

**NEW MEXICO  
LAW ENFORCEMENT  
PROFESSIONAL STANDARDS COUNCIL**



**ASSESSMENT & ACCREDITATION  
REPORT 2011**

**LOS LUNAS POLICE  
DEPARTMENT  
NEW MEXICO**



**New Mexico Law Enforcement  
Professional Standards Council**

Headquarters: New Mexico Municipal League  
P.O. Box 846 Santa Fe, NM 87504-0846  
1-800-432-2036 Fax (505) 984-1392

February 6, 2012

Roy E. Melnick, Chief  
Los Lunas Police Department  
P.O. Box 1209  
Los Lunas, NM 87031

Dear Chief Melnick:

Congratulations! On January 13, 2012, the New Mexico Law Enforcement Professional Standards Council reviewed the report on your final assessment and officially granted the Los Lunas Police Department accredited status under our state Accreditation Program.

As you know, achieving this goal takes a great deal of commitment and focused effort. We applaud you and your entire department for taking on this challenge and for your dedication to professionalism in law enforcement.

Enclosed is a Resolution recognizing your Department as an accredited agency. We will award a special Certificate of Accreditation to you during the Municipal League's Annual Conference scheduled this coming August in Las Cruces.

Your accredited status is in effect for a five-year period; therefore, in order to continuously maintain your accreditation, you must become re-accredited by the end of the 5<sup>th</sup> year, by **December 31, 2017**. We are looking forward to working with you in the interim. Our Program Manager Scott Chambers is available whenever you may have questions or concerns. You can reach him at (575) 760-6666.

Again, congratulations on this great achievement!

Sincerely,

Ray D. Schultz, Chair  
Professional Standards Council  
Chief of Police, Albuquerque Police Department

cc: Mayor Robert Vialpando



## RESOLUTION

- WHEREAS:** The New Mexico Law Enforcement Accreditation Program is a joint initiative by the New Mexico Association of Chiefs of Police, the New Mexico Municipal League, the New Mexico Self Insurers' Fund and the New Mexico Association of Counties; and
- WHEREAS:** The New Mexico Law Enforcement Professional Standards Council was created in 2002 in order to accomplish the goals of the Program; and
- WHEREAS:** The Program was designed to enhance the professional delivery of law enforcement services in New Mexico; and
- WHEREAS:** The Program consists of a comprehensive application, review and assessment of police departments seeking such certification; and
- WHEREAS:** The Los Lunas Police Department has met the criteria established by the New Mexico Law Enforcement Professional Standards Council to be considered a New Mexico Accredited Police Department.


**NOW, THEREFORE, BE IT RESOLVED BY THE NEW MEXICO LAW ENFORCEMENT PROFESSIONAL STANDARDS COUNCIL**

That the Los Lunas Police Department be recognized as a New Mexico Accredited Police Department complete with all the rights, honors and privileges accompanying such accreditation.

