CEO Meeting

Wednesday, September 09, 2026, 10:00 AM MST

NALWDB Conference Room
525 Camino De Los Marquez
Suite 250
Santa Fe, NM 87505

Cibola County	Present/ZOOM
Colfax County	Present/ZOOM
Los Alamos County	Present
McKinnley County	Absent
Mora County	Present/ZOOM
Rio Arriba County	Present
Santa Fe County	Present
San Juan County	Present/ZOOM
San Miguel County	Present/ZOOM
Taos County	Absent

Present: 8, Absent: 2.

Also in attendance: NALWDB Staff: Lisa Ortiz - Executive Director, Barney Trujillo - Operations Manager, Ruthie Mares – Quality Assurance Specialist, Brittany Valencia – Program/Finance Specialist, Issy Lozano – Program Support Specialist. **Guests:** Rick Sandoval – Zlotnick & Sandoval, Ericka Van Eckhoutte – Adult/DW Director, Waldy Salazar – NMDWS, Ramon Pazos – NMDWS, Rosina Espinoza – NMDWS, Chanin O'Rourke – NMDWS, Julio Garcia – Legal Counsel, Carolyn Kirlin – NMDWS, Crystal Hollon – NMDWS, Pablo Lujan – Board Member, Nina Valdez – One Stop Operator, Robert Chavez – YDI CEO, Joseph Weathers – NALWDB Chairman, Karen Weathers – Members of the Public Present, Mona Lujan – Members of the Public Present.

1. Call Meeting to Order

The meeting was called to order at 10:09 AM by Alex Naranjo – Commissioner Chairman of Rio Arriba County.

2. Roll Call and Determination of a Quorum

Roll call was conducted by NALWDB Program Support Specialist Issy Lozano, who indicated that a quorum was present.

3. Pledge of Allegiance

The pledge of allegiance was recited by all in attendance.

4. Approval of Agenda

Motion to approve the agenda. This Motion was made by Camilla Bustamante – Commissioner of Santa Fe County, seconded by Melanee Hand – Commissioner of Los Alamos County, and passed unanimously by rollcall vote.

5. Approval of Board Meeting Minutes

Motion to approve the Board meeting minutes from August 25, 2026. This Motion was made by Sam Gonzales – Commissioner of San Juan County, seconded by Camilla Bustamante – Commissioner of Santa Fe County, and passed unanimously by rollcall vote.

6. Action Items

6.1 May 14, 2026, YDI Letter//Request for Review and Evaluation from Robert Chavez, CEO for YDI.

Robert Chavez, CEO of YDI, presented concerns regarding a potential conflict of interest involving Board Chair Joseph Weathers and a family member formerly employed by YDI. Robert Chavez alleged that the family relationship may not have been properly disclosed and questioned whether the Board's bylaws, Code of Conduct, and conflict-of-interest requirements had been followed. He also raised concerns regarding possible communications and actions involving YDI following the family member's separation from employment.

Robert Chavez emphasized that the complaint concerned Board governance, transparency, disclosure, and recusal—not personal or financial benefit. He requested a formal review to determine whether appropriate disclosure and recusal occurred and whether Board Chair Joseph Weathers participated in discussions, communications, recommendations, or other matters involving YDI. He stated that consistent enforcement of the Board's governance standards is necessary to protect the integrity of its decisions and maintain public trust.

Chairman Alex Naranjo invited questions or comments from the CEO Committee. Georgia Routzen Sanchez – Commissioner of Cibola County, requested that Robert Chavez's written notes and supporting information be included as part of the official record. No additional comments or questions were presented.

6.1A. Discuss, review and determine whether Board Member and Chairman Joseph Weathers, violated Article X, Code of Conduct of the Bylaws for NALWDB.

Commissioner Camilla Bustamante requested that Agenda Item 6.1B, discussion and determination of whether Board Member and Chairman Joseph Weathers violated Article X, Code of Conduct, of the NALWDB Bylaws, be discussed in executive session. Chairman Alex Naranjo agreed and requested a formal motion.

Commissioner Camilla Bustamante moved to enter executive session to discuss Agenda Item 6.1B. Commissioner Melanee Hand seconded the motion, which passed unanimously by roll-call vote. The CEO Committee entered executive session at 10:23 a.m. and returned to open session at 10:47 a.m. Upon returning to open session, Chairman Alex Naranjo stated for the record that no action was taken during the executive session and that discussion was limited to the matter at hand.

The CEO Committee proceeded to Agenda Item regarding possible action concerning the removal of Board Member and Chairman Joseph Weathers. Before a motion was made, Joseph Weathers requested an opportunity to speak, and Chairman Alex Naranjo indicated that comments could be made during discussion.

Commissioner Camilla Bustamante moved that Board Member and Chairman Joseph Weathers had violated Article X, Code of Conduct, of the NALWDB Bylaws. Commissioner Melanee Hand seconded the motion.

During the roll-call vote, Commissioner Georgia Routzen Sanchez experienced audio difficulties and temporarily disconnected. After reconnecting by telephone, the vote continued. All commissioners voted in favor, and the motion passed unanimously, finding that Joseph Weathers had violated the Code of Conduct.

6.1B. Discuss, review and take possible action regarding the removal of Board Member and Chairman Joseph Weathers pursuant to Section 10, Article X, Code of Conduct and Section i., Article V, Membership, of Bylaws for NALWDB.

