

From: Leonard Waites
To: Joanne Fine
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 4:17:23 PM

No

On Jun 4, 2015 2:30 PM, "Joanne Fine" <joannefine413@gmail.com> wrote:
Are you sleeping...

The HEADER and the SUBJECT LINE do NOT Match.

Read your own document. It is messed up AGAIN. One might think you are purposely messing this up, Ms. Hammer.

On Thu, Jun 4, 2015 at 2:17 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Attached is the 6-9-15 Personnel Subcommittee Agenda which will be posted today.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Wednesday, June 03, 2015 5:39 PM

To: Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric

M003088

Cruz; Jacobi, Jenica L; Moira Amado-McCoy
Subject: Draft Personnel Subcommittee meeting agenda

All - Please peruse this draft agenda for June 9th and modify or approve by tomorrow, June 4th. Sorry for the short notice.

It appears that the CPC committee has the whole CPC process well in hand, so I would propose that we confine our efforts to the Director search, and dealing with personnel matters, and leave the CPC process in the capable hands of that committee for now.

Ms. Hammer - Could you please ensure that Mr. Yermal and Ms. Hernandez or their respective designees are invited to the meeting? Perhaps Mary Scott would be available?

Unless there are changes, please post this in time to meet the deadline.

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

--

Joanne Fine
Police Oversight Board Member

From: Silvio Dell'Angela
To: ynpadilla@cabq.gov
Cc: "Urban, Javier F."; "Garza, Jacqueline M."; freedomnewmexico@gmail.com; POB@cabq.gov; geden7@cabq.gov; info@nmfcg.org; reygarduno@cabq.gov; KBrandenburg@da2nd.state.nm.us; "Vanita Gupta"; Luis.F.Saucedo@usdoj.gov; Mayorberrry@cabq.gov; PMRinc@mac.com
Subject: FW: IPRA/CIT/DELL'ANGELA/REQUEST FOR CENTRAL RECORDS MANAGER POSITION/COMPLETION
Date: Thursday, May 28, 2015 8:05:03 PM
Attachments: [SYLVIO DELL'ANGELA CENTRAL RECORDS MANAGER POSITION INVOICE.pdf](#)
[IPRA-DELL'ANGELA-RECORDS MANAGER.pdf](#)
[IPRA requests-Banks.doc](#)
[LiveLeakAPD.doc](#)

Ms. Padilla

You are 37 days late in this response to my April 6 request! I have no way to know whether or not you complied based on what you sent me-attached.

So please indicate what is contained in each of the records-CADs, reports, documents, audio, video, photos so I can determine whether all are responsive.

I assume you already provided this same information to Freedom New Mexico who initially made the request.

Advise soonest.

Thank you

Silvio-(not Sylvio) Dell'Angela

P.S. for you and Chief Eden

When are you finally going to get around to responding fully to my many other IPRA requests including the one not fully complied with by Ms. Padilla's predecessor Reynaldo Chavez that I sent two days later on April 8?

Just when will you comply with the six (attached) sent almost two years ago on July 27 2013 one of which asked for the videos showing the early July 2013 shooting by two APD officers of African-American/Vietnam vet with PTSD Vincent Wood. It took the two trigger-happy cops only ten minutes after arriving on the scene to gun down Wood?

Numerous follow-up compliance requests were sent to Chief Eden and Reynaldo, info to all City Councilors, our Mayor and other on these requests. Is this the Chief's version of transparency and the Mayor's idea of a transparent and accountable administration? No recordings-no accountability

Do you want me to itemize all of those IPRA requests that your office has still haven't complied with to jog your memory-most of which asks for videos showing the actual shootings by officers-not what was recorded afterwards?

M003090

It seems like the only video showing an actual killing by APD officers was that by officers Sandy and Perez of James Boyd and even in that case some recordings with withheld. See attached Live Leak report. It seems citizens and the media have to file lawsuits to try to obtain these videos that for the most part are edited to remove the incriminating parts.

Do we really think our \$4.5+ million monitor team is going to force APD's compliance with the IPRA requests

From: Padilla, Valerie N. [mailto:vnpadilla@cabq.gov]
Sent: Thursday, May 28, 2015 2:52 PM
To: Dellansi@comcast.net
Cc: Urban, Javier F.; Garza, Jacqueline M.
Subject: IPRA/CIT/DELL'ANGELA/REQUEST FOR CENTRAL RECORDS MANAGER POSITION/COMPLETION

Mr. Dell'Angela,

This email will acknowledge completion of your public records request dated April 6th, 2015.

- Video
- Document

You may pick up the above items at:

SECURITY STATION - 1st FLOOR
Law Enforcement Center
400 Roma Ave. NW
Albuquerque, NM 87102

Please contact (505) 768-2137 or (505) 768-2141 between the hours of 8:00 - 4:30.
Provide security with a copy of the attached invoice.

Please make payment by cash (\$7.25) or billed to your account.
Payment may also be made by company check made payable to City of Albuquerque.

Please do not hesitate to contact me if you have any questions or comments.

Kind regards,

Office of the Acting APD Records Custodian
Javier Urban
Acting APD Records Custodian/Central Records Supervisor

400 Roma Avenue NW, Alb., NM 87102
Office (505) 768-2137
Cell (505-917-6534
apdipra@cabq.gov

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Wednesday, April 08, 2015 10:50 AM
To: 'Chavez, Reynaldo L.'; 'Torres, David L.'
Cc: 'Mayorberry@cabq.gov'; 'geden7@cabq.gov'; 'PMRinc@mac.com'; 'info@nmfog.org'
Subject: RE: Completed and Closed 4/8/2015 IPRA/CIT/DELL'ANGELA/Taxpayer cost to honor officer John Kelly and his autopsy report

Reynaldo

Yet another disgraceful-non-responsive response with the Mayor's blessing-as this requested information is clearly embarrassing to this administration!

For Councilors, DOJ, James Ginger media and others sent this Cc or Bcc.

-
Do you once again plan to look away to this and APD's numerous earlier defiance of this State law-the NM IPRA?

Kind regards?

Silvio

From: Chavez, Reynaldo L. [<mailto:chavezr@cabq.gov>]
Sent: Wednesday, April 08, 2015 9:36 AM
To: Dellansi@comcast.net
Subject: Completed and Closed 4/8/2015 IPRA/CIT/DELL'ANGELA/Taxpayer cost to honor officer John Kelly and his autopsy report

Dear Mr. Dell'Angela,

This email will acknowledge completion of your public records request dated April 3, 2015 in which you requested the following:

1. IAW the NM IPRA, request you provide me with the cost to taxpayers including the sources of those funds to honor John Kelly over the past week.
2. Also provide a copy of his autopsy report showing Kelly's cause of death before he was cremated, something that would reveal whether he had a known heart condition that should have contributed to his sudden death since he was never under stress.

There is no responsive information available for Item #1. YOU DO KNOW-HAVE THIS INFO!

As far as Item #2, you may wish to contact OMI. YOU ALSO HAVE THE OMI REPORT

M003092

Please do not hesitate to contact me if you have any questions or comments. A WASTE OF TIME. IT'S NOW UP TO THE COUNCILORS TO SHOW SOME BACKBONE RATHER THAN BE JUST BERRY'S AND EDEN'S STOOGES.

Kind regards,

Reynaldo L. Chavez
APD Records Custodian/IPRA Manager
Office: (505) 768-2007
Cell: (505) 235-2160
chavezr@cabq.gov



INVOICE DATE : 05/28/15

IPRA Division

Javier Urban
**APD Records Custodian/
IPRA Manager**

400 Roma NW RM #226
Albuquerque, NM 87102
Phone:(505) 768-2137
Fax: (505) 768-2540

RE: IPRA Request

Date requested: 04/06/15
Requestor: Sylvio Dell'Angela
Phone :
Fax :
Email : Dellansi@comcast.net

Subject: Central Records Manager Position
Description :

REQUEST	CASE #	COST PER PG	PAGES/CD's	AMOUNT
Reports		\$ 0.50	0	\$0.00
Cads		\$ 0.50	0	\$0.00
Documents		\$ 0.50	1	\$0.50
Audio - 911		\$ 6.75	0	\$0.00
Video		\$ 6.75	1	\$6.75
Photos		\$ 6.75	0	\$0.00
Background		\$ 5.00	0	\$0.00
		\$ -	0	\$0.00
Totals amount due				\$7.25

* Remit payment payable to City Of Albuquerque at 400 Roma Ave NW Albuquerque, NM 87102
* Please enclose a copy of this invoice with your payment.



Date: _____

Telles, Antoinette M.

From: Torres, David L.
Sent: Friday, April 17, 2015 4:28 PM
To: Dellansi@comcast.net
Cc: Chavez, Reynaldo L.
Subject: IPRA/CIT/DELL'ANGELA/Request for Central Records Manager position / Extension 04/17/15

Tracking: Recipient Read
Dellansi@comcast.net
Chavez, Reynaldo L. Read: 4/17/2015 4:29 PM

Dear Mr. Dell' Angela:

This correspondence concerns your IPRA request dated April 6th, 2015, in which you requested to inspect the following:

- All applicants that were interviewed for the Central Records Manager position
- All applicants' qualifications
- All applicants' resumes
- All APD personal selected to do the interviews
- All questions to applicants during interview (written and recordings)
- All answers from applicant ants from interviews (written and recordings)
- All scores from interviews
- Any memos or email sent out if position has been filled

Please be advised upon further review of your IPRA request, we have determined we require additional time to process your request. The department respectfully requests an "additional reasonable period of time" to complete our continuing search, and potentially necessary review and redaction of privileged and exempted content. See NMSA 1978, § 14-2-10. I will promptly contact you via email as soon as those documents become available for pick up or inspection.

Please do not hesitate to contact me if you have any questions or comments.

Kind regards,

Office of the APD Records Custodian
Reynaldo Chavez
APD Records Custodian/IPRA Manager
400 Roma Avenue NW, Alb., NM 87102
Office (505) 768-2007
City Cell (505) 235-2160
FAX (505) 768-2540
chavezr@cabq.gov
rey_chavez@iCloud.com

From: Torres, David L.
Sent: Monday, April 06, 2015 3:17 PM
To: 'Dellansi@comcast.net'
Cc: Chavez, Reynaldo L.
Subject: IPRA/CIT/DELL'ANGELA/Request for Central Records Manager position

Mr. Dell'Angela,

This email will acknowledge receipt of your public records request *dated April 6th, 2015.* Please be advised we are reviewing your request to determine what public records are responsive and whether any exceptions to their production apply. We will continue our review and contact you prior to the expiration of fifteen (15) days from the receipt of your request. Please do not hesitate to contact me if you have any questions or comments.

Please note: All inquiries, requests, follow-up go directly to the APD Records Custodian/IPRA Manager, Reynaldo Chavez at chavezr@cabq.gov.

Please note: Providing a case number with your request will help expedite the retrieval and provision of the requested material.

Please do not hesitate to contact me if you have any questions or comments.

Kind regards,

Office of the APD Records Custodian
Reynaldo Chavez
APD Records Custodian/IPRA Manager
400 Roma Avenue NW, Alb., NM 87102
Office (505) 768-2007
City Cell (505) 235-2160
FAX (505) 768-2540
chavezr@cabq.gov
rey_chavez@iCloud.com

From: Silvio Dell'Angela <Dellansi@comcast.net>
Date: April 6, 2015 at 2:16:50 PM MDT
To: "Chavez, Reynaldo L." <chavezr@cabq.gov>, "Torres, David L." <dltorres@cabq.gov>, <geden7@cabq.gov>
Cc: <nlaflin@hearst.com>, <Jeff.Proctor@krqe.com>, <MAnderson@kob.com>, <crarasim@gmail.com>, <dorin.michael@yahoo.com>, <Mayorberry@cabq.gov>, <info@nmfog.org>, <cityclerk@cabq.gov>, <reygarduno@cabq.gov>, 'John Dobbs' <freedomnewmexico@gmail.com>
Subject: RE: IPRA request for Central Records Manager position

Reynaldo, David

I also am making a NM IPRA request today for this same information.

Let us see once again whether-(with the Mayor's blessing) this IPRA request will also be ignored by you both.

Silvio

-----Original Message-----

From: John Dobbs [<mailto:freedomnewmexico@gmail.com>]
Sent: Monday, April 06, 2015 6:54 AM
To: Chavez, Reynaldo L.

Cc: nlaflin@hearst.com; Jeff.Proctor@krqe.com; MAnderson@kob.com; Dellansi@comcast.net;
crarasim@gmail.com; dorin.michael@yahoo.com
Subject: IPRA request for Central Records Manger position

Mr. Chavez,

This is a formal request for public records under the New Mexico Public Records Act, NMSA 1978 S 14-2.

Please provide and preserve the listed items

- All applicants that were interviewed for the Central Records Manager position
- All applicants' qualifications
- All applicants' resumes
- All APD personal selected to do the interviews
- All questions to applicants during interview (written and recordings)
- All answers from applicant ants from interviews (written and recordings)
- All scores from interviews
- Any memos or email sent out if position has been filled

John Dobbs

Director Freedom New Mexico

(505) 358-6979

freedomnewmexico@gmail.com

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 3:43 PM

To: 'abanks@cabq.gov'

Cc: 'cityclerk@cabq.gov'; 'lhoffman@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'rmeyers@cabq.gov'; 'winter@aps.edu'; 'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzaless@cabq.gov'; 'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov'; 'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'danlewis@cabq.gov'; 'lewisforabq@gmail.com'; 'saramancini@cabq.gov'

Subject: NM IPRA Request Listing of Officers issued new audio/video recorders made by TASER and procurement documentation showing when received

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review

- a. The listing of all APD officers issued the new audio/video recorders made by TASER including date issued.
- b. The procurement documents showing when received and total cost to taxpayer to include supporting software and other associated interface equipment
- c. The SOP(s) requiring their use

I await your prompt response

Regards,

Silvio Dell'Angela

Stop Police Atrocities NOW

P.S.

Councilors

Pass to your POC appointees as the recording capability of officers who are the subject of CPCs and shooting cases is relevant to evaluating the adequacy of IRO and APD conducted investigations and also in their decision process. These TASER Company made recordings currently never asked for during investigations considered by the POC.

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 3:41 PM

To: 'abanks@cabq.gov'

Cc: 'cityclerk@cabq.gov'; 'lhoffman@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'rmeyers@cabq.gov'; 'winter@aps.edu'; 'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzaless@cabq.gov';

'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov';
'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'danlewis@cabq.gov';
'lewisforabq@gmail.com'; 'saramancini@cabq.gov'

Subject: NM IPRA request for updated lapel recorder information

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review

- a. An updated listing of all APD officers issued the lapel audio-video recorder including date issued.
- b. The procurement documents showing when received and total cost to taxpayer to include supporting software and other associated interface equipment
- c. The SOP(s) requiring their use

I await your prompt response

Regards,

Silvio Dell'Angela

Stop Police Atrocities NOW

P.S.

Councilors

Pass to your POC appointees as the recording capability of officers who are the subject of CPCs and shooting cases is relevant to evaluating the adequacy of IRO and APD conducted investigations and also in their decision process.

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 3:38 PM

To: 'abanks@cabq.gov'

Cc: 'cityclerk@cabq.gov'; 'info@nmfog.org'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov';
'bwinter@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'rmeyers@cabq.gov'; 'winter@aps.edu';
'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzaless@cabq.gov';
'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov';
'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'danlewis@cabq.gov';
'lewisforabq@gmail.com'; 'saramancini@cabq.gov'; 'lhoffman@cabq.gov'

Subject: NM IPRA Request for Officers issued Tasers, procurement information and pertinent SOP(s)

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review

M003099

- a. The listing of all APD officers issued Tasers including date issued.
- b. The procurement documents showing when received and total cost to taxpayer to include supporting software and other associated interface equipment
- c. The SOP(s) requiring their use

I await your prompt response

Regards,

Silvio

Stop Police Atrocities NOW

P.S.

Councilors

Pass to your POC appointees as this non-lethal Taser capability of officers who are the subject of CPCs and shooting cases is relevant to evaluating the adequacy of IRO and APD conducted investigations and also in their decision process.

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 3:35 PM

To: 'abanks@cabq.gov'

Cc: 'cityclerk@cabq.gov'; 'lhoffman@cabq.gov'; 'info@nmfog.org'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'rmeyers@cabq.gov'; 'winter@aps.edu'; 'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzales@cabq.gov'; 'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov'; 'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'danlewis@cabq.gov'; 'lewisforabq@gmail.com'; 'saramancini@cabq.gov'

Subject: NM IPRA Request for Video Crime Center and Radio equipment and related SOPs

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review

- a. The SOP(s) requiring each APD area command to record all officer radio transmissions on their assigned nets.
- b. A listing of the officers issued these tactical radios and when issued
- c. The SOP governing the operation of the Video Crime Center (VCC) and SOP(s) providing guidance governing the deployment of the pole mounted deployable records

- d. The procurement documents showing the equipment associated with the Video Crime Center to include the deployable pole mounted camera system

I await your prompt response

Regards,

Silvio

Stop Police Atrocities NOW

P.S.

Councilors

Pass to your POC appointees as how and where deployment of the VCC's mobile camera systems as well as required recording of radio transmissions should be known by them in evaluating the adequacy of IRO and APD conducted investigations of CPCs and shooting cases and also relevant to their decision process. Currently they are not even mentioned during the investigations considered by the POC.

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 3:24 PM

To: 'abanks@cabq.gov'

Cc: 'cityclerk@cabq.gov'; 'lhoffman@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'lewisforabq@gmail.com'; 'rmeyers@cabq.gov'; 'winter@aps.edu'; 'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzales@cabq.gov'; 'saramancini@cabq.gov'; 'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov'; 'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'info@nmfog.org'

Subject: NM IPRA request for information including SOPs related to helmet mounted recorders now in use by SWAT and other officers

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review

- a. The listing of all APD officers issued the new helmet mounted audio/video recorders worn by SWAT and other officers including date issued.
- b. The procurement documents showing when received and total cost to taxpayer to include supporting software and other associated interface equipment

c. The SOP(s) requiring their use

I await your prompt response

Regards,

Silvio Dell'Angela

Stop Police Atrocities NOW

P.S.

Councilors

Pass to your POC appointees as recording capability of SWAT and other officers who are the subject of CPCs and shooting cases is relevant to evaluating the adequacy of IRO and APD conducted investigations and in their decision process. APD's helmet mounted recorders currently never mentioned in investigations considered by POC.

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Saturday, July 27, 2013 12:02 PM

To: 'abanks@cabq.gov'

Cc: 'community.albuquerque@usdoj.gov'; 'Chavez, Reynaldo L.'; 'cityclerk@cabq.gov'; 'info@nmfog.org'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'lewisforabq@gmail.com'; 'rmeyers@cabq.gov'; 'winter@aps.edu'; 'Jarnold-jones@cabq.gov'; 'eromero@cabq.gov'; 'ddolan@cabq.gov'; 'jessicagonzales@cabq.gov'; 'saramancini@cabq.gov'; 'julianmoya@cabq.gov'; 'tduran@cabq.gov'; 'mhoranburg@cabq.gov'; 'lmason@cabq.gov'; 'ygallegos@cabq.gov'; 'azizachavez@cabq.gov'; 'trudyjones@cabq.gov'; 'info@petedinelli.com'; 'The Eye on Albuquerque'; 'Joe Monahan'; 'dherrera@abqjournal.com'

Subject: NM Inspection of Public Records Act (IPRA) request-APD recordings of Vincent Wood killing

TO: Interim (to be sworn in next week) APD Chief Banks

IAW the NM IPRA, request within the prescribed 15 days (August 12) the opportunity to review the lapel audio/video recordings, belt audio recordings and recordings made at the APD Area Headquarters of the radio transmissions made by the two officers involved in the recent killing of Vincent Wood-a Vietnam veteran with PTSD.

Also please indicate when the TASERS were issued to each officer and confirm that each of the two had one prior to the killing.

I just want to see and hear the recordings of the events leading up to and the actual shooting that the media said were made-no edited versions please and none that were made afterwards.

This is public information under the IPRA as you know. I am not interested in seeing the CAD or anything else.

Since you will be Chief next week within the required 15 day IPRA response time, this is being sent to you.

As you also know a lawsuit will be filed by the family against APD for what they feel is an unjustified killing. I am anxious to see whether this is true or not. Likely you know.

You are also aware that of the nine shots into Wood, some were into his back-unlike the version of the shooting Chief Schultz told the media during his press conference.

You also read today's Journal editorial that tells us some there are finally "getting it." See "9 shots puts judicious use of force in question" on Page A6 of July 27, 2013 issue of Albuquerque Journal

If you are indeed an "independent thinker" as some say you are, I'm sure you also "get it" and want both transparency and accountability in what your officers do-unlike Chief Schultz.

I assume this killing will also be considered by the POC in the near future.

Likely others as well as I wonder why the CPC against Officer Roberto wasn't sent to the POC before she was fired. I understand IRO investigator (former Belen police chief) Paul Scotchdopole who has come under a lot of criticism for his APD-biased investigations had investigated this alleged charge against Officer Roberto. Is this seemingly premature firing of Roberto of any concern to you?

I await your prompt response

Regards,

Silvio

Stop Police Atrocities NOW
296 3241

P.S.

Councilors:

Pass copy to your POC appointees

PROOF - APD Covered Up Production of Videos of Shooting of James Boyd

On March 17th 2014 Albuquerque Police (APD) shot and killed a homeless and mentally ill man - whose only crime was a violation of a municipal ordinance against camping in an open space area in the Sandia foothills at the eastern edge of the city.

On March 17th, the day after the fatal shooting, KRQE made a public records request for the videos of that incident. On April 1st, APD unlawfully denied that request.

BUT ... Here is the REST of that Story.

To this day - not only have the Keith Sandy videos mysteriously disappeared - but when the APD finally produced videos claiming to be ALL the videos of the incident - many of the videos were missing INCLUDING almost all that actually show the SHOOTING - most NOTICEABLY - the very videos (from the other shooter - Dominique Perez) from which the now-famous shooting clip was taken and released by APD that week.

On April 2nd, one day after KRQE's request was unlawfully denied, an investigator with the APD interviewed Kevin Fuller, APD Video Unit Supervisor. According to the interview - included in this video - Fuller was instructed on FRIDAY March 21st - to obtain the videos and place them in a Drop Box account.

On Thursday, March 27th - he was instructed to coordinate with several other persons - and to look at all the videos, frame by frame, and identify those parts that the Chief might have an "interest" in BEFORE they were released to the media.

Although those videos have since been released (those that have) WITHOUT being identified by officer or time - Fuller and his team broke down each video by officer and began this work. He was, at this time, told to "take out" all videos in which the audio or video contained the actual shooting.

On Friday March 28th Fuller was instructed to place the videos on another hard drive and provide them to the FBI. BUT ... on Friday evening - Commander Montano on behalf of the Chief contacted Fuller and stated he had "concerns" allegedly about the Chain of Custody. He ordered Fuller to "cease and desist." He was later then told to give Montano the hard drive and to delete the videos from the drop box account.

It is unlawful for the APD to withhold, delay, or deny public records that have no exemption provided by law. The APD clearly DELAYED production in order to find those videos it might find embarrassing - or creating liability - with regard to the act of the shooting of Boyd. It then DENIED unlawfully the production of those videos.

Since then - it has produced videos it has CLAIMED were the complete set. BUT there are several known videos missing - not least being all the videos taken by the second shooter, Dominique Perez, from whose videos the famous clip released by APD initially came. Although several other officers' videos are MISSING from the set produced as well.

It is clear that the APD has and continues to knowingly and willfully withhold those videos. This interview contains proof, at minimum, that the APD had delayed production of the videos, contrary to the Public Records law, in order to try and identify those videos it considered problematic - this specifically was a reference to anything officers may have said to each other during the incident AND anything that revealed either audio or video of the actual shooting of Boyd.

Read more at http://www.liveleak.com/view?i=b19_1406012736#AwZlqcT7vXDsvfX.99

From: [Beth Mohr](#)
To: LGLPOBAF@cabq.gov
Subject: Thank-you for your email Re: FW: IPRA/CIT/DELL"ANGELA/REQUEST FOR CENTRAL RECORDS MANAGER POSITION/COMPLETION
Date: Thursday, May 28, 2015 8:05:11 PM

Thank-you for your email. I am a Police Oversight Board member; this is a volunteer position for which I have limited availability. If your email requires a response from me, I will endeavor to do so within 72 hours. Thank-you for your patience.

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

From: Moira Amado-McCoy
To: Scott Wilson; Leonard Waites
Subject: Case Review
Date: Wednesday, May 27, 2015 9:02:06 AM

Dear Scott and Leonard --

I've been in touch with Beth about our work on Case Review, and lack thereof. She is in agreement with me that we should meet again before our next full board meeting, as we have a chance during this dry period to finish the work we started regarding fully understanding the processes within the agency, extra-agency, and delivery to the Board.

Is there a time when you can meet for a couple of hours between now and , say, the 9th of June?

I'd also be willing to simply follow-up with the agency myself, and then debrief with the two of you separately, if there is some way this can be done. Your thoughts?

Moira

From: Leonard Waites
To: Moira Amado-McCoy
Cc: Scott S. Wilson
Subject: Re: Case Review
Date: Wednesday, May 27, 2015 6:59:36 PM

I can meet anytime except Monday AM

On May 27, 2015 9:02 AM, "Moira Amado-McCoy" <amadomccoy.pob@gmail.com> wrote:

Dear Scott and Leonard --

I've been in touch with Beth about our work on Case Review, and lack thereof. She is in agreement with me that we should meet again before our next full board meeting, as we have a chance during this dry period to finish the work we started regarding fully understanding the processes within the agency, extra-agency, and delivery to the Board.

Is there a time when you can meet for a couple of hours between now and , say, the 9th of June?

I'd also be willing to simply follow-up with the agency myself, and then debrief with the two of you separately, if there is some way this can be done. Your thoughts?

Moira

From: Scott Wilson
To: Leonard Waites; Moira Amado-McCoy
Subject: RE: Case Review
Date: Thursday, May 28, 2015 11:21:57 AM

Moira,

Sorry for not getting back to you sooner... with the CPA over and this recent business with Robin, I have been trying to "detox" a bit from POB business.

My schedule is fairly open as long as we meet during the day/late afternoon. I would encourage asking our new attorney to be present however, because a discussion of the process raises several legal questions in my mind. You might want to check his schedule as well.

Just a thought.

J. Scott Wilson

"When everything around you seems to be lacking in integrity, find it in yourself.
Change the world from where you're standing..."

Date: Wed, 27 May 2015 18:59:36 -0600
Subject: Re: Case Review
From: phamason.lw@gmail.com
To: amadomccoy.pob@gmail.com
CC: jswilsonpob@outlook.com

I can meet anytime except Monday AM

On May 27, 2015 9:02 AM, "Moira Amado-McCoy" <amadomccoy.pob@gmail.com> wrote:

Dear Scott and Leonard --

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Is there a time when you can meet for a couple of hours between now and ,

say, the 9th of June?

I'd also be willing to simply follow-up with the agency myself, and then debrief with the two of you separately, if there is some way this can be done. Your thoughts?

Moir

From: [Maira Amado-McCoy](#)
To: [Scott Wilson](#)
Cc: [Leonard Waites](#)
Subject: Re: Case Review
Date: Friday, May 29, 2015 9:01:33 AM

Great, Scott, thanks. Good idea. I sat down with Mark yesterday to catch-up. I'll get him in on this and check his availability. [With you on the detox too -- I respect that space, absolutely.]

Back to you both soon.

