

[REDACTED]

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**From:** Beth Mohr [cabq.pob.mohr@gmail.com]  
**Sent:** Wednesday, May 13, 2015 3:21 PM  
**To:** McDermott, Diane L.  
**Cc:** Cash, Paul; Davidson, Christopher; O'Neil, Erin; Skotchdopole, Paul A.  
**Subject:** Re: Executive Director job description/posting

No worries and no apologies necessary. Thanks for your contributions. -B

Beth A. Mohr  
Acting Chair  
Albuquerque Police Oversight Board

*Never interrupt someone doing what you said couldn't be done. ~Amelia Earhart*

*Sent with haste from my "smart" phone.*

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"McDermott, Diane L." <dmcdermott@cabq.gov> wrote:

Ms. Mohr,

I had no meaning to bring up anything about Ms. Hammer other than the bar membership expectation in the job description was something to think about. I apologize if it was taken another way.

Thank you for your consideration,

Diane McDermott

Investigator

Civilian Police Oversight Agency

[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)

505-924-3727

**From:** Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]  
**Sent:** Wednesday, May 13, 2015 2:48 PM  
**To:** McDermott, Diane L.  
**Cc:** Cash, Paul; Davidson, Christopher; O'Neil, Erin; Skotchdopole, Paul A.  
**Subject:** Re: Executive Director job description/posting

All lawyers who work for the City, whose position requires that they be a lawyer to do the job, are entitled to have their CLE paid by the City as approved by their supervisor. The POB would approve local CLE or narrowly focused nationwide CLE for Ms. Hammer. I think people mostly pay their own Bar dues.

If this is an issue, it's not one that needs to be dealt with in the job description.

Let's keep this focused on the job description for a permanent Director, and not deal with Ms. Hammer's personal or personnel issues here.

Thanks, -B

Beth A. Mohr

Acting Chair

Albuquerque Police Oversight Board

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"McDermott, Diane L." <[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)> wrote:

Ms. Mohr,

I believe we understood that it was not being specified as NM bar, but the statement of active member of the bar (this state or otherwise) was what we were referring to. Attorneys can go into inactivate status is my understanding. If they are an active member then their activities can be subject to complaints filed with whatever state bar they belong to even if it has nothing to do with their work as an attorney. As an additional note to that, bar dues and cle credits would be obligated to be included in the budget if the person is to remain active as the description might imply. Ms. Hammer is the first to my knowledge to have requested these reimbursements, but if it is part of the job description then that is a budget item to be accounted for.

Diane McDermott

Investigator

Civilian Police Oversight Agency

[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)

505-924-3727

**From:** Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]  
**Sent:** Wednesday, May 13, 2015 12:53 PM  
**To:** McDermott, Diane L.  
**Cc:** Cash, Paul; Davidson, Christopher; O'Neil, Erin; Skotchdopole, Paul A.  
**Subject:** Re: Executive Director job description/posting

Where are you guys getting the NM Bar membership requirement, that was for the Independent Counsel, not the Director.

Here's what is in the job description:

Must be active members in good standing of the bar of any US state or territory, or the District of Columbia.

Is it in there and I'm missing it? I'll look at your other suggestions as well, but I wanted to clarify that. Thanks,  
-B

Beth A. Mohr, Acting Chair  
Albuquerque Police Oversight Board

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On Wed, May 13, 2015 at 12:31 PM, McDermott, Diane L. <[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)> wrote:

Ms. Mohr,

I and others of the staff have reviewed the two documents. I believe Erin sent some grammatical suggestions to you already. In reviewing the job description, a piece that I felt was particularly missing was the management/supervisory element. I believe this is a significant omission and have included some possible suggestions especially on the experience portion. Paul S., Paul C. Erin and Chris have all reviewed these suggestions and agree these would be important additions or some version of them. There is also a consensus among us about the concerns over specifically stating the person must be an active member of the Bar association. We hope that you and the other Board members will consider our input. I have made a few grammatical corrections in verb tense and consistency phrases all showing in red. Anything you see that is in red and underlined was simply that an extra space was included. The extra spaces may not be on your copy and simply an issue of formatting when it was sent, but just in case I wanted to bring them to your attention. There were also a few places where a single space was after a period and others where it was doubled so again consistency would be advised, but I did not really have an easy way to mark those without it being confusing.

On the posting there really was not much to add since the applicants are being referred to the job description, but I think it is relevant that the candidates understand they have a contract. Also there is always going to be a question of pay so I think a blanket statement of some sort might be good to add. If you have any questions or would like to discuss these suggestions further please let us know.

Thank you,

Diane McDermott

Investigator

Civilian Police Oversight Agency

[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)

505-924-3727

**From:** Beth Mohr [mailto:[cabq.pob.mohr@gmail.com](mailto:cabq.pob.mohr@gmail.com)]  
**Sent:** Monday, May 11, 2015 6:18 PM  
**To:** McDermott, Diane L.  
**Cc:** Skotchdopole, Paul A.; Davidson, Christopher; O'Neil, Erin; Cash, Paul  
**Subject:** Re: Executive Director job description/posting

Thanks for writing, Diane - I had just assumed that Ms. Hammer would have shared the draft with you, and would have shared the updated draft, although that only went out today.

Enclosed - hot off the presses - are the final edits to the job description and posting for the CPOA Director. We will next work on anything substantive on this at the full POB open meeting on the 19th. If you see any typos, please let me know right away, and I'll get those changed prior to sending to the full Board.

If you have more substantive suggestions, you may send your suggestions to me or to any POB member for inclusion in our discussion. In the alternative, if you'd rather give your suggestions in the open meeting, please let me know in advance. If I open it up for staff discussion, I'm probably obligated to open it up for public comment as well, so we'll want to be prepared one way or the other. Thanks, -B

Beth A. Mohr, Acting Chair  
Albuquerque Police Oversight Board

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On Fri, May 8, 2015 at 10:01 AM, McDermott, Diane L. <[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)> wrote:

Ms. Mohr,

I wondered if you would share with us the draft job description/posting for the Executive Director position. You went through the position description in the meeting, but since we did not have a copy to reference it was a bit difficult to follow the sub-committee's discussions. I do not know if you are open to any input from staff about this, but we would at least like to see the proposed ideas in case something compelled us to at least make a suggestion in public comment.

Thank you for your consideration,

Diane McDermott

Investigator

Civilian Police Oversight Agency

[dmcdermott@cabq.gov](mailto:dmcdermott@cabq.gov)

[505-924-3727](tel:505-924-3727)