VALENCIA COUNTY BOARD OF COMMISSIONERS

Regular Business Meeting

April 4, 2007

PRESENT	ABSENT
Pedro G Rael, Chairman	
Georgia Otero-Kirkham, Vice-Chairman	
David R Medina, Member	
Ron Gentry, Member	
Lynette Pinkston, Member	
	Francisco Apodaca, County Manager
Cynthia R. Wimberly, County Attorney	
Sally Perea, County Clerk	
Press and Public	

1. The meeting was called to order by Chairman Pedro Rael at 9:00 AM.

2. Chairman Rael led the Pledge of Allegiance.

3. Approval of Agenda

Chairman Rael asked if there were any changes to the agenda. Commissioner Pinkston moved for approval. Commissioner Gentry requested to add under Discussion Items 6c – Update on the Emergency Meeting held on April 3, 2007. Commissioner Pinkston withdrew her motion. Commissioner Gentry moved with the added item as stated above. Seconded by Commissioner Pinkston. Discussion. Commissioner Pinkston voted yes. Commissioner Kirkham voted yes. Commissioner Gentry voted yes. Commissioner Medina voted no. Chairman Rael voted no. Motion carried 3-2. Commissioner Kirkham moved for approval of the agenda as amended. Seconded by Commissioner Gentry. Motion carried 3-2 – Commissioner Medina and Chairman Rael voted no. Commissioners Kirkham, Gentry and Pinkston voted yes.

4. Approval of Minutes

March 14, 2007 - Public Hearing

March 21, 2007 - Business Meeting

Commissioner Kirkham moved for approval of the above minutes. Seconded by Commissioner Pinkston. Motion carried unanimously.

5. Public Requests

Mike Wood commented on the past county meetings, specifically the emergency meeting on April 3, 2007. Mr. Wood voiced his opinion on how he felt the commission should have conducted the emergency meeting.

Bob Gostischa, Meadow Lake said his comments are similar to Mr. Wood's. Mr. Gostischa said it looks like the county is forming a club, two against three or two against three. The commissioners are for the people and by the people and should vote accordingly and should be a unified force. Mr. Gostischa thanked Commissioners Gentry and Pinkston for what they do, especially for Meadow Lake.

Frank Barr said he had given the commission a copy on his findings on vacating a road on the east mesa. Mr. Barr discussed the maintenance of the roads in District IV.

Jacqueline Guilbault, Valley Improvement Association, said she has been working with BLM and the National Park Service related to Camino Rael which is now a national trail. Ms. Guilbault said on June 30 there will be an unveiling of the park at Tome Hill Park and she will let the commission know the time at a later date. Ms. Guilbault reported on the clean-up at the base of Tome hill.

6. Discussion (Non-Action) Items

- a) Department Reports Department Directors
- b) Reports from Boards, Commissions & Committees County Commission

Eric Zamora, Public Works Director, updated the commission on current projects and upcoming projects the county is currently working on.

Vangie Gabaldon, Administrative Services Director, submitted a written report for commission perusal. **(Exhibit A)**

Commissioner Pinkston reported on the Jarales Community Center grand opening. There is a lot of history there and it was a wonderful event. Commissioner Pinkston reminded everyone that April 21 is Keep America Beautiful Day. Commissioner Pinkston announced that she had her own website established, www.lynettepinkston.com and her newsletter will be there and the residents of Meadow Lake will also be heard on this website.