Maira

On Thu, May 28, 2015 at 11:21 AM, Scott Wilson <jswilsonpob@outlook.com> wrote:

Maira,

Sorry for not getting back to you sooner... with the CPA over and this recent business with Robin, I have been trying to "detox" a bit from POB business.

My schedule is fairly open as long as we meet during the day/late afternoon. I would encourage asking our new attorney to be present however, because a discussion of the process raises several legal questions in my mind. You might want to check his schedule as well.

Just a thought.

J. Scott Wilson

"When everything around you seems to be lacking in integrity, find it in yourself. Change the world from where you're standing..."

Date: Wed, 27 May 2015 18:59:36 -0600
Subject: Re: Case Review
From: phamason.lw@gmail.com
To: amadomccoy.pob@gmail.com
CC: jswilsonpob@outlook.com

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On May 27, 2015 9:02 AM, "Maira Amado-McCoy" <amadomccoy.pob@gmail.com> wrote:

Dear Scott and Leonard --

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dry period to finish the work we started regarding fully understanding the processes within the agency, extra-agency, and delivery to the Board.

Is there a time when you can meet for a couple of hours between now and , say, the 9th of June?

I'd also be willing to simply follow-up with the agency myself, and then debrief with the two of you separately, if there is some way this can be done. Your thoughts?

Moir

From: Silvio Dell'Angela
To: Silvio Dell'Angela
Subject: Banning the US Flag Code's approved upside down flag-what George Orwell warned us about is here
Date: Friday, May 29, 2015 12:20:07 PM
Attachments: [1upside-down-flag.doc](#)

TO: ALL Bcc

Including Councilors, Commissioners media and comrades for change from a state that blesses the culture of corruption and a police state-the disgrace of the nation

You have read my disgust in e-mails with those traitors of we-the people on the Council who again banned me at their May 18 council meeting from showing my upside down flag both on the overhead projector to GOV-TV audiences as well a real one hanging on a railing in front of the council chamber that was not blocking anyone's view of speakers or the Councilors.

I served under this flag in the military for 22 years over a year in Vietnam and I have the right as do others to have it depict a city, county and state in distress. DA Brandenburg said that this City was in a crisis.

Yet even though not specifically banned in the council's new draconian suppression of our free speech in rules promoted by paranoid then Council president Ken Sanchez who had it taken away from me twice during 2014 meetings based on one Berry's attorney's opinion.

After new Council President Garduno prior to the May 4 meeting told me it was now OK to bring and show it upside down, rather than ask new City Attorney Jessica Hernandez whether she considered it a banned sign or banner he bowed to demands made by Sanchez and had it taken away from me.

After an ignorant veteran Pete Lopez later ridiculed me claiming it was a (USMJ) Court Martial offense that Garduno allowed, I was removed from the chamber by Garduno for responding to these Lopez insults.

I pointed out in a e-mails that some equally stupid GIs tore down an upside down flag put up by a businessman/former fellow Vietnam vet on his building in Tucumcari. Also during an earlier protest march some equally stupid GIs attacked a motorcycle rider and took his upside down flag away and allowed it to be dragged on the ground.

This nation and this state and city are in distress the reason our elected leaders only have a 20% approval rating.

I asked the ACLU to sue the city council on my behalf for the May 18 denial of my First Amendment rights. They are clearly afraid to do so-claiming that they already have a long list of complaints in the queue.

I will get an attorney to agree to do so. This denial of citizens' First Amendment rights by

M003112

banning the upside down flag seems to be a nationwide embarrassment.

One recent example of how bad things have gotten here not only in the City but in the County is the expected BERNCO Commissioners' and Water Authority led by my disgraceful Councilor Jones to approve bow again to the fellow rich-primarily Anglo power brokers who control this State and bless the Santolina project on the west side and also grant the New Urbanist (NU) developer tax concessions to build it-TIDD.

Insanity is defined as doing the same thing over and over again and expecting the same result. Santolina will be yet another unneeded failed NU work, live and play development like Mesa del Sol where tons of our tax dollars were wasted. There is no population demand for this development nor will it spur economic growth.

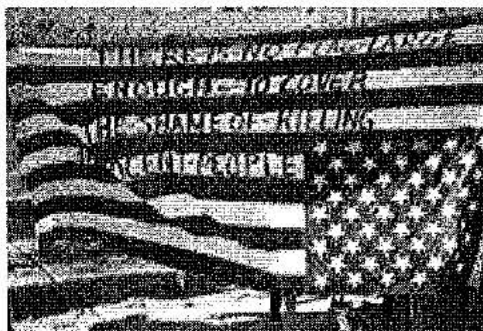
The New Mexico flag should be replaced with an upside down American flag as we are truly a state, county and city in dire distress. See again attached what the upside flag symbolizes.

Below is an e-mail by one of my brave comrades about the "media censorship gangs" who forced a shop owner to no longer sell T-shirts showing an upside down flag.

Thus far, our media seems to be part of the problem and provides cover for these "many traitors and enemies we as a free people have."

Disgusted

Silvio
For WE THE PEOPLE
296 324 1



Silvio,

I found this article on the free thought project website and I thought of you to share it with.

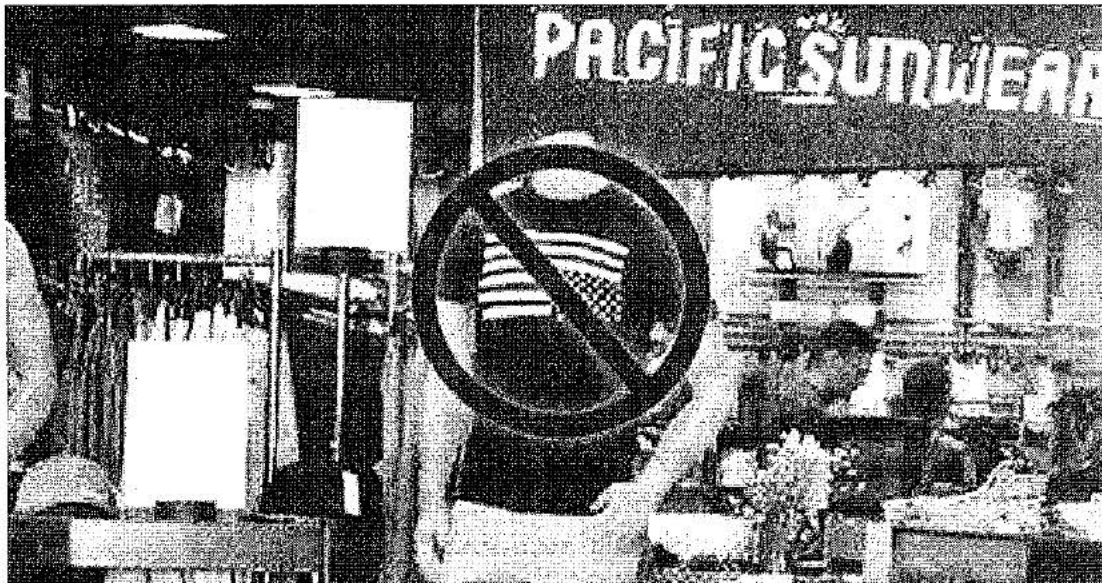
<http://thefreethoughtproject.com/pacsun-pulls-aap-rockys-upside-flag-nation-distress-shirt-social-media-backlash/>

PacSun Caves to Social Media Censorship Gangs, Stops Selling A\$AP Rocky Upside-Down Flag Shirts

By Jay Symonopoulos on May 27, 2015

5.3K 47 0 0Reddit 26Tweet

image: <http://ftpull.freethoughtllc.netdna-cdn.com/wp-content/uploads/2015/05/pacsun-pulls-shirt-from-stores-with-upside-down-flag.jpg>



What began with a customer of a Pacific Sunwear (PacSun) store expressing her displeasure on social media, over a t-shirt prominently displayed in the store, has culminated in the t-shirts removal from the company's website and stores. The t-shirt in question was from a collection designed by rapper A\$AP Rocky and features an upside down American flag. The upside down flag is the traditional sign of dire distress when there is extreme danger to life or property, but that some feel is disrespectful.

A\$AP Rocky has gone on record stating, "The reason that those flags are upside down are because our world is upside down. We're just trying to be understood," in an interview with Complex.

But others took the t-shirt as a blatant sign of disrespect. "I understand freedom of speech but this shirt, displayed prominently at the entrance of your store, for Memorial Day weekend is more distasteful and disrespectful than anything I thought I'd see," Rachel Zawacki-Kuss wrote on Facebook, a post that has since gone viral. "I will not be shopping at PacSun again."

Of course not all customers felt that way, as one shopper we spoke with was none too pleased. After arriving at a PacSun Outlet store in Howell, Michigan, store patron Brandon LaVigne attempted to purchase one of the t-shirts in question and was rebuked by store employees.

According to LeVigne, he asked the employee, "So Pac Sun won't sell me a shirt that you have here, because someone else told you not to? It's nice you have regard for them. But what about regard for me, who drove all the way here and is standing in front of you with money in hand?"

And while a private business has a right to decide what merchandise it will stock its shelves with, it's a shame to see a company be pushed around by people blinded by nationalistic fervor and rabid patriotism. PacSun was quick to respond to the social media firestorm.

"As a retailer grounded in youth culture, PacSun values artistic and creative expression through the brands that we sell in our stores. Out of respect for those who have put their lives on the line for our country, we have decided to stop selling the licensed flag t-shirt and are removing it from our stores and website immediately," the company posted on Facebook. "We thank the men and women in uniform for their extraordinary service."

But military veteran Kristen Meghan gave some keen insights into the controversy in an article appearing on TonyStiles.com:

Every person in the U.S. Military takes an Oath to uphold and defend the Constitution, that oath did not mention a flag. I understand many Americans view the U.S. Flag as a symbol of liberty and freedom which is why it is confusing they are not outraged at the dangers affecting individual liberty and freedom. There are so many things occurring at home that disrespect "Liberty and Freedom." The logic that those who believe this country is in dire need of being resuscitated should somehow be met with threats of violence and met with online pitch forks is flawed. George Orwell once said, "Doublethink means the power of holding two contradictory beliefs in one's mind simultaneously, and accepting both of them".

Those people not afraid to hold a flag upside down, a signal of dire distress in instances of extreme danger to life or property are actually displaying the flag as a form nonviolent protest against all things that are a threat to the Constitution. There are many photos online of military personnel, in uniform, holding the flag upside down. Their call for help should not be viewed as disrespect or disgrace, quite the opposite. These veterans acknowledge imminent threats to life and liberty.

Although his t-shirt has been pulled, A\$AP Rock stands firm in his conviction that we are a nation in distress and that his shirt is simply a representation of a mental revolution

taking place across the U.S.

*"We have upside-down American flags. We have camouflage and war gear and sh*t. All of it is a metaphor for what we're fighting for. We want to show them that we're all one generation and that things like discrimination shouldn't exist anymore," he told Bro Bible.*

Thankfully for A\$AP Rocky the timing of the controversy couldn't be better, as he moved up his album release date, just yesterday releasing his highly anticipated sophomore album 'At.Long.Last.A\$AP.'

What is important for people to take away from the controversy surrounding this issue is that the upside down flag isn't flown as a means of disrespecting the flag, but rather as a sounding of the alarm meant to warn of mortal danger to the nation.

Do you think the upside down flag is a sign of disrespect or rather a clear warning of a nation in extreme distress?

Please share this article to help others gain some valuable perspective on this divisive topic!

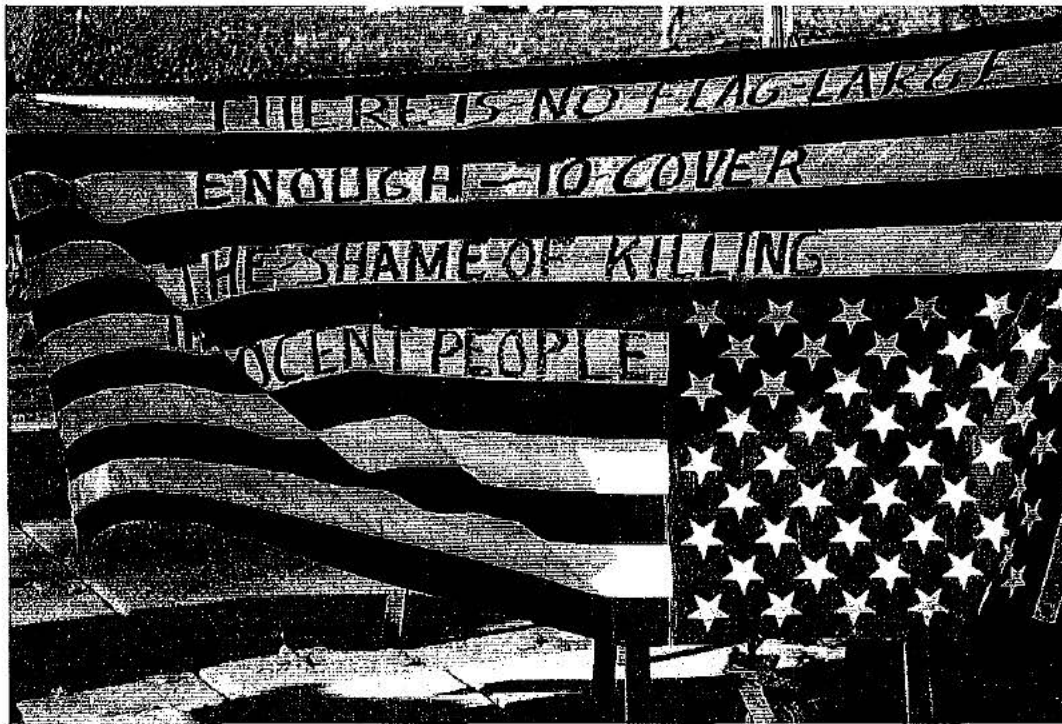
Jay Symopoulos is an investigative journalist, freethinker, researcher, and ardent opponent of authoritarianism. He is currently a graduate student at University of Denver pursuing a masters in Global Affairs. Jay's work has previously been published on BenSwann.com and WeAreChange.org. You can follow him on Twitter @sirmetropolis, on Facebook at Sir Metropolis and now on tsu

[Read more at http://thefreethoughtproject.com/pacsun-pulls-aap-rockys-upside-flag-nation-distress-shirt-social-media-backlash/#3QzK9FcSS6QZVxeT.99](http://thefreethoughtproject.com/pacsun-pulls-aap-rockys-upside-flag-nation-distress-shirt-social-media-backlash/#3QzK9FcSS6QZVxeT.99)

People just don't get it. YET KROE literally censors my comments about the truth concerning CABQ. I'll never really understand what happen here in Albuquerque. Make me sad for our city.

Until Victory my sweet friend.

XXX



Why is the US Flag displayed Upside Down?



The upside down U.S. flag is an official signal of distress. It is not meant to be, and is not officially recognized as any type of disrespect when so displayed for the right reasons. To the contrary, here is the relevant part of the US Code of Laws regarding how to fly the flag when in distress:

THE FLAG CODE

Title 36, U.S.C., Chapter 10

As amended by P.L. 344, 94th Congress

Approved July 7, 1976

§ 176. Respect for flag: No disrespect should be shown to the flag of the United States of America; the flag should not be dipped to any person or thing. Regimental colors, State flags, and organization or institutional flags are to be dipped as a mark of honor. (a) *The flag should never be displayed with the union down, except as a signal of dire distress in instances of extreme danger to life or property.* Most individuals who have served in the military service of our nation will (or should) recognize this signal. As a result of the many traitors and enemies we as a free people have, both foreign and domestic, as a result of the many unconstitutional acts, legislation and atrocities passed and/or committed against US citizens and their life, liberty and property, and as a result of policies that have allowed (and continue to allow) enemies of this nation to enter in large numbers through a porous border policy, I believe the life, liberty and property of US Citizens are in dire danger and distress.

From: Silvio Dell"Angela
To: theeyeonalbuquerque@gmail.com; Jmonahan@ix.netcom.com; Jeff.Proctor@krqe.com; peter.stcyrg@gmail.com; kwimmer@newmexicopbs.org; koatdesk@hearst.com; newsdesk@krqe.com; news@kob.com; editor@freeabq.com
Cc: brackchambers@nmcourt.fed.us; "Vanita Gupta"; Luis.E.Saucedo@usdoj.gov; "Damon Martinez"; KBrandenburg@da2nd.state.nm.us; kwalz@abqjournal.com
Subject: A POLICE STATE WITH THE DOJ AND JUDGES BEING COMPLICIT-SHAME ON DAMON MARTINEZ
Date: Friday, May 29, 2015 2:26:41 PM

TO: Media reporters and others shown and not shown.

Reference my last e-mails-the latest today about the unjustified banned upside down US flag, an approved US Flag Code symbol of distress.

It's about time that our new African-American US Attorney General Loretta Lynch stops worrying only about African Americans unjustifiably killed by police including those here but pays attention to the acts of violence against and killing of others here by our Anglo dominated/pro police brutality state, county and city and media leadership here.

Others in the struggle for change like citizen Tony Pirard and I have been openly critical of the DOJ who led by US Attorney Damon Martinez and Federal judge Brack have blatantly betrayed us.

In an earlier e-mail and at a Council meeting, I told of US Attorney Damon Martinez sending his US Marshals who Damon intentionally never equips with body cameras to go to Tony's home to threaten him to shut up. Well it happened again. See Tony's latest e-mail to me telling about his latest visit today from Damon's thugs and his earlier e-mail to Judge Brack.

As I have noted in several e-mails, NOT one elected official ever was involved in negotiating the DOJ/Mayor Berry (not City's) APD reform agreement-only appointees or hired mercenaries by Mayor Berry.

NOT ONE ELECTED OFFICIAL SIGNED THE DISGRACEFUL TOOTHLESS AGREEMENT OR THE AUTHORIZATION TO GIVE ALSO TOOTHLESS FORMER COP JAMES GINGER \$4.5+ MILLION OF OUR TAX DOLLARS.

While former APD Schultz threatened me in late 2010 "to be careful" for my life after I began making NM IPRA requests and asking too many embarrassing questions about APD's June 10, 2010 murder of my neighbor Chris Hinz, some good cops warned DA Brandenburg to do the same after she dared to charge the two cops Sandy and Perez who murdered homeless camper James Boyd-something captured on a helmet video recorder.

Now their attorneys are now offering up a defense when saying that no one knows which of the many bullets fired at Boyd killed him. All their bullets did! This would be the same bogus defense saying no one knows which bullets from the Saginaw police firing squad killed Jewel Hall's son there.

This is as bad a police state as any that exists in the nation and the DOJ and federal Judge Brack who Tony has also written to (see below) is a big part of the problem.

He ignored the proposed changes given him by APD Forward in its January 14, 2015
*"AMICUS CURIAE BRIEF OF APD FORWARD REGARDING COURT APPROVAL OF THE SETTLEMENT AGREEMENT
BETWEEN THE CITY OF ALBUQUERQUE AND THE UNITED STATES DEPARTMENT OF JUSTICE"*

Damon's thugs haven't shown up to my door yet and if they do, I'll give them a piece of my mind-or more.

The local media is afraid to condemn other local judges including the one who refused to keep behind bars dangerous criminals like repeat offender Andrew Romero, who murdered Rio Rancho Police Officer Gregg "Nigel" Benner. The disgraceful role of the local judge in this cop killing was ignored by most media outlets.

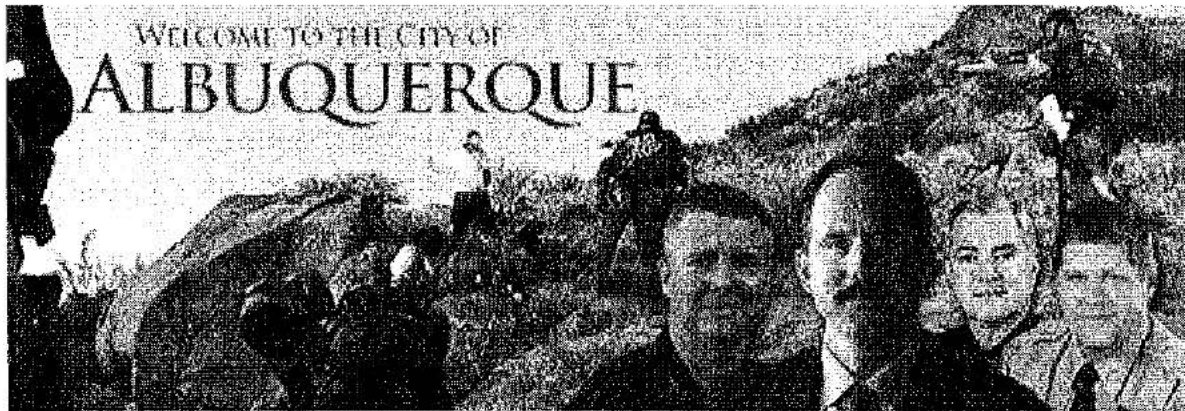
There is too much hero worship not only of all cops including the bad ones but also of these establishment/go soft on criminal judges who don't deserve to be behind the bench and the thugs like Schultz and Damon's US Marshals who threaten their critics like Tony, me and others.

This city is in distress and in a crisis and all of our cowardly elected officials and the DOJ wants to do is look the other way.

Damon Martinez should resign-and NOW-along with Mayor Berry and Judge Brack!

Disgusted not only with the DOJ and our elected leaders but also with the complicity of many in the media particularly those working at the Albuquerque/Berry Journal.

Silvio
USAF retired
For WE THE PEOPLE
505 296 3241



THE MOST CORRUPT ADMINISTRATION AND DANGEROUS POLICE FORCE IN THIS CITY'S HISTORY

From: Tony Pirard [<mailto:thebearesq@yahoo.com>]
Sent: Friday, May 29, 2015 10:39 AM
To: Silvio Dell'Angela
Subject: US Marshals

Silvio: FYI.

As fate would have it, two US Marshals showed up at my door this morning at 9:50 am. A Shawn Ashley, (Ashby) & Mr. Ortiz. Explained, really didn't need to explain anything. Told them the e-mails were self explanatory. They asked me to stop sending e-mails to the Judge & Damon & his wrecking crew. Told them I have the right to do so, & I'll continue whenever necessary. I also told them that they will not sweep the murders by Police under the rug. I'm still here, & I'll be keeping an eye out. Who know what they might try.

Stay safe.

Tony.

From: Tony Pirard <thebearesq@yahoo.com>
To: "brackchambers@nmcourt.fed.us" <brackchambers@nmcourt.fed.us>
Sent: Thursday, May 28, 2015 1:57 PM
Subject: Disrespect

Dear Disrespectful PUBLIC SERVANT:

As my only concern was to address the court, it seems that you were afraid of a "Pro Se" counselor and a few others, needing to address the issues. Since I know you were already bought & paid for by the DOJ, & other special interests, We the People DEMAND your RESIGNATION from the bench. You think murder by killer cops, killing our American veterans, & citizens, FRIVOLOUS? Abuse & Murder by police against all ethnic groups, FRIVOLOUS? HOW DARE YOU DISRESPECT

M003120

MYSELF, & THESE ISSUES. We the People demand YOUR RESIGNATION FROM THE BENCH, BY MEDIA AND WE TAXPAYERS WANT OUR MONEY BACK, and you belong in JAIL FOR TREASON.

Have a nice day. A concerned citizen, & "Pro Se" council.

From: Hammer, Robin
To: Leonard Waites; Molra Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Meeting before June 12 POB Meeting?
Date: Friday, May 29, 2015 4:14:08 PM

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the June 11 POB Meeting? We will need to set one, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Leyba, Mario
To: POB IPRA
Subject: Test email
Date: Monday, June 01, 2015 9:47:23 AM

Mario Leyba

Help Desk Specialist
Department of Technology and Innovation
Office: 505-768-2944
Fax: 505-768-2992
mleyba@cabq.gov

From: Leyba, Mario
To: POB IPRA
Subject: Test email 2
Date: Monday, June 01, 2015 9:56:16 AM

Mario Leyba

Help Desk Specialist
Department of Technology and Innovation
Office: 505-768-2944
Fax: 505-768-2992
mleyba@cabq.gov

From: Beth Mohr
To: phamason.lw@gmail.com
Subject: Thank-you for your email Re: Rules and Regulations Subcommittee meeting?
Date: Monday, June 01, 2015 2:24:41 PM

Thank-you for your email. I am a Police Oversight Board member; this is a volunteer position for which I have limited availability. If your email requires a response from me, I will endeavor to do so within 72 hours. Thank-you for your patience.

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

From: Hammer, Robin
To: David Ring; Leonard Waites; Scott S. Wilson
Cc: "Mark T. Baker"; Beth Mohr
Subject: Rules and Regulations Subcommittee meeting?
Date: Friday, May 29, 2015 4:33:47 PM

Members of the Rules and Regulation Subcommittee:

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: [Leonard Waites](#)
To: [Robin Hammer](#)
Cc: [djr3@juno.com](#); [Mark T. Baker](#); [Scott S. Wilson](#); [Beth Mohr](#)
Subject: Re: Rules and Regulations Subcommittee meeting?
Date: Monday, June 01, 2015 2:24:36 PM

No I don't think so. I am trying to complete the academy training this week

On May 29, 2015 4:33 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Rules and Regulation Subcommittee:

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Hammer, Robin
To: Leonard Waites
Subject: RE: Rules and Regulations Subcommittee meeting?
Date: Monday, June 01, 2015 2:26:49 PM

Leonard,

Thanks for getting back to me.

Hope all is well with you.

Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Leonard Waites [mailto:phamason.lw@gmail.com]
Sent: Monday, June 01, 2015 2:25 PM
To: Hammer, Robin
Cc: David Ring; Mark T. Baker; Scott S. Wilson; Beth Mohr
Subject: Re: Rules and Regulations Subcommittee meeting?

No I don't think so. I am trying to complete the academy training this week

On May 29, 2015 4:33 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:
Members of the Rules and Regulation Subcommittee:

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Silvio Dell'Angela
To: reygarduno@cabq.gov; dharris@cabq.gov; kpena@cabq.gov; trudyjones@cabq.gov; dqibson@cabq.gov; kensanchez@cabq.gov; ibenton@cabq.gov; bwinter@cabq.gov; danlewis@cabq.gov
Cc: info@berncq.gov; MANAGER@BERNCQ.GOV
Subject: TONIGHT'S COUNCIL MEETING-WILL YOU HAVE COURAGE TO FINALLY SAY NO! THE PROPOSED ETHICS TRAINING-A TAX WASTING PRE-ELECTION PR STUNT BY COUNCILOR LEWIS THAT EVEN WON'T HELP ANY OF YOU.
Date: Monday, June 01, 2015 4:27:09 PM

Councilors

It's almost fruitless to come and even appeal to you to show some ethics and fiscal responsibility.

11. CONSENT AGENDA

Again there are contracts awarded with cost never asked for but rigged for the incumbents.

But you again likely don't care while curiously Councilor Lewis in a pre-election grand standing gesture wants taxpayers to spend more money at a future meeting teaching ethics.

People are honest or they are not and again tonight we see either no-bid or rigged contracts that you never question

Again you are willing to approve/give your consent to two reports by Robin Hammer and the Civilian Police Oversight Agency that are meaningless.

Bad officers are never identified as if they are entitled to anonymity. These report were and are still insults to the people of this city and you really don't care!

13. APPROVALS

EC-15-228 Amending Greenwood increasing it to \$500K. Yet another payoff to his Streicher and Greenwood consulting contract-not just to Greenwood who lied to you on the police oversight ordinance changes? PMR Inc. Inc already has an attorney.

