

[REDACTED]

----- Forwarded message -----

From: **Dave Ring** <dzt3@juno.com>

Date: Wed, Jun 10, 2015 at 12:59 PM

Subject: Re: ACTION REQUIRED 4.9.15 POB Minutes Revised

To: joannefine413@gmail.com

Cc: CABQ.POB.Mohr@gmail.com, cabq.pob.cruz@gmail.com, jvbaca.pob@gmail.com,
jswilsonpob@outlook.com, phamason.lw@gmail.com, amadamccoy.pob@gmail.com,
susanne.brown37@gmail.com, Rhammer@cabq.gov, mcontreras@cabq.gov

Minor editorial correction, page 2, item 7: "...should operate and independently as possible" should instead read "...should operate as independently as possible."
Otherwise, OK from me. -- Dave Ring

Buffett's Warning for YOU

4 in 5 Americans aren't taking his shocking advice. Click here now.

<http://thirdpartyoffers.juno.com/TGL3141/5578894c79ec994c153bst02vuc>

Fax: [\(505\) 243-6458](tel:5052436458)

DISCLAIMER:

This e-mail is confidential and intended for the addressee only. If you have received it in error, you are on notice of its status. Please notify us immediately by reply e-mail and then delete this message from your system. Please do not copy it or use it for any purpose, or disclose its contents to any other person. Any views or opinions expressed in this e-mail may be solely those of the author and are not necessarily those of Peifer, Hanson & Mullins, P.A.

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Monday, June 8, 2015 2:56 PM
To: Oney, Kathleen
Cc: Beth Mohr; Yntema IV, Hessel E.; Mark Baker

Subject: Re: CABQ email for POB

Great! Thanks Kathleen. I may stop by briefly on Thursday.

Have a great afternoon,

Jeannette

On Mon, Jun 8, 2015 at 2:12 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Jeannette,

I apologize for the delay. We have created an email listed as pobipra@cabq.gov. This will be the email that all IPRA requests will be used for. The assigned records custodian (which has not been assigned yet I don't think) will be added as an administrator (along with myself). They will use this email address to respond to the requester and for members to forward all their applicable correspondence to it.

Does that clear it up? Please let me know if you have further questions. My office is actually right next door to the conference room of where your meeting will be, so if you would like to drop by and talk to me before, feel free.

M007811

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]

Sent: Monday, June 08, 2015 1:25 PM

To: Oney, Kathleen; Beth Mohr

Subject: Re: CABQ email for POB

Hi Kathleen,

I can see you have been extremely busy, however, I have not received a reply to the email I sent on May 21 (above). We will be having a POB meeting this Thursday; I would like to provide feedback to the Board regarding the questions I asked previously. Please let me know what your thoughts are regarding the CABQ email issue. The main question is how we can address the issue of "selective Ccing" or perhaps the **perception** of sending selected emails, intentional or not.

If you prefer to attend the POB meeting, I'm sure we can accommodate you during my presentation time. Thank you.

Regards,

Jeannette

On Thu, May 21, 2015 at 12:07 PM, Jeannette Baca <jvbaca.pob@gmail.com>

M007812

wrote:

Good morning Kathleen,

Thank you for working with us regarding POB emails and IPRA requests.

As chair of the POB Outreach sub-committee, I have been asked by the POB to follow-up on the CABQ email issue.

While the recommendation by the City's IPRA Attorney, that we make a CABQ email for all POB members to CC or BCC on all POB related email correspondence, is preferable to each POB member receiving a CABQ email, a concern has been expressed by the Board. The main concern is ensuring all appropriate emails are CC'd and the potential **appearance** of "selective copying (CC)"; whether it be done intentionally or not. How can this issue be addressed so that we can be sure to CC or BCC all appropriate emails to the CABQ email? What exactly will the process entail?

Thank you for your help,

Jeannette Baca

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Wed, Jun 3, 2015 at 5:05 PM

Subject: RE: Completed Citizen Police Academy 6-3-2015

To: Beth Mohr <cabq.pob.mohr@gmail.com>, POB <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Saavedra, Sharon L." <ssaavedra@cabq.gov>

Beth,

Thank you for forwarding your Certificate of Completion of the Citizen Police Academy.

POB Members,

Please email me a copy for CPOA records your Certificates of Completion once you receive it. We will keep these on file to demonstrate compliance with the Ordinance and Settlement Agreement.

Congratulations to all of you on all the hard work it took to complete the Citizen Police Academy course.

All the Best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

M007814

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

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

Sent: Wednesday, June 03, 2015 4:19 PM

To: Hammer, Robin; POB; Mark T. Baker; Saavedra, Sharon L.

Subject: Completed Citizen Police Academy 6-3-2015

Ms. Hammer -

Please find the attached copy of my certificate of completion for the Citizen Police Academy. I appreciate the herculean efforts of Officer Saavedra, as well as the other staff and instructors, to get me caught up on all the classes I had to miss due to work. I know Officer Saavedra and staff are continuing to work with others who have additional course work.

I have also completed both of the initial ride-alongs. We are scheduling additional training for the June 11th POB meeting, and will shortly have everyone through our required training.

Thank-you again, Officer Saavedra, for all your work to get us through. -Beth

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.

M007815

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Mon, Jun 8, 2015 at 8:01 AM

Subject: RE: CRC

To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>, Mark Baker <mbaker@peiferlaw.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Cash, Paul" <pcash@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Contreras, Michelle" <mcontreras@cabq.gov>, David Ring <dzr3@juno.com>

Moira,

Attached is the Case Review Subcommittee Agenda, which was posted last week. You can always check to see if an Agenda is posted on the CPOA website. (www.cabq.gov/cpoa).

I will work with Michelle to have a draft of the Case Review Subcommittee out as soon as possible.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

M007816

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]

Sent: Monday, June 08, 2015 7:54 AM

To: Hammer, Robin; Mark Baker; Beth Mohr; Scott S. Wilson; Leonard Waites; Cash, Paul; Jeannette V. Baca; Joanne Fine; Eric H. Cruz; Contreras, Michelle; David Ring

Subject: CRC

Ms. Hammer --

I need to have the minutes from the meeting of the CRC in May as soon as possible. I understand you were busy last week, but I also believe a draft of these minutes should have been delivered earlier than last week anyway.

I also have not seen the final draft of our upcoming Tuesday meeting agenda, so I believe it has not been posted, is that correct? Please advise. If you simply did not send out the final agenda, that is one thing, but if it hasn't been posted, then we have a different problem, I believe.

