

OC-19-42



**CITY OF ALBUQUERQUE
CITY COUNCIL**

INTEROFFICE MEMORANDUM

TO: All Councilors

FROM: Stephanie M. Yara, Director of Council Services

**SUBJECT: Staff Recommendation to Appoint Mr. Steven C. Garcia to the
Civilian Police Oversight Agency Board**

DATE: November 18, 2019

Pursuant to the provisions of §9-4-1-5 of the Police Oversight Ordinance, City Council staff recommends the appointment of Mr. Steven C. Garcia to the Civilian Police Oversight Agency Board.

APPOINTEE NAME

Steven C. Garcia
1504 Marcato Lane NW
Albuquerque, New Mexico 87104

TERM

February 2, 2020

Mr. Garcia. If appointed, Mr. Garcia will be completing a currently vacant partial term which will expire on February 2, 2020, and will be eligible for re-appointment to two additional three-year terms.

Mr. Garcia is currently employed as the Director of Business Development with the Brycon Corporation. He also has nearly 34 years of honorable military service culminating in his final position as Chief of Staff with the New Mexico National Guard. Mr. Garcia's previous service also includes serving as Chief of Staff/Executive Officer (Lieutenant Colonel) with the US Army Regional Police Advisory Command. His interest in serving on the CPOA Board stems from his experience with corporal structure, chain of command processes, and ensuring compliance with strict policies and procedures. Mr. Garcia also has extensive experience in program development and implementation and is an active volunteer with the Catholic Church Ministries, Disabled American Veterans, and serves as a member of the NAIOP Roundtable Committee and NM Association of Commerce and Industry Economic Development Committee.

Current Board Membership:

<u>Name</u>	<u>Term</u>
vacant	02/02/2021
Mr. Leonard Waites	02/02/2021
Ms. Tara Armijo-Prewitt	02/02/2022
Ms. Chantal M. Galloway	02/02/2022
Ms. Valerie St. John	02/02/2022
Mr. Eric Olivas	02/02/2021
Ms. Joanne Fine	02/02/2020
Dr. William J. Kass	02/02/2020
<i>Mr. Steven C. Garcia</i>	<i>02/02/2020</i>

Per the Ordinance, the Board composition is to consist of nine at-large members who:

“broadly represent the diversity and demographics of the City by way of, including but not limited to, cultural, gender and geographic diversity; and who are representative of the stakeholders of the police oversight process, and who reside within the City of Albuquerque.” 9-4-1-5(A) ROA 1994.

Members serve two three-year terms. Per the Police Oversight Ordinance, Board members must also meet the following requirements:

- (1) He or she must not have been employed by law enforcement for one year prior to appointment; and
- (2) He or she must successfully pass a background check; and
- (3) He or she must have a personal history lacking any pattern of unsubstantiated complaints against APD; and
- (4) He or she must have a demonstrated ability to engage in mature, impartial decision making; and
- (5) He or she must have a commitment to transparency and impartial decision making; and
- (6) He or she must be a resident of the City of Albuquerque

Per Ordinance requirements for the Board’s composition, listed above, Council Staff recommends Mr. Steven C. Garcia be appointed to the Civilian Police Oversight Agency Board.

ATTACHMENTS

- Resume – Steven C. Garcia
- Map of CPOA Board Members

After nearly 34 years of honorable military service culminating in my final position of Chief of Staff with the New Mexico National Guard, I am ready to apply my executive management level education, skills, and experience. Seeking a new opportunity to provide executive management towards the synchronization of programs and entities to ensure organizational readiness, oversight, and direction for operations and human resources functions.

Key Skills and Abilities

- DoD Top Secret Clearance/SCI
- Budget Operations
- Fiscal Accountability
- Strategic Planning
- Training Management
- Staff/Leader Development
- Logistics Management
- Joint Force Exercises
- Program Management
- Oversight of Human Resources
- Recruiting And Retention Management

Education

National Academy of Political and Strategic Studies; Santiago, Chile

Master of Western Hemispheric Defense and Security, June 2014

Inter-American Defense College; Ft. McNair, DC

Master of Science of Inter-American Defense and Security, June 2014

Grantham University

Master of Business Administration (Project Management), May 2013

University of New Mexico; Albuquerque, NM

Bachelor of University Studies, May 1992

Professional Experience

Brycon Corporation

Director of Business Development

December 2018 – Present

Serve as the primary link to new business and relationship development by networking with local and regional businesses, business associations and business leaders who may have a positive impact on future business opportunities. I support local and corporate Marketing Department in all marketing, advertising and branding efforts. Develop new client relationships while identifying potential clients in the target market sectors and complete appropriate research on the prospective client's business needs. Maximise my network capabilities as a Community Partner Representative for Brycon, identifying opportunities to improve the lives of our citizens.