c) Update on the Emergency Meeting held April 3, 2007

Chairman Rael stated that he had been on vacation last week and on Friday, March 30, it was reported that County Manager, Francisco Apodaca had told at least two people that they were going to be fired, these were heads of departments in the County Manager's Office. They were extremely upset and statements were made that this commission was going to fire those people. Chairman Rael said these statements were false and that they should not have been made and were clearly This created a lot of chaos and instability within the administration of the County Manager's office. Chairman Rael chose not to identify names but the findings were that Mr. Apodaca challenged one of the County Commissioners. Yesterday morning, Chairman Rael said he received this additional information that Mr. Apodaca had told Vangie Gabaldon that he was going to get her for this. Apparently, he thought that she was taking his job from him and he made it clear that this was a direct threat and he was going to do something to get back at her. Chairman Rael stated that finding out that Mr. Apodaca had told other employees that they were going to get fired, this created a lot of stress in the manager's office and he continued to harass Vangie Gabaldon to the point that Chairman Rael considered that the county was being subjected to harassment lawsuits by more than one employee. These were two reasons calling the emergency meeting, (1) to end and bring stability and reason to the goings on to the County Commission offices and departments and (2) was to take positive action that whatever harassment allegations were going on, to stop the process that was occurring which was a clear possibility of suffering from employee harassment by someone who was within the course of scope of their employment. Chairman Rael thought it appropriate with this information to call an emergency meeting and did his best to give sufficient notice to the administrative secretary to notify as many commissioners as she could get a hold of. Ms. Silva did notify the media and they were present during the entire emergency meeting. Chairman Rael did ask Mr. Apodaca what his wishes were, either an executive session or public forum, since this was clearly a personnel matter, and Mr. Apodaca chose to go public.

Commissioner Kirkham reported that it all began on Friday, March 30 at her title office. She had a personal conversation with Vangie Gabaldon and when she came out of her office Mr. Apodaca was in her waiting room. Commissioner Kirkham said that Mr. Apodaca claimed he heard the entire conversation. He accused and threatened her. Commissioner Kirkham said she tried calling Chairman Rael but he was not in town. When Mr. Apodaca did leave her office, he was visibly upset and came back to the courthouse, and this is hearsay because Mr. Apodaca is not here to defend himself, but she did have three calls from the administrative office who felt that they were under a lot of stress and needed to go home. Mr. Apodaca had said these people would be fired and that the commission was after them to watch your back. Commissioner Kirkham said she can only speak for herself because she was not after any employees. If anyone wants to find out who went home, it is public record. Commissioner Kirkham said these people that went home are running the county. How could this not be an emergency. When you have personnel going home and can't work under stressful conditions. She called Chairman Rael to put a stop to this and give Mr. Apodaca his full rights to answer these questions and get the county back and running. In the meeting we asked Mr. Apodaca to go home and let us work this out and he would not.

Commissioner Medina said he did receive a call from Ms. Silva that there was an emergency meeting called and he did attend. He listened to what was discussed and no county employee or individual should work under those conditions. We will listen to all of this on Friday but at the time he felt that those employees involved, he had to go along with his fellow commissioners and put Mr. Apodaca on administrative leave with pay.

Vangie Gabaldon stated she felt that she was the sacrificial lamb here. Ms. Gabaldon said for the record she agreed with Commissioner Medina that any employee of the county should not be subjected to this type of treatment or harassment at the hands of anyone including the County Manager. Ms. Gabaldon said she was the one affected the most. Ms. Gabaldon said she had met with Commissioner Kirkham at her office and when she came out Mr. Apodaca told her "so this is where the chickens come to roost". Ms. Gabaldon left without any confrontation with Mr. Apodaca and came back to her county office. Ms. Gabaldon said Mr. Apodaca came into her office and said "you had a very interesting conversation with Commissioner Kirkham, that he had heard everything". Ms. Gabaldon said to Mr. Apodaca that she did not know that he was prone to eavesdropping because this was a private conversation. Ms. Gabaldon said that Mr. Apodaca proceeded to tell her that "she was a conniver, you are a backstabber and he is not going to let her get away with this and he will make sure that she pays for this". Ms. Gabaldon said when she came to work yesterday, the maintenance person, Freddie Villanueva was behind her and picked up a picture of a rat that had been placed under her door. Also, Ms. Gabaldon was alerted by the employees across from her office that her name plates were missing. Ms. Gabaldon said she does not have conclusive evidence that the County Manager had manifested this but she has worked for over a year with the manger's staff and she would hate to think that anyone in that office would have the capability or want to do something like that to her. Ms. Gabaldon said for the record she has filed a complaint with Human Resources, she will not be harassed and she will not be intimidated.

Chairman Rael asked if anyone wanted to speak as to what they experienced with this issue. No one else came forward. Chairman Rael said this is a summary as to what transpired that led up to calling the emergency meeting and placing Mr. Apodaca on paid administrative leave.

