

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24903773**

Name:	EDNA FRANCES SPRAGUE	Address:	[REDACTED] Albuquerque, New Mexico 87104 US
Home Phone:	[REDACTED]	Alternate Phone:	
Email:	[REDACTED]	Notification Preference:	Email
Former Last Name:		Month and Day of Birth:	[REDACTED]

Personal Information

Driver's License:	Yes, New Mexico , [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States?	Yes
What is your highest level of education?	Doctorate

Preferences

Preferred Salary:	\$90,000.00 per year
Are you willing to relocate?	No
Types of positions you will accept:	Regular
Types of work you will accept:	Full Time
Types of shifts you will accept:	Day , Evening , Night , Weekends , On Call (as needed)

Objective

I have been a prosecutor for 10 years and have worked very closely with Albuquerque Police Department as well as surrounding agencies in that capacity. I am from Albuquerque and feel that my skills as a prosecutor, a manager, and a communicator will be an asset as APD and the City work to rebuild their relationship with each other and the community.

Education

Professional West Virginia University School of Law 8/1998 - 5/2001 Morgantown, West Virginia	Did you graduate: Yes College Major/Minor: Juris Doctor Degree Received: Professional
Graduate School University of New Mexico 1/1997 - 5/1998 Albuquerque, New Mexico	Did you graduate: No College Major/Minor: Community & Regional Planning Degree Received: Master's
College University of New Mexico 8/1990 - 12/1996 Albuquerque, New Mexico	Did you graduate: Yes College Major/Minor: American Studies and Women Studies Degree Received: Bachelor's

Work Experience

Deputy District Attorney 8/2005 - Present Second Judicial District Attorneys Office 520 Lomas Blvd. NW Albuquerque, New Mexico 87102 505-222-1245	Hours worked per week: 40 Monthly Salary: \$5,000.00 # of Employees Supervised: 17 Name of Supervisor: Debbie DePalo - Chief Deputy District Attorney May we contact this employer? No
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Duties

Deputy District Attorney, May 2012 to present. Duties included those listed below with the addition of all supervisory responsibility for case acceptance, prosecution, and plea resolutions up to and including jury trials. Responsible for all administration and personnel matters for a division of fifteen people. This includes hiring and discipline. Manage caseloads and triage of an endless variety of case difficulty. Supervise seven attorneys at all experience levels. Work with local law enforcement in streamlining and bettering communication with law enforcement in order to make the criminal justice system more accessible to victims of violent domestic violence crimes. Delegate case responsibility and duties within the division. Coordinate with other state agencies regarding case prosecution, appellate issues, and collaboration. Handle all criminal cases from other judicial districts where there exist conflicts in the originating jurisdiction.

Assistant Supervising Senior Trial Attorney, January 2012 to May 2012

Felony Domestic Violence Division - District Court. Duties include screening of all criminal case investigations submitted to the Second Judicial District Attorneys office for case prosecution. Responsible for presenting those accepted cases to the Grand Jury for probable cause determinations. Assist the Deputy District Attorney with any and all administrative needs including but not limited to supervising the attorney and non-attorney staff in the division (fourteen total people).

Assistant District Attorney, November 2009 to January 2012

Felony Domestic Violence Division - District Court. All duties the same as listed below except cases are now focused on the intersection between domestic violence and narcotics offenders. Working under Federal Grant to combat narcotics and violence crimes offenders. Additionally taught classes to law enforcement around the state of New Mexico on domestic violence legal updates (both criminal and as related to the Family Violence Protection Act) in satisfaction of mandatory law enforcement continuing education requirements.

Assistant District Attorney, September 2006 to November 2009

Felony Domestic Violence Division - District Court. Prosecute all varieties of felony domestic violence cases. Participate in the Albuquerque Police Department Cadet Mock Trial trainings; co-taught classes at the APD Academy with other assistant district attorneys. Taught Continuing Legal Education classes on domestic violence and criminal law. Attended numerous community meetings related to domestic violence; including homicide review teams, domestic violence network meetings, and planning meetings for the Family Advocacy Center, to name a few. Extensive law enforcement training with APD - Mandatory training done ever two years to the entire department. Additional training done during field briefings at request of commanding officers.

Assistant District Attorney, August 2005 to September 2006

Lead Project Attorney for a Domestic Violence Special Prosecution Unit in the Metropolitan Court. Prosecute all varieties of misdemeanor domestic violence cases with the assistance of one field investigator and two victim advocates.

Staff Attorney

6/2002 - 7/2005

New Mexico Legal Aid, Inc
301 Gold Ave SW
Albuquerque, New Mexico 87102
505-243-7871

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Angelica Anaya Allen -
Executive Director - no longer so employed

May we contact this employer? Yes

Duties

Represent victims of domestic violence in obtaining, enforcing, modifying orders of protection against their abusers and family law associated with the domestic violence case, including divorce and custody issues. Act as an informal liaison between the victim and the criminal justice system in prosecuting criminal domestic violence cases.

Participate in numerous community activities dealing with Domestic Violence, including but not limited to: the Intimate Partner Violence Homicide Review Team; NM Coalition Against Domestic Violence; and NM Attorney General's Office.

Taught Continuing Legal Education classes on Domestic Violence in civil court, the Uniform Child Custody Jurisdiction and Enforcement Act, and general family law.

Appear in District Court on a regular basis mostly for the purpose of conducting evidentiary hearings; also appeared in Metropolitan Court to litigate landlord/tenant cases.

Previous work included dealing with clients on a variety of housing issues: evictions, foreclosures, discrimination, and landlord/tenant negotiations.

Reason for Leaving

Went to work for the Second Judicial District Attorney's Office

Associate Attorney

1/2002 - 6/2002

Hours worked per week: 40

Monthly Salary: \$0.00

May we contact this employer? No

Garcia Kelley & Associates - no longer in existence
Albuquerque, New Mexico

Duties

Worked with Family Law clients, Domestic Violence clients, Adoptions, regarding all areas of family, divorce, and custody law.

Reason for Leaving

Went to work at New Mexico Legal Aid

Law Clerk

8/2001 - 10/2001

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: David Kelsey

May we contact this employer? Yes

Atkinson & Kelsey, PA
2155 Louisiana Blvd NE
Albuquerque, New Mexico 87110
505-883-3070

Duties

Worked with Family Law clients regarding complex divorce, custody, and financial issues. Included case development on complicated child abuse case.

Reason for Leaving

To travel - then went to work for Garcia Kelly & Associates.