New Mexico National Guard (NMNG)

Chief of Staff (Colonel)

September 2016 – February 2019

Serving as the principal military advisor to the Adjutant General, and to the Governor of New Mexico. My principle duty is to ensure I provide sound advice to all those I am accountable to, subordinates and the senior command group alike. I hold the responsibility to know the 'pulse' or current state of readiness of the National Guard at all times so that the command staff is prepared to support and defend all inquiries, requests for additional funding, and constant requests for

information (RFIs) from various higher-level defense and security agencies. It is my charge from the Adjutant General to ensure that our NG Strategic plan is properly executed and resourced to meet the vision and goals of the plan. Each program manager is accountable to me when executing their program and maintaining fiscal accountability. I track this through quarterly budget meetings, an internal controls system of checks and balances to ensure quality and fiscal abidance, and periodic audits program evaluations. As senior managers, proper function and accountability for financial and operational oversight of their programs is expected. This is essential for readiness, success and sustainment. I require weekly staff synchronization meetings that allow for identifying weaknesses in program execution, budget realignment, and current needs assessments throughout the entire agency. I implemented the military decision-making process by developing action plans and providing courses of actions for current and future operations and the development of the National Guard force structure to meet the needs of the Governor and the President.

- Principle oversight and direction to various management programs remains focused on the key principles of Manning, Equipping, Training, and Sustaining a force that is ready to respond to our homeland in defense and security, while sustaining a ready posture that is the most lethal in combat.
- Principle oversight of our civil support team, counterdrug task force, soldier training programs in special operations, counter terrorism tactics, and joint force exercises.
- Sustained the fiscal accountability through quarterly budget meetings, an internal controls system of checks and balances to ensure quality and budgetary abidance, and periodic audits program evaluations.
- Responsible for the efficient and effective oversight of our personnel/administration operation, or the G1. This includes many facets such as growing and maintaining our overall assigned strength throughout New Mexico. Specific oversight includes accurate and timely soldier compensation, rank promotions and individual soldier awards programs are properly instituted, process timely and accurate monthly pay and duty status reports to track personnel accountability, and overall complete and accurate soldier medical readiness.
- Principle representative to the interests of our National Guard program at the local, state and national level through interagency cooperation, training, and shared knowledge.
- Ensure critical staff directorates maintain a high level of communication and situational preparedness with their counterparts at the National Guard Bureau in Washington.

G3; Deputy Chief of Staff Plans, Training, and Operations (Colonel)

October 2014 - September 2016

Managed the directorate for planning, training, operations, force management, and modernization by implementing the command training programs and preparing annual training guidance with focus on a three to five-year training and modernization plan for the NMNG. Responsible for overall training and operational readiness of all organizations in our state. Principle oversight and direction for our entire state training program and ensuring that all soldiers remained a high combat readiness rate through individual and collective training events which included small arms, crew served weapons ranges, as well as collective training exercised designed to evaluate the unit required core competencies for Infantry, Military Police, Engineer, Transportation, and logistics and sustainment.

Deputy G3 (Lieutenant Colonel)

October 2012 - October 2014

Deputy to the Principal Directorate for planning, training, operations, force management, and modernization. Implemented the command training program and prepared the annual training guidance, with focus on three to five-year training and modernization program. Responsible for overall training and operational readiness of all National Guard organizations in our state. Managed multiple sub directorate programs within the G3 shop to include; Distributive Learning Program, Multi-Use Ranges Program, Military Schools and Primary Military Education program, Total Quality Management Program using combination of Lean Six Sigma/Malcom Baldrige concepts, Military/Defense Support to

Civil Authorities, Anti-Terrorism and Force Protection Branch, State Partnership Program (International Partnership Program of security cooperation with Costa Rica), Internal Management Controls Program.

- Carried out the multi-year financial analysis as the primary budget Program Manager of \$31 million
- Ensured 100% compliance of regulatory and training documentation requirements
- Prepared, coordinated, authenticated, published, and distributed all Command Standard Operating Procedures, Operation Plans, Warning Orders, Operation Orders, and Fragmentary Orders.
- Facilitated the readiness of units to perform military and defense support to civilian authorities, as well as wartime missions as required by reviewing, analyzing, and recommending planned and programmed force structure to maximize end strength goals.