Commissioner Gentry said he heard one side of the story completely. Commissioner Gentry asked if Mr. Apodaca denied these allegations? Chairman Rael said that Mr. Apodaca denied these allegations at the end of the meeting for the record. Commissioner Gentry said if someone is being abused or threatened with bodily harm, he certainly concurs that no one should be harassed at the work place or pressured for their job or inappropriately terminated. This goes to all of the employees including the County Manager or anyone out there. Did Mr. Apodaca deny and did we have any other

staff besides Ms. Gabaldon appear before the commission and substantiate these allegations? Chairman Rael said to his understanding there were employees via telephone with Commissioner Kirkham and Ms. Gabaldon. Commissioner Gentry said what he is getting at with the emails that he reads is that Ms. Gabaldon had said she was going to sue the county, that is the great financial loss that the county would be subjected to. We get those types of complaints in this county all of the time. The great bodily harm, was this a physical challenge or the picture of the rat under the door or is it just the mental anguish, was this the basis for the emergency meeting? Commissioner Gentry said he is talking about the open meetings act, he would have been a lot more privileged and he might have agreed with this whole heartily has had been able to hear the issues and the cases.

Commissioner Kirkham asked Commissioner Gentry if he was calling her a liar? Commissioner Gentry said about what? Commissioner Kirkham said about her statement of what happened to her in her office. Commissioner Gentry said he was just asking if anyone substantiated it and she did. Commissioner Kirkham said she stated what Mr. Apodaca did to her in her office and is he willing to take her word on this? Commissioner Gentry said he was not the judge here but it will be judged down the line from a commission standpoint. If this was an emergency and we have thoroughly looked at placing and dismantling our operating staff for a cause. Commissioner Gentry said he had been in Commissioner Kirkham's office many times, they have been friends for many years. Commissioner Gentry jokingly stated he felt that Commissioner Kirkham had been more abusive to him than he to her.

Chairman Rael interrupted and stated that he thought Commissioner Gentry was making light of the issue. Commissioner Kirkham was challenged by Mr. Apodaca at her office and her business place. Chairman Rael said Commissioner Kirkham is a woman and all of the manager's staff that were affected are women.

Commissioner Gentry then said if this is a sexual harassment case then call it that and we will support whatever allegations are substantiated and he would remove anyone for sexual harassment. Commissioner Gentry said what he wants to be sure of is that this was not a kangaroo court held by three people, if you want to get serious about the issue, then he thought we could discuss the facts so that he could determine if maybe he was wrong. For the record, he would make note that last Monday, (this incident happened Friday), there was no great threat, he was told Monday in a personal phone call from Commissioner Kirkham that the three Commissioners had made a decision to terminate the County Manager.

Commissioner Kirkham said, no, that was not the phone call that she had made. Commissioner Gentry asked Commissioner Kirkham if he was calling him a liar? Chairman Rael asked for point of order. Commissioner Gentry said he had the floor, this incident happened last Friday, he does not support those types of actions by anybody and he is also not supportive of a kangaroo court if that be it to take over and change the management for political purposes, he has been happy with the way this county has operated for two years. On Friday, he was told by Commissioner Kirkham that Mr. Apodaca was going to be replaced by Ms. Gabaldon as Acting Manager. Commissioner Gentry said he was told this on Monday morning, this is bad public policy and business and he cautioned Commissioner Kirkham about the turmoil and consequences that will be done. Commissioner Gentry said that Commissioner Kirkham had said the two guys have decided and are adamant about it and she is going to vote with them and we are going to vote on this Wednesday. Commissioner Gentry said when there is three votes then you can do whatever you want. Commissioner Gentry said all he says is that it be done legally and do it upfront and transparent before the public. That is a violation of a secret rolling vote by you three to determine policy and termination and appointment of personnel. Then on Tuesday, Commissioner Gentry said he got an email that Commissioner Kirkham had asked the county attorney to be sure that the action that will be taken on Wednesday meets the qualifications of the open meetings act. This substantiates that this action will be taken today. The next email was from the county attorney, you have a problem because you did not do proper notification for that matter and the basic advice is that you are not on firm legal grounds to terminate Mr. Apodaca and appoint Ms. Gabaldon on Wednesday. The next action is when you find out that you are not on legal grounds to dismiss Mr. Apodaca today, you call an emergency meeting and an hour is not sufficient notice and you can't justify great bodily harm but by having a special meeting and removing staff does not make sense. Commissioner Gentry said he will ask for clarification on this issue but he feels that the three commissioners have violated the open meetings act and violated the notification of due process. He is concerned about the lawsuits this county is going to get because of this action. Commissioner Gentry said when you have the votes you can do what you want and redesign this county or whatever you want to do. Commissioner Gentry said the previous commission would no longer allow anybody in the public to abuse any commissioner verbally and we have held that for two years and we have respected that. We have to watch are we doing legally and are we doing it right, that is the perception of a political firing and stability of the county taking place. Commissioner Gentry asked who is in charge?