Certificates and Licenses

Type: Licensed to Practice Law in the state of New Mexico, September 2001

Number: [REDACTED]

Issued by: State Bar of New Mexico

Date Issued: 9 /2001 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Associations

State Bar of New Mexico, American Bar Association, New Mexico Intimate Partner Violence Homicide Review Team; and NM Coalition Against Domestic Violence.

Professional Associations

National Organization of Legal Services Workers Local 2320, United Auto Workers - President

June 2002 - August 2005

Honors & Awards

Winner of Charles Evans Hughes Moot Court Competition, April 1999

While at Chicago Kent College of Law (first year law school)

References

Professional

Morales, Det. Jason

Retired - Albuquerque Police Department - Homicide

[REDACTED]
Albuquerque, New Mexico 87113
[REDACTED]

Professional
Moss, Nicole
Attorney at Law - Law Office of Nicole W. Moss
[REDACTED]
Albuquerque, New Mexico 87102
[REDACTED]

Personal
Sandlin, Scott
[REDACTED]
Albuquerque, New Mexico 87106
[REDACTED]

Professional
Thomson, Elizabeth
Sgt. APD - Homicide
Albuquerque Police Department
400 Roma NW
Albuquerque, New Mexico 87102
[REDACTED]
ethomson@cabq.gov

Professional
Benford, Mark
Special Commissioner
400 Lomas Blvd NW
Albuquerque, New Mexico 87102
[REDACTED]
albdmab@nmcourts.gov

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: West Virginia College of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 3 years to less than 4 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: As I prosecutor I am involved in criminal investigations in many ways. I am present at homicide call-outs and observe those investigations. I also engage in a variety of types of investigations as part of my day to day tasks prosecuting felony domestic violence. Looking for victims or witnesses, discussing cases with law enforcement, viewing evidence, organizing evidence, crime lab service requests, reviewing law enforcement case files, interviewing witnesses, interpreting crime scenes, viewing photographic evidence, and a variety of other tasks.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have most recently transitioned a felony division from old local rule standards to the new LR2-400 local rule which drastically changed the way cases are prosecuted in the 2nd Judicial District. Over the years I have administered grants and maintained grant compliance, I have reported to a governing board (as part of New Mexico Legal Aid), and when I left my position at NMLA I was appointed as a member of the governing board.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due No Later Than July 25, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/flndsettle.php#newmexico>

Please provide the following information:

Name: Edna Frances Sprague
Firm/Employer: Second Judicial District Attorney's Office
Address: 520 Lomas Blvd. NW, Albuquerque, NM 87102
Phone: 505-222-1245 work / [REDACTED]

1. After reviewing the City of Albuquerque 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?

I think there are multiple goals, but most importantly the CPOA must create a safe, trusted, and transparent avenue for citizens to participate in relationship building between the Albuquerque Police Department and the community.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

As a prosecutor I face a particularly challenging array of ethical issues. I have a duty to the citizens of the State, the Defendants and the victims of enumerated violent crimes under the Victim's of Crime Act. Often those 3 duties can hold competing interests. Ultimately I have to hold the defendant's constitutional rights in highest regard. I have had situations where I believe that a violent crime has occurred yet I am unable to prove it beyond a reasonable doubt. It is difficult to walk away from a case when you believe someone has committed a crime, but you know you cannot prove it. Yet, I must. I can think of a lot of specific instances of these types of conflicts and am happy to describe those in further detail. Another challenge, and this goes along with what I have discussed above, is the importance of setting my ego aside in the face of the reality of criminal prosecution and the burden of proof.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

I became the supervisor of a 15-person division after the previous deputy district attorney resigned suddenly. I was not much prepared for the job, but learned as I went. The hardest challenge I have faced is making a decision or reacting in a certain way and then seeing, in hindsight, that I was wrong. How do I fix that with the employee without eroding trust? I can think of multiple times when I've made incorrect assumptions or handled something ineffectively. Part of growing has been acknowledging to myself my mistakes and then trying to instill trust in the face of that admission. In each case I have acknowledged my mistake, apologized, corrected my own behavior and committed to learn something

from my mistake. I've done this in the most transparent way I know how so that the employee sees that I have a stake in the outcome and that I want to be held accountable.

4. Which of your legal cases are you the most proud of and why?

One was a double homicide case where, after almost 3 years of litigation, the defendant entered into a plea agreement calling for a life sentence. The case was fraught with many challenges that required me to constantly assess my position and role in the case as a prosecutor. The victims were members of the same family and the defendant was one of the victim's boyfriend. Emotions ran high and the case pleaded on the eve of trial. Ultimately I believe the defendant pleaded because I showed him some compassion by returning to him some sentimental personal property that had been seized during the investigation. I am also proud of the work I did on a violent rape case. Initially the victim was uncooperative – the result of the severe trauma she suffered. I worked the case and gave her as much time as I could to heal and eventually she became cooperative. I am exceedingly proud of how far she has come and the strength she has shown since the case beginnings.

5. Describe your investigative philosophy.

Investigations can be tricky because relevant items or facts are not necessarily readily apparent. My style is to look at things as a target – with the incident in question at the center and each ring outward forming the different realms of relevance. All things in those rings have some bearing on the center issue, but their weight can vary. It is important to be willing to look at all the rings, but keep perspective about the weight to be given any fact. I believe it is important to gather as much information as possible without reaching any conclusions before the completion of the fact gathering. But it is also important to be willing to change your mind if new facts come to light in spite of any conclusions you may have reached. In criminal law one often finds out new information that can drastically change one's case. It is imperative to be able to accept those new facts and react appropriately without holding too closely to the conclusion you've previously reached.

6. 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?

Specifically, the felony domestic violence division receives approximately 1200 cases per year from a variety of law enforcement agencies. Each case is at a different stage. I have, since 2012, triaged those cases and prioritized them when determining when or if to prosecute. In 2012 when I began the task, we had at least 1000 cases that made up an 18-month backlog of cases awaiting prosecution determination. This number was in addition to the approximately 1200 active cases handled by the line attorneys. Further, there is no stopping the influx of cases. So the numbers are constantly changing, which requires a real understanding of flow and backlog. I tackled them by starting, simultaneously, assessing the oldest and newest cases for prosecution. In doing so, I was quickly able to get the backlog down to a few hundred cases – that had all been reviewed – pending case prosecution. The case delay was reduced to approximately 6 months from date of incident to formal charging. Cases were quickly screened for acceptance such that any case where prosecution was declined was handled swiftly so that all stakeholders (including defendants) knew quickly of the decision. Every case was triaged at initial submission to the DA's office and then dealt with appropriately rather than simply being placed at the end of a queue and not reviewed until a much later date.

7. What is your vision for the CPOA? To facilitate understanding between the community and the APD in such a way that trust is restored and there is better partnership in the future.

