



Board Meeting Minutes for March 20, 2025  
1000 Hours  
Artesia City Council

Called to order by County Manager Michael Gallagher 10:15 a.m.  
Determination of Quorum – Simple Majority Required- Approved

**Present:**

County Manager Michael Gallagher  
Mayor Designee Jarrod Moreau  
Artesia City Clerk/Treasurer Summer Valverde  
Artesia Public Schools Danny Parker  
APD Chief Kirk Roberts  
ECFR Chief Josh Mack

**REDA ADMINISTRATION**

REDA Executive Director Bambi Kern  
REDA Training Coordinator Megan Headrick  
REDA HR/Finance Kirstene Campbell  
REDA Administrative Clerk Nicole Herring

**Absent:**

Chairman Mayor Jon Henry  
Eddy County Emergency Manager Jennifer Armendariz  
New Mexico State Representative Jim Townsend  
Eddy County Commissioner Bo Bowen  
REDA CIO Gary Romine

**Approval of March 20th, 2025, REDA Executive Board Meeting Agenda**

CM Michael Gallagher called for a motion for the approval of March 20th, 2025, Agenda as presented, APS Danny Parker made the motion; City clerk Valverde 2<sup>nd</sup> the motion; motion carried agenda approved.

**Approval of February 20th, 2025, Meeting Minutes**

CM Gallagher called for a motion for the approval of February 20th, 2025, Meeting Minutes, Mayor Designee Jarrod Moreau made the motion; APS Parker 2<sup>nd</sup> the motion; motion carried, minutes approved.

**AGENDA**

1. **Public Comments / Announcement - NONE**
2. **Financials Report / Budget**
  - A. Quick View Financials, Invoices, Actuals City clerk Valverde motioned; APS Parker 2<sup>nd</sup> motion; motion carried, approved.
  - B. APCO Retains – Just for information no motion to approve needed

3. **Operations Committee Meeting Announcements / Reports:**
  - A. **Reports/Recommendations** – APD Chief Roberts advised there was no OPSCOM meeting this month. No questions or comments from the board.
4. **Expenditures Review / Emergency Business /Approval: NONE**
5. **Director Comments/Announcements/Reports:**
  - A. **Director’s Report:** Director Kern provided reports from Paylocity (HR software and oversight approved by the board last year). It helps to track personnel and provide reports as well as gives insight on how to help with retention and engagement, giving suggestions on how to help in certain areas.
  - B. **Training Report:** Director Kern recognizes Training Coordinator Megan Headrick for APCO certification of the training program. TC Headrick advised that there are 3 trainees that are going to the Hobbs Academy in July and starting the REDA in-house academy in April. A lot of training is going on.
  - C. **IT Report:** Director Kern reported that the biggest thing to report is the CAD/RMS upgrade. We have identified 3 issues with the upgrade. These issues include queries and fire rescue run cards. NEXTGEN 911 has been pushed back to July. Kern advised that the additional consoles provisioned by Motorola are ready for testing. Kern also mentions ongoing efforts to ensure CAD compliance and resolve potential issues with the Fuchsia and Axon integration.
6. **Legislative**
  - A. **Surcharge Increase:** Director Kern reported that the bill for the legislative surcharge increase has been rolled from the subcommittee. It was advised that we need to come back with a stronger bill, but it is out of our hands right now.
  - B. **Reclassification:** Kern reported that there has been no movement with this bill. Discussed the importance of recognizing dispatcher’s mental health and trauma, comparing dispatcher’s trauma rates to first responders. It was discussed that dispatchers do not have time to process a traumatic call that was taken before having to take the next call. Most dispatchers last 2-5 years because of burnout. If the dispatcher moves up to admin they stay and possibly retire, just not retiring as dispatchers. Kern reported that she had a meeting with New Mexico State Police, and they were misinformed of the reclassification. NMSP thought that dispatchers were going to be in their pool of PERA, once it was explained of what the reclassification meant, they were in agreement with the bill and supported it. MD Moreau and APS Parker were asking questions about whether REDA could move away from PERA and go with another company for a 401K or investigate doing something different.
7. **Resolutions: NONE**
8. **Agreements/Contracts/MOU’s: NONE**
9. **Consent Agenda:** [All items listed below have been distributed to the REDA Executive Board, in advance of this meeting and are routine and non-controversial in nature, they will be enacted by a single motion. Any board member may remove an item from this Consent Agenda, if separate discussion is desired]:
  - A. **Motorola Summit 2025 Dallas, TX May 12<sup>th</sup>-May 15<sup>th</sup>**
    1. Jordan Iiams
  - B. **SHRM Conference San Diego, CA June 29<sup>th</sup> – July 3<sup>rd</sup>**
    1. Kirstene Campbell
    2. Bambi Kern
  - C. **Prepared 911 Lunch and Learn Los Lunas, NM March 24<sup>th</sup> – 25<sup>th</sup>**
    1. Bambi Kern
    2. Megan Headrick
  - D. **NM Advance Training Course NCIC/TAC Santa Fe, NM April 2<sup>nd</sup> – 4<sup>th</sup>**
    1. Megan Headrick

Past

E. On Scene First Training Alamogordo, NM March 17<sup>th</sup> – 19<sup>th</sup>

1. Bambi Kern

All travel requests are in the budget. MD Moreau motioned approval; City clerk Valverde 2<sup>nd</sup> motion; motion carried and was approved.

Director Kern shared with the board the dispatch centers performance during a recent dust storm, praising the team's efforts and collaboration with other agencies. Having 6 dispatchers and 1 call taker between the hours of 11:00 to 20:00 the center took 659 calls; this includes landline and 911's.

**10. Board Member Comments: NONE**

**11. Closed Meeting:**

A. In accordance with the State of New Mexico Open Meetings Act, Sections [§10-15-1-(H)(2)]:  
Closed Session Items: **NONE**

**12. Set the next Board Meeting:** on April 17<sup>h</sup>, 2025, at 1000 was motioned by CM Gallagher; 2<sup>nd</sup> by City clerk Valverde

**13. Adjourn Meeting @ 1041**

X

\_\_\_\_\_  
Jon Henry  
Executive Board Chairman (or designee)

Date: \_\_\_\_\_

X

\_\_\_\_\_  
Bambi Kern  
REDA Executive Director (or designee)

Date: \_\_\_\_\_