Chairman Rael said there is a process set in place, in the absence of the county manager, then it is the county attorney is the acting county manager.

Commissioner Gentry read part of an email from an employee that states, from the risk of being reprimanded or even worse be fired, they know they have no rights, they wish to express their dismay and nausea and the whole business they have observed in this commission. This person said they were speaking as a resident and not as an employee at this point, it goes on to tell about what she has observed with this commission, she has never worked for a boss as effective in all areas and upset by the sudden urgent and almost frantic movement to remove somebody. Commissioner Gentry said this is a political advantage or job advancement or a true allegation. Commissioner

Gentry said it is time for this commission to do what is good for the citizens and do what is right. Just reading the paper does not look good for county government by removing our administrative officers and he looks forward to hearing a judicial answer in the courts.

Commissioner Pinkston said as everyone knows she was in school and unable to attend. She did have a letter dictated to the county attorney objecting to the emergency meeting. She felt that proper notification was not given and that it was not an emergency situation. Commissioner Pinkston said the subject was the county manager which told her nothing that would indicate an emergency situation. Commissioner Pinkston said she had been told about unforeseen circumstances or great bodily harm, it did not warrant an emergency meeting. Commissioner Pinkston said she does spend a lot of time in her office calling her constituents and getting information, she feels this is part of her duty. Commissioner Pinkston stated she wants to file a formal complaint to the commission as to a possible violation of the open meetings act under Section 10-15-1, subsection (F). Commissioner Pinkston said she did listen to the audio of the meeting and she does have notes on the meeting and her conclusion is it did not constitute an emergency meeting. To her belief it needed to be stated up front and not go thru a hearing process to determine at the end that it did warrant an emergency meeting. Commissioner Pinkston said she believes that is not what that subsection called for and she has a letter for the commissioners and a copy for the county clerk to voice her formal complaint on that meeting. We want to take care of our employees that is not what this is about, it is about violating the open meetings act. (Exhibit AA)

Chairman Rael stated he deemed it necessary as county chair and information that he received that this warranted an emergency meeting. The information was ample and sufficient to put a stop to the allegations that he had received by employees. If this was a violation of the open meetings act, he will take full responsibility, and would rather be found guilty of that violation than to be found guilty of not protecting the employees of this county and to put a stop to the harassment of the four women by the county manager, Mr. Apodaca.

7. Action Items

a) Los Lunas Schools AYP Proclamation: Tome, Peralta, Ann Parish Elementary Schools – Maria Marez (Exhibit B,C & D)

Ms. Marez reported on the three elementary schools that met the 2006 performance standards established by the New Mexico Public Education Department.. Tome Elementary School will be recognized April 11, 2007. Peralta Elementary School will be recognized April 25, 2007. Ann Parish Elementary School will be recognized on May 2, 2007. Commissioner Medina moved to recognize the three schools and the dates as stated on the proclamations. Seconded by Commissioner Gentry. Motion carried unanimously.

b) Resolution 2007- 18, Public Nuisance Requiring Renovation or Removal by County, 15 Osha Place Los Lunas, NM – Anthony Savilla (Exhibit E)

Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried unanimously.

County Clerk, Sally Perea announced Resolution 2007-18.

c) Resolution 2007-, __ Public Nuisance Requiring Renovation or Removal by County, 136 Bonita Loop, Los Lunas, NM – Anthony Savilla

Removed by owner. Commissioner Pinkston moved for approval to remove from the agenda. Seconded by Commissioner Gentry. Motion carried unanimously.

d) Resolution 2007-19, Public Nuisance Requiring Renovation or Removal by County, 74 Brazaro, Los Lunas, NM – Anthony Savilla (Exhibit F)

Commissioner Pinkston moved for approval. Seconded by Commissioner Kirkham. Motion carried unanimously.