I believe very strongly that there are solutions to the problem this community is facing. The CPOA is one important way to (re)forge that relationship.

8. 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.

I am capable of making a reasoned decision and explaining my position. This would, I believe, restore confidence in the process for members of the community. I am always willing to change my mind if given new information. This would allow me to have an open mind when investigating complaints. I am not afraid of public speaking and in fact enjoy it quite a bit. I have worked very hard to build trust between me, as a prosecutor, and the police officers I rely upon as part of my job and believe that that trust would instill confidence in the process by individual officers. As part of the relationship I have built with my law enforcement colleagues, I have educated myself on as many different investigative tools I can – including working with OMI, APD Criminalistics, various expert witnesses – SANEs, physicians, etc. I am endlessly curious and inquisitive and enjoy the learning process.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

The most standout ways in which I have worked with various stakeholders are: being the president of the National Organization of Legal Services Workers Union that represented the employees of New Mexico Legal Aid during contract negotiations; and my involvement in various multi-disciplinary groups and task forces that work to end domestic violence and sexual assault.

During the course of contract negotiations between NMLA and NOLSW we faced mainly economic problems that forced us into layoff negotiations and led to a new collective bargaining agreement. When being briefed by NMLA's CFO it became clear that there was some type of financial mismanagement that required the federal governing agency – Legal Services Corporation – get involved. This eventually led to LSC oversight of NMLA's grant management. After weeks of negotiations, we reached a CBA that minimized the financial impact to the employees, created fiscal accountability, and minimized lay-offs.

Since I began practicing law, in 2001, I have participated in at least two multi-disciplinary groups tasked with ending domestic violence and sexual assault. One of the main groups was an organization called the Network – which was made up of stakeholders from CYFD, APD, NMSP, BCSO, various medical providers, SANE, the NM Coalition Against Domestic Violence, Enlace Comunitario, Catholic Charities, United Way, the Courts (judges and special commissioners from judicial districts all over the State), and representatives from various district attorney's offices. I am probably forgetting a few of the stakeholders, but suffice it to say they meetings were large and varied. Often there was conflict between law enforcement agencies and victim's rights agencies for example. Initially my role in the Network was as a civil legal services attorney, but later as a prosecutor. It became clear to me that the population seen by advocacy agencies was very different from the population I was seeing as a prosecutor. I felt it important to try and explain that difference in the hopes that the varying agencies could work more effectively together. Those challenges are on going so I cannot outline a specific outcome, but I can say that those types of groups and discussions are crucial to building a coordinated community response to these social issues. I have also participated in the statutorily created Intimate Partner Homicide Review Team – also made up of many of the above listed stakeholders tasked with identifying risk factors and creating best practices annual reports.

10. 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.

I am from Albuquerque and love my community. I am personally and professionally troubled by the conflict between the community and the APD. I want to be part of the solution.

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.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24856880**

Name: Edward W. Harness Address: [REDACTED]
Milwaukee, Wisconsin 53202 US
Home Phone: [REDACTED] Alternate Phone: [REDACTED]
Email: [REDACTED] Notification Preference: Email
Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, Wisconsin, [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day, Evening, Night, Weekends, On Call (as needed)

Objective**Education**

Graduate School
Marquette University Law School
8/1997 - 5/2000
Milwaukee, Wisconsin

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Doctorate

College
Concordia University
[Unspecified Start] - 5/1996
Mequon, Wisconsin

Did you graduate: Yes
College Major/Minor: Management of Criminal Justice Operations
Degree Received: Bachelor's

Professional
California State Polytechnic University at Pomona
9/1977 - 12/1981
Pomona, California

Did you graduate: No
College Major/Minor: Resources and Small Business Management
Degree Received: Professional

Work Experience

Attorney & Counselor at Law
11/2001 - Present

Harness Law Offices, LLC
www.bankruptcymke.com
310 E Buffalo St
Milwaukee, Wisconsin 53202
4146472222

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 2
Name of Supervisor: Edward Harness - Owner/Attorney
May we contact this employer?

Duties

Private practice of law representing individuals in two federal areas. Accredited by the Department of Veterans Affairs, & a designated Federal Debt Relief Agency. Gross receipts \$0 - \$224,000

Founder/Mediator
5/1998 - 9/2010

Hours worked per week: 10
Monthly Salary: \$0.00

E-Mediate(TM)
Milwaukee, Wisconsin

Name of Supervisor: Edward Harness -
Owner/Mediator
May we contact this employer?

Duties

National Panelist, 1999 - 2010, United States Postal
Service REDRESS Program Mediator, Workplace dispute, formal and Informal EEO
complaints.

Director-Dispute Resolution
5/1999 - 7/2002

Better Business Bureau of Wisconsin
www.bbbwi.org
10101 W Greenfield Ave
Milwaukee, Wisconsin 53214
414-847-6000

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Ran Hoth - CEO
May we contact this employer?

Duties

The center provides dispute resolution services for the statewide organization including BBB Auto Line
program for Wisconsin. Duties
included system design, recruiting, training, implementing policy and programs.
Salary Range \$35,000 - \$50,000

Police Officer
7/1991 - 8/1997

Milwaukee Police Department
749 W State Street
Milwaukee, Wisconsin 53233
4149334444

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Duties

Conducted all phases of law enforcement including;
investigation, crime suppression, new officer training, report writing, and court
testimony. Salary Range \$30,000 - \$45,000

Certificates and Licenses

Skills

Office Skills

Typing:
Data Entry:

Additional Information

Professional Associations

Wisconsin Bar Association, Admitted to practice law in the state of Wisconsin
Eastern District of WI Federal Bar - Admitted to practice law in the Eastern District of WI.

