



ETHICSPPOINT®

Incident Management

Case

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Opened
01/03/2025
Days open
2
Last modified
01/06/2025
Intake method
Hotline Web
Status
In Process

Alert Status
None

Case Details

Reported tier information

Case type:
Allegation

Intake method:
Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM (Public)

Branch Number:

1

Location name:

City of Las Cruces Main

Location/Address:

City of Las Cruces Main - 1
700 North Main Street

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

City of Las Cruces Main

Reporter Information**Reporter anonymous:**

Yes

Case Information**Relationship to the Company or Organization?**

Employee

Please identify the person(s) engaged in this behavior:

Lucas Fellure - Co Op
Trent Bianchi - GIS Analyst

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

Hiring manager for Community Development GIS

Is management aware of this problem?

Yes

What is the general nature of this matter?

The nature of the matter is a Co-op being hired as GIS tech II without the years of experience or degree required for the position, he is currently in.

Where did this incident or violation occur?

City Hall Community Development room 1148

Please provide the specific or approximate time this incident occurred:

December 12th, 2024 - date of the interview

How long do you think this problem has been going on?

Don't know

How did you become aware of this violation?

Told to me by a co-worker

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Trent Bianchi- hiring manager, not sure how he got Lucas's name available past HR regulations for the job posting.

Case Details:

Lucas Fellure, while a competent GIS person, was interviewed for a GIS Tech II position without the years of experience or education required. He was interviewed on December 12th, 2024, as a Co-op for NMSU, by Trent Bianchi (GIS Analyst, and hiring manager), John Castillo (Urban Planner), Angela Armijo (Sr Engineer Tech Flood).

Lucas's interview should never have happened, he does not meet the basic qualifications for GIS Tech II.

MINIMUM QUALIFICATIONS:

Associates degree or greater in Computer Science, Geography, Geographic Information Systems and Technology, Geology, Information Technology, Engineering Technology, Management Information Systems or related field AND three (3) years of experience in developing and managing a spatial database in a GIS program. A combination of education, experience, and training may be applied in accordance with City of Las Cruces policy.

I question how he was able to have his name in the job posting. Who allowed this to happen and who is responsible for it to go through? Are there receipts to show that there was a waiver, or did this happen behind closed doors? At most he should have been interviewed as a Tech I.

I know three other city employees that all started out as Co-ops and had to go through the system, that is: Co-op, tech I and then tech II, they each failed at times to meet the basic requirements in both school and experience. I ask again, how was it that Lucas was able to "jump" into and be interviewed for a Tech II? It feels like a massive inequality has occurred. If the HR department can be so easily swayed on this matter on what else are they being swayed? How are we supposed to trust them?

Legacy information