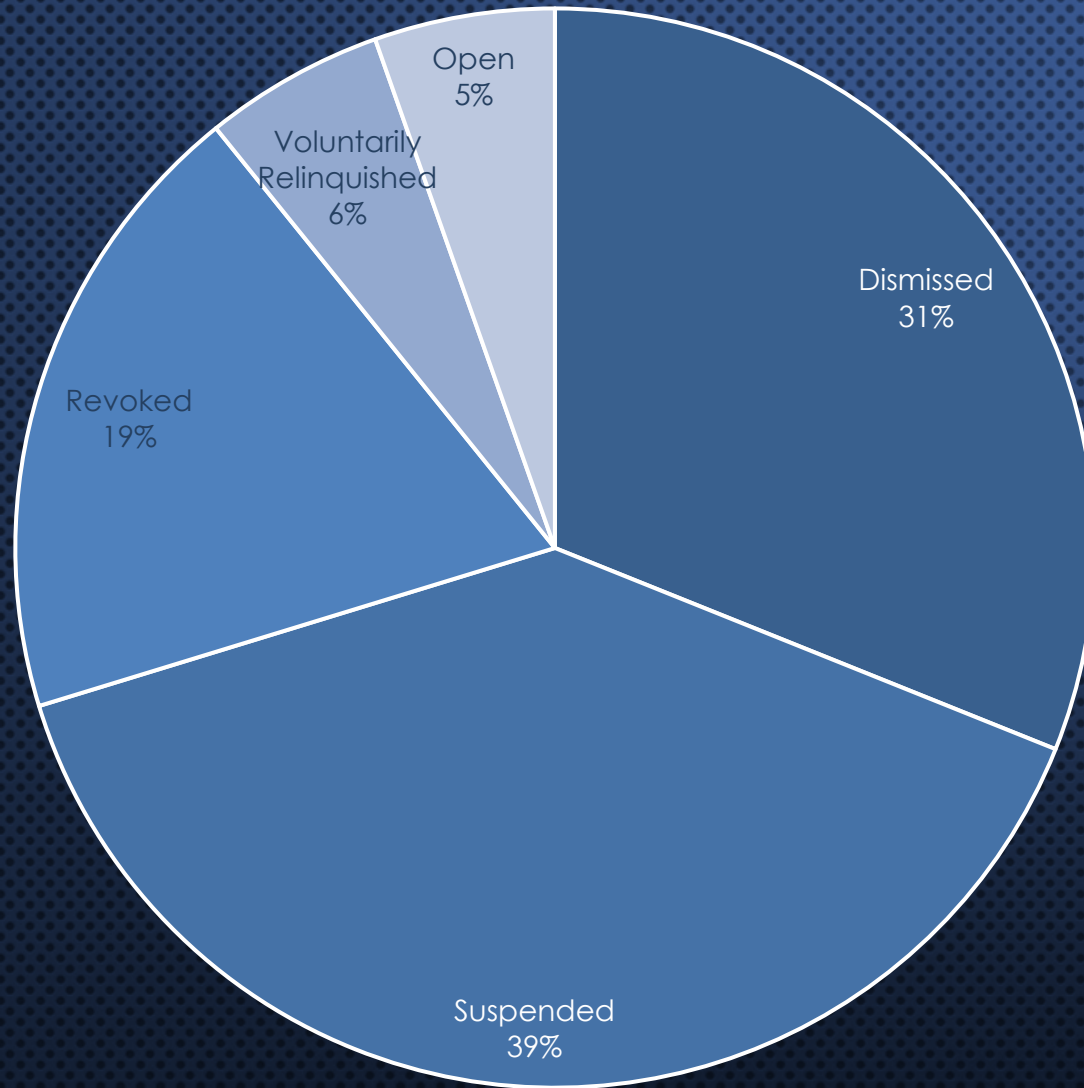
2022 CASES SUMMARY

DISPOSITIONS/REFERRALS

84 Total Cases

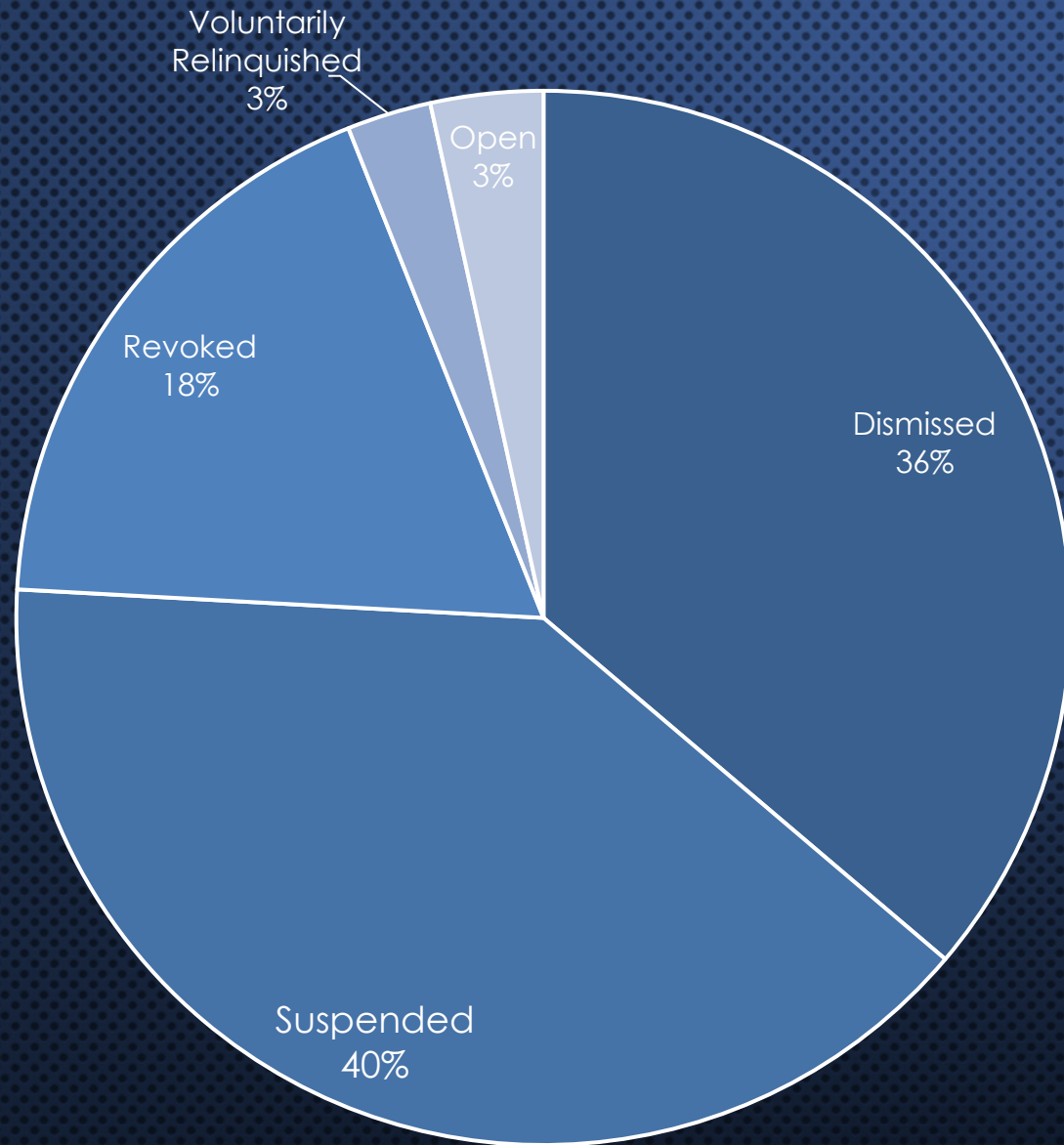


Inactive: Agency did not respond to requests for further information. It was the standard practice of the LECB staff at the time to make these cases "Inactive" until more documentation was provided.