Not even shown is what Greenwood and Streicher will do for this money. Time to put an end to this rip-off of taxpayers or will you continue to be Berry's go-along sheep?

14. FINAL ACTIONS

R-15-195 Another taxpayer TIDDs giveaway to a developer-this time for Winrock Town Center.

I can't wait to see how you will vote tonight. Another betrayal of the people is expected.

**Silvio
For WE THE PEOPLE**

P.S.

Nothing saying NO to wasting our tax dollars to prop up the developer of Santolina? Shouldn't BERNCO and the Water Board know your position-or don't you care?

Today's Journal editorial was yet more propaganda. All mentioned were hardened criminals? Are we stupid Dan Herrera or are you?

More pro-bad cop propaganda was contained in today's Journal Op-Ed by Nancy La Vigne trying to discredit officers' use of body cameras was an insult to all readers. Being a "Research fellow" for the Police Executive Research Forum (PERF) tells all you need to know about her. The disgraceful PERF study Schultz (a PERF member) did on his APD was a joke.

Nancy conveniently doesn't mention the video capturing APD's murder of James Boyd only the shooting by cop Brian Pitzer who the IRO's bogus reports never IDed as a trigger happy cop because their names are not revealed. DC police chief quoted in the OpEd claims before any video footage is released to the media and public, it takes 17 hours to just "prep" just four minutes of footage.

"Prep" means edit out all of the incriminating information. She must have been a great asset to the DOJ as well. As also a Rutgers graduate, I am embarrassed that her name is associated with my school where I did my undergraduate work.

From: [Silvio Dell'Angela](#)
To: [Silvio Dell'Angela](#)
Subject: FW: WHAT A WASTE AND WHY ARE WE TAXPAYERS PAYING FOR THIS TRAINING?
Date: Monday, June 01, 2015 4:28:29 PM
Attachments: [image001.png](#)
[1608_001.pdf](#)
[1560_001.pdf](#)

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Monday, June 01, 2015 4:01 PM
To: 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'kpena@cabq.gov'; 'trudyjones@cabq.gov'; 'dgibson@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'
Cc: 'Yoshimura, Debra'
Subject: WHAT A WASTE AND WHY ARE WE TAXPAYERS PAYING FOR THIS TRAINING?

Councilors

Taxpayers spent over \$1.8 million to this secret Public Service University-Berry's corporate university headed by Natalie Howard, our new unqualified clerk over the past 7 years and you had no say in it. Must make you feel good.

Much like the slap in your faces tonight in the Mayor's request to give more money to Greenwood and Streicher and being left out of any decision process on the DOJ/Berry reform agreement and \$4.5+ million for the powerless PMR Inc., you just don't care.

What a sorry lot you are!

Silvio

From: Lujan, Vanessa [<mailto:vlujan@cabq.gov>]
Sent: Friday, May 29, 2015 4:45 PM
To: Dellansi@comcast.net
Cc: Oney, Kathleen
Subject: RE: MY NM IPRA request

Dear Mr. Silvio Dell'Angela,

Please see the attachments regarding the information you requested regarding the funding for Public Service University. If you have any questions please let me know.

Vanessa C. Lujan
Executive Assistant
Human Resources Department
400 Marquette, 7th Floor, Room 703
(505) 768-3708

M003132

Notice. This e-mail, and any attachment therein, is intended only for use by the person or entity to which it is addressed, and may contain confidential and/or legally privileged material. Any review, retransmission, dissemination, copying or other use of, or taking of any action in reliance upon this e-mail by persons or entities other than the intended recipient, is strictly prohibited. If you received this in error, please contact the sender and delete the original e-mail and destroy any hard-copies.

From: Lujan, Vanessa
Sent: Tuesday, May 26, 2015 11:00 AM
To: 'Dellansi@comcast.net'
Cc: Oney, Kathleen
Subject: RE: MY NM IPRA request

Dear Mr. Silvio Dell'Angela,

On May 22, 2015, the City of Albuquerque, Human Resources Department received your request to inspect records. I have submitted the request to the appropriate individual and departments. As soon as the information is compiled, I will make arrangements with you to review and pick up the documents. I will respond in the next few days.

Sincerely,

Vanessa C. Lujan

Executive Assistant
Human Resources Department
400 Marquette, 7th Floor, Room 703
(505) 768-3708

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Monday, May 25, 2015 2:09 PM
To: Oney, Kathleen
Cc: City Clerk Staff; Yoshimura, Debra; Martinez, Juan; Howard, Natalie Y.; paul@nmtu.net; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; director@nmfog.org
Subject: MY NM IPRA request

Ms. Olney,

It appears that I'm not the only one being stonewalled by you as attorney Paul Livingston who is trying to expose how corrupt the Labor Board is also a victim of your little keep-away.

It's not clear that Mr. Livingston's request has been fully complied with but this seems to be a trend there in the Clerk's office.

I would assume that your new boss-Ms. Howard whose qualifications for the Clerk's position I questioned would want full disclosure of what she and her colleagues did for taxpayers over the past seven years for more than \$1,8 million given her for her formerly secret Public Service University allegedly the "Albuquerque's Corporate University."

It seems as if Mayor Berry also told you to just ignore his disingenuous promise when running in 2009 that he will bring a new era of transparency and accountability to our city government. He fooled/insulted us then and continues to do so.

You must have gone to the same school as Schultz's and now Eden's former records custodian Reynaldo Chavez who has conveniently be removed from his job along with two others while a new stonewalling team has replaced him. See two ATF articles on Chavez attached.

Since our new attorney Jessica Martinez cares little about any of like her predecessor David Tourek, it's left up to our City auditor Debra Yoshimura and NM FOG and outside attorneys to clean up this disgraceful IPRA stonewalling policy.

Advise

Silvio

For WE THE PEOPLE

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Friday, May 22, 2015 2:44 PM
To: 'Oney, Kathleen'
Cc: 'reygarduno@cabq.gov'
Subject: RE: New NM IPRA request

When can I expect it?

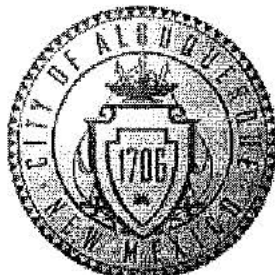
From: Oney, Kathleen [<mailto:koney@cabq.gov>]
Sent: Wednesday, May 20, 2015 12:44 PM
To: Silvio Dell'Angela
Cc: Casados, Trina M.
Subject: RE: New NM IPRA request

Thank you for your clarification, we will process your public records request.

Thank you!

Kathleen Oney

IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Wednesday, May 20, 2015 12:35 PM
To: Oney, Kathleen
Cc: Casados, Trina M.; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Hoffman, Lou D.; Hernandez, Jimmy S.; Hoffman, Lou D.; Yermal, Vincent A.; info@nmfog.org
Subject: RE: New NM IPRA request

Kathleen

My request below asked for the following. "Your response should include a listing by year of the specific tasks, courses or other work that she and her PSU team did for these tax dollars."

This should include documentation showing just how much she and (identified by name) PSU members did for each specified city-APD and/or other customer during these seven years.

You certainly know the intent of this IPRA request if you also are not only Ms. Howard's employee but also a concerned taxpayer wanting to know just why PSU was paid close to \$2 million without our knowledge until her PSU was revealed in her resume and that a City of "Albuquerque Corporate" (not an accredited) "University."

As your boss, Ms. Howard who was never even properly vetted by the Council and unlike her predecessors is not an IPRA experienced/knowledgeable attorney should have nothing to hide-or should she?

Please excuse me if I am concerned just how millions of our tax dollars are being spent-secretly in this case.

Please also don't do to me what APD's scapegoat-former IPRA records custodian Reynaldo Chavez and others in this NOT "transparent and accountable" Berry administration did.

You should have the requested information/documents. Please provide it.

Regards

Silvio
For WE THE PEOPLE

From: Oney, Kathleen [<mailto:koney@cabq.gov>]
Sent: Wednesday, May 20, 2015 10:20 AM
To: Silvio Dell'Angela
Cc: Casados, Trina M.
Subject: RE: New NM IPRA request

Hello Mr. Dell'Angela,

The Office of the City Clerk received your public records request regarding PSU funds on 05/19/2015. In order to fulfill your request I will need you to clarify your statement, "...specifically

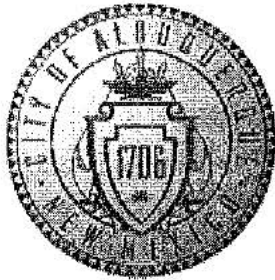
M003135

just what Ms. Howard and her PSU staff have been doing for this huge amount of our tax dollars that thus far has been never revealed to the public." We will need to know the specific documents you are seeking.

Your clarification is appreciated. We will await on your clarification in order to move forward.
Thank you!

Kathleen Oney

IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]

Sent: Tuesday, May 19, 2015 3:44 PM

To: Oney, Kathleen; Yoshimura, Debra

Cc: Hoffman, Lou D.; City Clerk Staff; Yermal, Vincent A.; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Hernandez, Jimmy S.; Zaman, Jon K.; Montano, Gilbert A.; Lubar, Suzanne G.

Subject: New NM IPRA request

Ms. Oney

I see from one of your attached responses, that we City taxpayers spent without the apparent knowledge of the Council \$1,816,823 over the past seven fiscal years for Ms. Howard and her thus previously secret PSU.

IAW the NM IPRA request within the specified 15 days specifically just what Ms. Howard and her PSU staff have been doing for this huge amount of our tax dollars that thus far has been never revealed to the public.. Your response should include a listing by year of the specific tasks, courses or other work that she and her PSU team did for these tax dollars.

By choosing to just advertise this important position within the City, many outside candidates with a PhD or preferably with a law degree and extensive knowledge of the NM IPRA and voting procedures were excluded from this selection process. It appeared when removing the requirement that it be an attorney-unlike previous clerks who held the job that it was clearly written for her.

The councilors certainly knew of my concerns with Ms. Howard based on the above information you sent me-something that I had forwarded to all of them just prior to the meeting. The

information I asked for was available there on May 14 when I asked for it but you waited until just prior to the council meeting yesterday to send it hoping it would not reach the Councilors in time.

It was also embarrassing to taxpayers that the eight Councilors last night never questioned Ms. Howard's credentials/vetted her properly. As in the past they just went along with whomever the Mayor chose and once again irresponsibly ignored their responsibilities to us taxpayers. The eight took just five minutes to approve her.

MORE OF THE SAME

While likely a fine lady, she appears to be just another addition to this Mayor's white aristocracy, much like his and not his questionably qualified/experienced new personal (not City) attorney- Ms. Hernandez and his clearly unqualified Police Chief, Gorden Eden-both seemingly discarded Governor Martinez employees given to her other minion Mayor Berry..

One could also add former Assistant CAO-now (because he couldn't do that job) Chief of Staff Gil Montano and Planning Director Suzanne Lubar to the list. Neither had the prerequisite experience or credentials for their jobs. Both were likely good people before being hired and then forced to sell their souls to the devils on the 11th floor.

As I pointed out the job description for the IRO position when Robin Hammer was selected, it never called for an attorney but Robin who had some ethics issues and was sued when working for DA Brandenburg was chosen by the Mayor. It seems qualifications for the job or one's past history in other jobs doesn't matter.

Doesn't this administration have enough unqualified high paid people, without adding yet another?

GINGER

As all but two Councilors also did last night with going along with whatever the non-elected Mayor's employees/contractors, the non-elected DOJ people and the non-elected federal judge decided and blessed giving over \$4.5 million of our tax dollar to the arrogant monitor James Ginger and his PMR Inc..

Now only after Ginger has the money, he plans to hold public meetings as if the arrogant Ginger really cares what the public thinks. He is probably laughing all the way to the bank courtesy of who he believes are the cowards on the city council who allowed their power to approve funding to be usurped by others and played for fools by him.

Six of the eight Councilors present even tried to justify their irresponsible actions with a lot of doubletalk to include even blessing the closed to the special public council meeting attended by six that was knowingly in clear violation of the NM Open Meetings Act. The embarrassing Jon Zaman seemed to be another enabler of Ginger's rip off of us taxpayers.

It's understandable why Council President Garduno is finally fed up with his colleagues' lack of integrity and/or a backbone and now won't run for office again as he planned.

To: Ms. Yoshimura-City Auditor

Please investigate/audit this matter as well as I assume such a request to you can be submitted by a citizen. Please also advise soonest.

Regards

Silvio

From: Oney, Kathleen [<mailto:koney@cabq.gov>]
Sent: Monday, May 18, 2015 2:54 PM
To: Silvio Dell'Angela
Cc: Casados, Trina M.
Subject: RE: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

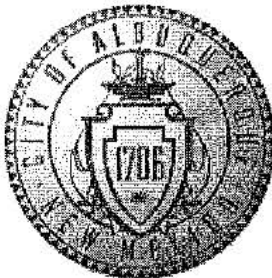
Hello Mr. Dell'Angela,

I just received all responsive documents for your public records request listed below. Attached are Natalie Howard's resume, the City Clerk position advertisement, and PSU funding. This now completes your public records request.

Thank you and have a great day.

Kathleen Oney

IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Monday, May 18, 2015 1:37 PM
To: Oney, Kathleen
Cc: Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Hoffman, Lou D.; Yermal, Vincent A.; Yoshimura, Debra; City Clerk Staff
Subject: RE: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

M003138

Ms. Oney

Still no response from you-not surprisingly.

Non-attorney-bureaucrat Natalie Howard's non-relevant resume for Clerk's position was in Council bill tonight but nothing else I asked of you below. No response yet hoping she will get approved tonight?

More stonewalling of fact position was never advertised listing experience criteria or whether Ms. Howard was paid as for heading up this bogus NOT a University

Sad commentary of things there. You should be working in the Mayor's office along with others like you there.

Disgusted

Silvio

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Friday, May 15, 2015 4:39 PM
To: 'Oney, Kathleen'
Cc: 'Hoffman, Lou D.'; 'reygarduno@cabq.gov'; 'jhernandez@cabq.gov'
Subject: FW: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

I assume both the Councilors and I will see the requested info below on Ms. Howard before the Council meeting-preferably Monday morning.

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Thursday, May 14, 2015 10:24 AM
To: 'Oney, Kathleen'; 'Hoffman, Lou D.'; 'Hoffman, Lou D.'; 'Yermal, Vincent A.'
Cc: 'City Clerk Staff'; 'Yoshimura, Debra'; 'apdfoia@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'kpena@cabq.gov'; 'trudyjones@cabq.gov'; 'dgibson@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'Robin Hammer'; 'info@nmfog.org'; 'Steven Robert Allen'; 'jhernandez@cabq.gov'
Subject: RE: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

Kathleen

Thank you.

I hope you also provide this same info to all councilors who will be asked to approve Ms. Howard for the important Clerk's position Monday.

It requires an (preferably NM FOG recommended) attorney, and not another Berry insider/bureaucrat.

It's clear once again that there is no correlation between who this Mayor nominates for these high paid position and the needed qualifications for the job.

Years ago, there was no requirement for an attorney to be IRO but attorney Ms. Hammer who had some questionable ethics issues while working for the DA was selected by the Mayor despite the fact that attorney was being assigned to the IRO and POC.

Now we have this important clerk's job that requires an attorney, one specifically an expert in the NM IPRA and voting procedures and yet the Mayor nominates a city long time insider unqualified bureaucrat-former Solid Waste Department employee and now head of an Albuquerque Corporate (NOT A) University.

Attorney Amy Bailey, the City's former clerk finally got tired of stonewalling IPRA requests for the Mayor and APD and doing intentionally slow counting of signatures for petitions the Mayor opposed and resigned. I guess she could no longer look herself in the mirror working for this corrupt mayor.

I also mentioned in earlier e-mails other unqualified and overpaid appointees of this mayor like now Chief of Staff-Gil Montano, Chief Eden and others. See attachments discussing both Montano and Eden.

I would hope enough councilors Monday again say NO to this continued disrespect by the Mayor and reject Ms. Howard to prove to all that he is not the king/emperor here and the councilors just his go along irrelevant minions.

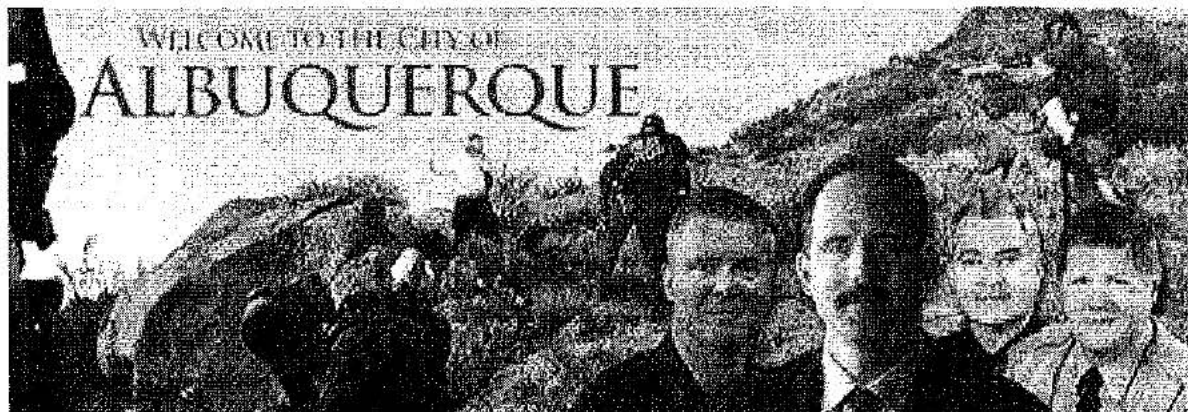
You know that contracting and human resources have the IPRA requested I requested now.

Please provide it before Monday's council meeting. I trust you will to me and to the Councilors

Regards

Silvio

For WE THE PEOPLE



THE MOST CORRUPT ADMINISTRATION AND DANGEROUS POLICE FORCE IN THIS CITY'S HISTORY

From: Oney, Kathleen [mailto:koney@cabq.gov]

Sent: Thursday, May 14, 2015 8:56 AM

To: Silvio Dell'Angela; Hoffman, Lou D.; Yermal, Vincent A.

Cc: City Clerk Staff; Hernandez, Jimmy S.; Yoshimura, Debra; apdfoia@cabq.gov

Subject: RE: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

Hello Mr. Dell'Angela,

The Office of the City Clerk received your public records request regarding Natalie Howard and PSU on 05/14/2015 and will be processed as quickly as possible. The City will respond within 3 business days of receiving your request which will be no later than 05/20/2015.

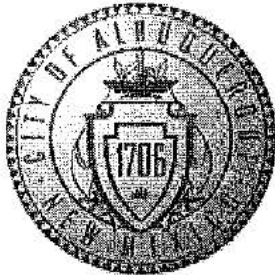
Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]

Sent: Wednesday, May 13, 2015 6:24 PM

To: Hoffman, Lou D.; Hoffman, Lou D.; Yermal, Vincent A.

Cc: City Clerk Staff; Hernandez, Jimmy S.; Yoshimura, Debra; apdfoia@cabq.gov

Subject: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

TO: Mr. Hoffman, Mr. Yermal

Info to others shown as well sent this Bcc to others including our City Councilors, media and others.

IAW the NM IPRA request within NLT the prescribed 15 days the opportunity to review a:

1. Listing by year and funding source of any public/taxpayers funding given to the Public Service (not an accredited) University (PSU).

2.Copy of the City advertisement listing the required qualifications for this City Clerk position

3. Copy of the resume of Ms. Natalie Howard.

The Internet description of PSU says is the City of Albuquerque's Corporate University"??? run by Mayor Berry's (non-attorney) nominee Ms. Natalie Howard for this important City Clerk position

In the past the Clerk, a position previously held by attorney Amy Bailey has been the focal point for the City's compliance with the NM IPRA.

See news release below of Ms. Howard and her PSU and Internet description.

Extract of it says "She has experience with government policies and ordinances and has worked with many city officials over her tenure with the City of Albuquerque

Thank you

Silvio Dell'Angela

For WE THE PEOPLE

Mayor Nominates New City Clerk

Natalie Howard, manager for Public Service University, is nominated to serve as City Clerk. Mayor Richard J. Berry has named Ms. Natalie Howard as his nominee for City Clerk, subject to City Council confirmation. Ms. Howard brings to the Office a broad range of public service experience, excellent communication skills and governmental knowledge to represent the City of Albuquerque in this role. Ms. Howard has over twenty years of municipal government experience. She has been the manager of Public Service University, the director of the Keep Albuquerque Beautiful program and worked for several years for the Solid Waste Management department in various capacities. She has developed and implemented many projects using both process improvement and innovative strategies. She has experience with government policies and ordinances and has worked with many city officials over her tenure with the City of Albuquerque. She also has years of budget and finance experience. Ms. Howard is a lifelong resident of Albuquerque and cares deeply about her hometown and the integrity of its elective and legislative processes. Ms. Howard has spent much of career focusing on efforts to creating a more sustainable environment and contributing to the quality of life for the citizens of Albuquerque. She holds a Bachelor's Degree in Sociology and a Master's Degree in Public Administration, both from the University of New Mexico. (NOTE-NOT AN ATTORNEY LIKE HER PREDECESSOR AMY BAILEY. For the past seven years, she has been an instructor at the University of Phoenix teaching courses in critical thinking methods, human resources and business ethics. "I am very pleased to have a "professional public administrator" in this role with "success in policy and operationally based reform," said Mayor Berry. "I have dedicated my life to serving the public and I am grateful for the opportunity to serve the citizens, the City Council and the Mayor in this new role," says Ms. Howard.

PSU's WEBSITE DESCRIPTION OF THIS NOT NON-ACCREDITED "UNIVERSITY"

OUR PROMISE TO THE COMMUNITY

We are One City, One Team, whose decisions and actions result in enriched services inspiring public confidence.

OUR VISION

Public Service is viewed as a positive career choice in the eyes of the public and employees. Learning strategies are a key performance indicator in organizational and community planning outcomes.

OUR MISSION

To continuously build and drive a learning organization system that instills excellence in employees, organizational and community behaviors, image, and results. This is achieved through the use of strategic blended learning delivery systems that support the attainment of prescribed organizational and community based goals. All learning strategies consider the best interest of promoting effective, efficient, and positive behaviors and processes that favor and promote "Public Service Careers."

DEPT: 47 HUMAN RESOURCES
 FUND: 110 GENERAL FUND
 PROG: 47501 PERSONNEL SERVICES
 ACTV: 4799000 TRAINING

BUDGET WORKSHEET

DATE: 06/21/11
 TIME: 08:18:45

ACCT#	ACCT NAME	ACTUAL FY10	BUDGET FY11	BEGINNING BUDGET	BUDGET ADJUSTMENTS	DEPARTMENT ADJUSTMENTS	CAO ADJUSTMENTS	COUNCIL ACTION	BUDGET FY12
510400	REG WAGE	0	43,216	202,119	0	0	0	0	202,119
510800	TEMPORARY	0	0	0	0	0	0	0	0
511200	OVERTIME	0	0	0	0	0	0	0	0
514400	PERA	0	8,217	38,423	0	0	0	0	38,423
514800	PICA	0	3,306	15,462	0	0	0	0	15,462
515600	OTHR EMP BE	0	6,938	37,187	0	0	0	0	37,187
515700	RETIREE HLT	0	769	3,984	0	0	0	0	3,984
516000	EDUC ALLOW	0	0	0	0	0	0	0	0
516200	INCENTIVE P	0	0	0	0	0	0	0	0
516400	CLTH ALLOW	0	0	0	0	0	0	0	0
516800	FOOD ALLOW	0	0	0	0	0	0	0	0
518000	AUTO ALLOW	0	0	0	0	0	0	0	0
TOTAL PERSONNEL		0	62,426	297,175	0	0	0	0	297,175
520500	PROF SERVIC	0	4,000	4,000	0	0	0	0	4,000
521000	PRNT/DUPLCT	0	2,742	2,742	0	0	0	0	2,742
521500	UTILITIES	0	0	0	0	0	0	0	0
521510	ELECTRICITY	0	0	0	0	0	0	0	0
521520	GAS	0	0	0	0	0	0	0	0
521530	REFUSE	0	0	0	0	0	0	0	0
521540	TELEPHONE	0	3,525	3,525	62	0	0	0	3,587
521550	WATER	0	0	0	0	0	0	0	0
522000	SUPPLIES	0	5,263	5,263	0	0	0	0	5,263
522500	TRAVEL	0	937	937	0	0	0	0	937
523000	TRAINING	0	80,000	80,000	0	0	0	0	80,000
523400	DUES/MEMBRS	0	200	200	0	0	0	0	200
523800	REPAIR/MAIN	0	846	846	0	0	0	0	846
523840	VM - OUTSID	0	0	0	0	0	0	0	0
524600	FUELS/LUB	0	0	0	0	0	0	0	0
525000	TIRES/TUBES	0	0	0	0	0	0	0	0
525200	TAXES	0	0	0	0	0	0	0	0
525400	INTEREST	0	0	0	0	0	0	0	0
525800	PRINCIPAL	0	0	0	0	0	0	0	0
526200	CLAIMS/JUDG	0	0	0	0	0	0	0	0
526300	N/C CLAIMS	0	0	0	0	0	0	0	0
526600	FSCI AGT FE	0	0	0	0	0	0	0	0
526800	PMT TO ESCR	0	0	0	0	0	0	0	0
527500	CONTRACT SR	0	12,000	12,000	0	0	0	0	12,000
527525	INSURANCE	0	0	0	0	0	0	0	0
587000	RESRVD APPR	0	0	0	0	0	0	0	0
589000	PROJECT FUN	0	0	0	0	0	0	0	0
TOTAL EXPENSES		0	109,513	109,513	62	0	0	0	109,575
530500	LAND	0	0	0	0	0	0	0	0
531000	BUILDING	0	0	0	0	0	0	0	0
531500	STRS/WTR/SW	0	0	0	0	0	0	0	0
532000	NON-STRC IN	0	0	0	0	0	0	0	0
532500	AUTOMOBILES	0	0	0	0	0	0	0	0
533000	MCH/EQ NON-	0	0	0	0	0	0	0	0

533500	OFC FURN/EQ	0	0	0	0	0	0	0	0
TOTAL CAPITAL		0	0	0	0	0	0	0	0
571100	MKR COMP PR	0	0	0	0	0	0	0	0
571200	TORT & OTH	0	0	0	0	0	0	0	0
571300	RISK RECOVER	0	0	0	0	0	0	0	0
572100	VEH MAINT	0	0	0	0	0	0	0	0
572200	V/H FUELS	0	0	0	0	0	0	0	0
572300	RADIO MAINT	0	0	0	0	0	0	0	0
573000	VEH/EQ REPL	0	0	0	0	0	0	0	0
573500	NETWORK	0	0	0	0	0	0	0	0
591000	TRF OTH FUN	0	0	0	0	0	0	0	0
592000	PILOT	0	0	0	0	0	0	0	0
593000	INDIRECT OH	0	0	0	0	0	0	0	0
595000	INTERFUND D	0	0	0	0	0	0	0	0
596000	VEHICL MAINT	0	0	0	0	0	0	0	0
597000	TRANSFER FD	0	0	0	0	0	0	0	0
TOTAL TRANSFERS		0	0	0	0	0	0	0	0
GRAND TOTALS		0	171,939	406,688	62	0	0	0	406,750