Please advise.

Moira Amado-McCoy

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

Moirá Amado-McCoy, Chair

Leonard Waits

Jeffery Scott Wilson

Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

**Tuesday, June 9, 2015 – 9:30 am
Plaza del Sol, 600 2nd Street NW –
Basement Hearing Room, #160**

A G E N D A

- I. Welcome and Call to Order:** *Subcommittee Chair Moira Amado-McCoy*
- II. Approval of Agenda**
- III. Public Comments**
- IV. Review of Internal Case Procedures**
 - a. New spreadsheets, support documents**
 - b. First level analysis**
 - c. Questions of training and investigative instruction**
- V. Discussion of Procedures Once Delivered to POB**
 - a. Reception and review procedures for CRC**
 - b. Assurance of appropriate delivery to both CRC and POB**
 - c. Coordination with other agency stakeholders**
 - d. Interaction with CPOA upon Board findings.**
- VI. Consideration of contribution to Written POB Rules**
- VII. Other Business & Committee Recommendations**
- VIII. Next Meeting – To be announced at meeting**
- IX. Adjournment**

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Sat, Jun 6, 2015 at 2:36 PM

Subject: RE: Draft 5-6-15 Personnel Subcommittee Minutes with Joanne Fines' changes

To: Joanne Fine <joannefine413@gmail.com>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz"

<cabq.pob.cruz@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Attached are the Personnel Subcommittee Minutes with Joanne Fines' suggested changes.

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

From: Joanne Fine [mailto:joannefine413@gmail.com]

Sent: Saturday, June 06, 2015 12:23 PM

M007819

To: Hammer, Robin
Cc: Beth Mohr; Eric H. Cruz; Leonard Waites; Mark T. Baker; Contreras, Michelle
Subject: Re: Draft 5-6-15 Personnel Subcommittee Minutes

Here are my corrections to the May 6th Personnel Committee minutes. See errors and changes in yellow highlights and cross outs. If you have any questions, call me directly at [REDACTED] today. Otherwise, please send them out as corrected today. As our meeting is Tuesday, June 9th, I would like these minutes to not be delayed again as the last meeting minutes were delayed from April.

If your staffing resources do not allow for the Subcommittee and POB meeting minutes to be distributed for review within a week of those meetings, I would suggest you realign your staffing pattern so they can be delivered in that time frame. It is not reasonable to make us wait month over month. It delays and diminishes our ability to do the work we have been asked to do in a timely manner.

Speaking of which, where are our April POB minutes that you were directed to change to include Dr. Amado McCoy's comments? What is the excuse for that extended delay? This is tiresome and unacceptable, Ms. Hammer. I was promised that those minutes would be delivered along with the Personnel Committee minutes. Again, it is a promise only half delivered. When exactly will we receive the April POB minutes as amended by Dr. McCoy? Your work product is again in arrears, hampering our work once again. Do not bother to blame staff. This is your management duty. Do what you have to in order to make the necessary changes within the budget to make this work more timely as we have requested time and again.

Thank you,
Joanne Fine

On Sat, Jun 6, 2015 at 10:52 AM, Hammer, Robin <rhammer@cabq.gov> wrote:
Personnel Subcommittee Members:

Attached are the draft Minutes of the May 6, 2015 Personnel Subcommittee.

Please let me know if you have any corrections or changes.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

--

Joanne Fine

Police Oversight Board Member

**POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE**

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
Leonard Waites
Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Due to their late arrival, Board Member Fine moved that the minutes for the April 27, 2015 Personnel Subcommittee be deferred to the next meeting scheduled for June 9, 2015 at 1:30 p.m. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Contract for Independent Legal Counsel**
A. Introduction of applications for Independent Counsel Contract
The members discussed the contract for the Independent Legal Counsel. The legal counsel advertisement was read out loud by Assistant City Attorney Whitcomb for the record prior to reviewing the applications. Chair Mohr indicated that she had received several applications but only printed and distributed the Curriculum Vitae's (CV's) Members Fine and Cruz for their review during the meeting. Ms. Mohr made available to the Members all of the other documents which the applicants had supplied. Ms. Mohr provided an extra set of applications to be kept for the record. Chair Mohr suggested that, if during their review of the applications, the Subcommittee selected more than one applicant, she proposed that they come up with a questionnaire to obtain more information from selected applicants.
- B. Discussion of Process for ranking and selection**
The Members discussed the process for ranking and selection of the applicants. Chair Mohr advised the Subcommittee that there was an issue of the hourly wage which is set at \$185. Acting Executive Director Hammer advised the Subcommittee that there was set amount of money for the Independent Legal Counsel position within the Civilian

Police Oversight Agency (CPOA) budget, but that the Subcommittee could set the hourly rate for the Independent Council. Ms. Hammer stated that other City boards have hired legal counsel with an hourly rate from \$120 to \$180. Ms. Hammer indicated that there is a budget of \$15,000 until June 30, 2015 and \$75,000 for fiscal year 2016 allotted for the hiring of the Independent Legal Counsel. Assistant City Attorney Whitcomb recommended that the Subcommittee rank candidates by their hourly rate and negotiate their rate. Mr. Whitcomb also clarified that \$180 to \$200 is reasonable government rate. Chair Mohr summarized that a \$75,000 budget with a potential hourly rate of \$180 would result to about 400 billable hours. Chair Mohr indicated that if they select an attorney from a law firm, that it would not be appropriate for the firm to send an associate to the POB meetings. Chair Mohr suggested that Subcommittee members go through the applications, which are sorted by alphabetical order, and discuss each one.

C. Discussion of Candidates

After the Subcommittee reviewed the applications, Chair Mohr proposed that the candidates must have the following qualifications:

1. Be an active member of the New Mexico Bar;
2. Have expertise in civil rights, police misconduct and criminal law;
3. Have some expertise in Contract Law, Municipal Regulation, Open Meetings Act, IPRA and Union Contracts, but knowledge in each of these legal areas of law were not required.