**ADOPTED THIS 13<sup>th</sup> DAY OF January, 2012.**

  
\_\_\_\_\_  
Chair, Professional Standards Council

  
\_\_\_\_\_  
Executive Director, New Mexico Municipal League

  
\_\_\_\_\_  
Accreditation Program Manager

**To: Chief Roy E. Melnick** [rmelnick@loslunasnm.gov](mailto:rmelnick@loslunasnm.gov)

**From:** Scott Chambers <[scott.chambers401@yahoo.com](mailto:scott.chambers401@yahoo.com)>

**Date:** Fri, 13 Jan 2012 20:10:08 -0800 (PST)

**Cc:** Brian Schamber<[brianschamber@yahoo.com](mailto:brianschamber@yahoo.com)>; Bobby Garcia<[chief@moriartynm.org](mailto:chief@moriartynm.org)>; Danny Bryant<[dbryant@lovington.org](mailto:dbryant@lovington.org)>; Theo Chaves<[theo\\_chavez@yahoo.com](mailto:theo_chavez@yahoo.com)>; CARROLLSCOTT<[cscott@bloomfieldnm.com](mailto:cscott@bloomfieldnm.com)>; MARK CAGE<[chiefcage@yahoo.com](mailto:chiefcage@yahoo.com)>; Connie Villalobos<[cvillalobos@leacounty.net](mailto:cvillalobos@leacounty.net)>; Adrian Crespin<[acrespin@ci.las-vegas.nm.us](mailto:acrespin@ci.las-vegas.nm.us)>; Glenn Chadborn<[gchadborn@cityofdeming.org](mailto:gchadborn@cityofdeming.org)>; Dan Robb<[dan.robb@belen-nm.gov](mailto:dan.robb@belen-nm.gov)>; Dewayne Williams<[dewayne.williams@lacnm.us](mailto:dewayne.williams@lacnm.us)>; Naithan Gurule<[ngurule@loslunasnm.gov](mailto:ngurule@loslunasnm.gov)>; courtney Gonzales<[cgonzales@roswellpolice.com](mailto:cgonzales@roswellpolice.com)>; Jason Herrera<[jason.herrera@lacnm.us](mailto:jason.herrera@lacnm.us)>; Ron Hutchison Clovis<[rhutchison@cityofclovis.org](mailto:rhutchison@cityofclovis.org)>; Jenny Rabinowitz<[jrabinowitz@nmcounties.org](mailto:jrabinowitz@nmcounties.org)>; Lisa Nichols<[lnichols@hobbsnm.org](mailto:lnichols@hobbsnm.org)>; Lindell Smith<[lsmith@artesianm.gov](mailto:lsmith@artesianm.gov)>; Troy Morris<[morrist@aztecnm.gov](mailto:morrist@aztecnm.gov)>; mromero@nmcounties.org<[mromero@nmcounties.org](mailto:mromero@nmcounties.org)>; rscott@las-cruces.org<[rscott@las-cruces.org](mailto:rscott@las-cruces.org)>

**ReplyTo:** Scott Chambers <[scott.chambers401@yahoo.com](mailto:scott.chambers401@yahoo.com)>

**Subject: ACCREDITATION**

**Hi All,**

**Just wanted to let you know I met with the Professional Standards Council and Los Lunas Police Department was approved for Accreditation.**

**CONGRATULATIONS.**

Scott Chambers  
NM Law Enforcement Accreditation  
Program Manager  
575-760-6666  
[scott.chambers401@yahoo.com](mailto:scott.chambers401@yahoo.com)

## Roy Melnick

---

**From:** Peter Fernandez  
**Sent:** Tuesday, January 10, 2012 8:37 AM  
**To:** Roy Melnick; Mayor & Council; Police Department; Dispatch  
**Cc:** 'Brent Ruffner'  
**Subject:** RE: Final Report Los Lunas PD

Chief Melnick, Police Department and Dispatch Staff,

The accolades and positive comments throughout the report are a direct reflection of you and your management team's leadership and your very effective management style. I especially appreciate the comment that "Chief Melnick, along with his department's personnel, shows a strong commitment to their community and provides a high quality of law enforcement service." Thank you and your staff for the continued high job performance and commitment to our organization and community.

Thank You,

Peter Fernández, Village Administrator

-----Original Message-----

**From:** Roy Melnick  
**Sent:** Tuesday, January 10, 2012 7:49 AM  
**To:** Peter Fernandez; Mayor & Council; Police Department; Dispatch  
**Cc:** 'Brent Ruffner'  
**Subject:** FW: Final Report Los Lunas PD

To All Personnel,

Attached is the final report from the State Accreditation Team who assessed our department in November and December 2011. We received an exceptional recommendation for approval to receive accreditation. Thank you for all your hard work and working as a team to bring about this extraordinary accomplishment.

Chief Roy E. Melnick

-----  
Chief,

Attached is the final report from the accreditation assessors sent to me this morning.