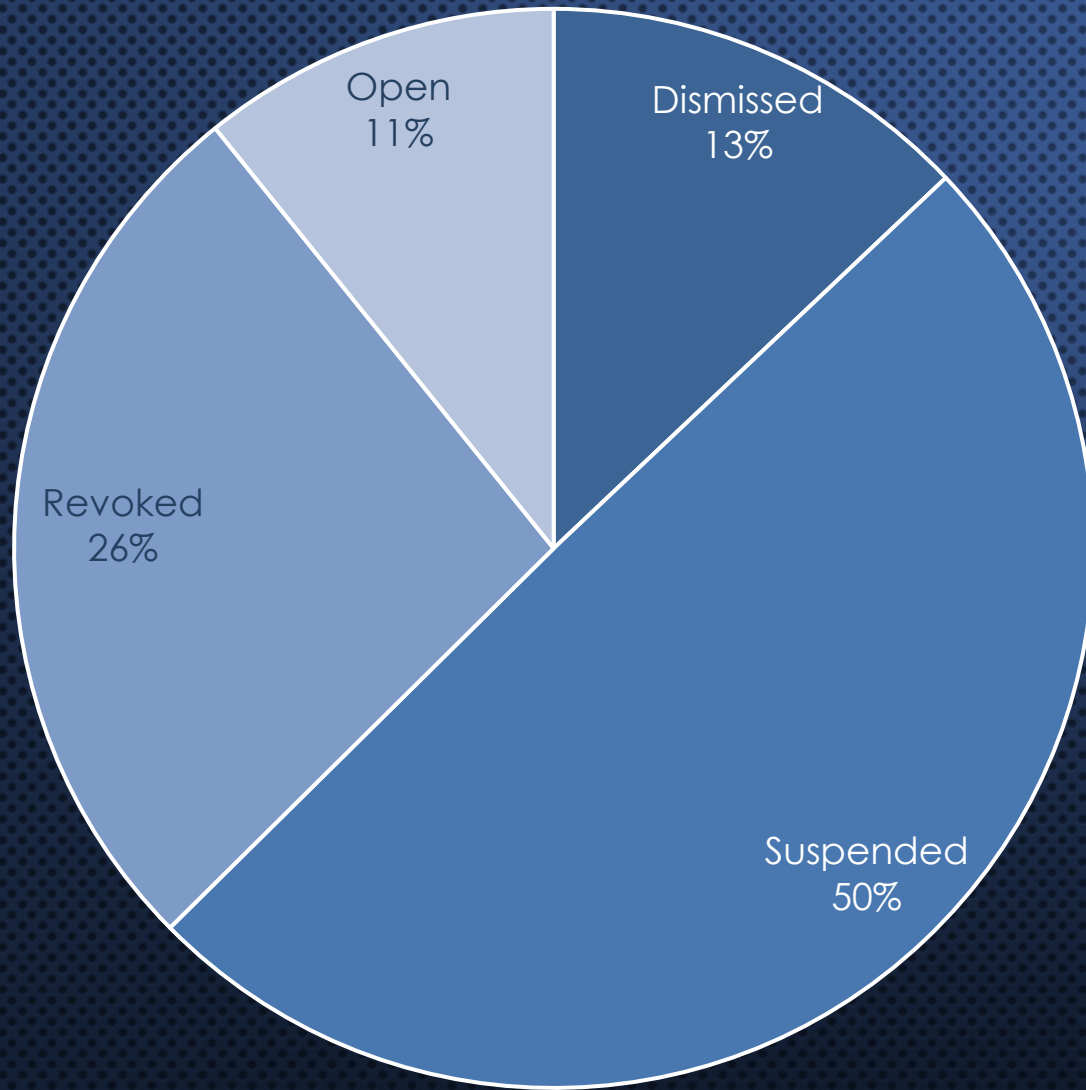
2023 CASES SUMMARY

DISPOSITIONS/REFERRALS
74 Total Cases



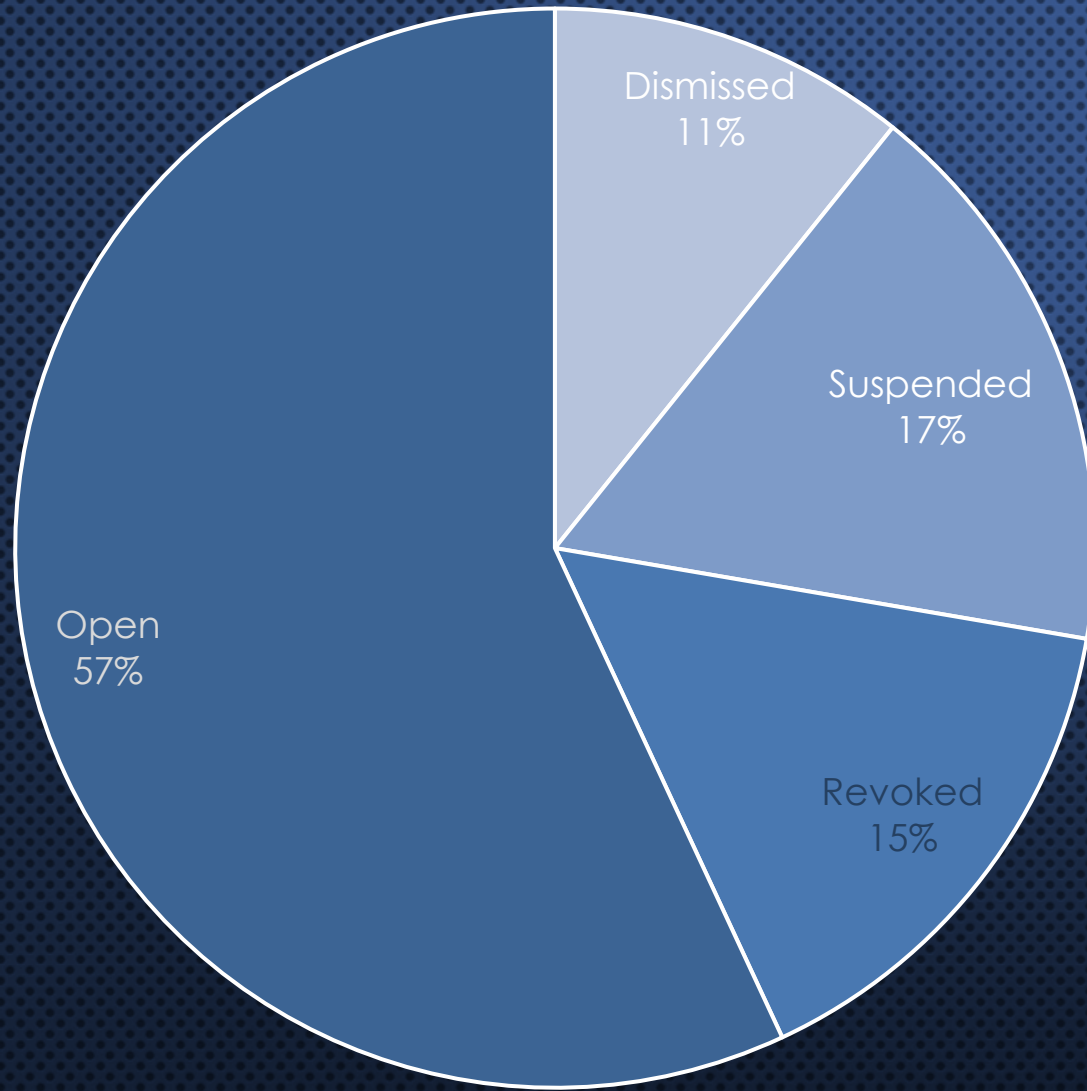
2024 CASES SUMMARY

DISPOSITIONS/REFERRALS
116 Total Cases



2025 CASES SUMMARY

DISPOSITIONS/REFERRALS
139 Total Cases



2026 CASES SUMMARY

DISPOSITIONS/REFERRALS
65 Total Cases

LAW ENFORCEMENT CERTIFICATION BOARD

Current Issues & Operational Challenges In Progress

Leadership & Staffing

- Executive Director/CEO vacancy
- Key authorized positions remain vacant or in recruitment
- Maintaining operational continuity during leadership transition

Caseload & Regulatory Responsibilities

- Continued management of misconduct investigations and disciplinary matters
- In-service training compliance for law enforcement officers and public safety telecommunicators
- Parental Responsibility Act compliance implementation
- Continued rule and procedure updates

Administrative Operations

- Clarifying LECB statutory responsibilities and DPS administrative-support functions
- Administrative and hiring processes affecting operational timelines
- Need for consistent, documented internal procedures

(Rulemaking hearings scheduled for October 27-29, 2026, for new draft rules) Next Slide.

