



ETHICSPPOINT®

Incident Management

Case

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Opened
04/23/2025

Days Open
Less than 24 hours

Last modified
04/23/2025

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

Branch Number:

25

Location name:

Police Department

Location/Address:

Police Department - 25
217 E. Picacho

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

Police Department

Reporter Information**Reporter anonymous:**

Yes

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

Other

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

MELINDA GAMBOA - SERVICES ADMR

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

Do Not Know / Do Not Wish To Disclose

Is management aware of this problem?

Yes

What is the general nature of this matter?

UNFAIR POLICY, PROCEDURES, AND PAY.

What do you estimate the monetary value of this matter to be?

USD USD50000-USD99999

Where did this incident or violation occur?

LAS CRUCES POLICE DEPARTMENT

Please provide the specific or approximate time this incident occurred:

APPROXIMATELY 2.5 YEARS

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

More than a year

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:

MELINDA GAMBOA

Case Details:

THE LAS CRUCES POLICE DEPARTMENT HAS A SUBSECTION WITHIN A DEPARTMENT KNOWN AS "RECORDS". RECORDS DEALS WITH

INTERNAL AND EXTERNAL CUSTOMERS TO FULFILL INQUIRIES OVER THE PHONE, EMAIL, OR LOBBY AREA AS CUSTOMERS COME IN. THE "IPRA" TEAM GOT MERGED WITH "RECORDS" TO KEEP EMPLOYEES UNDER THE SAME PAY. "IPRA" DOES NOT DO ANY DUTIES THAT RECORD EMPLOYEES DO. LCPD "IPRA" HAS GOTTEN EXTREMELY POPULAR WITH REQUESTS FOR LAPD VIDEO FOOTAGE, UNIT FOOTAGE REPORTS, CASES, AND INTERVIEW FOOTAGE. THERE HAS BEEN A MASSIVE INFLUX OF REQUESTS FOR THE IPRA TEAM TO REVIEW AND REDACT PROPERLY WITH APPROPRIATE EXEMPTIONS. THEY WORK CLOSELY WITH CITY CLERKS AND ATTORNEYS TO BE ABLE TO DISCLOSE CERTAIN INFORMATION. LOCAL AND STATE KNOWLEDGE NEEDS TO BE KNOWN TO BE ABLE TO CARRY OUT ESSENTIAL DUTIES. THE "IPRA" TEAM IS KEPT UNDER RECORDS JOB DUTIES TO KEEP "IPRA" PAY WILLINGLY. THIS IS A VIOLATION OF PAY AND A FALSE JOB DESCRIPTION FOR THE "IPRA" TEAM. THE RECORDS JOB DESCRIPTION DOES NOT CONFORM WITH IPRA DUTIES. A DOCUMENT HAS BEEN SUBMITTED OF WHAT "IPRA" ACTUALLY DOES AND FALLS INTO THIS JOB DESCRIPTION OF IPRA ANALYST. MELINDA GAMBOA HAS BEEN NOTIFIED OF THE INFLUX OF REQUESTS RECEIVED AND STAFF HAVE SHARED THEIR INPUT AND ARE NEEDING A RAISE OR PROPER PAY TO KEEP UP WITH DEMANDS AND REQUESTS OF THE PUBLIC. A PROPER INVESTIGATION NEEDS TO BE CONDUCTED, AS THIS IS A WORK LAW VIOLATION. PROPER COMPENSATION FOR KNOWLEDGE AND DUTIES NEEDS TO BE PAID OUT. IPRA FULFILLS MANY MANY REQUESTS NATIONWIDE, RANGING FROM YOUTUBERS, SOCIAL MEDIA PLATFORMS, NEWS STATIONS, AND LOCAL CIVILIAN REQUESTS. IN RECENT EVENTS TO THE YOUNG PARK SHOOTING HAS SPIKED REQUESTS, MAKING STAFF OVERWORK AND ARE NOT GETTING PAID WHAT THE JOB DESCRIPTION OF IPRA ANALYST GET PAID. IPRA NEEDS TO BE ITS OWN SECTION OR EVEN A SPECIALIZED SECTION AND NOT MERGED WITH "RECORDS". "IPRA" AT THE POLICE DEPARTMENT ARE CATEGORIZED AS RECORDS TECHNICIAN I. THAT JOB DESCRIPTION DOES NOT MATCH THE DUTIES THEY DO. THE ATTACHED FILE OF IPRA ANALYST MATCHES THE DUTIES CARRIED OUT BY THE IPRA TEAM. ADMINISTRATION HAS BEEN MADE AWARE OF THESE INQUIRIES WITH NO RESOLUTION. HR NEEDS TO LOOK INTO THIS ABUSE AND REPORT IT ACCORDINGLY. A WORK COMP STUDY NEEDS TO BE CONDUCTED. IPRA IS A SPECIALIZED JOB AND ONLY GROWING IN POPULARITY AS MANY REQUESTS ARE FOR SOCIAL MEDIA BLOGGERS AND PODCASTERS. THERE IS MUCH WORK WITH LITTLE PAY. PLEASE INVESTIGATE THIS.

Legacy information