-----Original Message-----

**From:** Chavez, Theo [<mailto:tchavez@ci.las-vegas.nm.us>]  
**Sent:** Monday, January 09, 2012 8:19 AM  
**To:** [scott.chambers401@yahoo.com](mailto:scott.chambers401@yahoo.com); Naithan Gurule  
**Subject:** Final Report Los Lunas PD

Here is the final report for Los Lunas PD.

Scott please forward to Diane Lang for review and presentation.

Should you have any questions please email me or call me at 505-429-4080. If I do not answer please leave a message.

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

Date: November 15, 2011  
To: New Mexico Law Enforcement Professional Standards Council  
From: Theodore J. Chavez, Assessment Team Leader  
Subject: First Assessment and On-Site Report for Los Lunas Police Department,  
Los Lunas, New Mexico.

A. Dates of On-Site Assessment:  
First On-Site November 15, 2011  
Final On-Site December 8, 2011

Assessment Team

Team Leader Theodore J. Chavez  
Lieutenant  
Las Vegas Police Department  
318 Moreno  
Las Vegas, New Mexico 87701  
(505) 425-7504  
Email: [tchavez@ci.las-vegas.nm.us](mailto:tchavez@ci.las-vegas.nm.us)

Team Member Brian Schamber  
Detective  
Los Alamos County Police Department  
2500 Trinity Drive, Suite A  
Los Alamos, New Mexico 87544  
(505) 661-4541  
Email: [brian.schamber@alcnm.us](mailto:brian.schamber@alcnm.us)

Team Member Jon C. Martinez  
Lieutenant  
Lea County Sheriff's Department  
1417 South Commercial  
Lovington, New Mexico 88260  
(575) 396-8206  
Email: [jmartinez@leacounty.net](mailto:jmartinez@leacounty.net)

B. Agency Profile:

The Village of Los Lunas, which serves as the county seat for Valencia County, is located on the San Clemente Grant, which was given to Don Felix Candelaria in 1716, two years after his mother petitioned for the land. Shortly after Don Candelaria received the grant, the Luna family made claim to the grant and then took possession. Antonio Jose Luna was born in 1808 and is sometimes referred to as the father of Los Lunas. He became a civic and political leader and married Isabella Baca, daughter of a prominent family from Belen, a community ten miles south of Los Lunas. Through the influence of the Luna family, the county seat was moved from Tome to Los Lunas in 1876. When the Santa Fe Railroad line arrived in Los Lunas, the railroad depot was built which facilitated the movement of livestock, hay, supplies and general merchandise. The depot was also used for telegraph communications as well as passenger and baggage service. In 1928, the Village of Los Lunas incorporated with Antonio J. Archuleta as the first mayor. Electricity arrived in the Los Lunas area in the early 1930's. Water and sewer facilities came to the village in the late 1930's when the population was listed as 513. Currently the Village of Los Lunas has a population of approximately 14,500 residents in a four square mile city limits. The population can increase to nearly 25,000 while school is in session as there are seven public schools in their jurisdictional boundaries.

The Village of Los Lunas has a Mayor and City Council form of government and the Chief of Police is an appointed position. The Los Lunas Police Department operates on an annual Budget of \$4,005,470.00. Currently staffed with 34 full-time sworn officers, and five civilian positions, the Los Lunas Police Department provides 24 hour, seven days a week, 365 days a year police services to its community including radio telecommunications support for local, and county wide police, fire and medical services within Valencia County.