D4749000 Training

	FY11 Actual	FY12 Budget	FY13 Baseline	FY13 OMB Adjust	FY13 Dept Adjust	FY13 CAO Adjust	FY13 Council Adjust	Total
5001 Wages-Regular-Budget	36,071	202,119	199,276	0	0	0	0	199,276
5002 Wages-Temp-Budget	0	0	0	0	0	0	0	0
5003 Wages-Overtime-Budget	0	0	0	0	0	0	0	0
5144 PERA-Budget	6,909	38,423	37,882	0	0	0	0	37,882
5148 FICA-Budget	2,639	15,462	15,245	0	0	0	0	15,245
5156 Other Emp Benefits-Budget	5,874	37,187	37,783	0	0	0	0	37,783
5157 Retiree Hlth Care-Budget	606	3,984	3,986	0	0	0	0	3,986
5160 Educ Incentive-Budget	0	0	0	0	0	0	0	0
5162 Emp Incentive-Budget	0	0	0	0	0	0	0	0
5164 Clothing Allowance-Budget	0	0	0	0	0	0	0	0
5199 Fringe Recovery-Budget	0	0	0	0	0	0	0	0
TOTAL PERSONNEL	52,099	297,175	294,171	0	0	0	0	294,171
5205 Prof Services-Budget	0	4,000	4,000	0	0	0	0	4,000
5210 Other Services-Budget	199	2,742	2,742	0	0	0	0	2,742
5211 Electricity-Budget	0	0	0	0	0	0	0	0
5212 Natural Gas-Budget	0	0	0	0	0	0	0	0
5213 Refuse Removal-Budget	0	0	0	0	0	0	0	0
5214 Telephone-Budget	3,599	3,587	3,587	115	0	0	0	3,702
5215 Water & Sewer-Budget	0	0	0	0	0	0	0	0
5216 Utilities-Budget	0	0	0	0	0	0	0	0
5220 Supplies-Budget	25,856	5,263	5,263	0	0	0	0	5,263
5225 Travel-Budget	0	937	937	0	0	0	0	937
5230 Training-Budget	33,570	80,000	80,000	0	0	0	0	80,000
5234 Dues & Mbrships-Budget	1,252	200	200	0	0	0	0	200
5236 Fee Reim-Budget	0	0	0	0	0	0	0	0
5238 Repairs & Maint-Budget	2,320	846	846	0	0	0	0	846
5239 Vehicle Maint-Budget	0	0	0	0	0	0	0	0
5246 Fuels & Lub-Budget	0	0	0	0	0	0	0	0
5250 Tires & Tubes-Budget	0	0	0	0	0	0	0	0
5252 Taxes-Budget	0	0	0	0	0	0	0	0
5253 Interest on Cust Dep-Budget	0	0	0	0	0	0	0	0
5254 D/S Interest Exp-Budget	0	0	0	0	0	0	0	0
5255 D/S Agent Fees-Budget	0	0	0	0	0	0	0	0
5258 D/S Principal Repay-Budget	0	0	0	0	0	0	0	0
5262 Indemnity Clms&Judg-Budget	0	0	0	0	0	0	0	0
5263 Medical Clms&Judg-Budget	0	0	0	0	0	0	0	0
5271 Insurance-Budget	0	0	0	0	0	0	0	0
5275 Contractual Svcs-Budget	0	12,000	12,000	0	0	0	0	12,000
TOTAL OPERATING EXPENSES	66,794	109,575	109,575	115	0	0	0	109,690
5305 Captl-Land-Budget	0	0	0	0	0	0	0	0
5310 Captl-Bldgs&Struc-Budget	0	0	0	0	0	0	0	0
5315 Captl-Streets-Budget	0	0	0	0	0	0	0	0
5320 Captl-NonStruct Imp-Budget	0	0	0	0	0	0	0	0
5325 Captl-Auto/Buses-Budget	0	0	0	0	0	0	0	0
5330 Captl-Mach/Equip-Budget	0	0	0	0	0	0	0	0
5335 Captl-Office Furn-Budget	0	0	0	0	0	0	0	0
5338 Captl-Hardware/Software-Budget	0	0	0	0	0	0	0	0
5340 Captl-Museum Coll-Budget	0	0	0	0	0	0	0	0
5350 Captl-Police/Zoo-Budget	0	0	0	0	0	0	0	0
TOTAL CAPITAL	0	0	0	0	0	0	0	0
5910 Trfr Out-Other Funds-Budget	0	0	0	0	0	0	0	0
5920 Trfr Out-PILOT-Budget	0	0	0	0	0	0	0	0
5930 Trfr Out-IDOH-Budget	0	0	0	0	0	0	0	0
594031 Vehicle - Maintenance	0	0	0	0	0	0	0	0
594041 Vehicle - Fuel	0	0	0	0	0	0	0	0
594051 Network Charges-Expense	0	0	0	0	0	0	0	0
594061 Radio Maintenance	0	0	0	0	0	0	0	0
594071 Equipment Replacement	0	0	0	0	0	0	0	0
594105 Insurance - Workers Comp	0	0	0	0	0	0	0	0
594107 Insurance - Tort & Other Liab	0	0	0	0	0	0	0	0
5950 Trfr Out-Debt Svc-Budget	0	0	0	0	0	0	0	0
5970 Trfr Out-CIP-Budget	0	0	0	0	0	0	0	0
TOTAL TRANSFERS	0	0	0	0	0	0	0	0
GRAND TOTALS	118,894	406,750	403,746	115	0	0	0	403,861

D4749000 Training

	FY12 Actual	FY13 Budget	FY14 Baseline	FY14 OMB Adjust	FY14 Dept Adjust	FY14 CAO Adjust	FY14 Council Adjust	Total
5001 Wages-Regular-Budget	196,837	199,276	206,148	0	0	0	0	206,148
5002 Wages-Temp-Budget	0	0	0	0	0	0	0	0
5003 Wages-Overtime-Budget	0	0	0	0	0	0	0	0
5144 PERA-Budget	37,423	37,882	39,192	0	0	0	0	39,192
5148 FICA-Budget	14,918	15,245	15,768	0	0	0	0	15,768
5156 Other Emp Benefits-Budget	36,524	37,782	32,772	0	0	0	0	32,772
5157 Retiree Hlth Care-Budget	3,611	3,986	4,128	0	0	0	0	4,128
5160 Educ Incentive-Budget	0	0	0	0	0	0	0	0
5162 Emp Incentive-Budget	0	0	0	0	0	0	0	0
5164 Clothing Allowance-Budget	0	0	0	0	0	0	0	0
5199 Fringe Recovery-Budget	0	0	0	0	0	0	0	0
TOTAL PERSONNEL	289,313	294,171	298,008	0	0	0	0	298,008
5205 Prof Services-Budget	0	4,000	4,000	0	(4,000)	0	0	0
5210 Other Services-Budget	76	2,742	2,742	0	(2,000)	0	0	742
5211 Electricity-Budget	0	0	0	0	0	0	0	0
5212 Natural Gas-Budget	0	0	0	0	0	0	0	0
5213 Refuse Removal-Budget	0	0	0	0	0	0	0	0
5214 Telephone-Budget	3,667	3,702	3,702	(1,988)	0	0	0	1,714
5215 Water & Sewer-Budget	0	0	0	0	0	0	0	0
5216 Utilities-Budget	0	0	0	0	0	0	0	0
5220 Supplies-Budget	25,025	5,263	5,263	0	4,737	0	0	10,000
5225 Travel-Budget	0	937	937	0	(937)	0	0	0
5230 Training-Budget	54,229	80,000	80,000	0	0	0	0	80,000
5234 Dues & Mbrships-Budget	2,750	200	200	0	0	0	0	200
5236 Fee Reim-Budget	0	0	0	0	0	0	0	0
5238 Repairs & Maint-Budget	(855)	846	846	0	12,000	0	0	12,846
5239 Vehicle Maint-Budget	0	0	0	0	0	0	0	0
5246 Fuels & Lub-Budget	0	0	0	0	0	0	0	0
5250 Tires & Tubes-Budget	0	0	0	0	0	0	0	0
5252 Taxes-Budget	0	0	0	0	0	0	0	0
5253 Interest on Cust Dep-Budget	0	0	0	0	0	0	0	0
5254 D/S Interest Exp-Budget	0	0	0	0	0	0	0	0
5255 D/S Agent Fees-Budget	0	0	0	0	0	0	0	0
5258 D/S Principal Repay-Budget	0	0	0	0	0	0	0	0
5262 Indemnity Clms&Judg-Budget	0	0	0	0	0	0	0	0
5263 Medical Clms&Judg-Budget	0	0	0	0	0	0	0	0
5271 Insurance-Budget	0	0	0	0	0	0	0	0
5275 Contractual Svcs-Budget	0	12,000	12,000	0	(12,000)	0	0	0
TOTAL OPERATING EXPENSES	84,892	109,690	109,690	(1,988)	(2,200)	0	0	105,502
5305 Captl-Land-Budget	0	0	0	0	0	0	0	0
5310 Captl-Bldgs&Struc-Budget	0	0	0	0	0	0	0	0
5315 Captl-Streets-Budget	0	0	0	0	0	0	0	0
5320 Captl-NonStruct Imp-Budget	0	0	0	0	0	0	0	0
5325 Captl-Auto/Buses-Budget	0	0	0	0	0	0	0	0
5330 Captl-Mach/Equip-Budget	0	0	0	0	0	0	0	0
5335 Captl-Office Furn-Budget	0	0	0	0	0	0	0	0
5338 Captl-Hardware/Software-Budget	0	0	0	0	0	0	0	0
5340 Captl-Museum Coll-Budget	0	0	0	0	0	0	0	0
5350 Captl-Police/Zoo-Budget	0	0	0	0	0	0	0	0
TOTAL CAPITAL	0	0	0	0	0	0	0	0
5910 Trfr Out-Other Funds-Budget	0	0	0	0	0	0	0	0
5920 Trfr Out-PILOT-Budget	0	0	0	0	0	0	0	0
5930 Trfr Out-IDOH-Budget	0	0	0	0	0	0	0	0
594031 Vehicle - Maintenance	0	0	0	0	0	0	0	0
594041 Vehicle - Fuel	0	0	0	0	0	0	0	0
594051 Network Charges-Expense	0	0	0	0	0	0	0	0
594061 Radio Maintenance	0	0	0	0	0	0	0	0
594071 Equipment Replacement	0	0	0	0	0	0	0	0
594105 Insurance - Workers Comp	0	0	0	0	0	0	0	0
594107 Insurance - Tort & Other Liab	0	0	0	0	0	0	0	0
5950 Trfr Out-Debt Svc-Budget	0	0	0	0	0	0	0	0
5970 Trfr Out-CIP-Budget	0	0	0	0	0	0	0	0
TOTAL TRANSFERS	0	0	0	0	0	0	0	0
GRAND TOTALS	374,205	403,861	407,698	(1,988)	(2,200)	0	0	403,510

D4749000 Training

	FY13 Actual	FY14 Budget	FY15 Baseline	FY15 OMB Adjust	FY15 Dept Adjust	FY15 CAO Adjust	FY15 Council Adjust	Total
5001 Wages-Regular-Budget	177,284	206,148	190,704	0	0	0	0	190,704
5002 Wages-Temp-Budget	0	0	0	0	0	8,575	0	8,575
5003 Wages-Overtime-Budget	0	0	0	0	0	0	0	0
5144 PERA-Budget	33,472	39,192	37,020	0	0	600	0	37,620
5148 FICA-Budget	16,023	15,768	14,592	0	0	655	0	15,247
5156 Other Emp Benefits-Budget	33,399	32,772	31,992	0	0	0	0	31,992
5157 Retiree Hlth Care-Budget	3,522	4,128	3,816	0	0	170	0	3,986
5160 Educ Incentive-Budget	0	0	0	0	0	0	0	0
5162 Emp Incentive-Budget	0	0	0	0	0	0	0	0
5164 Clothing Allowance-Budget	0	0	0	0	0	0	0	0
5199 Fringe Recovery-Budget	0	0	0	0	0	0	0	0
TOTAL PERSONNEL	263,700	298,008	278,124	0	0	10,000	0	288,124
5205 Prof Services-Budget	0	0	0	0	0	0	0	0
5210 Other Services-Budget	96	742	742	0	0	0	0	742
5211 Electricity-Budget	0	0	0	0	0	0	0	0
5212 Natural Gas-Budget	0	0	0	0	0	0	0	0
5213 Refuse Removal-Budget	0	0	0	0	0	0	0	0
5214 Telephone-Budget	2,863	1,714	1,714	828	0	0	0	2,542
5215 Water & Sewer-Budget	0	0	0	0	0	0	0	0
5216 Utilities-Budget	0	0	0	0	0	0	0	0
5220 Supplies-Budget	39,215	10,000	10,000	0	0	0	0	10,000
5225 Travel-Budget	0	0	0	0	0	0	0	0
5230 Training-Budget	44,963	80,000	80,000	0	0	0	0	80,000
5234 Dues & Mbrships-Budget	1,322	200	200	0	0	0	0	200
5236 Fee Reim-Budget	0	0	0	0	0	0	0	0
5238 Repairs & Maint-Budget	290	12,846	12,846	0	0	0	0	12,846
5239 Vehicle Maint-Budget	0	0	0	0	0	0	0	0
5246 Fuels & Lub-Budget	0	0	0	0	0	0	0	0
5250 Tires & Tubes-Budget	0	0	0	0	0	0	0	0
5252 Taxes-Budget	0	0	0	0	0	0	0	0
5253 Interest on Cust Dep-Budget	0	0	0	0	0	0	0	0
5254 D/S Interest Exp-Budget	0	0	0	0	0	0	0	0
5255 D/S Agent Fees-Budget	0	0	0	0	0	0	0	0
5258 D/S Principal Repay-Budget	0	0	0	0	0	0	0	0
5262 Indemnity Clms&Judg-Budget	0	0	0	0	0	0	0	0
5263 Medical Clms&Judg-Budget	0	0	0	0	0	0	0	0
5271 Insurance-Budget	0	0	0	0	0	0	0	0
5275 Contractual Svcs-Budget	9,290	0	0	0	0	0	0	0
TOTAL OPERATING EXPENSES	98,040	105,502	105,502	828	0	0	0	106,330
5305 Captl-Land-Budget	0	0	0	0	0	0	0	0
5310 Captl-Bldgs&Struc-Budget	0	0	0	0	0	0	0	0
5315 Captl-Streets-Budget	0	0	0	0	0	0	0	0
5320 Captl-NonStruct Imp-Budget	0	0	0	0	0	0	0	0
5325 Captl-Auto/Buses-Budget	0	0	0	0	0	0	0	0
5330 Captl-Mach/Equip-Budget	0	0	0	0	0	0	0	0
5335 Captl-Office Furn-Budget	0	0	0	0	0	0	0	0
5338 Captl-Hardware/Software-Budget	0	0	0	0	0	0	0	0
5340 Captl-Museum Coll-Budget	0	0	0	0	0	0	0	0
5350 Captl-Police/Zoo-Budget	0	0	0	0	0	0	0	0
TOTAL CAPITAL	0	0	0	0	0	0	0	0
5910 Trfr Out-Other Funds-Budget	0	0	0	0	0	0	0	0
5920 Trfr Out-PILOT-Budget	0	0	0	0	0	0	0	0
5930 Trfr Out-IDOH-Budget	0	0	0	0	0	0	0	0
594031 Vehicle - Maintenance	0	0	0	0	0	0	0	0
594041 Vehicle - Fuel	0	0	0	0	0	0	0	0
594051 Network Charges-Expense	0	0	0	2,892	0	0	0	2,892
594061 Radio Maintenance	0	0	0	0	0	0	0	0
594071 Equipment Replacement	0	0	0	0	0	0	0	0
594105 Insurance - Workers Comp	0	0	0	0	0	0	0	0
594107 Insurance - Tort & Other Liab	0	0	0	0	0	0	0	0
594115 Insurance - Risk Recovery Plan	0	0	0	0	0	0	0	0
5950 Trfr Out-Debt Svc-Budget	0	0	0	0	0	0	0	0
5970 Trfr Out-CIP-Budget	0	0	0	0	0	0	0	0
TOTAL TRANSFERS	0	0	0	2,892	0	0	0	2,892
GRAND TOTALS	361,740	403,510	383,626	3,720	0	10,000	0	397,346

List of Accomplishments

- Development and launch of a Skills Based Hiring Pilot Program using Work Keys. Recognized as first Municipality in the U.S to use Work Keys system for profiling jobs and prescreening in the hiring process. This was possible through a major partnership with Innovate & Educate and participation in the national New Options Project funded by the Kellogg Foundation. PSU received national media attention for HR and PSU; Featured on National Public Radio - All Things Considered, Governing Magazine, and the Huffington Post as a trend setting model; Participation and recognition at U.S. News and World Report STEM Conference in Dallas Texas on the topic of employer based "Skills Based Hiring Practices". This continued partnership with New Options NM/Innovate and Educate has resulted in grant funding for 1.5 interns to cover proctoring for testing and covering the cost to have the HR department license an analyst as a Work Keys Profiler.
- Deployment of a Regional Work Keys Testing Facility in partnership with NMWFS. This partnership resulted in Public Service University becoming an extension to NMWFS Work Keys /Key Train in exchange for free access to system to test and train current City Employees and Applicants.
- Launch of the Public Service University Learning Management System
 - Over 8,000 lessons delivered to City employees online
- Our LMS Provider, Global Classroom, Inc. featured PSU in a national marketing campaign to 150 plus municipalities and civic organizations as a best in class delivery model.
- Pre-Management Development Program reinstituted with new major partnerships with CNM, Innovate and Educate, and Toastmasters International. This program was featured by Governing Magazine as a "best in practice" model in their national webinar for "recruiting and retaining talent" and is scheduled to be recognized in part of a feature article on Public Service University in the workforce section of "Governing Magazine".
- Participation with ACT in the vetting and validation of their prototype National Supervisory Certification assessment.
- Launch of a Supervisory Enrichment Program for intact City supervisors
- Development of a Public Service University Six Sigma / Lean Green Belt – Black Belt Certification Program for Mid and executive level managers
- A online Safety Training Catalog with over 12 safety training course offerings to City Employees
- Reinstitution of Organizational Problem Solving/ Facilitation / Learning System Creation Services to 10 departments this year (Transit, Animal Welfare, Cultural Services, DFAS, SWMD, Parks and Rec, EHD, Aviation, and the Mayor's Office).
- Secured 25 K in Work Force Investment Act grant money that resulted in 7 employees receiving certifications to work on Photovoltaic Systems, 7 employees receiving certificate of completions from the UNM Anderson School of Business SHRM HR program and 3 employees receiving their SPHR national certifications from SHRM
- The recent national and regional attention of our Public Service University Model has drawn request by other governmental agencies for assistance in the creation of like systems for their agencies. We are currently offering assistance and partnership on a regional level to New Mexico Department of Workforce Solutions, State of New Mexico State Personnel Office, and Bernalillo County.

PUBLIC SERVICE UNIVERSITY
FY 2014 Accomplishments

- Sixty-nine City supervisors attended supervisor development programs conducted by Public Service University to learn or refresh their supervisor, management, and leadership skills. These supervisors have responsibility for 874 employees that report to them.
- Supervisor training was provided to 16 Planning Department Supervisors as part of professional enhancements to their code enforcement career path.
- Public Service University, in partnership with the University of New Mexico Continuing Education, conducted 18 hours of test preparation for nine Lean Six Sigma practitioners. All nine subsequently passed the American Society for Quality (ASQ) Certified Six Sigma Green Belt professional certification examination.
- In cooperation with ACT, Public Service University launched an extensive study to validate the effectiveness and return on investment of the Work Keys® skills-based assessment system to the City of Albuquerque. PSU is the pilot program for such assessments, benefitting both the City and ACT.
- PSU the first *Annual COA Education Fair* on April 23, 2014. The goal was to bring the higher learning institutions to City employees in a comfortable and familiar environment in which employees could communicate with recruiters. The recruiters provided information on degrees, scholarships, tuition rates, financial aid and more. Public Service University provided information on Tuition Assistance, Education Leave and programs available to City employees. Approximately 350 City employees were hosted by eight universities and colleges.
- COA's Public Service University received the HIRE Award Honorable Mention for the Pre-Management Development Program from Innovate+Educate in October, 2013. The HIRE Award recognizes innovative training programs across the nation.

Public Service University High Level Accomplishments: Circa July 2011 to Present

- **Redeployment of City Pre Management Development Program**
 - 26 participants
 - Yearlong development/ succession planning program
 - Blended Learning Approach (Classroom/Online/Action Learning)
 - Partners: I & E (Work Keys)/ Toastmasters International / CNM
- **Redeployment of New Supervisory Development Program**
 - Blended Approach (Classroom and online)
 - 48 hours of Classroom
 - 15 contact hours of Online forums and assignment/ live webinars
 - Pre and Post testing
 - 120 participants since July 2011
- **Deployment of Public Service University Learning Management System (cabq.globalclassroom.us)**
 - Access available for every City employee
 - Management Development Courses
 - Career/Personal Development Courses
 - Safety Courses (10 OSHA approved/required course developed and deployed)
 - 450 individual courses completed by city employees to date.
- **Skills Based Hiring System (Work Keys) (Project Management) New Options Project (NOP)**
 - 9 Job Profiles (6K each= 54K paid for by NOP grant)
 - Work Keys/Key Train assessments and skill up accounts for every City employee and Job Applicant (Paid for by New Mexico Workforce Solutions/NOP Licensing; 150K annual value to City of Albuquerque).
 - 3 year no cost access (through mid-point FY 15)
 - Opening of PSU onsite Computer Based Work Keys Assessment Center
 - 24 assessment stations (13 primary/ 11 overflow)
 - Technical upgrades to IT network : 6 K paid for by NOP
 - Proctoring coverage partnership with New Mexico Workforce Solutions (8 hours per week 10 K savings to City)
 - 2 proctors (1 FTE internship and 3 day a week I & E employee) paid for by NOP for assessment center coverage (40 K savings to City)
 - Web-based Applicant scheduling system for Work Keys Assessment Scheduling (paid for by NOP 2 k value to City)
 - Training and Licensing of in-house Work Keys Job Profiler (10K paid for by NOP)
 - City Work Keys Assessment Center opened April 2012 /3rd City location to Open at 311 in July 2012
 - Use of Work Keys/Key Train for professional development of City Employees to date
 - Pre Management Program
 - Career/Personal Development
 - Supervisory Development
 - Approx. 272K saving realized to date through NOP and NMWFS partnerships

Public Service University High Level Accomplishments: Circa July 2011 to Present

- **WIA Grant Funding used for Certification of City employees (18 K)**
 - 7 DMD and Aviation employees PV Solar Technician Certification through CNM
 - 7 HRD staff SHRM PHR/SPHR Certification education at UNM Anderson and SHRM certification Testing
- **Expansion of PSU physical locations**
 - Plaza Del Sol (Main Offices /Computer Labs/Classroom/ Webinar capabilities)
 - PSU North at Balloon Museum (Large classroom (40 capacity) with webinar and computer lab capabilities) due to Culture Services Department Partnership
 - PSU South at Transit Yale Facility (Large class (25 capacity) with webinar capacity) due to ABQ Ride Partnership
 - Under Construction: PSU City Hall (25 station computer lab and classroom space) due to DFAS partnership.
- **PSU remote learning centers (Computer kiosk) to date (beta test sites) using recycled computers.**
 - SWMD (landfill)
 - Cultural Services (bio park)
- **Major Partnerships**
 - Innovate & Educate (NOP)
 - New Mexico Workforce Solutions
 - Central New Mexico College
 - Toastmasters International
 - Global Classroom (LMS)
- **Other Services**
 - 7 department business process/organizational development interventions
 - Cultural Services
 - Environmental Health
 - Aviation
 - HRD
 - Transit
 - Animal Services
 - Solid Waste Management
 - Classroom /Computer Labs reserved and used by other departments
 - Classroom days reserved and used by other departments = 80 days
 - Computer lab days reserved and used by other departments = 75 days

From: Hammer, Robin
To: Leonard Waites
Subject: Fax from Dr JD Smith
Date: Monday, June 01, 2015 3:45:10 PM
Attachments: Fax from Dr JD Smith.pdf

Leonard,

I received a phone call from Dr. JD Smith, who is a criminologist in Georgia and was referred to me by Dr. Becknell. Dr. Smith wanted to discuss the possibility of conducting a forum in Albuquerque regarding police violence issues. Due to limited eye sight, Dr. Smith uses only fax and phone to communicate. Dr. Smith said that Dr. Becknell had given her your name, too, but she didn't have a way to get in touch with you.

I have attached a fax she sent me in follow-up to our phone conversation. If you would like to speak to Dr. Smith, she may be reached at 770-880-4340.

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>



THE INSTITUTE FOR SOCIAL JUSTICE, INC.

4802 Tree Crest Parkway
Dacula, Georgia 30035
Tel: (770) 808-4340 Fax: (770) 808-7352

To: Ms Robin Hammer

From: Professor J. D. Smith Ph.D

Sender's Phone 770-808-4340

Fax# 305-924-3775

Date: 5/25/15

Telephone# _____

Total Number Of Pages: _____

If you have any difficulties with this transmission, please contact the sender at the phone number listed above.

Message/Comment:

It was great talking

to you. I'm looking forward

to us working together.

JD



ISJ

INSTITUTE FOR SOCIAL JUSTICE, INC.

The Institute for Social Justice (ISJ) is a non-profit professional national and international organization. It was organized in the year 1999 to provide up to date information and be a catalyst to professionals that work in policy making, criminal justice, juvenile justice, law enforcement and the legal and social science field. The Institute for Social Justice (ISJ) is a learning Institute. ISJ plants seeds and assists in fertilizing these seeds and also assists professionals, organizations, associations, programs and the community-at-large, in helping it to grow.

In our pursuit for social justice, the Institute will never rest. There are years when the National Uniform Crime Report or the State and Local crime statistics would suggest that various crime indexes have decreased. When we learn of these encouraging crime statistics, we can be hopeful but also mindful that crimes never stop at the neighborhood and personal levels. We must continue to fight crime every day. One of our goals is to afford professionals and the community at large the opportunity to hear from experts in their prospective fields in their professional community. Another goal is to share effective strategies, techniques and best practices for lowering criminal activity throughout the world. We seek to create an environment that is conducive to the sharing of information as well as through the formation of strong Collaborations, Partnerships, Networking and Prevention.

Since ISJ started, it has participated in Conferences, Symposiums, Seminars, Summits and Trainings in the National and International countries. On the national level, we have had Chicago, Washington, Miami and others. On the International level we have participated in Belize, Barbados, Bahamas and the Caribbean and West Africa.

The Symposium, Conferences, Summits and Training are designed to achieve specific goals, such as:

- Re-examining the trends of crime as it affects our communities;
- Galvanizing the field so we may achieve effective solutions;
- Offers useful information on community models, programs, research on effective strategies, and best practices.

Armed with an understanding about crimes, the Institute seeks to partnership with individuals and organizations at "every" level. One of our primary goals is to assist communities perform a thorough analysis of the local conditions that impact on crime and to help them with implementation for effective strategies to prevent crimes and intervene and treat the offenders.

The Institute has developed an all over theme for their programs throughout the nation and international countries. Because of the increase in violence by youth, the two main objectives are to keep young people from being perpetrators of violence and keep them from being victims of violence. We will focus on strategies that deflect young people and teach them peaceful means of resolving conflict and heightens their awareness of the effects and consequences of violent behaviors. The second objective will be done through collaboration and partnerships with agencies, schools, businesses, and the communities.