County Clerk, Sally Perea announced Resolution 2007-19.

e) Resolution 2007-__, Public Nuisance Requiring Renovation or Removal by County, 20 Cereza Circle, Los Lunas, NM – Anthony Savilla

Removed by owner. Commissioner Pinkston moved for approval to remove from the agenda. Seconded by Commissioner Gentry. Motion carried unanimously.

f) Appointing Road Viewers for Fence Line Road – Eric Zamora

Mr. Zamora said for clarification purposes the actual name of the road is Mesa Estates Roads and not Fence Line Road. Commissioner Pinkston stated she would like to appoint Jim Booth, Ron Peas and Bob Mape to come back at a reasonable time to report on their findings. Commissioner Pinkston moved to appoint the above freeholders to view Mesa Estates Road and to grant them an extension as statute states to come back at the next meeting. This will give them ample time to report their findings and then come back at a public hearing meeting. Seconded by Commissioner Gentry. Discussion. Motion carried unanimously.

g) Accept Findings of Fact & Conclusion of Law Decisions

i) Amend Zone Maps from PD to C-2 described as Blk C, Unit 1, Tr 8 El Cerro Mission, Containing 1.8/Phillip Sena – County Commission (Exhibit G)
Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried

Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried unanimously.

ii) Amend Zone Maps from RR-2 to RR-1, described as T6N R2E, Sec. 1, Tr 58-A, containing 3 acres AKA 308 El Cerro Loop/Gregoria Ronquillo – County Commission (Exhibit H)

Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried unanimously

iii) Final Plat review Manzano Vista Subdivision/Tony Chavez – County Commission (Exhibit I)

Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried unanimously.

iv) Final Plat review La Vida Suerte Subdivision/Kenny Trujillo – County Commission (Exhibit J)

Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried unanimously.

v) Amending the Master Plan, Rio Communities, Tract H/Sean Gabaldon – County Commission (Exhibit K)

Commissioner Kirkham and Commissioner Gentry recused themselves from voting on item (v) Sean Gabaldon. Commissioner Pinkston moved for approval. Seconded by Commissioner Medina. Motion carried 3-0.

vi) Amending Zone Maps from C-1 to C-2 described as Tr. 8B3 & 8B4, containing 1.01 & .74 acres/Ron Gentry – County Commission (Exhibit L)

Commissioner Gentry recused himself from voting on item (vi). Commissioner Pinkston moved for approval. Seconded by Commissioner Kirkham. Motion carried 4-0.

h Financial Matters

i) Consideration of Award Bid #616 Contract for Greenways Phase V Bike Path – Jacqueline Guilbault/Eric Zamora (Exhibit M)

Mr. Zamora presented the above consideration to award bid to Custom Grading. Commissioner Pinkston moved for approval. Seconded by Commissioner Kirkham. Motion carried unanimously,

ii) Consideration of Award Bid #613 Meadow Lake Fire Station Expansion and to pursue debt financing from NM Finance Authority – Vangie Gabaldon/Casey Davis (Exhibit N)

Ms. Gabaldon presented the above consideration. Commissioner Pinkston moved for approval toward the bid only to ESA Construction in the amount of \$484,000 plus applicable gross receipts tax.. Seconded by Commissioner Kirkham. Motion carried unanimously.

Commissioner Pinkston moved to seek approval to pursue debt financing from the New Mexico Financing Authority in an amount not to exceed \$300,000. Seconded by Commissioner Kirkham. Motion carried unanimously.

iii) Resolution 2007-20 Intra Budget Transfer Reversal – Wilma Abril (Exhibit O) Ms. Abril presented the above resolution. Commissioner Pinkston moved for approval. Seconded by Commissioner Kirkham. Motion carried unanimously.

County Clerk, Sally Perea, announced Resolution 2007-20.

iv) Resolution 2007-21 Budget Increase County Wide Health Planning – Wilma Abril (Exhibit P)

Commissioner Pinkston moved for approval. Seconded by Commissioner Gentry. Motion carried unanimously.