Professional Associations

National Association for Civilian Oversight of Law Enforcement

Professional Associations

National Association of Consumer Bankruptcy Attorneys

Professional Associations

National Organization of Veterans Advocates

Professional Associations

Board of Directors - Wisconsin Association of Mediators

Honors & Awards

Bachelor of Arts, Cum Laude, May 1996

Honors & Awards

Marquette University Law School - The Saint Thomas More Law Scholarship, 1997

Honors & Awards

The W. Dale Phillips Scholarship, 1998, The Honorable Noel P. Fox Law Scholarship

Honors & Awards

1998, The Clifford I. Bltker Memorial Law Scholarship, 1999

Honors & Awards

Milwaukee Police Department - Chief of Police Superior Achievement Award, 1995

Honors & Awards

United States Army - Army Commendation Medal, 1988, (2) Army Good Conduct

Honors & Awards

American Registry Highest Rated Professionals, 2014

Honors & Awards

M' Milwaukee Lifestyle Magazine's Top Rated Attorneys, 2012 - 2015

Honors & Awards

National Academy for Bankruptcy Attorneys Top Ten Attorney, 2014

Honors & Awards

Wisconsin Rising Star SuperLawyers, 2008 - 2010

Honors & Awards

(4) Meritorious Arrest Awards, 1991-1995

Honors & Awards

US Army Commendation Medals, 1985 & 1988

Professional Associations

Vice Chair, Police Commission - Whitefish Bay, Wisconsin. Citizen oversight of police hiring, discipline, and civilian complaints

Volunteer Experience

Volunteer Instructor - Make A Difference Wisconsin, Inc. teaching financial literacy

Volunteer Experience

Volunteer Attorney - Marquette Volunteer Veterans' Legal Clinic

Volunteer Experience

Peer Mentor - Milwaukee County Veteran's Court facilitated by Dryhootch

Volunteer Experience

Expert Presenter - Wisconsin Women's Business Initiative Corporation, Inc

References

Personal

Leibold, Kurt

Assistant Chief of Police Milwaukee Police Dept

██████████
Milwaukee, 53233
██████████

Professional

Young, Michael

Chief of Police Whitefish Bay

5300 N Marlborough Dr

Whitefish Bay, Wisconsin 53217

414-962-3830

Professional

Harron, Denise

Attorney-Chair Police Commission

1200 N Mayfair Rd

Suite 290

Milwaukee, Wisconsin 53226

414-777-0000

Personal

Inger, Alma

Paralegal

735 W Wisconsin Ave

12th Floor

Milwaukee, Wisconsin 53233
██████████

Resume

Text Resume

Attachments

Attachment	File Name	File Type
DD Form 214.pdf	DD Form 214.pdf	Other

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: Yes

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and

relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Marquette University Law School

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: State Bar of Wisconsin
Federal Bar - Eastern District of Wisconsin

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: My experience in criminal investigations is 6 years as a City of Milwaukee Police Officer. Additionally, I spent 6 years as a Military Policeman.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: In addition to the experience I described above, for the past seven years I've served as a Commission for the Village of Whitefish Bay police department.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 1, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/sp/findsettle.php#newmexico>

Please provide the following information:

Name: Edward W. Harness
Firm/Employer: Harness Law Offices
Address: [REDACTED] Milwaukee, WI 53202
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

ANSWER: Use of Force is the issue on which the public will focus. What is the CPOA going to do about it? I propose the following:

- a. Within 30 days the Chief of APD must present an overview of the department's Use of Force Training for new hires and in-service training. This report must include a detailed use of force continuum. Additionally, the Chief must present a comparison between APD standards and national standards.
- b. Within 90 days the Chief must submit an action plan to conform with national standards for use of force with a timeline for department wide training.

At the same time the Director must initiate an aggressive media campaign to highlight the work of the CPOA relating to the use of force issue. That campaign must include individual meetings with stakeholders, media availability, and use of social media.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

ANSWER: A few years ago a client came to my office needing to protect assets from garnishment. The garnishment effective date was just a few days away. I filed an action in federal court on an emergency basis.

After the case was filed I discovered my clients had an interest in a business they had not disclosed to me or to the court. Because I filed the case on an emergency basis, the case status was still pending. Therefore, the clients' assets had not been finalized with the court.

Upon discovering these facts I met with my clients and discussed their options. They could continue the case and possibly face criminal charges; and I would file a motion to withdraw as their attorney, or they could voluntarily dismiss their case and find another way to protect their assets.

My clients voluntarily dismissed their case.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

ANSWER: An employee presented a challenge to me. For a time my law office ran commercials on a local Spanish TV station. The campaign was successful and I needed to add a Spanish speaking assistant. My Office Manager and I interviewed applicants and we hired a part-time assistant to answer phones, do client intake, and data entry.

After the employee started it became apparent she was comfortable speaking Spanish in the office, but not interacting with clients. My office manager began to tutor the employee in Spanish to help the employee's confidence.

Another problem developed, the employee fell behind on data entry tasks. I counseled the employee on the data entry tasks, and offered to increase her hours to help complete the tasks. She said she would get caught up and did not need the extra hours.

The employee's interaction with our Spanish speaking clients did not improve. The data entry tasks fell behind again, so I terminated her employment.

4. Which of your legal cases are you the most proud of and why?

ANSWER: The legal case I'm most proud of is Feerick v. Matrix Moving Systems, Inc. et.al. I'm proud because I received a fair and just outcome for my client, and proud of the work it took to get it.

The case involved interstate transportation of household goods and exploitation of the elderly. My clients moved from Wisconsin to Florida. The moving company charged the Feericks \$20,000.00 more than the original quote (a violation of federal statute). The moving company held the household goods hostage until my clients paid the extra \$20,000.00.

The Feericks hired me to help them recover the extra money paid. I filed a claim and complaint with the Better Business Bureau. The BBB conducted an arbitration hearing. The arbitrator ruled in our favor.

The moving company hired new attorneys and the appeals process began. I filed an action in state court to confirm the arbitrator's decision. Meanwhile, the moving company sought relief from the decision through federal statute. During the state court action the defendants through their attorneys claimed the arbitration award money was in the moving company's lawyer's trust account.

The state court ruled in my client's favor ordering the money be paid, and that is when it got complicated. The law firm for the moving company then stated it did not have the money. I filed a Contempt Motion to compel the law firm to turn over the money. The court ruled in our favor and the law firm paid the money from its general business account.

The case then moved to the Wisconsin Court of Appeals. After submissions from all parties the appellate court ruled judicial estoppel was not the correct legal theory to hold the law firm liable and remanded the case back to state court for further proceedings.

Upon remand my clients were dismissed from the case and allowed to keep the arbitration award, based upon the legal theory of equitable estoppel. The case took 5 years to complete.

5. Describe your investigative philosophy.

ANSWER: It is important to understand investigations of the police have a special nature, because police hold a special place in our society. First and foremost every complaint matters. Each complaint can be analyzed as a management tool for the CPOA.

Investigations must be timely and thorough: Were all the identified witnesses interviewed? Were there efforts to identify additional witnesses? Was a neighborhood canvas conducted? Did the investigation include any photographs or diagrams? Were there any conflicts of interest for the parties involved? Was there any conflict of interest that existed between the parties? Is this a pattern and practice? These are questions that should be answered for each investigation.

My philosophy is to treat each and every investigation with the care it deserves, because each complaint is a tool to better the police department.

6. 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?