This Institute finds that collaboration and partnerships is the key to analyzing crime problems. Through these methods a lot of crimes are soluble. One entity can't do it alone. It takes all entities working together to build stronger, safer communities. The Institute prides itself in following this philosophy throughout their training, conferences, symposiums, and summits. We are committed to these beliefs. We desire for agencies, programs and the communities at large, and all others to partnership with us thus, making this a world wide effort. Together, we can do it!

For more information on The Institute for Social Justice's, programs and its activities, please contact [REDACTED]

Contact me

The Institute for Social Justice
4802 Tree Crest Parkway
Decatur, GA 30035

Phone: (770) 808-4340

Fax (770) 808-7352

Dr. J. D. Smith
Executive Director

From: Leonard Waites
To: Robin Hammer
Subject: Re: Fax from Dr JD Smith
Date: Monday, June 01, 2015 9:06:32 PM

Thanks Robin I will give her a call

On Jun 1, 2015 3:45 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Leonard,

I received a phone call from Dr. JD Smith, who is a criminologist in Georgia and was referred to me by Dr. Becknell. Dr. Smith wanted to discuss the possibility of conducting a forum in Albuquerque regarding police violence issues. Due to limited eye sight, Dr. Smith uses only fax and phone to communicate. Dr. Smith said that Dr. Becknell had given her your name, too, but she didn't have a way to get in touch with you.

I have attached a fax she sent me in follow-up to our phone conversation. If you would like to speak to Dr. Smith, she may be reached at 770-880-4340.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Hammer, Robin
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval
Date: Monday, June 01, 2015 1:06:00 PM

Peter,

Please proceed with advertising the position for three weeks. In the past, Christine Garcia at DFA has assisted our Department with advertising and receiving applications for positions. We would also like to advertise on the National Association Civilian Oversight of Law Enforcement (NACOLE)'s website. <https://nacole.org/> The NACOLE advertisement is free.

Please let me know what I need to do to assist in this process.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Hulsey, Peter
Sent: Monday, June 01, 2015 12:31 PM
To: Hammer, Robin
Cc: Herrera, Darlene H.
Subject: B3-Approval

Good afternoon Robin: I just received the B3 approval back from CAO and CPOA Engagement Specialist position and it now can be created in our HR PEOPLESOFT system. It will remain active and is ready to begin the recruitment process when you are. I believe in the last Sub-Committee meeting they wanted to go ahead and start to advertise.

Please advise on how you wish to proceed. If you have questions, please do not hesitate to contact us. Thank you!

Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780

M003158

+(505) 768 -3777 fax

From: Herrera, Darlene H.
To: Hammer, Robin; Hulsey, Peter
Cc: Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval
Date: Monday, June 01, 2015 1:14:28 PM

Please pass info from Robin to Alan Green, he will take the role of advertising, thank you

From: Hammer, Robin
Sent: Monday, June 01, 2015 1:03 PM
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Peter,

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Cc: Herrera, Darlene H.
Subject: B3-Approval

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M003160

us. Thank you!

Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780
+(505) 768 -3777 fax

From: Hulsey, Peter
To: Herrera, Darlene H.; Hammer, Robin
Cc: Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval
Date: Monday, June 01, 2015 1:20:14 PM

Thank you!

Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780
+(505) 768 -3777 fax

From: Herrera, Darlene H.
Sent: Monday, June 01, 2015 1:14 PM
To: Hammer, Robin; Hulsey, Peter
Cc: Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Please pass info from Robin to Alan Green, he will take the role of advertising, thank you

From: Hammer, Robin
Sent: Monday, June 01, 2015 1:03 PM
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

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Please let me know what I need to do to assist in this process.

Thanks,
Robin

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From: Hulsey, Peter
Sent: Monday, June 01, 2015 12:31 PM
To: Hammer, Robin
Cc: Herrera, Darlene H.
Subject: B3-Approval

Good afternoon Robin: I just received the B3 approval back from CAO and CPOA Engagement Specialist position and it now can be created in our HR PEOPLESOFT system. It will remain active and is ready to begin the recruitment process when you are. I believe in the last Sub-Committee meeting they wanted to go ahead and start to advertise.

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Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780
+(505) 768 -3777 fax

From: Jeannette Baca
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Hammer, Robin; Leonard Waites; David Ring; Garcia, Christine
Subject: Re: B3-Approval
Date: Monday, June 01, 2015 8:10:48 PM

Greetings,

I have been out of town and just read my emails. I'm happy to see we are moving forward on the CPOA Community Engagement Specialist.

As per our meeting the title is Community Engagement Specialist. Please make sure the position title is advertised correctly.

Thank you,
Jeannette Baca, Chair
POB Outreach Subcommittee

On Monday, June 1, 2015, Hulsey, Peter <phulsey@cabq.gov> wrote:

Thank you!

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

From: Herrera, Darlene H.
Sent: Monday, June 01, 2015 1:14 PM
To: Hammer, Robin; Hulsey, Peter
Cc: Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Please pass info from Robin to Alan Green, he will take the role of advertising, thank you

From: Hammer, Robin
Sent: Monday, June 01, 2015 1:03 PM
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine

M003164

Subject: RE: B3-Approval

Peter,

Please proceed with advertising the position for three weeks. In the past, Christine Garcia at DFA has assisted our Department with advertising and receiving applications for positions. We would also like to advertise on the National Association Civilian Oversight of Law Enforcement (NACOLE)'s website. <https://nacole.org/> The NACOLE advertisement is free.

Please let me know what I need to do to assist in this process.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Hulsey, Peter

Sent: Monday, June 01, 2015 12:31 PM

M003165

To: Hammer, Robin
Cc: Herrera, Darlene H.
Subject: B3-Approval

Good afternoon Robin: I just received the B3 approval back from CAO and CPOA Engagement Specialist position and it now can be created in our HR PEOPLESOFT system. It will remain active and is ready to begin the recruitment process when you are. I believe in the last Sub-Committee meeting they wanted to go ahead and start to advertise.

Please advise on how you wish to proceed. If you have questions, please do not hesitate to contact us. Thank you!

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

From: Herrera, Darlene H.
To: Jeannette V. Baca; Hulsey, Peter
Cc: Hammer, Robin; Leonard Waites; David Ring; Garcia, Christine; Green, Alan
Subject: RE: B3-Approval
Date: Tuesday, June 02, 2015 7:55:05 AM

Jeannette, this will be advertised by the employment division, will forward this on to the Employment Manager, Alan Green.

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Monday, June 01, 2015 8:11 PM
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Hammer, Robin; Leonard Waites; David Ring; Garcia, Christine
Subject: Re: B3-Approval

Greetings,

I have been out of town and just read my emails. I'm happy to see we are moving forward on the CPOA Community Engagement Specialist.

As per our meeting the title is Community Engagement Specialist. Please make sure the position title is advertised correctly.

Thank you,
Jeannette Baca, Chair
POB Outreach Subcommittee

On Monday, June 1, 2015, Hulsey, Peter <phulsey@cabq.gov> wrote:
Thank you!

Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780
+(505) 768 -3777 fax

From: Herrera, Darlene H.
Sent: Monday, June 01, 2015 1:14 PM
To: Hammer, Robin; Hulsey, Peter
Cc: Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Please pass info from Robin to Alan Green, he will take the role of advertising, thank you

From: Hammer, Robin
Sent: Monday, June 01, 2015 1:03 PM
To: Hulsey, Peter
Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Peter,

Please proceed with advertising the position for three weeks. In the past, Christine Garcia at

M003167

DFA has assisted our Department with advertising and receiving applications for positions. We would also like to advertise on the National Association Civilian Oversight of Law Enforcement (NACOLE)'s website. <https://nacole.org/> The NACOLE advertisement is free.

Please let me know what I need to do to assist in this process.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Hulsey, Peter
Sent: Monday, June 01, 2015 12:31 PM
To: Hammer, Robin
Cc: Herrera, Darlene H.
Subject: B3-Approval

Good afternoon Robin: I just received the B3 approval back from CAO and CPOA Engagement Specialist position and it now can be created in our HR PEOPLESOFT system. It will remain active and is ready to begin the recruitment process when you are. I believe in the last Sub-Committee meeting they wanted to go ahead and start to advertise.

Please advise on how you wish to proceed. If you have questions, please do not hesitate to contact us. Thank you!

Peter W. Hulsey PEC
City of Albuquerque / Human Resources Department
Sr. Human Resources Analyst
Classification and Compensation
+(505) 768-3780
+(505) 768 -3777 fax

From: Hammer, Robin
To: Beth Mohr; David Ring; Eric H. Cruz; Hammer, Robin; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Cc: "Mark Baker"; Yntema IV, Hessel E.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eva P. Sandoval
Subject: RE: IPRA
Date: Monday, June 01, 2015 11:37:54 AM
Attachments: [image001.png](#)

POB Members:

The CPOA has received an IPRA request for all POB Member's emails, which is included in this email string. Please forward as soon as possible any and all of your POB emails which you have not previously sent to the City Staff to Assist. City Clerk Kathleen Oney at POBIPRA@cabq.gov. This most recent IPRA includes the additional time frame of April 12-May 31, 2015, which had not been previously requested.

Ms. Oney has not received emails from Leonard Waites, Moira Amado-McCoy, and Eva Sandoval in response to prior IPRA's.

Please let Ms. Oney or me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Oney, Kathleen
Sent: Monday, June 01, 2015 11:25 AM
To: Hammer, Robin
Cc: Mark Baker; Yntema IV, Hessel E.; Howard, Natalie Y.; Casados, Trina M.
Subject: FW: IPRA

Hello Robin,

As per our phone conversation, I have put Ms. Vargas on a 100 email schedule. She will start off with what we currently have, which is March – April 11. However, we are still missing emails from:

- McCoy
- Waites
- Sandoval (I am aware she resigned, but we haven't gotten a confirmation on whether she

M003169

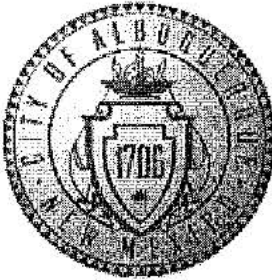
had emails or not)

Will you please have all members send me their relevant emails to POBIPRA@cabq.gov from April 12-May 31 as soon as possible.

Your help is appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 13, 2015 10:01 AM
To: 'Dinah Vargas'
Cc: Casados, Trina M.
Subject: RE: IPRA

Hello Ms. Vargas,

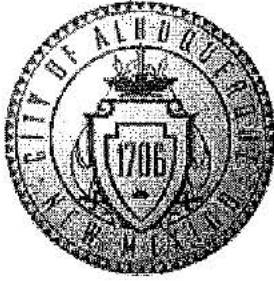
The Office of the City Clerk received your public records request on 05/13/2015 regarding all emails of the POB members during the month of March, April, and May. I see your request for specific order however, we do not have the resources to produce them in a specific order.

Although it may be sooner before we process and fulfill your request, please allow us 15 calendar days to respond with an update on which will be 05/28/2015.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Dinah Vargas [<mailto:vargagirl@live.com>]
Sent: Wednesday, May 13, 2015 7:09 AM
To: City Clerk Staff
Cc: burquemediaproductions@gmail.com; contact@burquemediamedia.com; dinah@burquemediamedia.com; steve@burquemediamedia.com; andy@burquemediamedia.com
Subject: IPRA

To: Trina Gurule, Interim City Clerk

Office of the City Clerk

P: (505) 924-3650

F: (505) 924-3660

Ms. Gurule,

This is a formal request under the New Mexico Inspection of Public Records Act ("IPRA") also known as the New Mexico Sunshine Law (NMSA 1978, Chapter 14, Article 2).

I am formally requesting a copy of:

1. All Emails of the POB members during the months of March, April, and May of 2015.

Please provide the following email correspondence of each POB member in this order:

1. Joanne Fine
2. Dr. Moira Amado-McCoy
3. Beth Mohr
4. Jeffery Scott Wilson
5. Leonard Waites
6. Rev. Dr. David Z. Ring III

7. Eric H. Cruz
8. Dr. Susanne B. Brown
9. Dr. Jeannette Baca

2. The individual email addresses of the POB members.

3. Where do emails sent to pob@cabq.gov get sent/ forwarded to.

4. When (please provide the date) were the POB members given email addresses.

AS you are aware "'public records' means all documents, papers, letters, books, maps, tapes, photographs, recordings and other materials, regardless of physical form or characteristics, that are used, created, received, maintained or held by or on behalf of any public body and relate to public business, whether or not the records are required by law to be created or maintained." (14-2-6 NMSA 1978)

As you also know there has been no statutory exemption enacted that would pertain to these records. (14-2-1 NMSA 1978) You will also be further aware that according to the New Mexico Supreme Court "a citizen's right to know is the rule and secrecy is the exception."

Furthermore, as clearly and explicitly set forth in the "Purpose of the act; declaration of public policy" (14-2-4 NMSA 1978) the New Mexico Legislature established that their intent was to ensure, by declaring it public policy, that all persons are entitled to the "greatest possible information regarding the affairs of government and the official acts of public officers and employees."

The Legislature further unambiguously stated its intent and established as public policy that providing persons with such records "is an essential function of a representative government and an integral part of the routine duties of public officers and employees.(14-2-5 NMSA)

As the designated Public Records Custodian for the City you have an obligation to provide reasonable access to copies of such public records "during usual business hours." (14-2-8 NMSA).

And while, at maximum, the legislation provides a fifteen day period to provide records and a three day period upon receipt of the request to explain, in writing, when such records, if not provided prior to that date, the date when the request will be

fulfilled - the clear intent of the Legislature is not to deem this maximum period as reasonable in all cases but only when necessary to fulfill the request.

Otherwise, the legislation requires records that are readily at hand and easily produced, to be provided without unnecessary delay - or in other words - "immediately or as soon as is practicable under the circumstances." (14-2-8(D) NMSA)

This requirement for timely production becomes even more important when a record is either or both of great public interest and needed in a timely manner.

The records requested, herein, are already available with nothing to cause a minimal delay beyond the time it takes to make an electronic copy. Thus this request is clearly neither "excessively burdensome" nor "over broad" in nature.

Furthermore, by their very nature, it is without question these are records both in their entirety and in any and every portion thereof that is a non-exempt record covered under this law.

In the event that you are unable to send the records I have requested via email, I am prepared to pay a reasonable cost for the duplication and CD or DVD for this request.

The law requires "the actual costs associated with downloading copies of public records to a computer disk or storage device, including the actual cost of the computer disk or storage device" alone be assessed for these records.

If that cost is to exceed the \$5 established by the City of Albuquerque's published policy for records fees that establishes that the cost for each CD or DVD is to be set at \$5 I request that you notify me immediately in writing (you can use the email listed herein for all communications to me pertaining to this request in order to ensure the most expedited process) as to the claimed cost and the legal basis upon which that fee has been established.

Although, clearly there are no statutory exemptions for this record if you intend to claim such and thus to withhold either the whole or any portion of the records please notify me in writing as to the explicit statutory exemption being claimed and relied upon.

Furthermore, if portions thereof are claimed exempt, please provide me those records that have no exemptions claimed prior to and at the first possible time and do not delay those portions until the other records, containing exemptions, are provided.

Given the public importance and interest in this record I request that you provide this record to me as soon as reasonably possible, within the legal time established by law or earlier if possible.

However, if you are unable to produce this record in that reasonable time frame please notify me in writing as to the reason for the delay and the date when the record will be made available.

Please contact me as soon as the records I have requested are ready.

I also give formal permission for the following persons to receive this request (if necessary) via hand delivery:

Steve Kramer

Andy Christophersen

Or other Burque Media staff member who obtains a BurqueMedia.com Press Pass.

Best Regards,

Dinah Vargas

505-920-2861

vargagirl@live.com

From: Beth A. Mohr
To: Robin S. Hammer, Esq.; Mark T. Baker
Cc: Rev. Dr. David Z. Ring, III; Eric H. Cruz; Jeannette Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Jeffrey Scott Wilson; Susanne Brown; Mark T. Baker; Yntema IV, Hessel E.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eva P. Sandoval
Subject: Re: IPRA
Date: Tuesday, June 02, 2015 8:40:12 AM
Attachments: image001.png

Ms. Hammer,

Thank-you for your efforts to date with the IPRA requests, however, Mr. Baker has taken over this task on behalf of the POB. Therefore, please don't concern yourself with this matter in the future.

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.
Notice: This email may be subject to disclosure as public record. Please be thoughtful when forwarding or replying to this email.***

"Hammer, Robin" <rhammer@cabq.gov> wrote:

POB Members:

The CPOA has received an IPRA request for all POB Member's emails, which is included in this email string. Please forward as soon as possible any and all of your POB emails which you have not previously sent to the City Staff to Assist. City Clerk Kathleen Oney at POBIPRA@cabq.gov. This most recent IPRA includes the additional time frame of April 12-May 31, 2015, which had not been previously requested.

Ms. Oney has not received emails from Leonard Waites, Moira Amada-McCoy, and Eva Sandoval in response to prior IPRA's.

Please let Ms. Oney or me know if you have any questions.

Thanks,

M003175

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Oney, Kathleen
Sent: Monday, June 01, 2015 11:25 AM
To: Hammer, Robin
Cc: Mark Baker; Yntema IV, Hessel E.; Howard, Natalie Y.; Casados, Trina M.
Subject: FW: IPRA

Hello Robin,

As per our phone conversation, I have put Ms. Vargas on a 100 email schedule. She will start off with what we currently have, which is March – April 11. However, we are still missing emails from:

Mccoy

Waites

Sandoval (I am aware she resigned, but we haven't gotten a confirmation on whether she had emails or not)

M003176

Will you please have all members send me their relevant emails to POBIPRA@cabq.gov from April 12-May 31 as soon as possible.

Your help is appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 13, 2015 10:01 AM
To: 'Dinah Vargas'
Cc: Casados, Trina M.
Subject: RE: IPRA

Hello Ms. Vargas,

The Office of the City Clerk received your public records request on 05/13/2015 regarding all emails of the POB members during the month of March, April, and May. I see your request for specific order however, we do not have the resources to produce them in a specific order.

Although it may be sooner before we process and fulfill your request, please allow us 15 calendar days to respond with an update on which will be 05/28/2015.

M003177

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Dinah Vargas [<mailto:vargagirl@live.com>]

Sent: Wednesday, May 13, 2015 7:09 AM

To: City Clerk Staff

Cc: burquemediaproductions@gmail.com; contact@burquemediamedia.com; dinah@burquemediamedia.com; steve@burquemediamedia.com; andy@burquemediamedia.com

Subject: IPRA

To: Trina Gurule, Interim City Clerk

Office of the City Clerk

P: (505) 924-3650

F: (505) 924-3660

Ms. Gurule,

This is a formal request under the New Mexico Inspection of Public Records Act

M003178

("IPRA") also known as the New Mexico Sunshine Law (NMSA 1978, Chapter 14, Article 2).

I am formally requesting a copy of:

1. All Emails of the POB members during the months of March, April, and May of 2015.

Please provide the following email correspondence of each POB member in this order:

1. Joanne Fine
2. Dr. Moira Amado-McCoy
3. Beth Mohr
4. Jeffery Scott Wilson
5. Leonard Waites
6. Rev. Dr. David Z. Ring III
7. Eric H. Cruz
8. Dr. Susanne B. Brown
9. Dr. Jeannette Baca

2. The individual email addresses of the POB members.

3. Where do emails sent to pob@cabq.gov get sent/ forwarded to.

4. When (please provide the date) were the POB members given email addresses.

AS you are aware "'public records' means all documents, papers, letters, books, maps, tapes, photographs, recordings and other materials, regardless of physical form or characteristics, that are used, created, received, maintained or held by or on behalf of any public body and relate to public business, whether or not the records are required by law to be created or maintained." (14-2-6 NMSA 1978)

As you also know there has been no statutory exemption enacted that would pertain to these records. (14-2-1 NMSA 1978) You will also be further aware that according to the New Mexico Supreme Court "a citizen's right to know is the rule and secrecy is the exception."

Furthermore, as clearly and explicitly set forth in the "Purpose of the act; declaration of public policy" (14-2-4 NMSA 1978) the New Mexico Legislature established that

their intent was to ensure, by declaring it public policy, that all persons are entitled to the "greatest possible information regarding the affairs of government and the official acts of public officers and employees."

The Legislature further unambiguously stated its intent and established as public policy that providing persons with such records "is an essential function of a representative government and an integral part of the routine duties of public officers and employees.(14-2-5 NMSA)

As the designated Public Records Custodian for the City you have an obligation to provide reasonable access to copies of such public records "during usual business hours." (14-2-8 NMSA).

And while, at maximum, the legislation provides a fifteen day period to provide records and a three day period upon receipt of the request to explain, in writing, when such records, if not provided prior to that date, the date when the request will be fulfilled - the clear intent of the Legislature is not to deem this maximum period as reasonable in all cases but only when necessary to fulfill the request.

Otherwise, the legislation requires records that are readily at hand and easily produced, to be provided without unnecessary delay - or in other words - "immediately or as soon as is practicable under the circumstances." (14-2-8(D) NMSA)

This requirement for timely production becomes even more important when a record is either or both of great public interest and needed in a timely manner.

The records requested, herein, are already available with nothing to cause a minimal delay beyond the time it takes to make an electronic copy. Thus this request is clearly neither "excessively burdensome" nor "over broad" in nature.

Furthermore, by their very nature, it is without question these are records both in their entirety and in any and every portion thereof that is a non-exempt record covered under this law.

In the event that you are unable to send the records I have requested via email, I am prepared to pay a reasonable cost for the duplication and CD or DVD for this request.

The law requires "the actual costs associated with downloading copies of public records to a computer disk or storage device, including the actual cost of the computer disk or storage device" alone be assessed for these records.

If that cost is to exceed the \$5 established by the City of Albuquerque's published policy for records fees that establishes that the cost for each CD or DVD is to be set at \$5 I request that you notify me immediately in writing (you can use the email listed herein for all communications to me pertaining to this request in order to ensure the most expedited process) as to the claimed cost and the legal basis upon which that fee has been established.

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I also give formal permission for the following persons to receive this request (if necessary) via hand delivery:

Steve Kramer

Andy Christophersen

Or other Burque Media staff member who obtains a BurqueMedia.com Press Pass.

Best Regards,

Dinah Vargas

505-920-2861

vargagirl@live.com

From: Hammer, Robin
To: Beth Mohr; Scott S. Wilson; Moira Amado-McCoy; Susanne Brown
Cc: Leonard Waites
Subject: Meeting before June 11 POB Meeting?
Date: Friday, May 29, 2015 4:20:41 PM

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: susanne.brown
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Maira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?
Date: Sunday, May 31, 2015 9:59:17 PM

I would like to hold meeting this coming week as I've noticed that we are behind on the retaliation policy deadline.

I was wondering, Robin, if when you and APD reviewed cases, did any of these names show up: Stephen Torres, Sylvia Fuentes, Ken Ellis, Mary Jobe, Dinah Vargas, Charles Arasim. They have all complained about retaliation according to the press.

I have read all the SOP and don't find one on retaliation. Did I miss it or is it somewhere else in APD documents?

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.

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Civilian Police Oversight Agency
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P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Hammer, Robin
To: Susanne Brown; Beth Mohr; Scott S. Wilson; Maira Amado-McCoy
Cc: Leonard Waites
Subject: RE: Meeting before June 11 POB Meeting?
Date: Monday, June 01, 2015 11:19:33 AM

Does meeting with the Policy and Procedure Subcommittee on Friday, June 5 at 1:30 pm work?

Please let me know.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: susanne brown [mailto:susanne.brown37@yahoo.com]
Sent: Sunday, May 31, 2015 9:59 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Maira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

I would like to hold meeting this coming week as I've noticed that we are behind on the retaliation policy deadline.

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I have read all the SOP and don't find one on retaliation. Did I miss it or is it somewhere else in APD documents?

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will

M003185

need to set one for late next week or early the following week, if you wish to do so.
Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.

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City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: [susanne brown](#)
To: [Hammer, Robin](#); [Beth Mohr](#); [Scott S. Wilson](#); [Maira Amado-McCoy](#)
Cc: [Leonard Waites](#)
Subject: Re: Meeting before June 11 POB Meeting?
Date: Monday, June 01, 2015 7:22:56 PM

Hello,

'Friday at 1:30 works for me.

Robin, do you have a copy of any other POBs retaliation policy? Maybe Cincinnati , or Eugene OR or another city you know about who has worked on this. Thanks. Sue

On Monday, June 1, 2015 11:19 AM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

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Please let me know.

Thanks,
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Robin S. Hammer, Esq.

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Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: [susanne brown \[mailto:susanne.brown37@yahoo.com\]](mailto:susanne.brown37@yahoo.com)
Sent: Sunday, May 31, 2015 9:59 PM
To: [Hammer, Robin](#); [Beth Mohr](#); [Scott S. Wilson](#); [Maira Amado-McCoy](#)
Cc: [Leonard Waites](#)
Subject: Re: Meeting before June 11 POB Meeting?

I would like to hold meeting this coming week as I've noticed that we are behind on the retaliation policy deadline.

I was wondering, Robin, if when you and APD reviewed cases, did any of these names show up: Stephen Torres, Sylvia Fuentes, Ken Ellis, Mary Jobe, Dinah Vargas, Charles Arasim. They have all complained about retaliation according to the press.

I have read all the SOP and don't find one on retaliation. Did I miss it or is it somewhere else in APD documents?

M003187

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.

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Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Hammer, Robin
To: Susanne Brown; Beth Mohr; Scott S. Wilson; Maira Amado-McCoy
Cc: Leonard Waites
Subject: RE: Meeting before June 11 POB Meeting?
Date: Tuesday, June 02, 2015 7:55:31 AM

Are any other members of the Policy and Procedure Review Subcommittee available for a meeting on Friday, June 5 at 1:30 pm? We would need to post an Agenda by 1:30 pm today, Tuesday, if the Subcommittee wishes to meet this week.

Please let me know your availability.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: susanne brown [mailto:susanne.brown37@yahoo.com]
Sent: Monday, June 01, 2015 7:23 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Maira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

Hello,
'Friday at 1:30 works for me.
Robin, do you have a copy of any other POBs retaliation policy? Maybe Cincinnati ,
or Eugene OR or another city you know about who has worked on this. Thanks. Sue

On Monday, June 1, 2015 11:19 AM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Does meeting with the Policy and Procedure Subcommittee on Friday, June 5 at 1:30 pm work?

Please let me know.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
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P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: susanne brown [<mailto:susanne.brown37@yahoo.com>]
Sent: Sunday, May 31, 2015 9:59 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

I would like to hold meeting this coming week as I've noticed that we are behind on the retaliation policy deadline.

I was wondering, Robin, if when you and APD reviewed cases, did any of these names show up: Stephen Torres, Sylvia Fuentes, Ken Ellis, Mary Jobe, Dinah Vargas, Charles Arasim. They have all complained about retaliation according to the press.

I have read all the SOP and don't find one on retaliation. Did I miss it or is it somewhere else in APD documents?

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

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Thanks,
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P.O. Box 1293

Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Scott Wilson
To: Hammer, Robin; Susanne Brown; Beth A. Mohr; Maira Amado-McCoy
Cc: Leonard Waites
Subject: RE: Meeting before June 11 POB Meeting?
Date: Tuesday, June 02, 2015 9:37:45 AM

I can make that time; however, I would like to know what we would be dealing with. I suspect there may be some confusion about which retaliation policy we are talking about... is it regarding the department retaliating against citizens filing complaints or an internal policy regarding employee whistle blower types...?

J. Scott Wilson

"When everything around you seems to be lacking in integrity, find it in yourself.
Change the world from where you're standing..."