County Clerk, Sally Perea announced Resolution 2007-21.

v) Consideration of Approval: Payroll/Warrants - Francisco Apodaca

Ms. Wimberly presented the computer printout list of all the checks issued by the Managers Office on March 21, 2007 covering vendor bills processed on that date. Check #89086 thru Check #89091 inclusive for a total of \$4,245.00. **(Exhibit Q)**

Ms. Wimberly presented the computer printout list of all the checks issued by the Managers Office March 30, 2007 covering payroll process on that date. Payroll Check #78830 thru Payroll Check #78925 inclusive. Direct Deposit Check #2000 thru Direct Deposit Check #2143 inclusive. Deduction Check #89092 thru Deduction Check #89120 inclusive for a listing total of \$289,496.93. **(Exhibit R)**

Ms. Wimberly presented the computer printout list of all the checks issued by the Managers Office on March 30, 2007 covering vendor bills processed on that date. Check #89121 thru Check #89288 inclusive for a total of \$1,514,694.32. (Exhibit S)

Ms. Wimberly presented the computer printout list of all the checks issued by the Managers Office on April 2, 2007 covering vendor bills processed on that date. Check #89289 thru Check #89289 inclusive for a total of \$1600.00. **(Exhibit T)**

Commissioner Gentry moved for approval. Seconded by Commissioner Pinkston. Motion carried 4-0. Commissioner Medina stepped out on this item.

8. Executive Session- Pursuant to Section 10-15-1 NMSA 1978, the following matters may be discussed in closed session: a. limited personnel matters; b. pending or threatened litigation, and c. other specific limited topics that are allowed or authorized under the stated statute.

Commissioner Pinkston moved to enter into executive session. Seconded by Commissioner Kirkham Roll call vote. Commissioner Pinkston voted yes. Commissioner Kirkham voted yes. Commissioner Gentry voted yes. Commissioner Medina voted yes. Chairman Rael voted yes. Motion carried 5-0.

Commissioner Pinkston moved to enter in to regular session. Seconded by Commissioner Medina. Note for the record, Commissioner Kirkham absent for remainder of the meeting. Motion carried unanimously.

Ms. Wimberly reported as to what was discussed, four personnel issues, (2) were specific personnel individual employees (1) Sheriff's Department and (1) sheriff's union negotiations, (1) pending litigation item on archaeology matter. No final action taken.

Commissioner Pinkston moved to accept the report as to what was discussed in executive session. Seconded by Commissioner Gentry. Commissioner Pinkston voted yes. Commissioner Medina voted yes. Commissioner Gentry voted yes. Chairman Rael voted yes. Motion carried 4-0.

9. Action on Executive Session Item

a) FOP - Negotiations date

Chairman Rael said during executive session commission discussed the FOP union. It was his understanding that the Sheriff or designee or one member be the negotiating team. The second would be the County Manager and the third person should be a member of the commission. Commissioner Medina volunteered. All commissioners agreed.

10. County Manager's Report (Informational Only)

Ms. Wimberly requested that Friday afternoon on April 6, 2007 county employees be given four hours of administrative leave for April break. Commissioners reminded the department head officials to give the employees that need to be present at the afternoon special meeting four hours that morning or at a later date.

11. The next Regular Meeting of the Valencia County Board of County Commission will be held on April 11, 2007 at 5:00 PM in the County Commission Room at the Valencia County Courthouse.

12. Adjournment

Commissioner Pinkston moved for adjournment. Seconded by Commissioner Gentry. Motion carried unanimously. Time being 12:34 PM.

NOTE: All proposals, documents, items, etc., pertaining to items on the agenda of the April 4, 2007 Business Meeting (presented to the Board of County Commissioners) are attached in consecutive order as stated in these minutes.

VALENCIA COUNTY BOARD OF COMMISSIONERS

ss/

PEDRO G. RAEL, CHAIRMAN

SS

GEORGIA OTERO-KIRKHAM, VICE-CHAIRMAN

SS

DAVID R. MEDINA, MEMBER

ss/

RON GENTRY, MEMBER

SS

LYNETTE PINKSTON, MEMBER

ATTEST: ss/

SALLY PEREA, COUNTY CLERK

DATE: April 18, 2007