ANSWER: In 1999, the Better Business Bureau of Wisconsin hired me to lead its Dispute Resolution Center during a time of transition. The BBBWI wanted to add mediation as a dispute resolution process, but more importantly the organization needed to upgrade its arbitrator cadre to comply with federal warranty laws and state administrative code. When I came to the BBBWI the arbitrators were volunteers and non-lawyers. To gain compliance the arbitrators needed to be attorneys.

Over the next 18 months I recruited and trained a new cadre of arbitrators across the state of Wisconsin. Additionally, I designed and implemented a mediation program for resolution of consumer complaints.

7. What is your vision for the CPOA?

ANSWER: My vision for CPOA is that it conducts thorough and fair investigations of both internal and external complaints. That CPOA deter future police misconduct by ensuring discipline in cases of proven misconduct. That CPOA provides a satisfactory procedure for citizens to seek redress for grievances against the police. That CPOA provide fair treatment of officers accused of misconduct. That CPOA enhance public confidence in the police by providing a professional complaint review process.

8. 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.

ANSWER: Five assets I bring to the position are:

- Experience – My work as a police officer in a major city, an administrator of a statewide organization, an attorney, a mediator, and Vice Chair of a civilian oversight of police commission.
- Demeanor- I'm calm, pragmatic, and decisive.
- Education – BA in Criminal Justice Operations, Law Degree from Marquette University Law School
- Accomplished - Most recently as a Leading Lawyer in Milwaukee for 2015

- o Marketer – I took my firm from \$0 to over \$200,000.00 of gross revenues by learning how to market. I've done trade-shows, community events, designed websites, and used social media including blogging.

I struggle with finding a balance between work and off time. I'd rather check email or phone messages instead of letting them go until the next day.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

ANSWER: I am a professionally trained Mediator. My training is in the evaluative, facilitative, and transformative models of mediation. The issues I've mediated have been quite diverse: federal land use issues, discrimination complaints, consumer issues, and employee/employer to name a few.

Most of the mediations I conducted were for the United States Postal Service. These mediations involved union workers, union representatives and management officials. Over 80 % of the cases I mediated resulted in resolution of the dispute.

My achievements and recognition as an attorney have presented other opportunities for community involvement. State Senator Lena Taylor requested my participation in a series of workshops related to homeownership. Alderperson Linda Lubotsky requested I participate in a workshop for the citizens of Greenfield when new property assessments threatened homeowner's ability to meet their property tax obligations.

10. 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.

ANSWER: The CPOA has a big task ahead. My breadth of experience, education, and training make me uniquely qualified to fill the position. I will be ready from Day 1 to assume the duties of the position.

Based upon the current make-up of the committee, not a single member has police experience. According to news reports, there is already pushback from police staff and the police union. My experience shows me a committee comprised of all civilian personnel will meet great resistance to change. I can change the dynamic.

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.

Kurt Leibold
Assistant Chief of Police

Milwaukee Police Department

749 W State St

Milwaukee, WI 53233

414-935-7802

Chief Leibold is a friend and a former squad partner from my days working for the Milwaukee Police Department.

Michael D. Young
Chief of Police

Village of Whitefish Bay Police Department

5300 N. Mariborough Dr.

Whitefish Bay, WI 53217

414-962-3830

Chief Young will describe my role in his hiring as the Chief of Police for the village in my capacity as a Commissioner.

Denise M. Harron
Attorney – Chair Police Commission

Emile Banks & Associates LLC

1200 N Mayfair Rd Ste 290

Milwaukee, WI 53226

414-777-0000

Attorney Harron recruited me to serve on the police commission. She and I serve together on the commission. We met as Supervising Mediators for Marquette Law Schools Mediation Workshop at Milwaukee County Small Claims Court.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information --- Person ID: 25013324**

Name: Jay Rowland Address: [REDACTED]
WARWICK, New
York 10990 US

Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New York
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$90,000.00 per year
Are you willing to relocate? Yes

Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective

Civilian Police Agency Director

Education

Graduate School
University of Illinois Law School
8/1969 - 1/1972
Champaign, Illinois

Did you graduate: Yes
College Major/Minor: Law
Units Completed: 90 Semester
Degree Received: Doctorate

Work Experience

Independent Review Officer
9/2002 - 5/2007

Independent Review Officer for city of Albuquerque
2nd St 8th floor
Albuquerque, New Mexico 87122
5054176316

Hours worked per week: 40
Monthly Salary: \$8,000.00
of Employees Supervised: 4
Name of Supervisor: Police Oversight
Commission
May we contact this employer? Yes

Duties

Independent civilian oversight of the Albuquerque Police Department.

Reason for Leaving

Contract ended

Certificates and Licenses

Type: Law license

Number: [REDACTED]

Issued by: NY Office of Court Administration

Date Issued: 10 /1993 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

References

Professional

McDowell, Jerry

former Vice President of Sandia National Lab

Albuquerque, New Mexico 87122

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: Yes

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: 2007

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree Identify the accredited law school.

A: University of Illinois

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing Identify the state.

A: New York

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I served 30 years in the Air Force. I supervised investigations by the Office of Special Investigations and the Security Police Investigations. I served as a defense attorney and prosecutor. I served as Acting Inspector General for 21 st Air Force and my last assignment was with the Inspection Agency, reporting directly to the Inspector General of the Air Force. I was IRO from 2002 to 2007

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I wrote the policy, procedures and rules for the Police Oversight Commission. I also negotiated with the APOA for important changes to the original POC Ordinance. I presented these changes to the City Council who approved them.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 14, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>
Please provide the following information:

Name: Jay Rowland

Firm/Employer: Retired

Address: [REDACTED], Warwick, NY 10990

Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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? I believe the most important goal for police oversight is police shooting cases. Our credibility with the citizens of Albuquerque will never be good unless we can prove to them that we are serious about properly investigating and quickly reporting the findings to the public. The starting point is to ensure police shooting cases are investigated and completed in a timely manner (eg 60 days) and the District Attorney presents the case to the grand jury quickly (eg 30 days). Then the POB and Executive Director present the facts, findings and recommendations to the public at the first possible POB meeting so the public can judge us by our actions. A close second is the serious use of force by APD officers. These need to be quickly and thoroughly investigated and presented publicly at the first possible POB meeting. Both of these are critical to winning the trust of the citizens of Albuquerque by showing the openness of this new police oversight system. Then we must accept public input.
2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome. After a year as IRO, I had an APD lieutenant call me and tell me that she had very important information about some misconduct by the Chief of Police. She wanted to talk to me about it, but wanted my assurance that I would not tell anyone, because she feared retaliation. I gave her that assurance but had no legal authority to promise confidentiality or treat her as a "Whistleblower". She and I had long discussions on these issues. She told me the Chief had just changed the findings on two police shooting cases and one Citizen Police Complaint from Sustained to Exonerated. After much agonizing and study of the APD Standard Operating Procedures, she decided to go to the Chief and tell him that she had told me this information and she thought his actions were wrong. I presented this information to the Police Oversight Commission at our publicly televised meeting and answered questions from reporters. This began the journey of discovery that led to significant changes in the original POC Ordinance.
3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why. The Mayor asked me to do an independent investigation of the Evidence Room controversy that was front page news for several days. This was outside the Police Oversight Ordinance, but I accepted the challenge. Not only was this a very politically charged controversy, but it also stretched our limited resources of only two investigators. We were tasked to quickly complete this massive investigation of the Evidence Room problems, while at the same time providing citizens with timely investigations of their complaints. The Mayor approved my hiring of additional investigators. I contacted and hired former Independent Counsels (the previous police oversight attorneys) and an independent investigator I had hired for the Iraq war demonstration cases. Thanks to all these investigators, we were able to interview numerous APD employees in a timely manner, seize an APD computer for evidence, obtain all emails from the public Safety Director, APD Chief and