D. Selection of Top Candidates

The Members discussed the following candidates for the Independent Legal Counsel. Board Member Fine wanted clarification on how they were rating the applicants. In response, Chair Mohr indicated that they would go through the *yes*, *no* and *maybe* piles and then rank the applicants in the *yes* pile of the following candidates:

1. Christina Adams
2. Erika E. Anderson
3. Adam S. Baker
4. Mark T. Baker
5. Wayne L. Baker
6. Renee Barela Gutierrez
7. Adam Harrison Bell
8. Joshua D. Boone
9. Joshua L. Carpenter
10. Diane Garrity
11. John T. L. Grubescic
12. George F. Heidke
13. Henry F. Narvaez
14. Amy Sirignano
15. Christopher N. Orton
16. Ryan J. Villa
17. Joel M. Young

After reviewing the applications, Subcommittee Members sorted the applications by *yes* and *maybe*. The following applicant was placed in the *yes* pile:

1. Amy Sirignano

The following applicants were placed in the *maybe* pile:

1. Wayne L. Baker
2. Mark T. Baker
3. John T. L. Grubescic
4. George F. Heidke

E. Discussion of Potential Legal Conflicts

A discussion was had regarding the potential legal conflicts. Chair Mohr asked Assistant City Attorney Whitcomb to request the City Attorney's Office to determine if Amy Sirignano had any conflicts with the City.

F. Discussion of Next Steps and Recommendations for Selection

The Members discussed the steps and recommendations the Subcommittee should take in the process of selecting an applicant. Chair Mohr advised the Subcommittee members that they have several choices; they could ask Ms. Amy Sirignano if she would take the rate and put it forward to the full Board as sole choice, rank the *maybe* pile now, or do a survey for more information. Board Member Cruz proposed that they rank the applicants including Ms. Sirignano, who was selected as the only *yes* candidate.

Chair Mohr indicated that she had prepared a questionnaire with 10 questions to present to the four *maybe* applicants in the event Ms. Sirignano did not take the \$180 per hour rate.

Board Member Fine moved that the Subcommittee present their number one selection, Amy Sirignano and the list of alternates to the full POB board. Board Member Cruz seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

Board Member Cruz moved that if Ms. Amy Sirignano declined the proposed hourly rate and negotiations have failed, that the Subcommittee would send the prepared questionnaire to the remaining four candidates: Wayne L. Baker, Mark T. Baker, John T. L. Grubescic, George F. Heidke. Board Member Fine seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the offer, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates.

V. Other Business and Subcommittee Recommendations. None.

VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.

VII. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Sat, Jun 6, 2015 at 12:22 PM

Subject: Re: Draft 5-6-15 Personnel Subcommittee Minutes

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

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz"

<cabq.pob.cruz@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Here are my corrections to the May 6th Personnel Committee minutes. See errors and changes in yellow highlights and cross outs. If you have any questions, call me directly at 350-2531 today. Otherwise, please send them out as corrected today. As our meeting is Tuesday, June 9th, I would like these minutes to not be delayed again as the last meeting minutes were delayed from April.

If your staffing resources do not allow for the Subcommittee and POB meeting minutes to be distributed for review within a week of those meetings, I would suggest you realign your staffing pattern so they can be delivered in that time frame. It is not reasonable to make us wait month over month. It delays and diminishes our ability to do the work we have been asked to do in a timely manner.

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Thank you,
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Personnel Subcommittee Members:

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Please let me know if you have any corrections or changes.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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--

Joanne Fine
Police Oversight Board Member

POLICE OVERSIGHT BOARD PERSONNEL SUBCOMMITTEE

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
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Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
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For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the **officer offer**, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates.!

V. Other Business and Subcommittee Recommendations. None.

VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.

VII. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

[REDACTED]

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Thu, Jun 4, 2015 at 3:17 PM

Subject: Re: Draft Personnel Subcommittee meeting agenda

To: "Robin S. Hammer, Esq." <rhammer@cabq.gov>

Cc: Joanne Fine <joannefine413@gmail.com>, "Rev. Dr. David Z. Ring, III" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>

All: Once again, here is the corrected version. Ms. Hammer, please ensure that the correct version is actually posted on both the website, and at the public locations. I sent a corrected version several times, it's unclear why you continue to use the incorrect version. -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.

On Thu, Jun 4, 2015 at 3:12 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:
Ms. Hammer, I sent you a corrected version some time ago. Please use the correct document. -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

Ms. Hammer, I sent you a corrected version some time ago. Please use the correct document. -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

M007832

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:

Ms. Fine,

I did not create this document. I will correct it, though.

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

From: Joanne Fine [mailto:joannefine413@gmail.com]

Sent: Thursday, June 04, 2015 2:30 PM

To: Hammer, Robin

Cc: Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy

M007833

Subject: Re: Draft Personnel Subcommittee meeting agenda

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(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

M007834

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

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--

Joanne Fine

Police Oversight Board Member

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE MEETING**

Eric Cruz

Joanne Fine

Beth Mohr

Robin S. Hammer, Acting Executive Director

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

**Tuesday, June 9, 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: *Beth Mohr***
- II. Approval of the Agenda**
- III. Approval of Minutes & Prior Minutes**
- IV. Public Comments**
- V. Discussion of Executive Director Search & Hiring Process**
 - A. Report from HR regarding job posting – Vince Yermal, or designee**
 - B. Discussion of hiring process**
 - C. Creation of hiring process timeline**
 - D. Creation of hiring process materials**
 - E. Assignments & action items list**
- VI. Discussion of CPOA Office Personnel Issue**
 - A. Report from City Attorney's Office – Jessica Hernandez, or designee**
 - B. Other HR reports or issues, as appropriate**
- VII. Other business**
- VIII. Next Meeting date to be determined at meeting**
- IX. Adjournment**

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David. Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

- I. Welcome & Call to Order** ~ Acting Chair, Beth A. Mohr
- II. Pledge of Allegiance** ~ Dr. Moira Amado-McCoy
- III. Approval of the Agenda**
- IV. Approval of Minutes**
- V. Public Comments**
- VI. Discussion & Possible Action of IPRA Resolution** ~ Mark T. Baker, Independent Counsel to POB
- VII. Reports from City Staff**
 - A. Executive Director** – *Report by Acting Interim Executive Director Robin Hammer*
 - B. SOP Update** – *Report by Assistant Lead Investigator Paul Skotchdopole*
 - C. Mayor's Staff** – *Report*
 - D. City Council Staff**– *Report by Council Staff Julian Moya*
 - E. City Attorney's Staff** – *Report by Assistant City Attorney Nicholas Bullock*
 - F. APD**– *Report by Lt. Jennifer Garcia*
- VIII. Report from the Subcommittees:**
 - A. Complaint Review Subcommittee**
Discussion and Possible Action re: CPOA Citizen Complaint Process Mapping
 - B. Outreach Subcommittee**
Discussion and Possible Action re: Outreach issues
Discussion and Possible Action re: Status of Community Engagement Specialist position
Discussion and Possible Action re: Status of CABQ automatic email
 - C. Rules and Regulations Subcommittee**
Report
 - D. Personnel Subcommittee**
Discussion and Possible Action re: Process to Select Executive Director
- IX. POB Training ~ Internal Affairs Process, APD Staff**
- X. Meeting with Counsel re: Pending Litigation & Personnel Issues** ~Mark T. Baker
Discussion and Possible Action re: Pending Litigation & Personnel Issues
- XI. POB Training ~ Mark. T. Baker, Independent Counsel to POB**
 - A. Police Oversight Ordinance**
 - B. Consent Decree (formerly DOJ Settlement Agreement)**
- XII. Other Business**
- XIII. Adjournment ~ Next Regularly Scheduled POB meeting will be on**
Thursday, July 9, 2015 at 4:00 PM in the Vincent E. Griego Chambers