From: rhammer@cabq.gov
To: susanne.brown37@yahoo.com; cabq.pob.mohr@gmail.com; jswilsonpob@outlook.com; amadomccoy.pob@gmail.com
CC: phamason.lw@gmail.com
Subject: RE: Meeting before June 11 POB Meeting?
Date: Tue, 2 Jun 2015 13:55:20 +0000

Are any other members of the Policy and Procedure Review Subcommittee available for a meeting on Friday, June 5 at 1:30 pm? We would need to post an Agenda by 1:30 pm today, Tuesday, if the Subcommittee wishes to meet this week.

Please let me know your availability.

Thanks,
Robin

Robin S. Hammer, Esq.
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From: susanne brown [mailto:susanne.brown37@yahoo.com]
Sent: Monday, June 01, 2015 7:23 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

Hello,
'Friday at 1:30 works for me.
Robin, do you have a copy of any other POBs retaliation policy? Maybe Cincinnati ,
or Eugene OR or another city you know about who has worked on this. Thanks. Sue

On Monday, June 1, 2015 11:19 AM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Does meeting with the Policy and Procedure Subcommittee on Friday, June 5 at 1:30 pm
work?

Please let me know.

Thanks,
Robin

Robin S. Hammer, Esq.

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<http://www.cabq.gov/cpoa>

From: susanne brown [mailto:susanne.brown37@yahoo.com]
Sent: Sunday, May 31, 2015 9:59 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

I would like to hold meeting this coming week as I've noticed that we are behind on
the retaliation policy deadline.
I was wondering, Robin, if when you and APD reviewed cases, did any of these
names show up: Stephen Torres, Sylvia Fuentes, Ken Ellis, Mary Jobe, Dinah
Vargas, Charles Arasim. They have all complained about retaliation according to the
press.
I have read all the SOP and don't find one on retaliation. Did I miss it or is it
somewhere else in APD documents?

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.

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Civilian Police Oversight Agency
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Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: [Leonard Waites](#)
To: [Leonard Waites](#)
Date: Tuesday, June 02, 2015 9:41:01 AM

From: Hammer, Robin
To: Scott S. Wilson; Susanne Brown; Beth Mohr; Maira Amado-McCoy
Cc: Leonard Waites; "Mark T. Baker"; Cash, Paul; Contreras, Michelle
Subject: Policy and Procedure Review Subcommittee
Date: Tuesday, June 02, 2015 12:46:58 PM
Attachments: June 5, 2015 Policy Subcommittee Agenda.docx
DOJ PREVENTION RETALIATION.pdf
APD SOP 1-04.pdf
DOJ Paragraph 196.docx

Policy and Procedure Review Subcommittee Members:

Attached an Agenda for your Subcommittee's first meeting on Friday, June 5, 2015 at 1:30 pm.
Attached is another copy of the Memo from APD regarding their Retaliation Policy, APD SOP 1-04 and Settlement Agreement Paragraph 196.

Sections 1-04-4(N) and 1-04-6(I) address retaliation, and have been applied in the past regarding allegations of retaliation by whistleblowers and by persons making reports of misconduct. The APD Memo contains APD's proposed changes to 1-04-06(I) to specifically address retaliation for reporting misconduct.

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Scott Wilson [mailto:jswilsonpob@outlook.com]
Sent: Tuesday, June 02, 2015 9:38 AM
To: Hammer, Robin; Susanne Brown; Beth Mohr; Maira Amado-McCoy
Cc: Leonard Waites
Subject: RE: Meeting before June 11 POB Meeting?

I can make that time; however, I would like to know what we would be dealing with. I suspect there may be some confusion about which retaliation policy we are talking about... is it regarding the department retaliating against citizens filing complaints or an internal policy regarding employee whistle blower types...?

J. Scott Wilson

M003196

"When everything around you seems to be lacking in integrity, find it in yourself.
Change the world from where you're standing..."

From: rhammer@cabq.gov
To: susanne.brown37@yahoo.com; cabq.pob.mohr@gmail.com; jwilsonpob@outlook.com; amadomccoy.pob@gmail.com
CC: phamason.lw@gmail.com
Subject: RE: Meeting before June 11 POB Meeting?
Date: Tue, 2 Jun 2015 13:55:20 +0000

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Please let me know your availability.

Thanks,
Robin

Robin S. Hammer, Esq.
Acting Executive Director
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From: susanne brown [<mailto:susanne.brown37@yahoo.com>]
Sent: Monday, June 01, 2015 7:23 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

Hello,
'Friday at 1:30 works for me.
Robin, do you have a copy of any other POBs retaliation policy? Maybe Cincinnati ,
or Eugene OR or another city you know about who has worked on this. Thanks. Sue

On Monday, June 1, 2015 11:19 AM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Does meeting with the Policy and Procedure Subcommittee on Friday, June 5 at 1:30 pm

M003197

work?

Please let me know.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
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From: susanne brown [<mailto:susanne.brown37@yahoo.com>]
Sent: Sunday, May 31, 2015 9:59 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

I would like to hold meeting this coming week as I've noticed that we are behind on the retaliation policy deadline.

I was wondering, Robin, if when you and APD reviewed cases, did any of these names show up: Stephen Torres, Sylvia Fuentes, Ken Ellis, Mary Jobe, Dinah Vargas, Charles Arasim. They have all complained about retaliation according to the press.

I have read all the SOP and don't find one on retaliation. Did I miss it or is it somewhere else in APD documents?

Sue

On Friday, May 29, 2015 4:20 PM, "Hammer, Robin" <rhammer@cabq.gov> wrote:

Members of the Policy and Procedure Subcommittee,

Will you be holding a meeting before the Thursday, June 11 POB Meeting? We will need to set one for late next week or early the following week, if you wish to do so. Please let me know how to proceed.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3774
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
POLICY AND PROCEDURE REVIEW SUBCOMMITTEE**

Dr. Moira Amado-McCoy

Beth Mohr

Susanne Brown

Scott Wilson

Robin S. Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
POLICY AND PROCEDURE REVIEW SUBCOMMITTEE**

**Friday, June 5, 2015 – 1:30 pm
Plaza del Sol, 600 2nd Street NW –
Basement, Hearing Room 160**

A G E N D A

- I. Welcome and Call to Order: *Susanne Brown***
- II. Election of a Chair-**
- III. Approval of the Agenda**
- IV. Public Comments**
- V. Review of Albuquerque Police Department Retaliation Policies**
- VI. Discussion of Projects for Policy and Procedure Review Subcommittee**
Other Business & Committee Recommendations:
- VII. Next Meeting date to be determined at meeting**
- VIII. Adjournment**



Richard J. Berry
Mayor

City of Albuquerque

Albuquerque Police Department



Gordon E. Eden, Jr.
Chief of Police

May 6, 2015

Interoffice Memorandum

To: William (Bill) Slauson, Executive Director, Administrative Support Bureau
From: Arturo E. Gonzalez, Commander, Professional Accountability Division
Subject: Settlement Agreement, DOJ, Preventing Retaliation – Paragraph 196.

On May 5, 2015 at 1300 hours, Civilian Police Oversight Agency (CPOA) Acting Executive Director Robin Hammer and I reviewed Albuquerque Police Department's current anti-retaliation policies and implementation, as mandated in the Department of Justice (DOJ) Settlement Agreement Paragraph 196. Settlement Agreement Paragraph 196 is found in the Section VIII. Misconduct Complaint Intake, Investigation and Adjudication. DOJ paragraph 196 states:

196. Within six months of the Effective Date, and annually thereafter, the Internal Affairs Bureau and the Civilian Police Oversight Agency shall review APD's anti-retaliation policy and its implementation. This review shall consider the alleged incidents of retaliation that occurred or were investigated during the reporting period, the discipline imposed for retaliation, and supervisors' performance in addressing and preventing retaliation. Following such review, the City shall modify its policy and practice, as necessary, to protect individuals, including other APD personnel, from retaliation for reporting misconduct.

Paragraph 196, addresses a review of APD's retaliation policies for reporting misconduct. The Albuquerque Police Department current Standard Operating Procedures (SOPs) prohibit retaliation in two sections. The Department prohibits retaliation through **Personnel Code of Conduct Rule 1-04-4(N)** which states:

Rule 1-04-4(N). Personnel will not act officiously or permit personal feelings, animosities, or friendship to influence their decisions.

Another current anti-retaliation policy, which has a level five sanction, is also outlined in **Personnel Code of Conduct Rule 1-04-6(I)**.

Rule: 1-04-6(I) states:

Personnel shall not knowingly interfere with criminal or administrative investigations, assigned tasks, or duty assignments of another, and shall not directly or indirectly, by threat

or bribe, attempt to secure the withdrawal or abandonment of a complaint or charges. Personnel shall not, without previous authorization from the primary investigator or immediate supervisor, conduct any criminal or administrative follow-up investigation outside the scope of their assignment.

After conferring, CPOA Acting Executive Director Hammer and I agreed that SOP Rule 1-04-6(I) should be amended to specifically address retaliation for the filing an administrative or criminal complaint or allegation. On March 16, 2015, the Professional Accountability Division proposed to the Standard Operating Procedure Review Committee (SOPRC) that the additional language be included to 1-04-6(I):

Retaliation for reporting misconduct or for cooperating with an investigation of misconduct shall be grounds for discipline, up to and including termination of employment. (DOJ ¶197 ¶195)

The SOPRC is currently reviewing this proposed additional language for SOP Rule 1-04-6(I) to specifically address retaliation for making an allegation against an APD employee.

Also at our meeting on May 5, 2015, Acting Executive Director Hammer and I conducted an audit on all Internal Affairs and Civilian Police Complaints cases decided from 2007 to present which included allegations of violations of SOP Rules 1-04-6(N) and 1-04-6(I).

Upon audit of cases alleging violations of SOP Rule 1-04-6(N), revealed 128 cases. Of these 128, six (6) were found to contain allegations of retaliation, five (5) Citizen Complaints and one (1) Internal Affairs case. Upon review, the five (5) Citizen Complaints, did not relate to "retaliation" as described in DOJ paragraph 196, but rather there was an allegation that police action was in retaliation for the citizens' prior actions or feelings. These five complaints claimed acts of "retaliation" as a result of police action, e.g. subject receiving a citation, and not as a result of a citizen initially complaining on an officer or employee.

One Internal Affairs case, I-131-07, involved an allegation for retaliation for making an administrative or criminal complaint. In this case, an APD employee was found to be violation of 1-04-4(N) for retaliation for another employee making an administrative complaint. The employee was sustained on SOP 1-04-4(N). The Chief imposed discipline in that case resulting in the demotion of the employee.

Twenty-two (22) cases were reviewed during an audit of all cases containing allegations of violations of SOP Rule 1-04-6(I). None of these cases related to "retaliation" for making a criminal or administrative complaint as described in Paragraph 196.

Acting Executive Director Robin Hammer fully participated in and endorsed the review of the described Internal and Civilian complaints. Acting Executive Director Hammer also will provide a copy of this Memo to the full Police Oversight Board for their consideration. As described by the DOJ mandate, we agreed to schedule an annual meeting between, as the Commander of the

Memo to Mr. Slauson

RE: Settlement Agreement Paragraph 196, Anti-Retaliation Policies

May 7, 2015

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Professional Accountability Division, and Ms. Hammer as the CPOA Executive Director, to review APD's retaliation Policies and implementation. Our next review is currently set for May 5, 2016.

cc: Robert Y. Huntsman, Assistant Chief
Gerald Cruz, Quality Assurance Auditor
Robin Hammer, Acting Executive Director, CPOA
Police Oversight Board



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1-04 PERSONNEL CODE OF CONDUCT

POLICY:

Personnel of the Albuquerque Police Department are expected to follow a prescribed code of conduct and to act responsibly while on and off-duty. The Department holds its personnel accountable for all actions which reflect adversely on the department.

RULES:

1-04-1 COMPLIANCE WITH LAWS, RULES, AND REGULATIONS

- [5] A. Personnel shall obey all laws, rules and regulations, and to the best of their abilities, protect the rights of the people as provided in the Constitution of the United States.
- [1] B. Personnel shall obey all felony criminal laws of the United States of America, and of any state and local jurisdiction in which they are present.
- [1 - 5] C. After notice to the employee and an opportunity for a hearing, the department may impose discipline, up to and including termination, upon the occurrence of either of the following:
 - 1) completion of a criminal investigation or internal investigation which, by a preponderance of the evidence, establishes there is probable cause to believe the employee has violated a felony and/or misdemeanor law.
 - OR
 - 2) Indictment, criminal information, or other formal criminal charge for the violation of any felony or misdemeanor law, which shall be deemed prima facie evidence of a violation of the felony and/or misdemeanor law.
- [4] D. Personnel shall obey all municipal, county, state, federal civil laws, including, but not limited to Protective Orders (i.e., Restraining Orders) which may be filed against them, or filed by the employee against another person. The employee will immediately provide a copy of any Protective Order, which affects him or her, to the appropriate deputy chief/deputy director/area commander through the chain of command.
- E. Personnel shall not commit or omit any acts which constitute a violation of any of the rules, regulations, directives, or orders of the department.
- [7] F. Personnel shall conduct themselves both on and off-duty in such a manner as



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to reflect most favorably on the department.

- [7] G. Conduct unbecoming an officer or employee shall include:
 - 1. That which could bring the department into disrepute; or
 - 2. That which interferes or compromises the efficiency of personnel;
 - 3. That which impairs the operation or efficiency of the department.
- [3] H. Personnel who are arrested or cited for any criminal offense or major traffic violation (i.e., Careless Driving, Reckless Driving, Driving While Intoxicated, and etc.) which occurred in any jurisdiction, must inform their immediate supervisor.
 - 1. This will include any arrest or citation that occurred while on or off duty.
 - 2. Personnel will provide this information to their supervisor within 48 hours after the arrest or citation.
- [1] I. Sworn personnel shall maintain all state certification requirements and standards as set by the State Law Enforcement Academy. Loss of certification shall be prima facie evidence of a violation of this section.
- [4] 1. Upon receiving notification that their certification has been suspended by the Law Enforcement Board an officer will notify their respective Deputy Chief through their chain of command within 24 hours.

1-04-2 SPECIAL CONSIDERATION, PRIVILEGE, PROFESSIONAL COURTESY

- [7] A. Albuquerque Police Department personnel will not give special consideration, privilege, or professional courtesy to other Albuquerque Police Department personnel or to personnel from other law enforcement agencies when such personnel are alleged to be involved in a violation of any law.
- B. Albuquerque Police Department personnel who are being investigated in connection with an alleged violation of any law will not solicit special consideration, privilege, or professional courtesy from other Albuquerque Police Department personnel or from personnel of other law enforcement agencies.
- C. Supervisors shall not select personnel to work overtime based on their preference for taking compensatory time in lieu of paid overtime.

1-04-3 REPORTING FOR DUTY

- [7] A. Personnel shall report for duty at the time and place required by assignment or order, and shall be physically and mentally fit to perform their duties.
- B. Personnel shall be properly equipped so that they may immediately assume



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their duties.

- [6] C. Personnel shall not feign illness or injury, falsely report themselves ill or injured, or otherwise deceive or attempt to deceive any official of the Department or the City as to the condition of their health.

1-04-4 CONDUCT WHILE ON-DUTY

- [7] A. Personnel shall constantly direct their best efforts to accomplish the functions of the department intelligently and efficiently.
- B. Personnel shall not engage in any activity or personal business that may cause them to neglect or be inattentive to duty.
- C. Personnel shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions.
- D. Personnel shall perform their duties in a manner that will maintain the established standard of efficiency in carrying out the functions and objectives of the department.
- E. Personnel shall notify their supervisor, if possible, or someone else in authority, before leaving their duty station or post for any reason, including illness or injury.
- F. Personnel shall be permitted to suspend their assigned duties, for the purpose of having meals during their tour of duty, but only for such period of time and at such time and place as directed by their activity commander.
- G. Personnel may use tobacco as long as they:
1. Are not in a formation; or
 2. Do not have to leave their assignment or post for the sole purpose of doing so; or
 3. Are not engaged in traffic direction and control; or
 4. Are not in a designated non-smoking area.
- H. When personnel are in direct contact with the public, they shall refrain from using tobacco, or should obtain permission prior to doing so from the individual with whom they are in direct contact with.
- [6] I. Personnel shall promptly obey all lawful orders of a supervisor or orders given via police radio. This will include orders relayed from a supervisor by personnel of the same or lesser rank.
- J. Insubordination consists of any employee who:



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- [4] 1. Willfully neglects or deliberately refuses any lawful order given by a superior and/or acting supervisor or:
- [5] 2. Treats with contempt or is disrespectful in language or conduct towards a superior.
- K. Personnel who are given an otherwise proper order that is in conflict with a previous order, rule, regulation, or directive shall respectfully inform the supervisor of the previous conflicting order. If the supervisor issuing the order does not alter or retract the conflicting order, the order shall stand.
1. Under these circumstances, the responsibility for the conflict shall be upon the supervisor.
 2. Personnel shall obey the conflicting order and shall not be held responsible for disobedience of the order, rule, regulation, or directive previously issued.
 3. Personnel shall not obey any order which they know or should know would require them to commit any illegal act.
 4. If in doubt as to the legality of an order, personnel shall request the issuing supervisor to clarify the order or to confer with higher authority.
- L. Personnel shall not recommend or suggest in any manner, except in transaction of personal business, the employment or procurement of a particular product, professional service or commercial service (such as an attorney, ambulance service, towing service, bondsman, mortician, etc.).
- M. Personnel shall not, while on duty, possess business cards or other forms of advertisement relating to any personal or other business venture unless possession of such material is necessary to the performance of their duties.
- N. Personnel will not act officiously or permit personal feelings, animosities, or friendship to influence their decisions.
- O. In the performance of their duties, personnel shall maintain a neutral and detached attitude without indicating disinterest or that a matter is petty or insignificant.
- P. Personnel shall not use coarse, violent, profane, or insolent language or gestures.
- Q. Personnel shall obtain information in an official and courteous manner, and act upon it in a proper and judicious manner, within the scope of their duties, and consistent with established department procedures whenever any person requests assistance or advice, or makes complaints or reports, either by telephone or in person.



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- R. Personnel shall wear uniforms or other clothing in accordance with established department rules and procedures.
- S. Except when acting under proper and specific orders from a supervisor, personnel on-duty shall maintain a neat, well-groomed appearance and shall style their hair according to department regulations.
- T. Personnel shall have access to telephones in their residences (land lines and/or cellular), and shall report any changes of their telephone number or address to their supervisor and to the Personnel Management Division within 2 working days.
- [5] U. Personnel shall not alter, misrepresent, or otherwise make any false statement on any report or other written document which has been filled out in the course of their employment.
 - 1. Written document refers to reports, citations, public records or documents, public vouchers, overtime slips, Request for Leave or Absence form (P-30), affidavits, or any other written instrument completed by department personnel.
 - 2. A violation of this section may result in prosecution for violation of the New Mexico Statutes Annotated, including but not limited to, Paying or Receiving Public Money for Service Not Rendered (NMSA 30-23-2), Making or Permitting False Public Voucher (NMSA 30-23-3), Perjury (NMSA 30-25-1), or Tampering with Public Records (NMSA 30-26-1).
- [5] V. All initial reports will be submitted at or before the end of the shift, except at the direction of a supervisor.
- [1-5] W. Personnel shall truthfully answer all questions specifically directed to them which are related to the scope of employment and operations of the department.
- [7] X. Personnel shall have form PD2035, Employee Emergency Incident Information Form, on file with their section/activity commander. When an employee changes assignment, the form will be forwarded to the appropriate section/activity commander. Each employee will be responsible for updating this information as needed.
- [7] Y. Personnel may not work overtime, (other than Chief's Time) unless they receive prior approval from a supervisor.
- [7] Z. USE OF TELEPHONES
 - 1. Long Distance Telephone Calls



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- a. All long-distance telephone calls shall be approved by a supervisor.
 - b. Long-distance calls charged to the City shall be for city business only.
 - c. Costly "operator assisted" calls such as person to person, third party, credit card, etc., shall not be made without the approval of the Chief of Police or his designee.
 - d. The practice of requesting or accepting collect official city business calls is allowable only with approval from the Chief of Police or his designee. Accepting personal collect calls is prohibited.
 - e. City telephones are provided for official city business use. Personal calls shall be kept to a minimum and as short as possible. Whenever possible, land lines phones should be used instead of a cellular phone. Employees must reimburse personal long distance and personal cellular telephone calls.
 - f. Long distance telephone calls will be logged and retained by the command.
 - g. Captains/Managers will receive a copy of the long distance phone and cellular phone bill that is relevant to their command from the Financial Management Division. Reimbursement for personal long distance and personal cellular telephone calls must be paid in full within 14 days after receipt by the individual of the bill reflecting such usage. Payment must be made through the Property Section by check or money order payable to the City of Albuquerque. Cash will be accepted only if the exact amount is provided. The long distance phone log will be compared to the charges on the long distance phone bill to detect any discrepancies. If any discrepancies are found, they will be investigated by the command.
2. Use of Hand-Held Cellular Telephones While Operating a City Vehicle
- a. Except for emergency communication, the use of hand-held cellular telephones or electronic devises is prohibited while operating a city vehicle.
 - b. Personnel may use a hands-free devise i.e., earpiece/Bluetooth while operating a city vehicle.



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1-04-5 OUTSIDE EMPLOYMENT

- [6] A. Personnel may engage in outside employment only after written permission has been granted by the Chief of Police, in accordance with the City of Albuquerque Merit Ordinance. Such permission may be terminated at any time at the discretion of the Chief of Police.
- B. Employees engaged in outside employment must update their status on file in the Chief's Office annually or when any change occurs.
- C. If an officer owns property and acts as a landlord, that officer should not perform any law enforcement related duties. An officer who owns property does not need to submit an Outside Employment Form.
- D. Military leave shall be excluded from this policy.
- E. All employees who are enlisted or are commissioned in the Armed Forces of the United States, including National Guard and Reserves, are required to notify the Department of their membership status. These employees will submit a completed "Armed Forces Membership Notice" (PD Form #2047) to Personnel/Payroll once their membership is effective. Employees whose military status changes will submit an updated notice form to Personnel/Payroll when the status change becomes effective.

1-04-6 CONDUCT BOTH ON AND OFF-DUTY

- A. Personnel shall not lend to another person their identification card or badge, or permit them to be photographed or reproduced without the approval of the Chief of Police. Officers will not reproduce a badge for any reason.
- [6] B. Personnel shall not authorize the use of their names, photographs, or official titles in connection with testimonials or advertisements of any commodity or commercial enterprise, without the approval of the Chief of Police.
- [5] C. Personnel shall avoid regular or continuous associations or dealings with persons whom they know are under active criminal investigation or indictment, or who have a reputation in the community or the department for present involvement in felonious or criminal behavior, except as necessary in the performance of official duties, or where unavoidable because of other personal relationships.
- [5] D. Personnel shall not knowingly visit, enter, or frequent a house of prostitution, illegal gambling house, or establishment wherein the laws of the United States, the State, or the local jurisdiction are regularly violated, except in the



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performance of duty or while acting under proper specific orders from a supervisor.

- [5] E. Personnel shall not engage or participate in any form of illegal gambling at any time, except in the performance of duty and while acting under proper and specific orders from a supervisor.
- F. Personnel shall not criticize or ridicule the department, its policies, or other personnel in a manner which:
1. Is defamatory; or
 2. Is obscene; or
 3. Is unlawful; or
 4. Undermines the effectiveness of the department; or
 5. Interferes with the maintenance of discipline; or
 6. Is made with reckless disregard for the truth.
- G. Personnel shall not present themselves as the official representative of the department, without prior authority.
- [5] H. Personnel shall treat the official business of the department as confidential. Information regarding official business shall be disseminated only to those for whom it is intended, in accordance with established department procedures.
- [5] I. Personnel shall not knowingly interfere with criminal or administrative investigations, assigned tasks, or duty assignments of another, and shall not directly or indirectly, by threat or bribe, attempt to secure the withdrawal or abandonment of a complaint or charges. Personnel shall not, without previous authorization from the primary investigator or immediate supervisor, conduct any criminal or administrative follow-up investigation outside the scope of their assignment.
- J. Personnel shall be required to provide information, regarding their own Internal Affairs file, only when ordered by a court of competent authority, the Chief, or deputy chief. When in doubt, personnel should seek advice of counsel, the court, or a chief.
- K. Personnel shall, at all times, be responsible for the safeguard and proper use of all departmental issued property. All authorized equipment shall be utilized only for its intended purpose, in accordance with established departmental procedures.
- L. Personnel shall not abuse, damage, or lose department equipment.
- M. All department issued equipment shall be maintained in proper order.
- N. Personnel shall operate official vehicles in a careful and prudent manner and



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shall obey all laws and all department orders pertaining to such operation.

- O. The loss or suspension of one's drivers license shall be reported to their supervisor immediately.
- P. Parking on the east side, west side, and ramp area of the Law Enforcement Center is by assignment only, Monday through Friday from 0600 hours to 1700 hours. (See 1-19-7, B & C)
- Q. When not in uniform, personnel shall wear their APD Identification Card so that it is visible on the outer garment when in the Law Enforcement Center or a substation.
 - 1. When in the Law Enforcement Center or a substation, personnel shall give their name, rank, and duty assignment to any person requesting it.
 - 2. Challenge anyone who is not wearing an I.D. badge or visitor's pass in the police facility.
 - 3. Personnel will ensure that all police facilities are kept secure. This includes making sure doors are kept closed and locked.
 - 4. Personnel will not allow anyone into a secure area without proper I.D.
 - 5. Non-sworn personnel should notify Radio or Security of any unauthorized subject found in a police facility. An incident report will be written documenting the subject's information.
- R. Personnel shall not attend auctions held in the Law Enforcement Center during on-duty hours, while in uniform, or while displaying an ID card and/or badge.

Personnel shall not purchase items bought by others at such auctions during business hours or within the confines of the Law Enforcement Center.

- [6] S. Under normal circumstances, when it becomes necessary to officially communicate with a supervisor, personnel will use the proper chain of command.

During an emergency, personnel may bypass their immediate supervisor, but will notify their immediate supervisor as soon as possible.

- [6] T. Personnel shall not photograph or video record any crime scene or police-related investigation for their personal use.

- [5] U. Personnel shall not release any documents of the Albuquerque Police Department for use in any hearing or court, unless a judicial subpoena or court order has been issued, or the release has been approved by the City Attorney or the Chief of Police. Nothing in this section prohibits the release of reports provided in section 1-05 of the General Orders.



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- [1] V. Personnel shall not fraternize with any Police Explorer. All contact with Police Explorers will be strictly duty related and completely professional. At no time shall any personnel have contact with a Police Explorer while off duty unless it is directly related to the Police Explorer Program.

1-04-7 ALCOHOLIC BEVERAGES AND CONTROLLED SUBSTANCES

- [6] A. Personnel shall not bring into any police facility or city vehicle, alcoholic beverages, for any purpose, except in the performance of their official duties.
- [5] B. Personnel shall not consume any intoxicating beverages on-duty, or while utilizing department property, except in actual performance of their assigned duties requiring its use.
- [5] C. Personnel shall not use intoxicating beverages off-duty to the extent that it renders them unable to report for their next scheduled tour of duty, or discredits the department.
- [5] D. Personnel shall not consume alcoholic beverages on or off-duty, after being involved in an incident that may result in a criminal or administrative investigation of their conduct, until the investigator deems the preliminary investigation complete.
- [6] E. Personnel shall notify their immediate supervisor if a prescription requires on-duty use of controlled substance.
- F. Controlled Substances
- [5] 1. Personnel shall not store or bring into any police facility or vehicle any controlled substances, narcotics, or hallucinogens, except as required in the performance of their official duties, or when so prescribed for their use by a licensed physician or dentist.
- [1] 2. No employee shall illegally possess any controlled substances per New Mexico and Federal law. Any such illegal possession will result in dismissal.
- [1] 3. No employee shall ingest any controlled substance unless prescribed by a licensed physician or dentist. Any such ingestion will result in dismissal.
- [6] a. Employees shall notify their immediate supervisor when using prescription medicine that may impair one's mental and/or physical performance. The employee shall advise the supervisor of the known side effects of such medication and the prescribed period of use.