Deputy Chiefs, captains, and all others involved. We made and sustained significant findings which were supported by the evidence and the Mayor was able to act decisively, make the investigation public and order corrections of the problem areas.

4. Which of your legal cases are you the most proud of and why? Several months into the IRO job, the Iraq war started. There were numerous demonstrations by Albuquerque citizens against the war. APD responded to attempt to control the demonstrations and ensure they were peaceful. We immediately received dozens of citizen complaints against the use of force by APD. Again, we were stretched thin with only two investigators to try to get this controversial case completed quickly and thoroughly while continuing to complete the other citizen complaints within the required time frames. I am especially proud of this case because we provided APD not only with the facts of all the complaints, but also with a guide on how to handle the next demonstrations. We did not have any other large scale demonstrations while I was IRO, but I hope APD learned from our extensive recommendations.

5. Describe your investigative philosophy. My investigative philosophy is very simple. We investigate the entire incident complained about thoroughly and quickly. We don't investigate just the issue complained about. We investigate the entire course of conduct and anything else that is discovered during the course of the investigation. A citizen might complain about the use of force, but if we find other issues raised by the evidence of any other APD policy or procedure violations, we investigate them as well. Every issue the evidence raises will be investigated to its conclusion. All findings are based on a preponderance of the credible evidence.

6. The CPOA as an organization has been 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? That is exactly the same situation I inherited when I became IRO in 2002. The previous IRO did not have her contract renewed and the position was vacant for several months. As soon as I was appointed by the Mayor and approved by City Council, I directed Internal Affairs to send all cases that had not been completed to our office for review and investigation. Some cases had to be reinvestigated. In one case, Internal Affairs had referred the investigation out of their office and to the sergeant of the area command in which the person complained about was the sergeant's captain and superior. My reinvestigation of this case of this case created a controversy with APD and the APOA. I dealt with that and all other issues personally, so my investigators could maximize the number of citizen complaints that they could investigate. Investigating cases was their sole duty and our goal was to eventually be able to investigate all citizen complaints and not have Internal Affairs investigate any of those complaints. This was to establish our credibility with the citizens of Albuquerque. The new Ordinance is far superior to the previous one. The Executive Director's job has changed for the better and the CPOA has been given more resources. I will be able to hit the ground running with little to no learning curve.

7. What is your vision for the CPOA? With the enhanced funding and a full time staff person dedicated to community outreach, the CPOA has the potential to become the model for other cities. The POB will prove to the citizens of Albuquerque that the POB can be trusted to provide meaningful civilian oversight of APD. Citizen comments and input will be solicited and heard regularly in many different forums all across the city. POB members will become the best trained independent oversight body in the country. The publicly televised hearings will prove their fairness and impartiality to the public and APD. The POB will attend the Citizen Police Academy, do FATS training in both de-escalation situations and shooting scenarios. They will attend the many new outreach efforts by the CPOA and APD. They will do regular ride-a-longs with young APD officers and prove to the young officers that the civilian oversight system works and is fair and can be trusted. All of this can and will be done to improve community relations and earn the public's trust in civilian oversight and in APD.

8. 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. First is my experience. I was the IRO for four and a half years in Albuquerque. I knew the APD policies and procedures and will quickly learn the changes made over the last several years. My entire career has been involved with investigations and discipline from the investigations findings, as well as systemic improvements.

My last assignment in the Air Force was at Kirtland AFB with the Air Force Inspection Agency. We worked directly for the Air Force Inspector General and at his direction, we conducted investigations and inspections throughout the world. These were designed to improve important issues for the Air Force. During my career, I not only conducted numerous inspector general investigations, I reviewed and recommended disciplinary actions and systemic corrective actions on hundreds of inspector general investigations and inquiries. I also acted as the Inspector General for HQ 21st Air Force in the absence of the general. Second is my integrity. I firmly believe in the necessity for independent oversight of all agencies of government. Inspector Generals, auditors, and Police Oversight Boards are a necessity. You can be sure that you will get the truth from me and I will do what the job requires. I proved that as IRO and in my 30 years in the Air Force. Third, I am innovative. As the second IRO, I started the long term planning committee for the POC, wrote the POC Rules and Regulations that were approved by the City Council, started sending letters from the POC to the citizens explaining the investigation and findings, negotiated changes to the old Ordinance that actually gave the POC some authority, got the jail to save homeless peoples' property when they were arrested, allowed the County Sheriff to appeal the Sustained finding against an APD officer, and did ride-alongs with other POC commissioners on APD helicopters and with SWAT officers. I encourage out of the box thinking and action. My investigators and I conducted a stake out of the APD prisoner transport station, seized an APD captains computer, seized emails from the Director of Public Safety, Chief of Police and his Deputies and other senior staff. We were innovative and aggressive in our investigations to ensure we got the facts and enhanced the system of civilian oversight of APD. Fourth, I am dedicated and will work tirelessly to achieve our goals and meet our responsibilities. Police are absolutely essential to our city and a civilized society. Police have an extremely difficult and dangerous job to do. We citizens of Albuquerque need to support and appreciate the 97% of good police officers. (I use these percentages based on my experience, not with any cited authority). APD and our investigations need to identify the small minority of officers who are prone to abuse the great authority given to them by our citizens. Review of all use of force cases will identify officers who need retraining, counseling, discipline or removal. We need to protect our officers who want to do the right thing and protect the citizens of Albuquerque. Civilian oversight of police is essential. Long hours and night meetings are a requirement for this job and I have shown the will and capability to do it in the face of strong opposition. Fifth, I have the right personality for this job. I have a very thick skin. I do not take personal attacks personally. I have patience when patience is called for. I spent over an hour on the telephone listening to a very nice lady who was a regular complainant and had mental health issues. At the end, she thanked me for an excellent conversation (I had said maybe 10 words). The area I need to improve on is my lack of patience with government bureaucracies (or any bureaucracy) that do not serve the public in a courteous and timely manner. We are public servants and our goal should be to make things work to help our citizens. It can be done!