(Dinner break will be taken by POB at ~6:00 pm, during a natural break in the agenda)

M007838

[REDACTED]

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Sat, Jun 6, 2015 at 6:25 PM

Subject: Final POB Agenda for June 11th Meeting

To: "Hammer, Robin" <rhammer@cabq.gov>, pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M." <shults@cabq.gov>, nbullock@cabq.gov

All: Enclosed is the final agenda after comments. Please confirm for me that it's posted within the deadline. Thanks, -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.

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

- I. Welcome & Call to Order** ~ Acting Chair, Beth A. Mohr
- II. Pledge of Allegiance** ~ Dr. Moira Amado-McCoy
- III. Approval of the Agenda**
- IV. Approval of Minutes**
- V. Public Comments**
- VI. Discussion & Possible Action of IPRA & OMA Resolution** ~ Mark T. Baker, Independent Counsel to POB
- VII. Reports from City Staff**
 - A. Executive Director** – *Report by Acting Interim Executive Director Robin Hammer*
 - B. SOP Update** – *Report by Assistant Lead Investigator Paul Skotchdopole*
 - C. Mayor's Staff** – *Report*
 - D. City Council Staff**– *Report by Council Staff Julian Moya*
 - E. City Attorney's Staff** – *Report by Assistant City Attorney Nicholas Bullock*
 - F. APD**– *Report by Lt. Jennifer Garcia*
- VIII. Report from the Subcommittees:**
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Discussion and Possible Action re: Status of CABQ automatic email
 - C. Rules and Regulations Subcommittee**
Report
 - D. Personnel Subcommittee**
Discussion and Possible Action re: Process to Select Executive Director
- IX. POB Training ~ Internal Affairs Process, APD Staff**
- X. Meeting with Counsel re: Pending Litigation & Personnel Issues** ~Mark T. Baker
Discussion and Possible Action re: Pending Litigation & Personnel Issues
- XI. POB Training ~ Mark. T. Baker, Independent Counsel to POB**
 - A. Police Oversight Ordinance**
 - B. Consent Decree (formerly DOJ Settlement Agreement)**
- XII. Other Business**
- XIII. Adjournment ~ Next Regularly Scheduled POB meeting will be on**
Thursday, July 9, 2015 at 4:00 PM in the Vincent E. Griego Chambers

(Dinner break will be taken by POB at ~6:00 pm, during a natural break in the agenda)

M007840

From: [Eric Cruz](#)
To: [Shoshanna E. Carroll](#)
Subject: Fwd: For POB Meeting: Interview questionnaire for applicants
Date: Tuesday, December 22, 2015 9:44:54 AM
Attachments: [Draft Questionnaire for CPOA Director Applicants.pdf](#)

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>
Date: Wed, Jun 10, 2015 at 11:54 AM
Subject: For POB Meeting: Interview questionnaire for applicants
To: pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>

POB Members - Enclosed is the draft list of questions the the personnel committee came up with as a writing assignment for Director applicants. This assignment would be sent to applicants that make our "Yes" and "Maybe" pile, as we take the first cut of applicants for the Director position.

We will describe the process proposed by the Personnel Subcommittee, as well as these questions, for consideration by the full Board tomorrow. Please come prepared with other interview or questionnaire questions. Between the writing assignment, phone interview, and in-person interview, we will be able to use all the questions you have. We will also tailor questions to the backgrounds of our applicants once we have applications, so don't feel like this needs to be finalized tonight, but let's have a discussion about the process and get this underway. Thanks, -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.

Questionnaire for Director of Civilian Police Oversight Agency Applicants

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to CITY HR TO BE INSERTED.

Please provide the following information:

Name:
Firm/Employer:
Address:
Phone:

1. Referring to the DOJ Settlement Agreement/Consent Decree, what strikes you as the most important goal for the CPOA (and POB, if applicable) to achieve within the next 12 months, in order to demonstrate to the community that civilian oversight is meaningful and effective?
2. What in your experience will most make you valuable to the CPOA office and the POB?
3. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.
4. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.
5. Which of your legal cases are you the most proud of and why?
6. Please describe your experience working with disparate groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others.
7. Describe your investigative philosophy.
8. The CPOA as an organization has gone through a period of transition and is currently dealing with a variety of issues, including a large backlog of cases. What in your background makes you uniquely qualified to take the helm of this organization and move it forward?
9. What is your vision for the CPOA?
10. What do you view as the top five assets you bring to this position, whether personality traits, knowledge-based skills or experiences. Explain why each is important and how it is uniquely beneficial to the CPOA. Also provide at least one challenging area of your personality or skill set that you struggle with or are working to improve.
11. Describe a situation where you were involved with a group that started out with conflict or opposite points of view, where you were able to help achieve the group's goals through a collaborative process of your facilitation or management. Describe the stakeholders, your role and responsibility, and also give the outcome.
12. Please provide three professional references that we may contact, please include their full name, firm and position, phone number(s) and email address, as well as a few words detailing their knowledge of you.
13. The CPOA Director will be interacting with the POB during televised monthly meetings. In order to demonstrate that an applicant is comfortable with interacting with the POB on live TV (and to comply with a court order) the final interview for the Director position will take place on TV (<https://www.cabq.gov/culturalservices/govtv>).

Are you willing and able to be interviewed on live TV?

14. Is there anything else we should have asked? Feel free to share anything you wish the POB to know about you that will help us make a decision.

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Thu, Jun 11, 2015 at 12:28 PM

Subject: FW: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

To: "Davila, Natalee Z" <ndavila@cabq.gov>, "Funes, Ana R." <afunes@cabq.gov>, "Garcia, Jennifer" <jennifergarcia@cabq.gov>, "Gonzalez, Arturo E."