The Chief of Police is Roy E. Melnick, J.D., who was appointed as Chief of Police on March 16, 2009, has approximately 30 years of law enforcement experience including his previous tenures as Chief of Police in St. Johns, Arizona, Chief of Police in Ashland, Massachusetts and Captain in Londonderry, New Hampshire. Chief Melnick is a graduate of the 179<sup>th</sup> session of the F.B.I. National Police Academy (1994), the Police Executive Research Forum (PERF), Senior Institute Management for Police (SMIP) program (2000) and the F.B.I. Law Enforcement Executive Development (LEED) program (2000). Chief Melnick is also an attorney admitted to the Massachusetts Bar in 1992 with legal expertise and experience in police labor issues, personnel, contracts, negotiations, arbitration and mediation. Chief Melnick has served as a CALEA Manager, and Public Information/Media Relations Manager, served on the N.H. Attorney General's first statewide drug task force. Chief Melnick has served as Director and Fiscal Agent for the Tri-County Drug Task Force in Massachusetts and a member of the Board of Directors for the Apache County Cooperative Enforcement Narcotics Team Drug Task Force in Arizona.

Chief Melnick's education includes:

Juris Doctorate, J.D. Law, Massachusetts School of Law (MA) 1991.  
Master of Business, M.B.A. Business Administration, Rivier College (NH) 1982.  
Bachelor of Science, B.S. Criminal Justice, St. Anselm College (NH) 1980.  
Associate of Science, Law Enforcement, Northern Essex Community College, (MA) 1978.  
Associate of Applied Science, Essex Technical Institute, (MA) 1976.

## **FIRST ASSESSMENT**

On November 14, 2011, the team arrived at the Days Inn Motel. The assessment team developed a plan and came to an understanding of the roles to be taken during the assessment. The purpose of this was to develop an understanding of the items discussed: schedules, logistics, specific assignments, and recommendations for procedures to be followed for compliance with the New Mexico Law Enforcement Professional Standards Council (NMLEPSC) standards.

## **ASSESSMENT PROCEDURES**

The assessment team followed the strategy described below to confirm compliance with standards.

1. A team member would review a standard file to make an initial determination of whether or not the agency had complied with the applicable standard.
2. If the assessor determined that the policies and procedures were in order, the assessor would approve the file folder.
3. If the assessor did not believe that the file supported a finding of compliance, then, depending on the nature of the compliance issue, confirm with the team leader or notify the agency's representative assigned to him about his concern.
4. If the assessors' concern were resolved either through discussion among the assessors or through consultation with the assigned department representative, the file would be approved.
5. If the concern could not be resolved, the department representative would be advised of the corrective action that was needed and given the opportunity to amend the file.



Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

On November 15, 2011, the team traveled to the Los Lunas Police Department where we were met by Lt. Naithan Gurule, the department's Accreditation Manager. The team was escorted to the conference room where they had prepped for our visit. Chief Melnick immediately walked in and introduced himself. At this time we introduced ourselves and discussed the purpose and structure of the on-site visit. The team was then escorted to the back parking area where Lt. Gurule had arraigned a static display.

The static display was presented in the west side of the rear parking lot of the Police Department side of the complex. In the static display, Lt. Gurule set up an unmarked Narcotic unit, two marked patrol SUV (SWAT personnel), a K-9 patrol unit, two traffic units, a marked unit for School Resource Officer, mountain bike patrol, T3 and Segway vehicles, and the department's Command Center.

During the static display we interviewed the following Officers in regards to their respective agency assignment:

Sgt. Mark Torres, C.I.D./Narcotics.

Sgt. Torres explained his duties as the Sergeant for the Criminal Investigations Division/Narcotics. Sgt. Torres was very knowledgeable and explained policies and procedures in regards to narcotic investigations and dealing with outside agencies which helps in the investigation of narcotic crimes. Sgt. Torres displayed his assigned unit, being an unmarked Chevy Tahoe, and displayed his specialized equipment for investigations.

Sgt. Thomas Taylor, SWAT Commander, Patrol Supervisor.

Sgt. Taylor explained his roles as the SWAT Commander and Patrol Supervisor. He displayed numerous tools for his use in the SWAT Team and explained their training schedules and deployment abilities.

Sgt. Robert Ferreyra, SWAT, Firearms Instructor, Supervisor.