9. Is, Department of Justice attorneys, a DOJ monitor, and others. 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. When I was IRO, the City Attorney wrote legal opinions that stated the findings of the POC were not authorized to be placed in the officers' records or anywhere in an APD record. The City Attorney also stated the Chief of Police could legally change the sustained findings on police shooting cases and citizen police complaints any time the Chief wanted. This was the impetus for the POC to request changes to the old Ordinance. Counselor Winter was willing to carry our recommended changes, but wanted us to sit down and negotiate the changes with the Administration, APD and the APOA. Our first meeting was a total disaster. No agreements were reached and the POC and I decided to leave it up to the City Council. Councilor Winters made us to keep trying to reach some agreement. I was the

negotiator for the POC. After numerous meetings and give and take on both sides, we finally agreed to the amendments that were passed by the City Council. The Administration, APD, the APOA and I presented a united front at the City Council. The amendments were passed. I have also met with many community groups including Vecinos United, NAACP, ACLU, homeless advocacy groups, Human Rights Commission, the Vietnamese Task Force, and anybody else who wanted to talk to me. I have never worked with a DOJ monitor before, but look forward to the experience. I was assigned to the Air Force Litigation Division in the Pentagon for almost 3 years. We worked very closely with the US Attorneys in all the states and District of Columbia. I met with the Solicitor General in an effort to get him to appeal one of my cases. Another one of my cases was eventually unanimously reversed in our favor by the United States Supreme Court.

10. 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. You probably want to know what I have been doing for the last eight and a half years. My wife and I left Albuquerque to care for her elderly parents. They were like second parents to me and we had always told them that when they got to the point they could not care for themselves that we would be there for them. My 83 year old mother in law had heart surgery and contracted a serious infection. Everyone thought she was dying, including herself. My father in law had congestive heart failure and was totally exhausted and asked for our help. So we did as we promised and went to live with them and care for them. She eventually recovered and is now 91 and in the best physical and mental health since that surgery. My father in law was in the hospital every 3-4 months and died in 2010. The last 8 years, I have been doing legal work for friends and family. I manage the building and farm that my mother in law owns. My wife manages all her mother's personal finances and affairs and drives her to all doctor's appointments, etc. In 2008, a friend and I started a local charity, Backpack Snack Attack. We started at one elementary school and as donations permitted we expanded to all the public elementary, middle and high schools in Warwick Township (that includes 5 separate villages). We average almost 300 meals on weekends to children in the schools' free and reduced lunch programs. We later expanded to include a summer program to feed these same children. Our annual budget is around \$80,000 and the community generously supports us through our numerous fundraisers. We kept our home in Albuquerque and visit often. Our daughter and three grandchildren live in Albuquerque. Our sons and their families live in Seattle, Wa and Chicago, Il. My most important job now is being a good grandpa.

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.

1. John Parisi, retired USAF. [REDACTED] [REDACTED] -I was the senior attorney at Blytheville AFB, AR. Lt Col Parisi was my senior officer and the Deputy Support Group Commander.
2. Steve Abraham, [REDACTED] he was the Chair of the Police Oversight Commission during our tumultuous first years and a commissioner for several years.
3. Phil Davis, civil rights attorney, [REDACTED] he has observed how I performed my duties as IRO.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24917182**

Name: Robin Dozier Otten Address: [REDACTED]
Albuquerque, New Mexico 87122 US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Email

Preference:

Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Doctorate

Preferences

Preferred Salary:

Are you willing to relocate? No

Types of positions you will accept: Regular

Types of work you will accept: Full Time

Types of shifts you will accept: Day

Objective**Education****Professional**

University of New Mexico
8/1978 - 5/1981
Albuquerque, New Mexico

Did you graduate: Yes
College Major/Minor:
Degree Received: Professional

College

University of New Mexico
8/1962 - 5/1966
Albuquerque, New Mexico

Did you graduate: Yes
College Major/Minor:
Government/History/Psychology
Degree Received: Bachelor's

Work Experience**President and Chief Executive Officer**
7/2003 - Present

RDO Strategic Consultants, LLC
www.rdoconsultants.com
64 Pinon Hill Place
Albuquerque, New Mexico 87122
505 856-7244

Hours worked per week: 40
Monthly Salary: \$5,000.00
of Employees Supervised: 0
Name of Supervisor: None
May we contact this employer? Yes

Duties

Consulting firm offering its clients services including policy development, advocacy and entrepreneurial expertise.

Reason for Leaving

Currently working.

Director

12/2009 - 12/2013

Hours worked per week: 40
Monthly Salary: \$8,400.00
of Employees Supervised: 375

City of Albuquerque/Family and Community
Services Department
Albuquerque, New Mexico 87102

Name of Supervisor: R J Berry - Mayor
May we contact this employer? Yes

Duties

Executive level office; reported directly to the Mayor
Responsible for an agency of about 375 employees and a budget of \$12 million
Program areas included development of affordable housing, administration of 24 community centers,
four health and social service centers and 21 child development centers that provide appropriate
curriculum for preschool children
Developed Albuquerque Heading Home, an initiative that houses medically vulnerable and chronically
homeless people and their families
Initiated Running Start for Careers, a program for high school students taught by various industries
representatives and offered for credit toward graduation

Reason for Leaving

Retirement from PERA

Deputy Secretary

9/1999 - 12/2002

Hours worked per week: 40

Monthly Salary: \$7,000.00

of Employees Supervised: 1650

State of New Mexico/Human Services Department
Santa Fe, New Mexico 87505

Name of Supervisor: Gary E Johnson - Governor

May we contact this employer? Yes

Duties

Cabinet level office; reported directly to the Governor
Responsible for an agency of 1,650 employees and a budget of \$2 billion
Program areas included Medicaid, food stamps, cash assistance (TANF) and child support enforcement
Chaired State Coverage Initiative to obtain a Medicaid waiver and provide health insurance to
uninsured adults

Reason for Leaving

Completion of Governor Johnson's term

Superintendent

1/1995 - 9/1999

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Gary E Johnson - Governor

State of New Mexico/Regulation and Licensing
Department
Santa Fe, New Mexico 87505

May we contact this employer? Yes

Duties

Cabinet level office; reported directly to the Governor
Responsible for an agency of 260 employees and a budget of \$15.2 million
Program areas included financial institutions, securities, construction industries, manufactured housing,
alcohol and gaming and 27 professional and occupational licensing boards

Reason for Leaving

Assumed duties as secretary of Human Services Department

President

8/1987 - 1/1995

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 4

Shareholder, Otten, Vogel and Campbell, P.C
Albuquerque, New Mexico 87110

May we contact this employer? No

Duties

General real estate and business practice of law

Reason for Leaving

Appointed to Governor Johnson's cabinet

Vice President

8/1986 - 8/1987

Hours worked per week: 40

Monthly Salary: \$0.00

Southwest Mortgage Company
Albuquerque, New Mexico 87108

May we contact this employer? No

Duties

Supervised 24-person closing and shipping department
Served as legal advisor to corporate officers
Served as corporate secretary

Reason for Leaving

Founded law firm.