<aegonzalez@cabq.gov>, "Bullock, Nicholas" <nbullock@cabq.gov>, "Cash, Paul"

<pcash@cabq.gov>, "Contreras, Michelle" <mcontreras@cabq.gov>, "Davidson,

Christopher" <christopherdavidson@cabq.gov>, "Hammer, Robin"

<rhammer@cabq.gov>, "McDermott, Diane L." <dmcdermott@cabq.gov>, "O'Neil,

Erin" <eoneil@cabq.gov>, "Skotchdopole, Paul A." <pskotchdopole@cabq.gov>, "Beth Mohr"

<cabq.pob.mohr@gmail.com>, "David Ring" <dzr3@juno.com>, "Eric H.

Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Joanne Fine"

<joannefine413@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>

Cc: "Mark T. Baker" <mbaker@peiferlaw.com>, "Perry, Robert J."

<rjperry@cabq.gov>

POB Members:

As you may be aware, I have been an active member of National Association of Civilian Oversight of Law Enforcement (NACOLE)'s Training, Education, and Standards Committee for three years. I have gotten to know well NACOLE staff and several NACOLE Board Members through this committee work.

On Monday this week, I met with NACOLE's Director of Training, [Cameron McElhiney](#), during her site visit to Albuquerque. NACOLE's Board met yesterday, June 10, 2015. Based upon the application I submitted to NACOLE, in conjunction with Albuquerque's Convention and Visitor's Bureau, NACOLE's Board has selected Albuquerque as the host city for next year's NACOLE Conference in September 2016.

At its next meeting, the POB should consider forming a NACOLE Conference Subcommittee to assist in preparing to host next year's NACOLE's conference.

Please let me know if you have any questions.

M007844

All the best,

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

From: Jacob Quintana [mailto:quintana@visitabq.org]

Sent: Thursday, June 11, 2015 12:10 PM

To: Hammer, Robin

Subject: Re: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Hi Robin,

Yes, I meant to let you know earlier, but got side tracked. They have selected ABQ for 2016 and will go to Detroit in 2017.

I spoke with Cameron this morning and that's when Cameron told me. She has not decided on which hotel (Hyatt or DoubleTree) but should have a selection within the next few days. She recognises that she needs to be downtown.

I truly appreciate everything you have done and expressed your support to help make this happen for Albuquerque.

As I learn more, I'll be sure to keep you updated.

Thanks again

Jacob

Jacob B. Quintana

National Sales Manager

Albuquerque Conv & Visitors Bureau

Sent from my Verizon Wireless 4G LTE DROID

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

Jacob,

Have you heard anything from Cameron re: the NACOLE Board's decision?

We have our public meeting tonight and I'd like to up our Board, if possible.

Thanks,

Robin

Robin S. Hammer, Esq.

M007846

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
[\(505\) 924-3770](tel:5059243770)

Fax: [\(505\) 924-3775](tel:5059243775)

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

From: Jacob Quintana [<mailto:jacob@visitabq.org>]
Sent: Tuesday, June 02, 2015 3:06 PM
To: Hammer, Robin
Subject: RE: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Thank you Robin!

See you then.

Jacob

JACOB QUINTANA
National Sales Manager
ALBUQUERQUE CONVENTION AND VISITORS BUREAU
20 First Plaza NW, Suite 601 Albuquerque, New Mexico 87102
[jacob@VisitABQ.org](mailto:jacob@visitabq.org) | [505-222-4327](tel:5052224327) | [800.733.9918](tel:8007339918) x3327
www.VisitABQ.org | [Facebook](#) | [Twitter](#) | [YouTube](#) | [Pinterest](#)

From: Hammer, Robin [<mailto:rhammer@cabq.gov>]
Sent: Tuesday, June 02, 2015 1:00 PM
To: Jacob Quintana
Subject: RE: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

M007847

Jacob,

I will be available on Monday, June 8 at 11:30 am.

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

From: Jacob Quintana [<mailto:quintana@visitabq.org>]

Sent: Tuesday, June 02, 2015 8:34 AM

To: benjamin.hogge@hyatt.com; Stu Arledge; Misty Jester (misty.jester@cpabq.com); Shana Walker (shana.walker@jgh.com); Esther Lovato (elovato@thehotelcascada.com); Daniel.Cisneros@Hilton.com

Cc: Maureen Chavez; Hammer, Robin

Subject: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Importance: High

Hello everyone,

Attached is the site inspection form for the **National Association for Civilian Oversight of Law Enforcement (NACOLE) – 2016 Annual Conference**; scheduled for **Sunday, June 7th – Tuesday, June 9th, 2015**. I will provide the meeting planner profile for Cameron once it is available.

As you are all aware, Cameron's main concern is that her attendance numbers may increase to 350 or more, and is wanting to see how your property can accommodate their meeting. We are competing with Detroit; VT has been eliminated.

I will do my best to stay on time with this schedule. If I see that we will be late or early for our scheduled appointment, I will call you to inform you an estimated time when we will arrive at your property. **Please confirm with me that you have received this itinerary and are able to accommodate your agreed upon time.**

Thank you for your partnership and let's win this business together!

Jacob

JACOB QUINTANA

National Sales Manager

ALBUQUERQUE CONVENTION AND VISITORS BUREAU

20 First Plaza NW, Suite 601 Albuquerque, New Mexico 87102

quintana@VisitABQ.org | [505-222-4327](tel:505-222-4327) | [800.733.9918](tel:800-733-9918) x3327

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----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Sun, Jun 7, 2015 at 11:32 AM

Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes

To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>

Cc: "Hammer, Robin" <rhammer@cabq.gov>, "Beth A. Mohr"

<CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzt3@juno.com>, "Eric H. Cruz"

<cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey

Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites

<phamason.lw@gmail.com>, susanne.brown37@gmail.com

Start by telling me where I can find the recordings of our POB meetings on Gov TV or on any other site. It appears that only the most recent meeting is available. Surely, as a matter of public record, it should be archived somewhere. Where is that place, Ms. Hammer?

On Sun, Jun 7, 2015 at 11:24 AM, Moira Amado-McCoy <amadamccoy.pob@gmail.com> wrote:

Thank you for being so thorough, Joanne.

I'm so grateful that you've taken on the task of assuring that our meeting minutes accurately reflect our work. I say this in response not only to the minutes I've seen come across corrected these past few days since you committed to the project, but also to the work in which I know you've been knee-deep regarding the April minutes.

