



# City of Las Vegas

1700 N. Grand Avenue | Las Vegas, NM 87701 | T 505.454.1401 | lasvegasnm.gov

**Mayor David Romero**

**CITY OF LAS VEGAS  
SPECIAL CITY COUNCIL MEETING  
November 22, 2023– Wednesday – 9:00 a.m.  
City Chambers  
1700 North Grand Avenue  
Las Vegas, NM 87701**

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## **AGENDA**

*City Council Meetings are  
Available via YouTube*

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- I. CALL TO ORDER**
- II. ROLL CALL**
- III. PLEDGE OF ALLEGIANCE**
- IV. MOMENT OF SILENCE**
- V. APPROVAL OF AGENDA**
- VI. PUBLIC INPUT (comments limited to topics on current agenda; not to exceed 3 minutes per person and individuals must sign up at least fifteen (15) minutes prior to meeting.)**
- VII. APPROVAL OF MINUTES (November 8, 2023)**
- VIII. BUSINESS ITEMS**
  1. Request approval to accept Police Chief Antonio Salazar’s resignation, effective November 16, 2023.  
  
*Mayor David Romero* Police Chief Antonio Salazar turned in his official resignation on November 16, 2023.

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David Ulibarri  
Councilor Ward I

Michael Montoya  
Councilor Ward 2

Barbara Casey  
Councilor Ward 3

Vacant  
Councilor Ward 4

**IX. EXECUTIVE SESSION**

In Accordance with the New Mexico Open Meetings Act, NMSA 1978, Section 10-15-1, (H)(2), Limited personnel matters, Discussion on appointing an Interim Police Chief.

**X. EXECUTIVE SESSION ACTION ITEM**

1. Request approval to appoint Caleb Marquez as Interim Police Chief.

**XI. DISCUSSION ITEM**

1. Discussion on the process to select a Chief of Police.

*Mayor David Romero* As per the Municipal Charter, Article V, Section 5.06 Chief of Police. (B) The Mayor shall provide a list of not less than two (2) qualified candidates for the position of Chief of Police for the Council to review. The Council shall select a Chief of Police from the two candidates provided by the Mayor.

**XII. ADJOURN**

**ATTENTION PERSONS WITH DISABILITIES:** The meeting room and facilities are accessible to persons with mobility disabilities. If you plan to attend the meeting and will need an auxiliary aid or service, please contact the City Clerk's Office prior to the meeting so that arrangements may be made.

**ATTENTION PERSONS ATTENDING COUNCIL MEETING:** By entering the City Chambers you consent to photography, audio recording, video recording and its/their use for inclusion on the City of Las Vegas website and to be broadcast on YouTube.

**NOTE:** A final agenda will be posted 72 hours prior to the meeting. Copies of the Agenda may be obtained from City Hall, Office of the City Clerk, 1700 N. Grand Avenue, Las Vegas, NM 87701 or the City's website at [www.lasvegasnm.gov](http://www.lasvegasnm.gov)

**MINUTES OF THE CITY OF LAS VEGAS CITY COUNCIL REGULAR MEETING HELD ON WEDNESDAY, NOVEMBER 8, 2023 AT 5:30 P.M. IN THE CITY COUNCIL CHAMBERS.**

**MAYOR:** Louie A. Trujillo

**COUNCILORS:** David G. Romero *via Google Meets*  
Barbara Casey  
Michael L. Montoya  
David Ulibarri

**ALSO PRESENT:** Leo Maestas, City Manager  
Casandra Fresquez, City Clerk  
Caleb Marquez, Sergeant at Arms

**CALL TO ORDER**

Mayor Trujillo called the meeting to order at 5:30 pm.

**ROLL CALL**

**PLEDGE OF ALLEGIANCE**

**MOMENT OF SILENCE**

Mayor Trujillo asked for a moment of blessing for all those present and asked that Mayor and Council be guided to make the best decisions for the public. Mayor Trujillo advised that he was thankful for all his colleagues.

**APPROVAL OF AGENDA**

City Clerk Fresquez advised that she had a recommendation to remove the first presentation by Fire Chief Spann, which he would present during a Council Meeting in December.

Councilor Casey made a motion to approve the agenda as amended. Councilor Ulibarri seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

Michael L. Montoya	Yes	David Ulibarri	Yes
David G. Romero	Yes	Barbara Casey	Yes

City Clerk Fresquez advised the motion carried.

**PUBLIC INPUT**

There was no public input.