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- b. The employee may be temporarily reassigned to other duties during the time he or she is required to take the prescribed medication.

- [5] 4. No employee shall ingest any prescribed or over-the-counter medication in amounts beyond the recommended dosage.
- [6] 5. Any employee who on duty, unintentionally ingests, or who is forced to ingest, a controlled substance shall immediately report the incident to his or her immediate supervisor so that appropriate medical steps may be taken to ensure the employee's health and safety.
- [5] 6. Any employee having actual knowledge that another employee is illegally using or possessing any controlled substance shall promptly report the facts and circumstances to their immediate supervisor.

1-04-8 SMOKING

Personnel will adhere to current city policy.

As per the Albuquerque Clean Indoor Air Ordinance, Section 6, Article 5, "All common work areas, conference and meeting rooms, offices, lobbies, reception areas, auditoriums, classrooms, elevators, hallways, medical facilities and restrooms shall be smoke free." Individual offices will be smoke free.

1-04-9 GRATUITIES

- [7] A. Personnel shall not solicit or accept, either for themselves or other personnel, gifts, gratuities, or compensation for services performed in the line of duty, other than that which is paid by the city or which is allowed by the City Merit Ordinance, unless authorized by the Chief of Police.
- B. Should any establishment, through their own policy, provide food, beverages, and/or services at a lesser rate, said establishment shall not receive any official considerations, but shall be treated the same as any other establishment.
- C. The department does not endorse personnel accepting any items free of charge or at a discounted rate that is not available to the general public.
- D. Shopping on-duty or off-duty, while in uniform, is discouraged as it may invite special consideration on the part of the merchant.
- E. Personnel shall not use their official positions to gain entry into any event without paying admission, except in the line of duty. Such events include, but are not limited to:



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1. Sporting events
2. Liquor establishments; or
3. Concerts; or
4. Places of amusement

F. Personnel shall not use their official position or official identification card or badge to solicit;

[6]

1. For personal or financial gain; or
2. To obtain privileges not otherwise available to them except in the performance of duty; or
3. To avoid consequences of illegal acts.

G. Any officer who plans to receive reduced rent must submit a request for prior approval to the Chief of Police

1. Officers who are currently receiving reduced/free rent must have a current approval form on file and submit an annual renewal request to the Chief of Police at the beginning of each fiscal year (July).
2. Each request will be reviewed on a case-by-case basis. Officers may receive reduced rent as long as the grant of reduced rent does not violate departmental policy regarding gratuities and is not conditioned on the performance of any duty that may constitute a conflict of interest.
3. The grant will be reviewed to determine if in the public mind, it could be interpreted as capable of influencing his/her judgment in the discharge of his/her duties or that would reflect favoritism.
4. If, while acting as a landlord, a situation arises which requires law enforcement, the officer should request an officer to respond if reasonably possible and should not take action himself/herself.

1-04-10 DOCUMENTING OFFICER/EMPLOYEE CONDUCT

A. Employee Card - a permanent Employee Card will be maintained for all department personnel. Information on the card will include but not be limited to:

1. Officer/Employee of the Month - Including Department and Area Officer of the Month, and all nominations when not selected.
2. Letters of appreciation, commendations, and acknowledgements of service.
3. Any other action indicating positive performance.
4. Incidents that involve disciplinary action, corrective training, counseling, and complaints that are found to be sustained or violations not based on original complaint. The card shall indicate clearly what exact rule, regulation, or standard operating procedure section was violated.



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B. Maintenance of Card Files

1. The appropriate section/watch commander is responsible for maintaining the Employee Card and ensuring their integrity.
2. After the review of the incident by the division/area commander, the employee and section/watch commander will initial all entries made on the card at the time the entry is made.
3. Employees who receive letters of appreciation, and/or other evidence of positive performance directly from a citizen/community group, will be responsible for providing copies of this evidence of performance to their immediate supervisor for review.
4. The Employee Card will be transferred with personnel when they transfer from one command to another.
5. Upon termination or resignation of personnel from the Department, the Employee Card will be forwarded to the Internal Affairs Unit where they will be permanently filed.
6. The Internal Affairs unit will audit and monitor the Employee Card. Any discrepancies or patterns of inappropriate behavior will be reported to the appropriate division/area commander.
7. Employee card entries that involve disciplinary action, corrective training, counseling, and sustained complaints will be obliterated five years after the date of complaint notification by the section/watch commander, and after verification with the Internal Affairs Unit. All other entries will be considered as permanent entries.

C. Employee Card Usage - Information obtained from the Employee Card will be utilized by commanding officers to:

1. Systematically identify specific personnel needs.
2. Identify personnel who display a trend towards unacceptable behavior and to correct it.
3. Coordinate with the Training Section on training needs which minimize undesirable practices caused by misinterpretation of procedures.
4. Identify positive performance such as Officer/Employee of the Month, letters of appreciation, and any other action a supervisor feels should be recognized as an indication of positive performance.



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

Effective: 10/10/12

Replaces: 04/16/12

1-04-11 EMPLOYEE NEPOTISM AND FRATERNIZATION POLICY

PURPOSE:

The purpose for this directive is to establish department policy on personal relationships between department employees which give rise to an actual or perceived potential conflict of interest with professional responsibilities and/or which create the potential for an adverse impact on department operations, safety, efficiency and morale.

As an organization that is heavily dependent upon its human resources, the department has a vital interest in the maintenance of harmonious, efficient, and productive working relationships between its employees. Personal relationships that cause unrest, lend themselves to the perception of favoritism, adversely affect morale, or otherwise disrupt the good working order of the department are undesirable.

POLICY:

The department believes that the most qualified candidates will be selected for positions in the department, for promotions and for assignment to specialized positions. Employees who are related to or who are engaged in a romantic relationship with candidates for hiring selection, promotion or assignment to specialized positions must ensure that all reasonable precautions are taken to avert any undue influence in the selection process or even the appearance of impropriety in the process. It further recognizes the rights of employees to become involved in personal relationships with their co-workers. However, it is the policy of the Albuquerque Police Department to ensure that its employees carry out their duties with impartiality and fairness so that public and organizational confidence in the actions of our employees is maintained.

Public trust, workplace safety, agency operations and department morale require that employees avoid the appearance of or actual conflict of interest between their professional responsibilities and any involvement in a romantic or sexual relationship with other employees. In order to promote efficient operation of the department and avoid misunderstandings, complaints of favoritism, sexual harassment and/or gender based discrimination, and other problems of supervision, safety, department operations, and employee morale, all employees are instructed to avoid situations that give rise to an actual or perceived conflict.

DEFINITIONS:

- A. Family relationship: A relationship resulting from family ancestry or marriage. For this policy this includes spouse, parent (including foster, step, and in-law); children (including adoptive, foster, or step); brother or sister; grandparent or grandchild; aunt or uncle; niece or nephew; or any other relative living in the same household as the employee or another individual related by blood, marriage, or quasi-marriage in the same household as a departmental employee. Relative includes a significant other or domestic partner.



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

Effective: 10/10/12

Replaces: 04/16/12

- B. Personal relationship: For purpose of this policy, personal relationship is a relationship involving employees who are dating, engaged in a romantic relationship or cohabitating.
- C. Supervisor: A superior officer or professional employee who supervises and directs the activities of personnel assigned to them.
- D. Subordinate: An employee who is answerable to another employee based on their rank or job classification.
- E. Dating: One or more social meetings between employees under circumstances reasonably intended to lead to a romantic relationship.

PROCEDURES:

- A. Hiring, promotion and assignment to specialized positions:
 - 1. Employees who are related to or involved in a romantic relationship with a candidate for hiring selection, promotion or assignment to specialized positions shall not be involved in the selection process. The department shall not depart from the procedures embodied in the City of Albuquerque personnel policy for any reason other than one specifically approved by the city's Human Resources Director, Chief of Police and Chief Administrative Officer.
 - 2. Should an employee related to or involved in a romantic relationship be required to participate in any of these selection processes due to an absence of available alternatives, the final selection decision is subject to approval of the assigned Deputy Chief of Police and/or Chief of Police.
 - 3. Supervisory procedures: An employee generally shall not directly supervise a relative or another employee where a personal relationship exists. It will be incumbent upon the subordinate to select assignments which will not put them under the supervision or management of a relative or someone with whom they have a personal relationship.
 - 4. Working conditions: Relatives or employees who are engaged in a romantic relationship shall not be assigned to the same shift or unit without specific approval of the assigned Deputy Chief of Police subject to review by the Chief of Police.
- B. Duty to notify:
 - 1. Employees who find themselves working in the same division as a relative shall notify their division commander/director of the circumstances.



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

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2. If a supervisor and a subordinate marry or cohabitate, the Deputy Chief of Police/Civilian Manager will review the working relationship of the two employees and determine if it creates a potential conflict of interest or an adverse impact on supervision, safety, operations or morale. The Deputy Chief of Police/Civilian Manager will make reasonable efforts to transfer, reassign, or otherwise resolve the situation so that one of the employees is placed in a position where the conflict potential no longer exists. Prior to any reassignment, the department will receive input from the involved employees.
3. The Deputy Chief of Police/Civilian Manager shall take appropriate steps to ensure that involved employees' working conditions are modified to eliminate potential conflicts of interest and adverse workplace performance problems.
4. The Deputy Chief of Police/Civilian Manager shall prepare a written report regarding the situation and his/her resolutions. This report shall be transmitted to the Chief of Police and Human Resources Director.

[5-7] C. Failure by an employee to report nepotism and/or fraternization to the Deputy Chief of Police/Civilian Manager compromises the integrity of the Department's chain of command, disrupts the work environment, causes decline in morale and can reduce productivity. Any failure to report nepotism and/or fraternization as required by this policy shall constitute misconduct and may subject an employee to disciplinary action.

DOJ SETTLEMENT AGREEMENT

Paragraph 196

Within six months of the Effective Date, and annually thereafter, the Internal Affairs Bureau and the Civilian Police Oversight Agency shall review APD's anti-retaliation policy and its implementation. This review shall consider the alleged incidents of retaliation that occurred or were investigated during the reporting period, the discipline imposed for retaliation, and supervisors' performance in addressing and preventing retaliation. Following such review, the City shall modify its policy and practice, as necessary, to protect individuals, including other APD personnel, from retaliation for reporting misconduct.

From: Beth Mohr
To: vyermal@cabq.gov; mscott@cabq.gov; pob; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job
Date: Friday, May 22, 2015 12:30:19 PM
Attachments: [CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR - FINAL POB APPROVED.docx](#)
[CPOA Director Posting Online - FINAL.docx](#)

Mr. Yermal,

Please find the attached final job description for the CPOA Director, along with the "ad" format. This job description is the final version which was approved by the POB during our May 19th meeting, the "ad" flows directly out of that.

Please post this job as soon as possible on the City site, it is our understanding that you will also post in the NM Bar Bulletin, weekly, for at least 4 weeks, and that as a national search, you will post through NACOLE, and potentially other publications, as appropriate.

Please feel free to give me a call directly with any questions, my cell is 505-450-2818. Because we want to be sensitive to anyone who might wish to apply for this position who is currently at the CPOA office, such as Ms. Hammer or Mr. Cash, please utilize me as your first contact point with any questions.

Please notify me as publication of this is released. Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR

Job descriptions are intended to present a general list of tasks/duties performed by employees within this job classification. Job Descriptions are not intended to reflect all duties performed within the job.

POSITION SUMMARY:

Under the direction and supervision of the Police Oversight Board (POB), the Director supervises and directs the operations of the Civilian Police Oversight Agency (CPOA). The Director oversees, monitors, and reviews all citizen police complaints or complements, serious uses of force including officer-involved shooting cases, and claims directed against officers and employees of the Albuquerque Police Department (APD). The Director will act as lead investigator and supervise the investigative and administrative staff of the CPOA; as well as assigning citizen police complaints to CPOA staff for investigation. The Director will provide recommendations and advice regarding Departmental policies and procedures to the POB; the Director will also provide advice, as appropriate, to the APD, the City Council, and the Mayor. The Director is responsible for the performance of the CPOA staff's duties in line with policy, guidance, and city ordinance.

SUPERVISION RECEIVED AND EXERCISED:

Receives direction from, reports directly to, and is responsible to, and is evaluated by the Police Oversight Board (POB).

Exercises direct supervision over the investigative and administrative staff of the Civilian Police Oversight Agency, and manages the agency, in accordance with the Police Oversight Ordinance; is primarily responsible for all investigations and work product of the CPOA Agency and Agency staff.

ESSENTIAL FUNCTIONS:

Essential functions may include, but are not limited to the following:

1. Oversees, reviews, and investigates all citizen police complaints against the officers and employees of the APD and delegates work as necessary to CPOA staff.
2. Analyzes citizen police complaints and assigns complaints for investigation by CPOA staff in accordance with policy, guidance, and city ordinance.
3. Monitors and conducts supervisory oversight of all of the investigations above, makes thorough and objective findings or disposition for each complaint, and reports these findings or other disposition of these citizen police complaints to the POB.
4. May refer cases to impartial mediation or other alternative dispute resolution as appropriate.
5. Provides recommendations and advises the APD, the City Council, and the Mayor in police department policies and procedures, as directed by the POB.
6. Monitors all claims of excessive force and lawsuits against the APD, acting as an ex-officio member of the Claims Review Board.
7. Reviews and reports on the investigations on all officer involved shootings to the POB as well as to the Chief of Police and other appropriate parties. Is available for response to officer involved shootings, or other incidents as appropriate.
8. Compiles data for the analysis of applicable areas of concern within citizen complaints. Coordinates with CPOA staff to provide recommendations, analysis, and comment to the POB from collected data.
9. Collects and compiles information so as to satisfy all reporting requirements under the Oversight Ordinance for the POB.
10. Participates in budget preparation, attends related meetings, monitors expenditures, recommends budgetary adjustments, and makes quarterly budget reports to the POB.

11. Plays an active role in providing pro-active outreach to the community regarding police oversight. Responsible for the development of an outreach plan with the goals to educate the public and publicize the citizen complaint process.
12. Develops recommendations to the POB regarding the APD on specific training, changes in policy, or standard operating procedures (SOPs).
13. Provides staff support and technical assistance to the POB. Ensures the appropriate support for the POB, its subcommittees, and meetings.
14. Oversees the creation and maintenance of a public website for the posting of POB-related material, to include social medial presence in coordination with the POB's Community Engagement Subcommittee and the Community Outreach Coordinator.
15. Works collaboratively with the POB, the APD, the community and other stakeholders in order to facilitate communication between the POB, APD, the community and other groups.
16. Promote a spirit of accountability and communication between citizens and the APD, while working to improve community-police relations.

SUPPLEMENTAL FUNCTIONS:

1. Attends and participates in professional group meetings related to police oversight; stays abreast of new trends and innovations in the field of police oversight, police professionalism and police-community relations.
2. Performs other related duties and responsibilities as required or requested by the POB.

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Whether an applicant is qualified for the position of Director shall be determined by the POB. However, the minimal qualifications shall include the following:

1. Must possess a professional law degree (J.D. or LL.B) from an ABA accredited law school.
2. Must be active members in good standing of the bar of any US state or territory, or the District of Columbia.
3. Experienced in criminal investigations.
4. Knowledge of administrative and judicial processes, policies, and procedures.
5. Knowledge of employment contract interpretation.
6. Proven track record of effective management experience.

All applicants must meet all minimum qualifications requirements described in this announcement by the closing date.

ADDITIONAL REQUIREMENTS: *(Licenses, Certifications, etc.):*

1. Possession of, or must obtain within ninety (90) days of employment, a valid New Mexico Driver's License.
2. Must undergo and pass a background check.
3. May require working non-traditional hours, including being on-call.

PREFERRED KNOWLEDGE, SKILL AND ABILITY:

Knowledge of:

Effective interpersonal communication skills
Standard investigative techniques

Pertinent Federal Law, State Statutes, City Ordinances, City and State Traffic Codes, APD SOPs and Albuquerque Police Officers Association contract

Investigative and procedural standards and guidelines that pertain to the CPOA Office

Principles and practices of policy development and implementation

Data collection and data related software

Knowledge of Board dynamics; compliance with NM Open Meetings Act & NM Inspection of Public Records Act

Experienced with conflict resolution and mediation.

Skill and Ability to:

Develop and administer program goals, objectives, policies and procedures

Plan, organize, direct and coordinate the work of staff

Select, supervise, train and evaluate staff

Analyze and assess Investigative Review program, policies and operational needs and make appropriate adjustments

Establish and maintain effective communication within the Agency, the community and the APD, as well as other stakeholders

Prepare administrative reports; analyze factual trends

Prepare business correspondence and reports

Prepare and make public presentations

Ability to develop collaborative working relationships with a variety of stakeholders and community members

Maintain confidentiality

Communicate clearly and concisely

Explain complex procedural processes and analysis in common language

Perform the essential functions of the job with or without reasonable accommodation

Develop and maintain positive, productive internal and external professional relationships

Demonstrated effective management skills.

WORKING CONDITIONS:

Environmental:

Office environment, exposure to computer screens.

Physical:

Essential and marginal functions may require maintaining physical condition necessary for sitting, walking or standing for prolonged periods.

CITY OF ALBUQUERQUE

CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR

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From: Yermal, Vincent A.
To: Beth Mohr; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: RE: POB Approved position description to post CPOA Director job
Date: Friday, May 22, 2015 1:10:30 PM

Ms. Mohr:

We are in receipt of the job description and posting advertisement. We will mostly likely start the advertising process next week and will provide you notice when the ads are placed.

Best regards,

Vincent A. Yermal
Senior Human Resources/Labor Advisor
City of Albuquerque
400 Marquette, NW
Albuquerque, NM 87103
(505) 768-3700

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

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M003226

From: Beth A. Mohr
To: Yermal, Vincent A.; pob; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 6:01:26 AM

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City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]

M003227

Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

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From: Yermal, Vincent A.
To: Beth Mohr; POB; Mark T. Baker
Subject: RE: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 8:10:20 AM

Ms. Mohr:

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City of Albuquerque
400 Marquette, NW
Albuquerque, NM 87103
(505) 768-3700

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Thursday, May 28, 2015 6:01 AM
To: Yermal, Vincent A.; POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job

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M003229

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From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]
Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

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From: Beth A. Mohr
To: Yermal, Vincent A.
Cc: POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 9:11:06 AM

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Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Thursday, May 28, 2015 6:01 AM

M003231

To: Yermal, Vincent A.; POB; Mark T. Baker

Subject: Re: POB Approved position description to post CPOA Director job

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City of Albuquerque

400 Marquette, NW

M003232

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]
Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

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M003233

From: Beth Mohr
To: Yermal, Vincent A.; mscott@cabq.gov
Cc: POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job
Date: Tuesday, June 02, 2015 1:54:55 PM

Mr. Yermal,

It's been a couple of weeks now, since the POB provided you with the job description that we approved on May 19th. In the Personnel Subcommittee meeting, you stated that once the POB completed that task, that you could get the job advertisement on the website "within a couple of days".

It's been a couple of weeks now, and still the job has not been advertised. Initially you stated that the holiday weekend was the problem, and most recently you stated that there were still some outstanding administrative tasks.

Please prioritize this posting, it has already been a couple of weeks longer than you told the Personnel Subcommittee, in our public meeting.

Thank-you, -B

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On Thu, May 28, 2015 at 9:10 AM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

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City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth A. Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Thursday, May 28, 2015 6:01 AM

To: Yermal, Vincent A.; POB; Mark T. Baker

Subject: Re: POB Approved position description to post CPOA Director job

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M003235

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City of Albuquerque
400 Marquette, NW
Albuquerque, NM 87103
(505) 768-3700

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

Please find the attached final job description for the CPOA Director, along with the "ad" format. This job description is the final version which was approved by the POB during our May 19th meeting, the "ad" flows directly out of that.

Please post this job as soon as possible on the City site, it is our understanding that you will also post in the NM Bar Bulletin, weekly, for at least 4 weeks, and that as a national search, you will post through NACOLE, and potentially other publications, as appropriate.

Please feel free to give me a call directly with any questions, my cell is 505-450-2818. Because we want to be sensitive to anyone who might wish to apply for this position who is currently at the CPOA office, such as Ms. Hammer or Mr. Cash, please utilize me as your first contact point with any questions.

Please notify me as publication of this is released. Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

M003236

From: [Beth A. Mohr](#)
To: [Yermal, Vincent A.](#); [pob](#); [Mark T. Baker](#)
Subject: Re: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 6:01:26 AM

How are we doing on this? I had hoped to see this job out today. Please let me know what I can do to facilitate this process. Thanks, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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"Yermal, Vincent A." <vyermal@cabq.gov> wrote:

Ms. Mohr:

We are in receipt of the job description and posting advertisement. We will mostly likely start the advertising process next week and will provide you notice when the ads are placed.

Best regards,

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

M003237

Sent: Friday, May 22, 2015 12:30 PM

To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker

Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

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Albuquerque Police Oversight Board

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From: Yermal, Vincent A.
To: Beth Mohr; POB; Mark T. Baker
Subject: RE: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 8:10:20 AM

Ms. Mohr:

There are some administrative tasks to be completed, such as creating the approved job description in our applicant management system. These are underway, albeit delayed somewhat due to the holiday and some absences due to vacation. I have asked this be treated as a priority and fully expect the position advertising to be launched by early next week. My apologies for the delay.

Vincent A. Yermal
Senior Human Resources/Labor Advisor
City of Albuquerque
400 Marquette, NW
Albuquerque, NM 87103
(505) 768-3700

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Thursday, May 28, 2015 6:01 AM
To: Yermal, Vincent A.; POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job

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Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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"Yermal, Vincent A." <vyermal@cabq.gov> wrote:

Ms. Mohr:

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Best regards,

M003239

Vincent A. Yermal
Senior Human Resources/Labor Advisor
City of Albuquerque
400 Marquette, NW
Albuquerque, NM 87103
(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]
Sent: Friday, May 22, 2015 12:30 PM
To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker
Subject: POB Approved position description to post CPOA Director job

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Albuquerque Police Oversight Board

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From: Beth A. Mohr
To: Yermal, Vincent A.
Cc: POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job
Date: Thursday, May 28, 2015 9:11:06 AM

Thanks much, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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***Sent with haste from my "smart" phone.
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"Yermal, Vincent A." <vyermal@cabq.gov> wrote:

Ms. Mohr:

There are some administrative tasks to be completed, such as creating the approved job description in our applicant management system. These are underway, albeit delayed somewhat due to the holiday and some absences due to vacation. I have asked this be treated as a priority and fully expect the position advertising to be launched by early next week. My apologies for the delay.

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Thursday, May 28, 2015 6:01 AM

M003241

To: Yermal, Vincent A.; POB; Mark T. Baker

Subject: Re: POB Approved position description to post CPOA Director job

How are we doing on this? I had hoped to see this job out today. Please let me know what I can do to facilitate this process. Thanks, -B

Beth A. Mohr

Acting Chair

Albuquerque Police Oversight Board

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

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"Yermal, Vincent A." <vyermal@cabq.gov> wrote:

Ms. Mohr:

We are in receipt of the job description and posting advertisement. We will mostly likely start the advertising process next week and will provide you notice when the ads are placed.

Best regards,

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

M003242

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Friday, May 22, 2015 12:30 PM

To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker

Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

Please find the attached final job description for the CPOA Director, along with the "ad" format. This job description is the final version which was approved by the POB during our May 19th meeting, the "ad" flows directly out of that.

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Albuquerque Police Oversight Board

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M003243

From: Beth Mohr
To: Yermal, Vincent A.; mscott@cabq.gov
Cc: POB; Mark T. Baker
Subject: Re: POB Approved position description to post CPOA Director job
Date: Tuesday, June 02, 2015 1:54:55 PM

Mr. Yermal,

It's been a couple of weeks now, since the POB provided you with the job description that we approved on May 19th. In the Personnel Subcommittee meeting, you stated that once the POB completed that task, that you could get the job advertisement on the website "within a couple of days".

It's been a couple of weeks now, and still the job has not been advertised. Initially you stated that the holiday weekend was the problem, and most recently you stated that there were still some outstanding administrative tasks.

Please prioritize this posting, it has already been a couple of weeks longer than you told the Personnel Subcommittee, in our public meeting.

Thank-you, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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On Thu, May 28, 2015 at 9:10 AM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

Thanks much, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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Acting Chair
Albuquerque Police Oversight Board

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Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth A. Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Thursday, May 28, 2015 6:01 AM

To: Yermal, Vincent A.; POB; Mark T. Baker

Subject: Re: POB Approved position description to post CPOA Director job

How are we doing on this? I had hoped to see this job out today. Please let me know what I can do to facilitate this process. Thanks, -B

Beth A. Mohr

Acting Chair

Albuquerque Police Oversight Board

M003245

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Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Friday, May 22, 2015 12:30 PM

To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker

Subject: POB Approved position description to post CPOA Director job

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"ad" format. This job description is the final version which was approved by the POB during our May 19th meeting, the "ad" flows directly out of that.

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Albuquerque Police Oversight Board

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From: [Hammer, Robin](#)
To: [POB](#)
Cc: [Yntema IV, Hessel E.](#); [Bullock, Nicholas](#)
Subject: FW: Inspection of Public Records Request
Date: Wednesday, April 15, 2015 9:18:38 AM
Attachments: [image001.png](#)

POB Members:

It was requested that I forward the original IPRA Requests to Members. Below is one of the original requests.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Hammer, Robin
Sent: Monday, April 13, 2015 4:00 PM
To: 'Charles Arasim (crarasim@gmail.com)'
Cc: Oney, Kathleen; Yntema IV, Hessel E.
Subject: RE: Inspection of Public Records Request

Dear Mr. Arasim:

This email will acknowledge that I received today, Monday, April 13, 2015, your public records request dated Saturday, April 11, 2015. Please be advised we are reviewing your request to determine what public records are responsive and whether any exceptions apply to their production. Due to the nature and extent of your request, we will not be able to complete your request within three days.

We will continue our review and will contact you prior to the expiration of fifteen (15) days from the receipt of your request. Please contact me if you have any questions.

Thanks,
Robin Hammer,
Records Custodian Civilian Police Oversight Agency

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency

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Sent with haste from my "smart" phone.

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"Yermal, Vincent A." <vyermal@cabq.gov> wrote:

Ms. Mohr:

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Best regards,

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Friday, May 22, 2015 12:30 PM

To: Yermal, Vincent A.; Scott, Mary L.; POB; Hammer, Robin; Mark T. Baker

Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

Please find the attached final job description for the CPOA Director, along with the

M003249

City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Oney, Kathleen
Sent: Monday, April 13, 2015 2:31 PM
To: Hammer, Robin
Subject: FW: Inspection of Public Records Request

Kathleen Oney
IPRA / Codification Specialist
Office of the City Clerk
505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]
Sent: Saturday, April 11, 2015 11:06 PM
To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.
Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed.
Note: Any and all redactions to these documents will require, as spelled out in

the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming

correspondence to this email address: pob@cabq.gov

Respectfully submitted,
Mr. Charles Arasim

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

From: Charles Arasim
To: Hammer, Robin; pob@cabq.gov
Cc: Oney, Kathleen
Subject: Re: FW: Inspection of Public Records Request
Date: Wednesday, April 29, 2015 7:01:14 AM
Attachments: [Image001.png](#)

Robin,

As to #7. I'm having a hard time believing your answer. For instance, all of the POB members should have access to this email account.