I'm glad the oversight (and even the line-by-line work) of all this is in your capable and careful hands, and I'm also very much committed to assuring that we won't have to continue this double-duty of oversight AND completing the work itself for much longer.

Moira

On Sun, Jun 7, 2015 at 10:57 AM, Joanne Fine <joannefine413@gmail.com> wrote:

What is still not accurate: [See section VI]

A] It speaks only of a motion to create a committee to assist the ILC. It does not say that this committee will be Ad Hoc.

B] Also, the Training and Policies Committee relates to ordinance assignments to recommend Training and Policy changes to APD. I believe we had a motion to create that committee as well, yet these minutes do not reflect that.

Here is what your revised minutes say. They are incomplete and missing important information. Again.

"VI.(D) ADDITIONAL SUBCOMMITTEES

Acting Chair Mohr stated that she wanted to be on a committee that looks at training and policies of

APD. Chair Waites stated his desire for a subcommittee to assist the

Independent Legal Counsel

regarding rules and regulations. Board Member Cruz made a motion to create a subcommittee to

assist the ILC regarding rules and regulations. Board Member Ring seconded the motion.

Committee members will be Chair Waites, Co-Chair Wilson, and Board Member Ring. Passed.

For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring."

On Sat, Jun 6, 2015 at 2:45 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

Attached are the May 19 2015 POB Meeting Minutes with suggested changes from Beth Mohr and Joanne Fine.

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

--
Joanne Fine
Police Oversight Board Member

--
Joanne Fine
Police Oversight Board Member

[REDACTED]

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Thu, Jun 11, 2015 at 1:40 PM

Subject: Meeting materials

To: pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>

All: Please find the enclosed copies of materials for the meeting today. I will bring copies of the hiring process timeline for everyone, you do not have to figure out how to print them. Hopefully, the CPOA office will bring copies of the (correct) agenda.

For those of you who have Excel, you can change dates and the spreadsheet will update the day of the week as well as the intervening number of days between events.

There are two options, the compressed option and the more leisurely option, depending on our circumstances.

We will discuss this during the meeting today, and again, I will bring copies of both.

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

The only thing necessary for the triumph of evil is for good men to do nothing. ~ Edmund Burke

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.

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

- I. Welcome & Call to Order** ~ Acting Chair, Beth A. Mohr
- II. Pledge of Allegiance** ~ Dr. Moira Amado-McCoy
- III. Approval of the Agenda**
- IV. Approval of Minutes**
- V. Public Comments**
- VI. Discussion & Possible Action of IPRA & OMA Resolution** ~ Mark T. Baker, Independent Counsel to POB
- VII. Reports from City Staff**
 - A. Executive Director** – *Report by Acting Interim Executive Director Robin Hammer*
 - B. SOP Update** – *Report by Assistant Lead Investigator Paul Skotchdopole*
 - C. Mayor's Staff** – *Report*
 - D. City Council Staff**– *Report by Council Staff Julian Moya*
 - E. City Attorney's Staff** – *Report by Assistant City Attorney Nicholas Bullock*
 - F. APD**– *Report by Lt. Jennifer Garcia*
- VIII. Report from the Subcommittees:**
 - A. Complaint Review Subcommittee**
Discussion and Possible Action re: CPOA Citizen Complaint Process Mapping
 - B. Outreach Subcommittee**
Discussion and Possible Action re: Outreach issues
Discussion and Possible Action re: Status of Community Engagement Specialist position
Discussion and Possible Action re: Status of CABQ automatic email
 - C. Rules and Regulations Subcommittee**
Report
 - D. Personnel Subcommittee**
Discussion and Possible Action re: Process to Select Executive Director
- IX. POB Training ~ Internal Affairs Process, APD Staff**
- X. Meeting with Counsel re: Pending Litigation & Personnel Issues** ~Mark T. Baker
Discussion and Possible Action re: Pending Litigation & Personnel Issues
- XI. POB Training ~ Mark. T. Baker, Independent Counsel to POB**
 - A. Police Oversight Ordinance**
 - B. Consent Decree (formerly DOJ Settlement Agreement)**
- XII. Other Business**
- XIII. Adjournment ~ Next Regularly Scheduled POB meeting will be on**
Thursday, July 9, 2015 at 4:00 PM in the Vincent E. Griego Chambers

(Dinner break will be taken by POB at ~6:00 pm, during a natural break in the agenda)

M007857

ASAP - Schedule to Select an Executive Director for the CPOA

Date	Day	Description	Tasks	People	Public Meeting Req	Comments	Number of Days
5/19/2015	Tuesday	POB Meeting	Approve Director job description & posting	POB - Approved	Yes	Completed	
6/8/2015	Monday	Job Posted by City HR	http://www.cabq.gov/jobs	City HR/ Vince Yermal	No	Completed	20
7/17/2015	Friday	Closing Date of Job	Applications available "within short time"	City HR/Personnel Subcommittee	No		39
7/21/2015	Tuesday	Receive applications	Pick up/receive applications from City HR	City HR/Personnel Subcommittee	No	Requires quick turnaround from City HR	4
7/24/2015	Friday	Review applications - first cut	Personnel Subcommittee takes first cut at applications, divides into Yes, Maybe and No groups. Yes and Maybe candidates immediately requested to complete writing assignment/questionnaire.	Personnel Subcommittee, Independent Counsel	Open Meeting, no TV		3
8/7/2015	Friday	Due date for writing assignment	Writing assignments due from applicants, to City HR.	City HR/Personnel Subcommittee		Requires quick turnaround from City HR, or have applicants send assignment to HR and Personnel Chair.	14
8/11/2015	Tuesday	POB members study writing assignments	Writing assignments circulated to full POB no later than this date, POB members study and are prepared to do final cut during regular POB meeting.	POB, City HR/Personnel Subcommittee	No	Requires all POB members to study writing assignments and be prepared to make decisions in the public meeting.	4
8/13/2015	Thursday	POB Meeting	POB selects finalists in public meeting, finalists are invited to be interviewed on TV at next meeting.	POB, Personnel Subcommittee invites applicants	Yes	Regular POB Meeting	2
8/27/2015	Thursday	Special POB Meeting	Special Meeting - Applicants are interviewed	POB, Applicants	YES, in Council Chambers	Requires reservation of Council Chambers, pay for TV, CCTV, advance public meeting requirements.	14
9/9/2015	Wednesday	City Council Meeting	Council could move for immediate action to appoint Director	City Council	Council Meeting	Council could also hold for regular action, or defer	13
9/14/2015	Monday	New Director reports to work, dependant on giving notice at their current job.	Potentially the new Director's first day				5
Total time to hire							118