**EXECUTIVE SESSION**

Councilor Casey made a motion to convene into executive session for the purpose of discussing Limited personnel matters, as permitted by section 10-15-1(H)(2) of the New Mexico Open Meetings Act, NMSA 1978, Discussion regarding the Police Chief and discussing Collective Bargaining Strategy, as permitted by section 10-15-1(H)(5) of the New Mexico Open Meetings Act, NMSA 1978, Discussion regarding the International Association of Firefighters (IAFF) Collective Bargaining Unit agreement. Councilor Ulibarri seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

David G. Romero	Yes	Barbara Casey	Yes
Michael L. Montoya	Yes	David Ulibarri	Yes

City Clerk Fresquez advised the motion carried.

Councilor Casey made a motion to exit executive session and reconvene into regular session after being in executive session for the purpose of discussing Limited personnel matters, as permitted by section 10-15-1(H)(2) of the New Mexico Open Meetings Act, NMSA 1978, Discussion regarding the Police Chief and

discussing Collective Bargaining Strategy, as permitted by section 10-15-1(H)(5) of the New Mexico Open Meetings Act, NMSA 1978, Discussion regarding the International Association of Firefighters (IAFF) Collective Bargaining Unit agreement, and no action was taken. Councilor Ulibarri seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

Michael L. Montoya	Yes	David Ulibarri	Yes
Barbara Casey	Yes	David G. Romero	Yes

City Clerk Fresquez advised the motion carried.

**MAYOR’S APPOINTMENTS/REPORTS AND RECOGNITIONS/PROCLAMATIONS**

For the sake of time there were no appointments/reports and recognitions/proclamations.

**COUNCILORS’ REPORTS**

For the sake of time there were no Councilors’ reports.

**CITY MANAGER’S REPORT**

City Manager Maestas discussed the following;

- Welcomed new staff to the City of Las Vegas
- WLV hosted District Tournament for Cross Country (Rodriguez Park)
- Concrete Improvements
  - Douglas Ave.
  - Railroad Ave.
  - New Mexico/Hot Springs
- Project updates
  - Legion Drive road project
  - University Ave. project
  - Parking Lot Improvements at the Senior Center
- City Holiday Events
- Blood Drive

**APPROVAL OF MINUTES**

Councilor Montoya made a motion to approve the minutes from October 18, 2023. Councilor Casey seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

David Ulibarri	Yes	Barbara Casey	Yes
Michael L. Montoya	Yes	David G. Romero	Yes

City Clerk Fresquez advised the motion carried.

**PRESENTATIONS**

Camilla Bustamante with New Mexico Workforce Integration Network provided a lengthy discussion about their NM Workforce Solutions program to help bring employment to Las Vegas by partnering with Colleges in NM.

**BUSINESS ITEMS**

1. Request approval of Addendum #2 for Contract #3832-22 White Sands Drug & Alcohol Compliance.

HR Director Darlene Arguello advised there were no changes to the contract and everything would remain the same.

Councilor Casey made a motion to approve Addendum #2 for Contract #3832-22 White Sands Drug & Alcohol Compliance. Councilor Ulibarri seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

Michael L. Montoya	Yes	David G. Romero	Yes
Barbara Casey	Yes	David Ulibarri	Yes

City Clerk Fresquez advised the motion carried.

2. Request approval of Addendum #2 to Contract #3835-22 with Stantec Consulting Services Inc. for professional engineering services as needed for utility, street and drainage improvements on Hot Springs Blvd.

Utilities Director Maria Gilvarry advised they got the permit from NMDOT and would be moving forward with the work across Mills Avenue.

Councilor Romero advised that the addendum would be extending the term and no additional budget has been added.

Utilities Director Gilvarry advised that was correct.

Councilor Casey made a motion to approve Addendum #2 to Contract #3835-22 with Stantec Consulting Services Inc. for professional engineering services as needed for utility, street and drainage improvements on Hot Springs Blvd. Councilor Ulibarri seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

David G. Romero	Yes	Barbara Casey	Yes
Michael L . Montoya	Yes	David Ulibarri	Yes

City Clerk Fresquez advised the motion carried.

3. Request approval for out-of-state travel for City Manager Leo Maestas and Councilor David Romero to attend the NALEO Policy Institute on Health: Creating Pathways Toward Latino Well-Being taking place on November 16 -17, 2023.

- 4.

City Manager Maestas discussed the scholarship application that pays for travel and lodging. City Manager Maestas advised that both Councilor Romero and himself applied for the scholarship and were both recipients. City Manager Maestas advised there would be no cost to the City for them to attend.

Councilor Romero advised that he had sent Mayor and Council the information for the NALEO Institute.

Councilor Casey asked both Councilor Romero and City Manager Maestas to provide them with a report on what they learned at the NALEO Institute for the December meeting.