Sgt. Ferreyra displayed weapons and tools used for SWAT team call outs and explained the training schedules for the SWAT team and for the department. Sgt. Ferreyra displayed a high level of knowledge. He also has a very good structure for training of all department members.

Officer Horacio DeAnda and K-9 Ricky.

Officer DeAnda displayed his K-9 Ricky and the tools/equipment used for the K-9 service. He explained the use of the K-9 and its role in patrol, narcotic and public relations. Officer DeAnda conducted a very impressive demonstration with K-9 Ricky in which he pointed out one command obedience and mid-high drive of Ricky.

Officers Jesus Sedillos and Meghan Sanchez, Traffic Unit.

Officer Sedillos and Sanchez displayed the departments new Dodge Charger units along with state of the art equipment used for traffic crash investigations. They expressed a high level knowledge and drive for their assignment.

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

Detective Johnny Cappelli, Bike Patrol, T3 and Segway.

Detective Cappelli explained the use of bike patrol and training for its use. He displayed the modern light weight mountain bikes that are used as well as the training bikes. He also pointed out the department's T3, an electronic stand up three wheeled vehicle and a Segway, an electronic two wheeled vehicle used for public relations and target specified assignments.

Lt. Naithan Gurule, CSI/Command center.

Lt. Gurule displayed the department's CSI/Command Center which is used for various assignments from crime scene to public relations. He also explained the future plans of installing state of the art communication and computer equipment.

At the end of the static display, all the participants were thanked for their hard work and the excellent job they did in presenting their agency.

The team was then taken on a tour of the Los Lunas Department facilities. During the tour the team viewed the patrol section, property and evidence storage, records, criminal investigations section and the Valencia Regional Emergency Communications Center. During the tour the team observed several satisfactory proofs of accreditation and noticed modern equipment in place.

The team met with Ms. Treena Saavedra who presented the property and evidence storage section. This section was well planned and secure. She also presented the procedure for evidence intake and disposal.

Lt. Carl Padilla presented the criminal investigations section. He explained his role in the section and how the section is made up to investigate all types of felony crimes. He also gave us a tour of the department's Detectives Crime Lab, which is used for the processing of most kinds of evidence quickly and effectively for the use in the prosecution of criminal cases. Sgt Frank Lucero then explained the Computer Internet Criminal Investigations and displayed the Forensic Recovery Evidence Data (FRED) Computer and its role in the Criminal Investigations Section to include a new trend in computer based child pornography. Lt. Padilla and Sgt. Lucero expressed the diverse investigative experience of all the investigators. The section was well managed and extremely knowledgeable as well as having modern state of the art equipment.

Next we were presented with a multi-use room where Sgt. Ferreyra displayed the department's simulated computer firearms training system. He explained the different types of training segments that can be run with the system and the opportunity department members have in using the system. Along with that system, members of the department can conduct in-service training and conduct meetings while using modern equipment.

The team then was then given a tour of the Valencia Regional Emergency Communications. VRECC Director, Shirley Valdez and Assistant Director, Kristina Benavidez, guided us through the section. This Section had good security and the design

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

was well laid out. All employees appeared to be highly energetic. We were introduced to the dispatcher for the Los Lunas Police Department, Adrienne Sanchez, who is knowledgeable in her profession. During the tour of the facility the team observed several satisfactory proofs of compliance of standards for accreditation.

Once the tour of the VRECC was concluded, the team was escorted to the narcotics section. Once there, the team was met by Sgt Mark Torres who gave us a tour of the narcotic section. Sgt. Torres was available to answer questions that arose during file reviews and answered questions during our assessment.

During the tour of the facility was completed, all participants were thanked and assured that they represented the best of their sections and were very knowledgeable. All participants were thanked for their time and availability to the team. We were then provided with a lunch. After lunch we began with file review. The following sections of the Accreditation Program were assigned as follows:

Administration.....Team Leader Theodore J. Chavez

Operations.....Team Member Brian Schamber

Personnel and Training.....Team Member Jon Martinez

The Accreditation Manager, Lt. Naithan Gurule, Lt. Joe Sanchez, Lt. Vince Torres, Sgt. Robert Ferreyra and Sgt. Mark Torres were available to the team throughout the file review process to answer questions and so that the team members could address issues with regards to proofs for standards.