Regular - Schedule to Select an Executive Director for the CPOA

Date	Day	Description	Tasks	People	Public Meeting Req	Comments	Number of Days
5/19/2015	Tuesday	POB Meeting	Approve Director job description & posting	POB - Approved	Yes	Completed	
6/8/2015	Monday	Job Posted by City HR	http://www.cabq.gov/jobs	City HR/ Vince Yermal	No	Completed	20
7/17/2015	Friday	Closing Date of Job	Applications available "within short time"	City HR/Personnel Subcommittee	No		39
7/27/2015	Monday	Receive applications	Pick up/receive applications from City HR	City HR/Personnel Subcommittee	No		10
8/3/2015	Monday	Review applications - first cut to recommend to full POB.	Personnel Subcommittee takes first cut at applications, divides into Yes, Maybe and No groups. Yes and Maybe candidates immediately	Personnel Subcommittee, Independent Counsel	Open Meeting, no TV		7
8/13/2015	Thursday	POB Meeting	POB confirms first cut of applicants, can make any changes to the list who will be invited to participate in the writing assignment.	POB/Personnel Subcommittee & City HR sends writing assignment notices	Yes	Regular POB Meeting	10
9/3/2015	Thursday	Due date for writing assignment	Writing assignments due from applicants, to City HR. Extra time allowed for applicants on vacation to be able to respond.	City HR/Personnel Subcommittee			31
9/4/2015	Friday	POB members study writing assignments	Writing assignments circulated to full POB no later than this date, POB members study and are prepared to do final cut during regular POB	POB, City HR/Personnel Subcommittee	No	Requires all POB members to study writing assignments and be prepared to make decisions in the public meeting.	1
9/15/2015	Tuesday	POB Meeting	POB selects finalists in public meeting, finalists are invited to be interviewed on TV at next meeting.	POB, Personnel Subcommittee invites applicants to be interviewed.	Yes	Regular POB Meeting	11
10/8/2015	Thursday	POB Meeting	Regular POB Meeting - Finalists are interviewed on TV. POB selects and ranks three, names are forwarded to City Council for selection.	POB, Applicants	YES, in Council Chambers	Note: This is also the last day of the NACOLE conference. POB members and staff attending NACOLE would have to fly out early to get to	23
10/19/2015	Monday	City Council Meeting	Council could move for immediate action to appoint Director	City Council	Council Meeting	Council could also hold for regular action, or defer	11
10/26/2015	Monday	New Director reports to work, dependant on giving notice at their curent job.	Potentially the new Director's first day	Newly appointed CPOA Director			7

Total time to hire

170

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Fri, Jun 5, 2015 at 5:07 PM

Subject: RE: NACOLE, Minutes, Memo from APD

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>

Beth,

Thank you for the suggestions. I will incorporate these into my future emails.

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](tel:5059243770)

Fax: [\(505\) 924-3775](tel:5059243775)

M007860

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

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

Sent: Friday, June 05, 2015 3:02 PM

To: Hammer, Robin

Cc: David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown; Mark T. Baker

Subject: Re: NACOLE, Minutes, Memo from APD

Ms. Hammer - I note that Bill Slauson dated his memo on May 6th, addressed to include the POB. However, the first time we received this from you was in your email of May 29th, where it was unhelpfully included with an email about a variety of disparate and unrelated matters. That email started with NACOLE and matters to include the Convention and Visitor's Bureau, then moved on to meeting minutes, and finally included, without explanation, this memo regarding the retaliation policy. This is an ineffective style of communication.

In the future, it would be helpful if you could send emails which provide information about a single topic, or at least related topics, including some history of why we are receiving the information, what action we are being asked to consider, and a discussion of the deadline involved, if any.

The POB has consistently been asking you to work on more effective communication, and this is another example of ineffective communication. This ineffective communication results in a great deal of work for the volunteer members of this Board to be able to piece together the fragments of information you provide into something useful and meaningful, to ultimately take appropriate action. Another example of your unhelpful communication would include the sending of agendas and minutes which are incomplete, incorrect, or not the most recent version of an item.

Additionally, when someone includes the POB as a recipient of a memorandum or other communication, we expect to receive it within a reasonable amount of time. Twenty-three days is not a reasonable amount of time; I would consider two business days to be a reasonable amount of time.

As the Board that supervises and evaluates you, we anticipate and appreciate that your communication will be more effective and timely in the future.

Thank-you. -Beth

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

M007861

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.

On Fri, May 29, 2015 at 4:04 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

The Convention and Visitors' Bureau staff, who has assisted with our application to host the 2016 NACOLE Conference in Albuquerque, has informed me that the NACOLE Board has narrowed their selection to considering Albuquerque and Detroit for the Fall 2016 NACOLE Conference. Staff from the CVB will give a tour of Albuquerque to a NACOLE staffer on June 7-9. The tour will include a site visit to the CPOA Administrative Office, but the time has not yet been set for that portion of the tour.

Attached are the Draft Minutes for the May 19 POB Meeting. I had difficulty hearing on the tape who made a second to two motions. I highlighted these in yellow in the draft. If you could assist me in filling in these gaps, I would appreciate it. The video of the most recent meeting can be found on GovTV's home page:
<http://www.cabq.gov/culturalservices/govtv>

I received the attached Memo from APD IA regarding a review of their retaliation policy and am forwarding it for your consideration.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

M007862

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3774](tel:(505)924-3774)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

[REDACTED]

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Tue, Jun 9, 2015 at 12:21 PM

Subject: Personnel Subcommittee Minutes - Corrected

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

Cc: "Mark T. Baker" <mbaker@peiferlaw.com>

Please find my enclosed corrected subcommittee minutes. Hopefully these incorporated Ms. Fine's changes; so many wrong versions have gone around that I've frankly lost track.