LAW ENFORCEMENT CERTIFICATION BOARD

Rule Creation & Rulemaking Process

1. Identify Need for Rule

- Statutory change or legislative requirement
- Operational or procedural issue
- Need to clarify existing requirements
- Outdated or inconsistent rule language

2. Develop Proposed Rule

- LECB staff researches the issue and applicable authority
- Review relevant statutes and existing NMAC provisions
- Develop proposed rule language
- Coordinate legal review with Board Counsel
- Identify operational and stakeholder impacts

3. Board Review & Direction

- Present the proposed rule or rule concept to the Board
- Board reviews policy and regulatory considerations
- Board provides direction regarding formal rulemaking
- Revise proposed language as necessary

4. Formal Rulemaking Process

- Prepare proposed rule and required rulemaking documents
- Publish required public notice
- Provide an opportunity for public comment
- Conduct a public rule hearing
- Maintain the official rulemaking record

5. Board Consideration & Adoption

- Review public comments and the rulemaking record
- Consider revisions resulting from the rulemaking process
- Board deliberates on the proposed final rule
- Board determines whether to adopt the rule

6. Filing & Effective Date

- Complete final rule documents
- File the adopted rule as required
- Establish the effective date
- Update applicable LECB forms, procedures, and public information

7. Implementation & Compliance

- Notify affected agencies and certification holders as appropriate
- Train LECB staff on new or amended requirements
- Update internal workflows and systems
- Monitor implementation and identify future amendments when necessary



(Rulemaking hearings scheduled for October 27-29, 2026, for new draft rules)

LAW ENFORCEMENT CERTIFICATION BOARD

Current Issues & Operational Challenges In Progress- cont.

Organizational Stability

- Permanent leadership
- Complete staffing structure
- Succession and continuity planning

Technology & Modernization

- Case-management platform
- Website improvements
- Data reporting and tracking
- Improved document and workflow management

Communication & Outreach

- Statewide agency
- Clear misconduct-reporting expectations
- Certification and compliance education; Coordination with Standards and Training Council

Transparency & Confidentiality

- Maintain appropriate public transparency
- Protect confidential certification and investigative information
- Ensure consistent records and communication practices



LAW ENFORCEMENT CERTIFICATION BOARD

Statutory & Regulatory Issues

LECB Authority & Administrative Structure

Section 9-1-7 NMSA 1978, & Section 29-7-4.3 (A) NMSA 1978

- Defines the Board's powers, duties, certification, and disciplinary authority.
- Establishes LECB as administratively attached to DPS, with DPS providing administrative services.
- Operational issue: maintain a clear boundary between Board authority and administrative support.
- Operational issue: lack of clarity regarding statutory responsibilities within the state administrative framework relating to agency/unit status.

Confidentiality & Transparency

Section 29-7-4.3(K) NMSA 1978

- Protects qualifying internal affairs and investigation documents used in certification cases.
- Operational issue: consistently address confidentiality while meeting applicable public-meeting, records, subpoena, and public-information obligations.

9-1-7. Administratively Attached Agency; Relationships.

A. An agency attached to a department for administrative purposes only shall:

- (1) exercise its functions independently of the department and without approval or control of the department;
- (2) submit its budgetary requests through the department; and
- (3) submit reports required of it by law or by the governor through the department.

B. The department to which an agency is attached for administrative purposes only shall:

- (1) provide, if mutually agreed, the budgeting, record-keeping and related administrative and clerical assistance to the agency; and
- (2) include the agency's budgetary requests, as submitted and without changes, in the departmental budget.

C. Unless otherwise provided by law, the agency shall hire its own personnel in accordance with the Personnel Act [Chapter 10, Article 9 NMSA 1978]. History: 1953 Comp., § 4-29B-7, enacted by Laws 1977, ch. 248, § 7.