During the review of files and standards the team found the policies and procedures to be in excellent condition and it was apparent that Lt. Gurule had put much effort into organizing the information. Lt. Gurule displayed a high energetic drive to assure that the process was a success. During review some policies and proofs were found to be lacking required detail. Whenever questions arose or requests for information were made, Lt. Gurule and his team were very diligent in providing the necessary information and or personnel, and did so in a timely manner.

Team Member Detective Brian Schamber had participated in a ride along with Officer Horacio DeAnda. He reported his observations of the professional image he observed during the ride along.

Following the completion of the assessment/file review on November 17, 2011, the assessment team met with Chief of Police Roy Melnick and his administrative staff. The meeting was positive in every aspect and emphasized the hospitality, preparation and professionalism of the agency. Several areas were mentioned to the Chief such as a knowledgeable and energetic staff, modern equipment in his facility, and an overall professional and proud agency. During the exit interview, each assessor was afforded the opportunity to address their assigned area of review as well as any observations they had.

I summarized the team's expressions of the department and acknowledged the dedication and hard work of the Accreditation Manager in preparing the agency for Accreditation.

Chief Melnick was very gracious and thanked the team members for their work and expresses his commitment to the accreditation process.

The following is an account of the files that were in need of maintenance and a list of the corrections that were made by the agency.

**FILE MAINTENANCE DISCUSSION:**

The quality of file maintenance and file organization was excellent. The files were well laid out and easy to review. There were sixty two (62) files placed in File Maintenance status. They were as follows:

**Administration:**

Thirty six (36) files in the administration section were placed in file maintenance. Of these, twenty eight (28) were corrected immediately. The remaining eight (8) of which were corrected before December 8, 2011.

**Operations:**

Twenty (20) files in the operations section were placed in file maintenance. All of these were corrected immediately.

**Personnel:**

Seven (7) files were placed in file maintenance and all were corrected immediately.

**Training:**

One (1) file was placed in file maintenance and was corrected by December 8, 2011.

**APPLIED DISCRETIONS DISCUSSIONS**

The agency had five (5) files placed into applied discretion status. They are as follows:

**Administration:**

ADM.04.01 The standard reads:

Written goals and objectives are reviewed annually, and if updated, made available to all agency personnel.

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

Fix: Provide written directive which states goals and objectives will be reviewed annually and if updated, made available to all agency personnel.  
Wet Ink fixed.

**Operations:**

OPR.07.11e. The standard reads:  
A written directive specifies procedures for traffic direction and control, to include the following, at a minimum: circumstances warranting manual operation of traffic control devices.

Fix: Policy did not address this standard. Write directive which addresses this standard. Wet Ink fixed.

OPR.08.02 The standard reads:  
A written directive requires the search of transport vehicles before and after transporting prisoners.

Fix: Policy did not address standard. Write policy that specifically addresses policy and matches operating procedure.

**Personnel:**

No files were found with applied discretion concerns.

**Training:**

TRN.02.01 The standard reads:  
A written directive identifies the functions for which specialized training is required, and includes the following:  
a. Development and/or enhancement of the skills, knowledge, and abilities particular to the specialization;  
b. Management, administration, supervision, personnel policies, and support services of the function or component; and  
c. Supervised on-the-job training.

Fix: Policy did not address standard. Re-word policy to meet standard and match practice. This was corrected by December 8, 2011.

TRN.02.02 The standard reads:  
If the agency has Specialized Units, the agency requires that all personnel assigned to these units engage in regularly scheduled training and readiness exercises.

Fix: Policy did not specifically address standard. Re-word policy to meet standard and practice. This was corrected by December 8, 2011.