Military Police (MP) Battalion Commander (Lieutenant Colonel)

May 2011 - May 2013

Directed a MP Battalion comprised of a Headquarters detachment and two MP companies totaling 412 soldiers that were geographically dispersed. Prepared units for deployment and redeployment according to the Army Force Generation Cycle. Provided both vision and leadership for the battalion. Aligned, directed, and coordinated the Battalion's activities and work plans to accomplish the Battalion's mission while supporting higher headquarters command leadership, and training guidance.

- Assembled and supervised the military decision-making process ensuring a coordinated and synchronized plan.
- Implemented a training program in firearms, close quarter battle drills, counter terrorism tactics, convoy defense tactics, and small unit tactics.
- Surpassed battalion personnel strength throughout entire command period through innovative individual and collective training events and strategies such as advanced weapons and close quarter combat training ranges, DoD law enforcement certification, and detention operations training and certification.

New Mexico State Partnership Program Director (Lieutenant Colonel)

October 2009 - May 2012

Researched, developed and presented the campaign plan for state and partner country based on guidance from the Chief of Mission, Geographic Combatant Command Commander, National Guard Bureau (NGB), and the Adjutant General. Conducted key leader engagements with various local, state, and federal agencies to develop, orchestrate, and meet all security cooperation events in both the United States and Central America.

- Established working relationships with U.S. State Department, Department of Defense (DoD), NGB, Combatant Commanders, embassy staff of both the U.S. and partner nation and U.S. Transportation Command.
- Ensured compliance and validation with NGB, U.S. State Department, Interagency Working Group where warranted, and Combatant Command for approval.
- Planned, coordinated, and executed over 30 subject matter expert engagements, both CONUS and OCONUS, with members of the New Mexico National Guard and the Costa Rican National Police Force, Coast Guard, and Corder Patrol operations.

Director of Operations for Military Support

October 2009 - May 2012

Provided management and oversight of the New Mexico National Guard's domestic preparedness program by providing military support to civil authorities, and homeland security support for the Governor and any Presidential declared natural or manmade disaster emergencies and domestic terrorist events. Selected as the Anti-Terrorism/ Force Protection Chief responsible for Force Protection Control posture and oversight on readiness centers and physical security programs.

- Analyzed requirements and application of forces to prevent loss of life, limb, eye sight, as well as mitigate further damage to property or harm to citizens.
- Validated requests for military assistance from Lead Federal Agencies, planning, coordinating, and executing the NMNG civil support activities.

Chief of Staff/Executive Officer (Lieutenant Colonel), United States Army **August 2008 – March 2009**

Served on a combat deployment as the Operation Chief of Staff/Executive Officer for the Regional Police Advisory Command (RPAC), a 200 personnel joint environment and subcommand of the Afghan Regional Security Integration Command-West. Orchestrated the integration of the Afghanistan National Police, NATO, and other operational entities. Established relationships and sponsorship with various police mentor teams, Afghan National Army mentors, State and Department of Defense contracted civilian police and governmental and non-governmental organizations.

- Advised the RPAC Commander of all day to day operations, plans, and operations in the combat battle space.
- Mentored four provinces, including 41 Police Districts and the Western Border Security Brigade.

Command Administrative Officer (Lieutenant Colonel) **January 2000 – September 2009**

Directed, managed, and synchronized the work of all active duty New Mexico National Guard Soldiers. Reviewed and monitored staff operations in the administration, logistics, maintenance tracking, financial oversight, planning, mental health readiness, dental readiness, and resourcing training requirements for 1600 Soldiers.

- Implemented and enforced the Commander's policies, orders, and Standing Operating Procedures.
- Guided the brigade and subordinate element units in the planning and coordinating the maneuver enhancement employment of the entire brigade mission with consists of over 1600 Soldiers across the state.
- Prepared all quarterly and yearly training guidance for the commander's approval.

Senior Technical Recruiter, Butler International **April 1994 – January 2000**

Responsible for the research, identification, selection, and submittals of all qualified candidates for various contract technical positions throughout New Mexico to include, Los Alamos National Laboratories, Intel Corporation, Sandia National Laboratories, and various other specialized agencies seeking professional skills in the areas of electrical, computer, mechanical, civil and structural engineering, computer science, mechanical and electronics assembly, maintenance and repair.

Professional References

Steven Turner

Owner/CAO

BEStaff, Inc.

sturner@comcast.com

Edward Lucero

Owner

BEStaff Inc.