You are now in violation of the Inspection of Public Records Act.

C. Arasim

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

On Tue, Apr 28, 2015 at 12:30 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Dear Mr. Arasim:

Please see my responses in red to your IPRA Request contained in paragraphs 2 through 7 below. Regarding any denial of your record requests contained in paragraphs 2 through 7, I, Robin Hammer, Acting Executive Director of the CPOA, am responsible for denying any requests contained therein.

The City Clerk's Office has responded or will be responding to your request contained in paragraph 1.

Sincerely,

Robin S. Hammer

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

M003253

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Hammer, Robin
Sent: Monday, April 13, 2015 4:00 PM
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Cc: Oney, Kathleen; Yntema IV, Hessel E.
Subject: RE: Inspection of Public Records Request

Dear Mr. Arasim:

This email will acknowledge that I received today, Monday, April 13, 2015, your public records request dated Saturday, April 11, 2015. Please be advised we are reviewing your request to determine what public records are responsive and whether any exceptions apply to their production. Due to the nature and extent of your request, we will not be able to complete your request within three days.

We will continue our review and will contact you prior to the expiration of fifteen (15) days from the receipt of your request. Please contact me if you have any questions.

Thanks,

Robin Hammer,

Records Custodian Civilian Police Oversight Agency

Robin S. Hammer, Esq.

Acting Executive Director

M003254

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Oney, Kathleen
Sent: Monday, April 13, 2015 2:31 PM
To: Hammer, Robin
Subject: FW: Inspection of Public Records Request

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]
Sent: Saturday, April 11, 2015 11:06 PM
To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.
Subject: Inspection of Public Records Request

M003255

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

The Civilian Police Oversight Agency has not adopted its Rules and Procedures. The current draft of the proposed CPOA Rules may be found at www.cabq.gov/CPOA

The Police Oversight Board has published its subcommittee meetings and Agendas within 72 hours on its website and on the bulletin Board at City Hall. There are no other documents responsive to this request.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

The Civilian Police Oversight Agency has not adopted its Rules and Procedures. The current draft of the proposed CPOA Rules may be found at www.cabq.gov/CPOA

The Police Oversight Board has complied with the Open Meetings Act regarding personnel matter. There are no other documents responsive to this request.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

Your request is unclear regarding "input into this process..." You need to specify what process about which you are referring. Other written statements about the mission of the CPOA and community relations may be found at www.cabq.gov/CPOA

If you would like to request copies of the videos of the two prior Police Oversight Board meetings, please specify this.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

The City Legal staff advises the CPOA/POB on its compliance with the Open Meetings Act. Any document from City Legal Department to the CPOA/POB would not be subject to disclosure under NM IPRA law. The Civilian Police Oversight Agency has not adopted its Rules and Procedures. The current draft of the proposed CPOA Rules may be found at www.cabq.gov/CPOA

4(a). All documents that show how and where the "civilians", that the CPOA

represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

You may access information about the CPOA at its website: www.cabq.gov/cpoa It is further unclear what "process" you are referring. Please clarify this request.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

There are no responsive documents.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

The link to the Albuquerque Police Department is located on a tab on the CPOA website homepage: <http://www.cabq.gov/police/our-department/standard-operating-procedures>

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

There are no immediately responsive documents to this request.

Respectfully submitted,

Mr. Charles Arasim

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From: [Charles Arasim](#)
To: POB@cabq.gov
Cc: koney@cabq.gov
Subject: Re: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 8:19:07 AM
Attachments: [image001.png](#)
[image002.png](#)

POB Borad Members,

As I stated at your meeting on May 19th 2015, you are in violation of the IPRA.

1. I have received no response from the POB's designated custodian of records, as required under the IPRA, to my request received by her office on April 13th, 2015 as to emails.

2. The responses I have received, apparently from outside the POB office, as to my request for emails have been piecemeal and are virtually impossible for me to decipher.

3. Attachments to a particular email, from a one Christopher Davidson, I was able to decipher are being denied me under a claim of 'attorney/client privilege without any identification of the attorney or the client as required by the IPRA. Note: This denial is also in violation of a NM Supreme Court ruling .

4. The source (city clerk), from outside the POB office, has admitted on camera to be using "draft" policies to comply with the IPRA. When asked, orally, for those policies as is allowed by the IPRA the 'source', to date, has failed to comply.

<https://www.youtube.com/watch?v=qj75PvZewVM>

Being that I have been given no other avenue for your custodian of records compliance with my request, I will be forwarding this email to the New Mexico Attorney General asking for a full investigation into what I can only call a 'pattern and practice' by the your office and the city of ABQ in 'mudding the waters' when it comes to responding to IPRA requests.

Respectfully,
Mr. Charles Arasim

P.S. I request any and all responses from you POB members be via email to my address at crarasim@gmail.com

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M003260

On Wed, May 20, 2015 at 1:15 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

M003261

Hello Mr. Arasim,

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the

M003262

following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB where approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

- 3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less then a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB

as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

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6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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From: Charles Arasim
To: POB@cabq.gov
Cc: koney@cabq.gov
Subject: Re: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 8:21:31 AM
Attachments: [image002.png](#)
[image001.png](#)

Please excuse the typo.... I meant to say 'Board'.

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On Thu, May 21, 2015 at 8:18 AM, Charles Arasim <crarasim@gmail.com> wrote:
POB Borad Members,

As I stated at your meeting on May 19th 2015, you are in violation of the IPRA.

1. I have received no response from the POB's designated custodian of records, as required under the IPRA, to my request received by her office on April 13th, 2015 as to emails.
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<https://www.youtube.com/watch?v=aj75PvZewVM>

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Respectfully,
Mr. Charles Arasim

P.S. I request any and all responses from you POB members be via email to my address at crarasim@gmail.com

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On Wed, May 20, 2015 at 1:15 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

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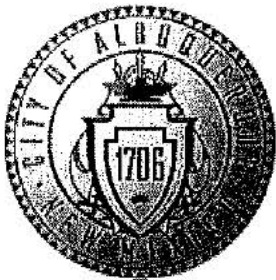
Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]

M003267

Sent: Saturday, April 11, 2015 11:06 PM
To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.
Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB where approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

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Respectfully submitted,

Mr. Charles Arasim

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From: Joanne Fine
To: Charles Arasim; POB@cabq.gov; Robin Hammer
Cc: koney@cabq.gov
Subject: Re: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 8:40:52 AM

Can someone tell me why this man's request was not met when we gave all of our info regarding IPRA weeks ago?
I need an explanation, Ms. Hammer.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Charles Arasim <crarasim@gmail.com>
Date: 05/21/2015 8:18 AM (GMT-07:00)
To: POB@cabq.gov
Cc: koney@cabq.gov
Subject: Re: FW: Inspection of Public Records Request

POB Borad Members,

As I stated at your meeting on May 19th 2015, you are in violation of the IPRA.

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4. The source (city clerk), from outside the POB office, has admitted on camera to be using "draft" policies to comply with the IPRA. When asked, orally, for those policies as is allowed by the IPRA the 'source', to date, has failed to comply.
<https://www.youtube.com/watch?v=aj75PvZewVM>

Being that I have been given no other avenue for your custodian of records compliance with my request, I will be forwarding this email to the New Mexico Attorney General asking for a full investigation into what I can only call a 'pattern and practice' by the your office and the city of ABQ in 'mudding the waters' when it comes to responding to IPRA requests.

Respectfully,
Mr. Charles Arasim

P.S. I request any and all responses from you POB members be via email to my address at crarasim@gmail.com

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On Wed, May 20, 2015 at 1:15 PM, Oney, Kathleen <koney@cabq.gov> wrote:

> Hello Mr. Arasim,
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> inspection. Please set up a time with me.
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>
> Thank you!
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>
> *Kathleen Oney *
>
> IPRA / Codification Specialist
>
> Office of the City Clerk
>
> 505-924-3657
>
> [image: City of Albuquerque Logo]
>
>
>
> *From:* Charles Arasim [mailto:crarasim@gmail.com]
> *Sent:* Monday, April 27, 2015 8:08 PM
> *To:* Oney, Kathleen
> *Subject:* Re: Inspection of Public Records Request
>
>
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> Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...
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> 100mb disc. The inspection will be held at the City Clerk's Office at Plaza
> del Sol 7th floor. Please choose a time Monday – Friday between
> 8:00am-5:00pm.

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>

> Thank you and have a great day!

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>

> *Kathleen Oney *

>

> IPRA / Codification Specialist

>

> Office of the City Clerk

>

> 505-924-3657

>

> [image: City of Albuquerque Logo]

>

>

>

> *From:* Charles Arasim [mailto:crarasim@gmail.com]

> *Sent:* Saturday, April 11, 2015 11:06 PM

> *To:* POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

> *Subject:* Inspection of Public Records Request

>

>

>

> Dear Police Oversight Board Members,

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> Pursuant to the New Mexico Inspection of Public Records Act, I ask for the
> following:
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> 1. Any and all email correspondence between any member of the Police
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> or hired as CPOA/POB/Executive Director Office or as City Employees.
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> 3(a). A

From: Hammer, Robin
To: Joanne Fine
Cc: Oney, Kathleen; Yntema IV, Hessel E.; Beth Mohr; David Ring; Eric H. Cruz; Hammer, Robin; Jeannette V. Baca; Leonard Waites; Maira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: RE: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 10:47:33 AM

Joanne,

Assistant Attorney Hess Yntema and City Clerk IPRA Specialist, Kathleen Oney, are preparing the City's response to Mr. Arasim's request for public records. I am forwarding your inquiry to them.

Regards,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

From: Joanne Fine [mailto:joannefine413@gmail.com]
Sent: Thursday, May 21, 2015 8:41 AM
To: Charles Arasim; POB; Hammer, Robin
Cc: Oney, Kathleen
Subject: Re: FW: Inspection of Public Records Request

Can someone tell me why this man's request was not met when we gave all of our info regarding IPRA weeks ago?
I need an explanation, Ms. Hammer.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Charles Arasim <crarasim@gmail.com>
Date: 05/21/2015 8:18 AM (GMT-07:00)
To: POB@cabq.gov
Cc: koney@cabq.gov
Subject: Re: FW: Inspection of Public Records Request

POB Borad Members,

M003275

As I stated at your meeting on May 19th 2015, you are in violation of the IPRA.

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> IPRA / Codification Specialist

>

> Office of the City Clerk

>

> 505-924-3657

>

> [image: City of Albuquerque Logo]

>

>

>

> *From:* Charles Arasim [<mailto:crarasim@gmail.com>]

> *Sent:* Monday, April 27, 2015 8:08 PM

> *To:* Oney, Kathleen

> *Subject:* Re: Inspection of Public Records Request

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> Thank you and have a great day!

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> *Kathleen Oney *

>

> IPRA / Codification Specialist

>

> Office of the City Clerk

>

> 505-924-3657

>

> [image: City of Albuquerque Logo]

>

>

>

> *From:* Charles Arasim [<mailto:crarasim@gmail.com>]

> *Sent:* Saturday, April 11, 2015 11:06 PM

> *To:* POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

> *Subject:* Inspection of Public Records Request

>

>

>

> Dear Police Oversight Board Members,

>

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> Pursuant to the New Mexico Inspection of Public Records Act, I ask for the
> following:

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> 1. Any and all email correspondence between any member of the Police
> Oversight Board (POB) and any member (City Employee or the acting Executive
> Director) of the Executive Director's office (arm) of the Civilian Police
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- > 3(a). A

From: Joanne Fine
To: Hammer, Robin
Cc: Oney, Kathleen; Yntema IV, Hessel E.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Leonard Waites; Maira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: RE: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 11:55:56 AM

Please copy Mr. Arasim as a common courtesy.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Hammer, Robin" <rhammer@cabq.gov>
Date: 05/21/2015 10:47 AM (GMT-07:00)
To: Joanne Fine <joannefine413@gmail.com>
Cc: "Oney, Kathleen" <koney@cabq.gov>, "Yntema IV, Hessel E." <hyntema@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Maira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Subject: RE: FW: Inspection of Public Records Request

Joanne,

Assistant Attorney Hess Yntema and City Clerk IPRA Specialist, Kathleen Oney, are preparing the City's response to Mr. Arasim's request for public records. I am forwarding your inquiry to them.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

M003280

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Joanne Fine [mailto:joannefine413@gmail.com]
Sent: Thursday, May 21, 2015 8:41 AM
To: Charles Arasim; POB; Hammer, Robin
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Can someone tell me why this man's request was not met when we gave all of our info regarding IPRA weeks ago?

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Respectfully,
Mr. Charles Arasim

P.S. I request any and all responses from you POB members be via email to my address at crarasim@gmail.com

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> *Subject:* Re: Inspection of Public Records Request

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From: Hammer, Robin
To: Joanne Fine; "Charles Arasim"; POB
Cc: Oney, Kathleen; Yntema IV, Hessel E.
Subject: RE: FW: Inspection of Public Records Request
Date: Thursday, May 21, 2015 1:20:29 PM

Ms. Fine:

Assistant Attorney Hessel Yntema and City Clerk IPRA Specialist, Kathleen Oney, are preparing the City's response to Mr. Arasim's request for public records. I am forwarding your inquiry to them.

Regards,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
<http://www.cabq.gov/cpoa>

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Subject: Re: FW: Inspection of Public Records Request

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From: Maira Amado-McCoy
To: Yntema IV, Hessel E.
Cc: Joanne Fine; Hammer, Robin; Oney, Kathleen; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Leonard Waites; Scott S. Wilson; Susanne Brown
Subject: Re: FW: Inspection of Public Records Request
Date: Saturday, May 23, 2015 4:06:05 PM

I'm not sure why you are not in receipt of my full response. It was sent to Yvette Gurule: ygurule@cabq.gov, as instructed. My records show everything was sent and received 5/15. Please confirm.

M. Amado-McCoy

On Thu, May 21, 2015 at 3:21 PM, Yntema IV, Hessel E. <hyntema@cabq.gov> wrote:

****ATTORNEY-CLIENT PRIVILEGE AND ATTORNEY WORK PRODUCT****

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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> 2. The CPOA policy, where it is derived from and how it complies with the
> New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's
> agendas, dates, times, and locations to not be published/notified to the
> public 72 hours in advance in accordance with the New Mexico Open Meetings

> Act.

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> 3. The CPOA/POB policy, where it is derived from and how it complies with
> the New Mexico Open Meetings Act, that allows the POB to go into closed
> session to discuss the POB's selection process/policies concerning
> personnel that have, as or more importantly, not yet been named, selected
> or hired as CPOA/POB/Executive Director Office or as City Employees.

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From: Charles Arasim
To: Hammer, Robin
Cc: Joanne Fine; POB; Oney, Kathleen; Yntema IV, Hessel E.
Subject: Re: FW: Inspection of Public Records Request
Date: Monday, May 25, 2015 9:34:56 PM

Ms. Fine,

I'm curious as to why your employee, Ms. Hammer, is contacting a city attorney when the CPOA/POB exercised it's authority to contract with an independent attorney.

Please explain.

C. Arasim

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On Thu, May 21, 2015 at 1:20 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Ms. Fine:

Assistant Attorney Hessel Yntema and City Clerk IPRA Specialist, Kathleen Oney, are preparing the City's response to Mr. Arasim's request for public records. I am forwarding your inquiry to them.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M003299

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>

From: Joanne Fine [mailto:joannefine413@gmail.com]

Sent: Thursday, May 21, 2015 8:41 AM

To: Charles Arasim; POB; Hammer, Robin

Cc: Oney, Kathleen

Subject: Re: FW: Inspection of Public Records Request

Can someone tell me why this man's request was not met when we gave all of our info regarding IPRA weeks ago?

I need an explanation, Ms. Hammer.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Charles Arasim <crarasim@gmail.com>

Date: 05/21/2015 8:18 AM (GMT-07:00)

To: POB@cabq.gov

Cc: koney@cabq.gov

Subject: Re: FW: Inspection of Public Records Request

POB Borad Members,

As I stated at your meeting on May 19th 2015, you are in violation of the IPRA.

1. I have received no response from the POB's designated custodian of records, as required under the IPRA, to my request received by her office

M003300

on April 13th, 2015 as to emails.

2. The responses I have received, apparently from outside the POB office, as to my request for emails have been piecemeal and are virtually impossible for me to decipher.

3. Attachments to a particular email, from a one Christopher Davidson, I was able to decipher are being denied me under a claim of 'attorney/client privilege without any identification of the attorney or the client as required by the IPRA. Note: This denial is also in violation of a NM Supreme Court ruling .

4. The source (city clerk), from outside the POB office, has admitted on camera to be using "draft" policies to comply with the IPRA. When asked, orally, for those policies as is allowed by the IPRA the 'source', to date, has failed to comply.

<https://www.youtube.com/watch?v=aj75PvZewVM>

Being that I have been given no other avenue for your custodian of records compliance with my request, I will be forwarding this email to the New Mexico Attorney General asking for a full investigation into what I can only call a 'pattern and practice' by the your office and the city of ABQ in 'mudding the waters' when it comes to responding to IPRA requests.

Respectfully,
Mr. Charles Arasim

P.S. I request any and all responses from you POB members be via email to my address at crarasim@gmail.com

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On Wed, May 20, 2015 at 1:15 PM, Oney, Kathleen <koney@cabq.gov> wrote:

> Hello Mr. Arasim,

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> Your 3rd batch of emails for your POB IPRA is now available for
> inspection. Please set up a time with me.

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> Thank you!

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> *Kathleen Oney *
>
> IPRA / Codification Specialist
>
> Office of the City Clerk
>
> 505-924-3657
>
> [image: City of Albuquerque Logo]
>
>
>
> *From:* Charles Arasim [<mailto:crarasim@gmail.com>]
> *Sent:* Monday, April 27, 2015 8:08 PM
> *To:* Oney, Kathleen
> *Subject:* Re: Inspection of Public Records Request
>
>
>
> Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...
>
>
>
> Confidentiality Notice: This email, including all attachments, is
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> specifically named recipient, please contact me and delete all copies of
> this message.
>
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>
> On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:
>
> Hello Mr. Arasim,
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>
>
> Your current public records request regarding all email correspondence
> between any member of the POB and any member of the Executive Director's
> office of the CPOA is now deemed excessively burdensome. In order to
> fulfill your request, we will need to set up an inspection schedule. We
> will start with one particular member, and set up a weekly inspection of
> 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per
> 100mb disc. The inspection will be held at the City Clerk's Office at Plaza
> del Sol 7th floor. Please choose a time Monday – Friday between
> 8:00am-5:00pm.
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> Thank you and have a great day!
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>
> *Kathleen Oney *
>
> IPRA / Codification Specialist
>
> Office of the City Clerk
>
> 505-924-3657
>
> [image: City of Albuquerque Logo]
>
>
>
> *From:* Charles Arasim [<mailto:crarasim@gmail.com>]
> *Sent:* Saturday, April 11, 2015 11:06 PM
> *To:* POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.
> *Subject:* Inspection of Public Records Request
>
>
>
> Dear Police Oversight Board Members,
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>
> Pursuant to the New Mexico Inspection of Public Records Act, I ask for the
> following:
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>
> 1. Any and all email correspondence between any member of the Police
> Oversight Board (POB) and any member (City Employee or the acting Executive
> Director) of the Executive Director's office (arm) of the Civilian Police
> Oversight Agency (CPOA), from the time the members of the POB were
> approved by the Albuquerque City Council, up to and including the date of
> your response to this request.
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>
> This will include all government operated email and all private email
> accounts where CPOA/POB/Acting Executive Director's Office business is
> discussed. Note: Any and all redactions to these documents will require,
> as spelled out in the New Mexico Inspection of Public Records Act, full
> explanations.
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> 2. The CPOA policy, where it is derived from and how it complies with the
> New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's
> agendas, dates, times, and locations to not be published/notified to the
> public 72 hours in advance in accordance with the New Mexico Open Meetings

- > Act.
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- > 3. The CPOA/POB policy, where it is derived from and how it complies with
- > the New Mexico Open Meetings Act, that allows the POB to go into closed
- > session to discuss the POB's selection process/policies concerning
- > personnel that have, as or more importantly, not yet been named, selected
- > or hired as CPOA/POB/Executive Director Office or as City Employees.
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From: Charles Arasim
To: Oney, Kathleen; cityclerk@cabq.gov; pob@cabq.gov
Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rev; kensanchez; danlewis; Gibson, Diane G.; Pena, Klarissa J.
Subject: Re: FW: Inspection of Public Records Request
Date: Thursday, May 28, 2015 5:58:37 AM
Attachments: image001.png
image002.png

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those where produced piecemeal without the attachments and when those attachments where produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that tread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,
Charles Arasim

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On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

M003305

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

M003306

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Thank you and have a great day!

M003307

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed.

Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's

Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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From: [Charles Arasim](#)
To: [POB@cabq.gov](#); [lroller@nmag.gov](#); [Zaman, Jon K.](#); [Garduno, Rey](#); [kensanchez](#)
Subject: Fwd: FW: Inspection of Public Records Request
Date: Thursday, May 28, 2015 10:26:33 AM
Attachments: [image003.png](#)
[image002.png](#)

FYI

----- Forwarded message -----

From: **Oney, Kathleen** <koney@cabq.gov>
Date: Thu, May 28, 2015 at 8:53 AM
Subject: RE: FW: Inspection of Public Records Request
To: Charles Arasim <crarasim@gmail.com>

Dear Mr. Arasim,

Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

M003311

Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.; Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those where produced piecemeal without the attachments and when those attachments where produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she

M003312

simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that tread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

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On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

M003313

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

M003314



From: Charles Arasim [mailto:crarasim@gmail.com]
Sent: Monday, April 27, 2015 8:08 PM
To: Oney, Kathleen
Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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Thank you and have a great day!

Kathleen Oney

M003315

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]
Sent: Saturday, April 11, 2015 11:06 PM
To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.
Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

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4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

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requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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From: Charles Arasim
To: pob@cabq.gov; lroller@nmag.gov; koney@babq.gov
Subject: Re: FW: Inspection of Public Records Request
Date: Thursday, May 28, 2015 2:46:09 PM
Attachments: [image003.png](#)
[image002.png](#)

POB Members,

I believe you are in violation of IPRA. Below are the specific IPRA references that should apply:

B. PROCEDURE FOR DENYING REQUESTS

For requests to inspect that are denied, the custodian must mail or deliver a notice to the requester within 15 days of receiving the request. Office of the Attorney General State of New Mexico 40

(See Appendix II, Form V.) The denial notice must be in writing, describe the records sought to be inspected, set forth the names and titles or positions of each person responsible for the denial, and explain the reason for the denial. The reason provided in the denial notice must be authorized by the Act, another law, court rule, or the U.S. or state constitution, as discussed in Chapter III, Section B.10.

Example 62:

A reporter submits a written request to a city police department to inspect the records kept by the officer investigating a recent murder. Three days after receiving the request, the records custodian for the department mails the reporter a notice stating that the records are available for inspection immediately, with the following exceptions: records revealing confidential sources, methods, information or individuals accused but not charged with a crime. The notice also sets forth the names and positions of the custodian and the police officer as the persons responsible for the denial and cites Section 14-2-1(A)(4) of the Act, which protects law enforcement records, as the reason for the denial. This notice complies with the Act.

C. DAMAGES FOR FAILURE TO PROVIDE A WRITTEN DENIAL

If a custodian does not deliver or mail a written explanation of denial within 15 days of receiving a request to inspect, an action to enforce the Act may be brought and damages awarded to the requester. Damages are not recoverable if the failure to provide a timely explanation of denial is shown to be reasonable. If unreasonable, a custodian's failure to provide the required explanation may result in damages of up to \$100 per day until the written explanation is provided. The Act does not make the custodian personally responsible for payment of any damages awarded, but provides for payment from the funds of the public body.

Example 63:

The records custodian for an agency goes on vacation for three weeks. On the first day of her vacation, the office receives a request to inspect certain records that the agency maintains. The request is placed in the absent custodian's "in box." On the day she returns from vacation (21 days after the inspection request was received), the custodian finds the request, determines the request should be denied and immediately mails a written explanation to the requester. The requester files an action in district court because the explanation was not mailed in a timely fashion. If the court determines that the reason for the delay was not reasonable, it could award damages of up to \$600 (\$100 per day for day 16 through day 21).

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On Thu, May 28, 2015 at 8:53 AM, Oney, Kathleen <koney@cabq.gov> wrote:

Dear Mr. Arasim,

Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose

to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

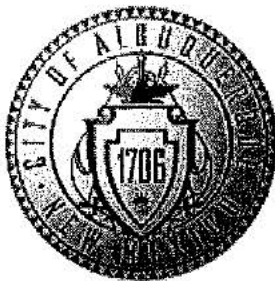
Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

M003321

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.; Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those were produced piecemeal without the attachments and when those attachments were produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that thread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

M003322

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On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

M003323

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

M003324

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

M003325

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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From: [Charles Arasim](#)
To: [POB@cabq.gov](#); [lroller@nmag.gov](#); [Zaman, Jon K.](#); [Garduno, Rey](#); [kensanchez](#)
Subject: Re: FW: Inspection of Public Records Request
Date: Sunday, May 31, 2015 11:21:53 AM
Attachments: [image002.png](#)
[image003.png](#)

Ms. Oney,

There is no doubt that records I seek contain facts. I suggest city legal redact the matters of opinion from the documents and provide these to me immediately.

Charles A.

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On Thu, May 28, 2015 at 10:25 AM, Charles Arasim <crarasim@gmail.com> wrote:
FYI

----- Forwarded message -----

From: **Oney, Kathleen** <koney@cabq.gov>
Date: Thu, May 28, 2015 at 8:53 AM
Subject: RE: FW: Inspection of Public Records Request
To: Charles Arasim <crarasim@gmail.com>

Dear Mr. Arasim,

Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:

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Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are

M003328

exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.; Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

M003329

I do, but first I need IPRA compliance with the first two batches. Those where produced piecemeal without the attachments and when those attachments where produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that tread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

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M003330

On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

M003331

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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M003332

Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

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1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

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3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

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Respectfully submitted,

Mr. Charles Arasim

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From: [Charlie Grapski](#)
To: [Charles Arasim](#)
Cc: [POB@cabq.gov](#); [lroller@nmag.gov](#); [Zaman, Jon K.](#); [Garduno, Rey](#); [kensanchez](#)
Subject: Re: Inspection of Public Records Request
Date: Tuesday, June 02, 2015 5:29:16 PM

This non-response "response@" is the only thing that meets the legal definition of "excessively burdensome" in this transaction.

Sent from my iPhone

On May 31, 2015, at 1:21 PM, Charles Arasim <crarasim@gmail.com> wrote:

Ms. Oney,

There is no doubt that records I seek contain facts. I suggest city legal redact the matters of opinion from the documents and provide these to me immediately.

Charles A.

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FYI

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M003336

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Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image002.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.;

M003337

Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those were produced piecemeal without the attachments and when those attachments were produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

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Thanks,

Charles Arasim

M003338

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Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please

M003339

set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

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M003340

Monday -- Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

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7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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