#### **NON-COMPLIANCE DISCUSSION:**

The agency had no files placed in Non-Compliance status.

#### **WET INK DISCUSSIONS:**

The agency had two areas of wet ink discussions. The issues arose out of the following sections:

OPR.07.11e: The written directive provided with the proof was enacted recently. As discussed, this directive and proof meets with accreditation standard.

OPR.08.02: The written directive provided matched common practice of the department. As discussed the proof match's policy and meets the standard.

#### **WAIVER DISCUSSION AND RECOMMENDATIONS:**

There were no waiver discussions or recommendations.

#### **QUALITY OF LAW ENFORCEMENT SERVICES**

All areas within the four major sections were found to be in compliance. The following is a listing of those functions of the Los Lunas Police Department that were observed to be excellent or exceptional:

Department Administration is innovative, progressive and exceptionally knowledgeable. They have a strong belief in community policing as seen in the various and unique methods of policing, i.e. bike patrol, T3 and Segway, which also makes the community and businesses take a partnership by sponsoring these programs.

Training is very advanced and instructors are especially knowledgeable in their specific crafts. In-service training and scheduling exceeds mandatory state requirements in firearms training/decisional shooting courses with the use of their computerized laser scenario system.

Criminal Investigation Section is exceptional in their methods and equipment is high tech. and state of the art specifically for computer crimes. In house crime lab is highly effective and efficient mode for evidence processing which assists in criminal prosecution. The Narcotics section is very well managed and has an exceptional working relationship with federal agencies.

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

Special Weapons And Tactics team is very well equipped and managed by exceptional supervisory staff. Training appears to be modern and on a constant basis. Records division is modern, having almost complete paperless system and well organized. Requests for information were available almost instantly. It is well managed and has knowledgeable and courteous staff.

Career development within the department channels in employee's career paths strategically planning for the career choice of officer and needs of the department.

K-9 program and its dual purpose (patrol and narcotics) German Shepherd Ricky, which was named after one of the founding families in Los Lunas, is 100% funded by the community and grants. Ricky is a very disciplined canine and has a very low bite ratio.

Moral in the department appeared to be high in observing the staff. Moral building program like the challenge coin, which the team observed a chart showing the coins earned by officers, was innovative and appears to have a departmental staff buy in.

### **FINAL ON SITE**

On December 8, 2011, I met with Lt. Gurule to review the files that needed to be corrected. Upon review of the files the assessment team found them to be in order with the requested corrections.

A final exit interview was held with Chief Melnick and his administrative staff to express appreciation for the hard work that had been put into the accreditation process. I summarized the review of the assessment of the Los Lunas Police Department and informed Chief Melnick that all 215 accreditation files were in compliance and no further problems had been discovered.

### **SUMMARY AND RECOMMENDATIONS**

The assessment team was impressed by the level of professionalism, very knowledgeable personnel and the high quality of service provided by the Los Lunas Police Department. The majority of the files initially met the NMLEPSC standards and all discrepancies were either immediately corrected or remedied with in a short period of time. The assessors found the files to be very well organized and maintained. The team's interactions with and observations of the Los Lunas Police Department were all very positive and impressive. The agency's employees were well-versed in their fields and a positive attitude in regards to the accreditation process. The members of the agency also proved to be very accommodating to our suggestions. Chief Melnick proved to be very innovative, progressive and extremely knowledgeable leader. Chief Melnick, along with his department's personnel, shows a strong commitment to their community and provides a high quality of law enforcement service.

Assessment Team First Assessment/ Final Report  
Los Lunas Police Department, Los Lunas, New Mexico

While we understand that the New Mexico Law Enforcement Professional Standards Council is responsible for the final decision regarding the accreditation of this agency, the Assessment Team respectfully recommends the Los Lunas Police Department for accreditation.

Respectfully submitted,

Lt. Theodore J. Chavez  
Las Vegas Police Department  
Accreditation Team Leader