The CEO Committee proceeded with Agenda Item 6.1B regarding possible action to remove Board Member and Chairman Joseph Weathers pursuant to Article X, Code of Conduct, and Article V, Membership, of the NALWDB Bylaws. Chairman Alex Naranjo provided Joseph Weathers an opportunity to respond.

Joseph Weathers denied receiving any financial benefit from his daughter's employment with YDI. He explained that he recommended an unnamed qualified individual after learning that YDI had difficulty staffing San Miguel, Mora, and Colfax counties but did not disclose that the individual was his daughter because he wanted her qualifications evaluated independently. He stated that the relationship was known to Board administrative staff and was not intentionally concealed. Joseph Weathers also addressed his communications concerning unpaid participants and other YDI matters, stating that he communicated those concerns through the Executive Director.

Chairman Alex Naranjo and Commissioner Camilla Bustamante directed the discussion back to the conflict-of-interest and appearance-of-impropriety concerns under Article X.

Karen Weathers requested an opportunity to comment, but Chairman Naranjo declined the request.

Commissioner Camilla Bustamante made the motion to remove Joseph Weathers from the NALWDB pursuant to Article X, Code of Conduct, and Article V, Membership, of the Bylaws. Commissioner Melanee Hand seconded the motion. Following a roll-call vote, all commissioners voted in favor, and the motion passed unanimously. Chairman Naranjo stated that the Vice Chair would assume the Chair position effective immediately.

7. Public Comments

During public comment, Mona Lujan expressed support for Joseph Weathers and recognized his approximately seven and a half years of service and dedication to the Board's mission. She disagreed that the conflict-of-interest finding warranted removal, stating that corrective action could have been taken instead. She also expressed concern that a contractor had requested the removal of a Board member and maintained that Joseph Weathers had served in the best interests of participants.

Chairman Alex Naranjo responded that regardless of Joseph Weathers' dedication, he should have recognized the conflict created by having a role in his daughter's referral or employment. Following a brief exchange, Commissioner Camilla Bustamante raised a point of order regarding the interaction between the Chair and the public commenter.

Commissioner Bustamante requested that a future agenda include a review of whether any other Northern Board members or staff knew of or participated in communications concerning the family relationship, as they could also be subject to Article X of the Bylaws. Chairman Naranjo agreed. He also recommended establishing a clearer public-comment process requiring speakers to identify themselves and their topics in advance and allowing approximately four minutes per speaker.

Executive Director Lisa Ortiz stated that the next meeting date remained to be determined and that staff would contact CEO Committee members regarding possible dates in November or December. Chairman Naranjo recommended establishing regular meeting dates in advance to assist with quorum.

Chairman Naranjo announced his intention to retire from the CEO Committee before the end of the year because Operations Manager Barney Trujillo had been elected to the Rio Arriba County

Commission. He explained that their simultaneous attendance could create an Open Meetings Act concern because Rio Arriba County has only three commissioners.

8. Next Meeting Date: TBD.

9. Adjournment

Motion to adjourn at 11:07 A.M. This Motion was made by Camilla Bustamante, Commissioner of Santa Fe County, seconded by Melanee Hand – Count Manager of Los Alamos County, and passed unanimously by rollcall vote.

An Executive Session may be called at any time during the meeting. Pursuant to New Mexico Open Meetings Act Section 10-15-1 (H) Subsections; (1) Meetings pertaining g to issuance, suspension, renewal or revocation of a license, except that a hearing at which evidence is offered or rebutted shall be open. All final actions on the issuance, suspension, renewal or revocation of a license shall be taken at an open meeting; (2) Limited personnel matters; provided that for purposes of the Open Meetings Act, "limited personnel matters" means the discussion of hiring, promotion , demotion, dismissal, assignment or resignation of or the investigation or consideration of complaints or charges against any individual public employee; provided further that this paragraph is not to be construed as to exempt final actions on personnel from being taken at open public meetings, nor does it preclude an aggrieved public employee from demanding a public hearing. Judicial candidates interviewed by any commission shall have the right to demand an open interview; (3) Deliberations by a public body in connection with an administrative adjudicatory proceedings For purposes of this paragraph, "administrative adjudicatory proceeding" means a proceeding brought by or against a person before a public body in which individual legal rights, duties or privileges are required by law to be determined by the public body after an opportunity for a trial-type hearing. Except as otherwise provided in this section, the actual administrative adjudicatory proceeding at which evidence is offered or rebutted and any final action taken as a result of the proceeding shall occur in an open meeting; (4) The discussion of personally identifiable information about any individual student, unless the student or the student's parent or guardian requests otherwise; (5) Meetings for the discussion of bargaining strategy preliminary to collective bargaining negotiations between the policymaking body and a bargaining unit representing the employees of that policymaking body and collective bargaining sessions at which the policymaking body and the representatives of the collective bargaining unit are present; (6) that portion of meetings at which a decision concerning purchases in an amount exceeding two thousand five hundred dollars ($2,500) that can be made only from one source is discussed and that portion of meetings at which the contents of competitive sealed proposals solicited pursuant to the Procurement Code are discussed during the contract negotiation process. (7) Meetings subject to the attorney-client privilege pertaining to threatened or pending litigation in which the public body is or may become participant; (8) Meetings for the discussion of the purchase, acquisition or disposal of real property or water rights by the public body.