Councilor Montoya made a motion to approve out-of-state travel for City Manager Leo Maestas and Councilor David Romero to attend the NALEO Policy Institute on Health: Creating Pathways Toward Latino Well-Being taking place on November 16 -17, 2023. Councilor Casey seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

David Ulibarri	Yes	Michael L. Montoya	Yes
Barbara Casey	Yes	David G. Romero	Abstained

City Clerk Fresquez advised the motion carried.

5. Discussion/Direction regarding a retention bonus for four (4) Communication Specialists in the Police Department.

Interim Police Chief Caleb Marquez discussed the Grant funding received from the State by Governor Michelle Lujan Grisham to be used for retention/recruitment. Interim Police Chief Marquez advised they received about \$283,000, a disbursement of the grant was given last year in the amount of \$112,500 for the retention of Officers. Interim Police Chief Marquez advised there was a contract tied to retain the Officers for one year upon receiving the grant funding. Interim Police Chief Marquez advised that the Communication Specialists did not qualify for the grant funding they received last year. Interim Police Chief Marquez further advised they have four Communication Specialists and they would like to retain good, quality staff and move forward in training new people who come in. Interim Police Chief Marquez advised they would receive the same amount of \$4,500 that they found within their budget and offer them the same contract to stay with the City PD.

Mayor Trujillo asked if Finance reviewed their proposal.

City Manager Maestas advised it would be a one time bonus.

Councilor Montoya asked if there were any Officers that left the department and were obligated to return the bonus.

Interim Police Chief Marquez advised they did have two Officers leave, and they are working to have that money reimbursed to the City. Interim Police Chief



Marquez advised they would have the same stipulations for the Communication Specialists to remain with the City PD for one year.

Councilor Montoya made a motion to approve the retention bonus for four (4) Communication Specialists in the Police Department in the amount of \$4,500. Councilor Casey seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

David Ulibarri	Yes	David G. Romero	Yes
Barbara Casey	Yes	Michael L. Montoya	Yes

City Clerk Fresquez advised the motion carried.

Mayor Trujillo asked for a moment to recognize the job the Communication Specialists do.

Councilor Romero asked how the \$4,500 would be given.

Interim Police Chief Marquez advised it would be a one time disbursement.

Councilor Romero asked how many years with the City did the Communication Specialists each have.

Interim Police Chief Marquez advised they have a range of 23 years to 5 years.

Councilor Montoya thanked Police Chief Salazar and the Governor for making that funding available.

6. Discussion/Direction regarding recruitment and retention bonuses for Police Officers utilizing funding received from the State of New Mexico Law Enforcement Fund created by Governor Michelle Lujan Grisham.

Interim Police Chief Caleb Marquez discussed the funding in the amount of \$112,500 being used last year for retention bonuses for certified Officers and for Officers they had just brought into the Police department. Interim Police Chief Marquez advised that they are trying to take an aggressive stance in recruiting good quality certified Officers and non certified Officers so they could have

longevity within the City and stability. Interim Police Chief Marquez advised they were proposing a \$12,000 sign on bonus for certified Officers.

Councilor Montoya asked if it would diminish the fund.

Interim Police Chief Marquez advised they're aiming to hire four certified Officers and six non certified Officers, which would diminish the funding of \$112,500 and the second disbursement of the \$56,000 would go towards the second portion.

Councilor Montoya asked how many vacancies there were.

Interim Police Chief Marquez advised there were 22 including Lieutenants, Sergeants, Agents and Officers.

Councilor Montoya asked when the funding needed to be spent by.

Interim Police Chief Marquez advised by June 30th.

Councilor Montoya asked that they be made aware of how many Officers they hire with the funding.

Interim Police Chief Marquez advised that they've had recruiting events, and they have two certified Officers who are interested and are going through a background check. Interim Police Chief Marquez advised they had one certified Officer that is ready for hire, and multiple non certified Officers. Interim Police Chief Marquez advised with the \$6,000 bonus, Officers would have to commit to the City Police department for three years and for certified Officers they would have a two year commitment to the department.

Councilor Montoya made a motion to approve recruitment and retention bonuses for Police Officers utilizing funding of \$6,000 for non certified and \$12,000 for certified Officers.

Councilor Romero asked about the language in the grant and House Bill 68 and if they are within the grant application and HB 68. Councilor Romero asked if the City Attorney had reviewed it.

City Manager Maestas advised no, it was a conversation to see where Mayor and Council would like to go regarding the option and if it's approved they could speak with the City Attorney. City Manager Maestas advised they spoke with Ms. Gallegos who is the Administrator of the grant for the State. City Manager Maestas further advised that Ms. Gallegos stated there were no restrictions other than it does have to be used for certified Officers.

Councilor Romero asked Councilor Montoya to amend his motion that it be approved based on the approval of the attorney and that he reviews the grant.