If these are approved by the Personnel Subcommittee today, I will sign them. -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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**POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE**

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
Leonard Waites
Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Due to their late arrival, Board Member Fine moved that the minutes for the April 27, 2015 Personnel Subcommittee be deferred to the next meeting scheduled for June 9, 2015 at 1:30 p.m. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Contract for Independent Legal Counsel**
- A. Introduction of applications for Independent Counsel Contract**
The members discussed the contract for the Independent Legal Counsel. The legal counsel advertisement was read out loud by Assistant City Attorney Whitcomb for the record prior to reviewing the attorney applicants. Chair Mohr indicated that she had received several applications consisting of a letter and CV for each applicant, but only printed and distributed the Curriculum Vitae's (CV's) Members Fine and Cruz for their review during the meeting. Ms. Mohr made available to the Members all of the other documents which the applicants had supplied. Ms. Mohr provided an extra set of CV's to be kept for the record. Chair Mohr suggested that, if during their review of the CVs, the Subcommittee selected more than one applicant; she proposed that they come up with a questionnaire to obtain more information from selected applicants.
- B. Discussion of Process for ranking and selection**
The Members discussed the process for ranking and selection of the applicants. Chair Mohr advised the Subcommittee that there was an issue of the hourly wage which is set at \$180. Acting Executive Director Hammer advised the Subcommittee that there was set amount of money for the Independent Legal Counsel contract within the Civilian

Police Oversight Agency (CPOA) budget, but that the Subcommittee could set the hourly rate for the Independent Council. Ms. Hammer stated that other City boards have hired legal counsel with an hourly rate from \$120 to \$180. Ms. Hammer indicated that there is a budget of \$15,000 until June 30, 2015 and \$75,000 for fiscal year 2016 allotted for the hiring of the Independent Legal Counsel. Assistant City Attorney Whitcomb recommended that the Subcommittee rank candidates by their hourly rate and negotiate their rate. Mr. Whitcomb also clarified that \$180 to \$200 is reasonable government rate. Chair Mohr summarized that a \$75,000 budget with a potential hourly rate of \$180 would result to about 400 billable hours. Chair Mohr indicated that if they select an attorney from a law firm, that it would not generally be appropriate for the firm to send an associate to the POB meetings, except by special arrangement. Chair Mohr suggested that Subcommittee members go through the CVs, which are sorted by alphabetical order, and discuss each one.

C. Discussion of Candidates

After the Subcommittee reviewed the applications, Chair Mohr proposed that the candidates must have the following qualifications:

1. Be an active member of the New Mexico Bar;
2. Have expertise in civil rights, police misconduct and criminal law;
3. Have some expertise in Contract Law, Municipal Regulation, Open Meetings Act, IPRA and Union Contracts, but knowledge in each of these legal areas of law were not required.

D. Selection of Top Candidates

The Members discussed the following candidates for the Independent Legal Counsel. Board Member Fine wanted clarification on how they were rating the applicants. In response, Chair Mohr indicated that they would go through the *yes*, *no* and *maybe* piles and then rank the applicants in the *yes* pile of the following candidates:

1. Christina Adams
2. Erika E. Anderson
3. Adam S. Baker
4. Mark T. Baker
5. Wayne L. Baker
6. Renee Barela Gutierrez
7. Adam Harrison Bell
8. Joshua D. Boone
9. Joshua L. Carpenter
10. Diane Garrity
11. John T. L. Grubestic
12. George F. Heidke
13. Henry F. Narvaez
14. Amy Sirignano
15. Christopher N. Orton
16. Ryan J. Villa
17. Joel M. Young

After reviewing the applications, Subcommittee Members sorted the applications by *yes* and *maybe*. The following applicant was placed in the *yes* pile:

1. Amy Sirignano

The following applicants were placed in the *maybe* pile:

1. Mark T. Baker
2. Wayne L. Baker
3. John T. L. Grubestic
4. George F. Heidke

E. Discussion of Potential Legal Conflicts

A discussion was had regarding the potential legal conflicts. Chair Mohr asked Assistant City Attorney Whitcomb to request the City Attorney's Office to determine if Amy Sirignano had any conflicts with the City.

F. Discussion of Next Steps and Recommendations for Selection

The Members discussed the steps and recommendations the Subcommittee should take in the process of selecting an applicant. Chair Mohr advised the Subcommittee members that they have several choices; they could ask Ms. Amy Sirignano if she would take the rate and put it forward to the full Board as sole choice, rank the *maybe* pile now, or do a survey for more information. Board Member Cruz proposed that they rank the applicants including Ms. Sirignano, who was selected as the only *yes* candidate.

Chair Mohr indicated that she had prepared a questionnaire with 10 questions to present to the four *maybe* applicants in the event Ms. Sirignano did not take the \$180 per hour rate.

Board Member Fine moved that the Subcommittee present their number one selection, Amy Sirignano and the list of alternates to the full POB board. Board Member Cruz seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

Board Member Cruz moved that if Ms. Amy Sirignano declined the proposed hourly rate and negotiations have failed, that the Subcommittee would send the prepared questionnaire to the remaining four candidates: Mark T. Baker, Wayne L. Baker, John T. L. Grubestic, and George F. Heidke. Board Member Fine seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the offer, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates.

- V. Other Business and Subcommittee Recommendations.** None.
- VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.**
- VII. Adjournment:** Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Tue, Jun 2, 2015 at 1:54 PM

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

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

Cc: POB <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>

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

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

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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

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.

Thanks much, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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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.

"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](tel:(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

M007870

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

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.

"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](tel:5057683700)

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 [REDACTED] [REDACTED]. 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

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----- Forwarded message -----

From: **Beth Mohr** <cabq.pob.mohr@gmail.com>

Date: Sat, Jun 6, 2015 at 6:34 PM

Subject: Re: POB Subcommittees

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

Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, pob <pob@cabq.gov>

All: Because of the amount of work involved in Acting Chair, as well as the amount for work involved in the Personnel Subcommittee which is organizing the recruitment and selection of a permanent Director, as well as dealing with ongoing, complex personnel issues at the CPOA, I will not be actively involved in the Policy and Procedures Review Subcommittee at this time.

I am anticipating that Mr. Waites will take back the full duties of Chair starting with the August meeting, and once the new Director is selected - probably also around August - I look forward to being able to fully participate in shaping the policy and training that APD will use going forward.

Until then, my duties as Acting Chair and as Chair of Personnel need to take priority at this time. Thank-you for your understanding, -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.

On Sat, Jun 6, 2015 at 10:01 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Attached is a listing of the membership of the five POB Subcommittees for your reference. This information is also on the CPOA website.

All the best,

Robin

M007873

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

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

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

----- Forwarded message -----
From: **Beth Mohr** <Bmohr@themchardfirm.com>
Date: Wed, Jun 10, 2015 at 12:16 PM
Subject: Test for all Board members receipt
To: "pob@cabq.gov" <pob@cabq.gov>

Beth A. Mohr CFE, CAMS, MPA, PI
Managing Partner
McHard Accounting Consulting LLC

Sent with haste from my Verizon Wireless 4G LTE DROID