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Paul J. Casaus

HR Supervisor

United Parcel Service

PCasaus@gmail.com

David Jarosz

Educator

Cibola High School

dljarosz@yahoo.com

Chief Warrant Officer 5 Lawrence Jiron

Command Chief Warrant Officer

New Mexico Army National Guard

lawrence.m.jiron.mil@mail.mil

Major General Kenneth Nava

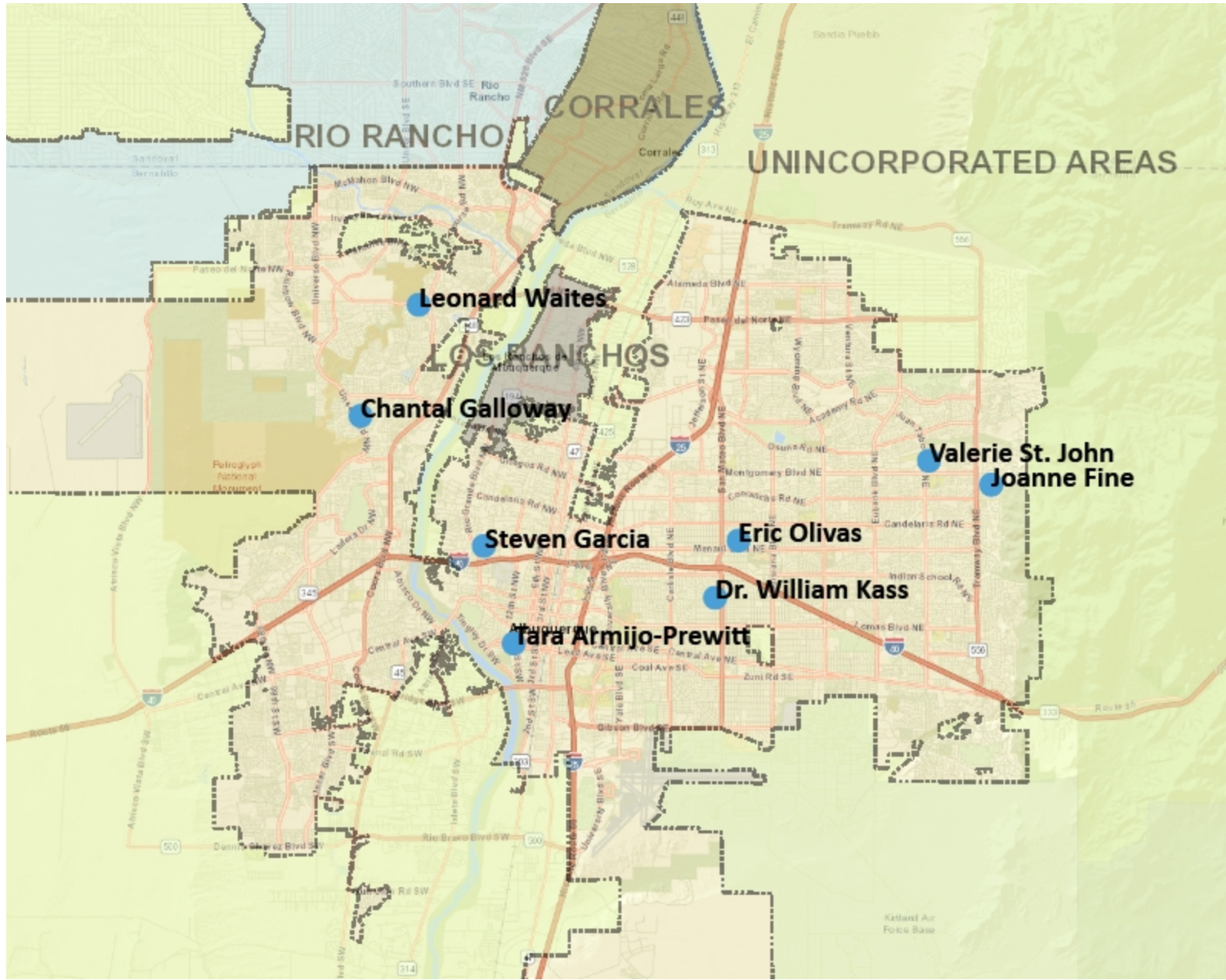
Adjutant General

New Mexico National Guard

kenneth.a.nava.mil@mail.mil



Current CPOA Board with Proposed Appointment of Steven Garcia



Legend

Municipal Limits

- Corrales
- Edgewood
- Los Ranchos
- Rio Rancho
- Tijeras
- UNINCORPORATED

World Street Map

Notes

30,623 0 15,311 30,623 Feet

WGS_1984_Web_Mercator_Auxiliary_Sphere
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1: 183,737

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THIS MAP IS NOT TO BE USED FOR NAVIGATION