Councilor Montoya advised that if they're not in compliance they would let Mayor and Council know.

Councilor Montoya amended his motion to approve recruitment and retention bonuses for Police Officers utilizing funding of \$6,000 for non certified and \$12,000 for certified Officers based on the approval of the attorney and that he reviews the grant. Councilor Romero seconded the motion. Mayor Trujillo asked for roll call. Roll Call Vote was taken and reflected the following:

Barbara Casey	Yes	David G. Romero	Yes
David Ulibarri	Yes	Michael L. Montoya	Yes

City Clerk Fresquez advised the motion carried.

**ADJOURN**

Councilor Montoya made a motion to adjourn. Councilor Ulibarri seconded the motion. All were in favor.

City Clerk Fresquez advised the motion carried.  
Meeting adjourned at 7:37 pm.

\_\_\_\_\_  
Mayor David G. Romero

ATTEST:

\_\_\_\_\_  
Casandra Fresquez, City Clerk



**CITY OF LAS VEGAS SPECIAL  
COUNCIL MEETING AGENDA REQUEST FORM**

**Meeting Date:** November 22, 2023

**Date Submitted:** 11/16/23

**Department:** Executive

**Item:** Request approval to accept Police Chief Antonio Salazar's resignation, effective November 16, 2023.

Police Chief Antonio Salazar turned in his official resignation on November 16, 2023.

**Fiscal Impact:**

**Attachments:**

**THIS REQUEST FORM MUST BE SUBMITTED TO THE CITY CLERK'S OFFICE NO LATER THAN 5:00 P.M. ON FRIDAY ONE AND A HALF WEEKS PRIOR TO THE CITY COUNCIL MEETING.**

Approved For Submittal By:  
Mayor David G. Romero

Reviewed By:

  
\_\_\_\_\_  
Finance Director

*Leo Maestas by Tim*  
\_\_\_\_\_  
City Manager

**CITY CLERK'S USE ONLY  
COUNCIL ACTION TAKEN**

Resolution No. \_\_\_\_\_  
Ordinance No. \_\_\_\_\_  
Contract No. \_\_\_\_\_  
Approved \_\_\_\_\_

Continued To: \_\_\_\_\_  
Referred To: \_\_\_\_\_  
Denied \_\_\_\_\_  
Other \_\_\_\_\_



**CITY OF LAS VEGAS SPECIAL  
COUNCIL MEETING AGENDA REQUEST FORM**

**Meeting Date:** November 22, 2023

**Date Submitted:** 11/16/23

**Department:** Executive

**Item:** Request approval to appoint Caleb Marquez as Interim Police Chief.

Deputy Chief Caleb Marquez will serve as Interim Police Chief.

**Fiscal Impact:**

**Attachments:**

**THIS REQUEST FORM MUST BE SUBMITTED TO THE CITY CLERK'S OFFICE NO LATER THAN 5:00 P.M. ON FRIDAY ONE AND A HALF WEEKS PRIOR TO THE CITY COUNCIL MEETING.**

Approved For Submittal By:  
Mayor David G. Romero

Reviewed By:

Finance Director

*Leo Maestas by TM*  
\_\_\_\_\_  
City Manager

**CITY CLERK'S USE ONLY  
COUNCIL ACTION TAKEN**

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Ordinance No. \_\_\_\_\_  
Contract No. \_\_\_\_\_  
Approved \_\_\_\_\_

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Denied \_\_\_\_\_  
Other \_\_\_\_\_



**CITY OF LAS VEGAS SPECIAL  
COUNCIL MEETING AGENDA REQUEST FORM**

**Meeting Date:** November 22, 2023

**Date Submitted:** 11/16/23

**Department:** Executive

**Item:** Discussion on the process to select a Chief of Police.

As per the Municipal Charter, Article V, Section 5.06 Chief of Police. (B) The Mayor shall provide a list of not less than two (2) qualified candidates for the position of Chief of Police for the Council to review. The Council shall select a Chief of Police from the two candidates provided by the Mayor.

**Fiscal Impact:**

**Attachments:**

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Approved For Submittal By:  
Mayor David G. Romero

Reviewed By:

Finance Director

*Leo Maestas by TM*  
\_\_\_\_\_  
City Manager

**CITY CLERK'S USE ONLY  
COUNCIL ACTION TAKEN**

Resolution No. \_\_\_\_\_  
Ordinance No. \_\_\_\_\_  
Contract No. \_\_\_\_\_  
Approved \_\_\_\_\_

Continued To: \_\_\_\_\_  
Referred To: \_\_\_\_\_  
Denied \_\_\_\_\_  
Other \_\_\_\_\_