Attorney

8/1981 - 8/1986

Hours worked per week: 40

Monthly Salary: \$0.00

May we contact this employer? No

Johnson and Lanphere, P.C.
Albuquerque, New Mexico 87110

Duties

Responsible for foreclosure litigation for New Mexico's largest lender
Represented corporate clients in commercial litigation
Experienced in preparation of commercial loan documents
Supervised paralegal staff; handled interviewing, hiring and dismissals
Initiated intra-office information retrieval system

Reason for Leaving

Accepted another position

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Associations

American Bar Association: Corporation, Banking and Business Law, Committee on Savings and Loan Associations, and Economics of Law Practice Sections

Professional Associations

Albuquerque Bar Association

Professional Associations

American Judicature Society

Professional Associations

New Mexico Mortgage Bankers Association

Professional Associations

National Association of Women Business Owners

Honors & Awards

Faculty Representative (elected by second year class, attended all faculty meetings)

Honors & Awards

General Honors Program

Honors & Awards

Recipient, Tuition Scholarship

Honors & Awards

Member, Student Council (elected by entire student body)

Honors & Awards

Greater Albuquerque Chamber of Commerce Chairman's Award for Excellence

Honors & Awards

National Association of Women Business Owners 2007 National Public Policy Advocate of the Year

Honors & Awards

YWCA Woman on the Move Award 2008

Honors & Awards

SBA Women in Business Champion of the Year 2008

Honors & Awards

Ethics in Business Award

Honors & Awards

WESG Fellowship, Duke University, Strategic Leadership for State Executives Program

Honors & Awards

Leadership Albuquerque, 1990 graduate

Honors & Awards

NM Business Weekly Woman of Influence 2011

Honors & Awards

Community, State and National Leadership Positions

Honors & Awards

National Leadership Conference of

Honors & Awards

Women Executives in State Government

Honors & Awards

Member (1995-2002)

Honors & Awards

Board of Directors (1998-2002)

Honors & Awards

Model United Nations

Honors & Awards

President, Security Council (1994-2003)

Honors & Awards

Governmental Ethics Oversight Committee

Honors & Awards

Public Voting Member appointed by the Speaker of the New Mexico House of Representatives (1993)

Honors & Awards

Sandia Preparatory School

Honors & Awards

Board of Trustees (1989-90; 1992-95)

Honors & Awards

Parents Association Board of Directors (1986-1990); President (1989-90)

Honors & Awards

Greater Albuquerque Chamber of Commerce

Honors & Awards

Board of Directors (1992-95)

Honors & Awards

Government Planning Council (1990-92)

Honors & Awards

State Government Committee (1990-93), Chairman (1991-93)

Honors & Awards

Executive Legislative Committee (1990-93)

Honors & Awards

Women Impacting Public Policy

Honors & Awards

National Partner

Honors & Awards

Co-chairman, Health Care Committee (2005)

Honors & Awards

Chairman, Health Care Committee (2006 -2008)

Honors & Awards

Economic Blueprint Advisory Council (2008)

Honors & Awards

Executive Advisory Board (2008 to 2012)

Honors & Awards

State of New Mexico Republican Party

Honors & Awards

Bernalillo County (Albuquerque) Executive Committee (2003-2006)

Honors & Awards

Candidate, United States Senate (1994)

Honors & Awards

Executive Committee Secretary (1993-95)

Honors & Awards

Alternate Delegate, Presidential Nominating Convention (1992)

Honors & Awards

Candidate, New Mexico House of Representatives (1990)

Honors & Awards

St. Marks-on-the-Mesa Episcopal Church

Honors & Awards

Vestry (1982-85; 1989-91)

Honors & Awards

Chancellor (1984-87)

Honors & Awards

Junior Warden (1989-90)

Honors & Awards

Samaritan Center of Albuquerque

Honors & Awards

Foundation Board of Directors (2003-2008)

Honors & Awards

President (2006)

Honors & Awards

Vice President (2005)

Honors & Awards

Nominations Committee Chairman (2005-2006)

Honors & Awards

Selection Committee (2000-2003)

Honors & Awards

Board of Directors (1990-93)

Honors & Awards

President (1991-92)

Honors & Awards

Chairman, Development Committee (1993)

Honors & Awards

Albuquerque Bar Association

Honors & Awards

Board of Directors (1991-93)

Honors & Awards

Judicial Selection Committee (1987; 1991- 93); Chairman (1991-93)

Honors & Awards

Lawyers' Club of Albuquerque

Honors & Awards

President (1990-91)

Honors & Awards

Vice President (1989-90)

Honors & Awards

Treasurer (1988-89)

Honors & Awards

Sandia Heights Homeowners Association Board of Directors (1990-96)

Honors & Awards

National Association of Women Business Owners

Honors & Awards

Charter member Northern New Mexico Chapter (1992)

Honors & Awards

Board member NAWBO-PAC (2005)

Honors & Awards

Chair, NAWBO-PAC (2006 to 2008)

Honors & Awards

Vice-President, Public Policy (2006 -08)

Honors & Awards

Secretary (2008-09)

Honors & Awards

Director, Liaison to Foundation for Entrepreneurial Excellence (2008-09)

Honors & Awards

President-elect (2009)

Honors & Awards

President (2010-2011)

Honors & Awards

Foundation for Entrepreneurial Excellence

Honors & Awards

Board of Directors (2008 to 2013)

Honors & Awards

University of New Mexico Alumni Association

Honors & Awards

Legislative Liaison (1985-88; 1993)

Honors & Awards

United Way of Central New Mexico, Inc

Honors & Awards

Loaned Executive (2003)

Honors & Awards

Campaign Vice-Chairman (1993)

Honors & Awards

Leadership Giving Committee (2005)

Honors & Awards

Tocqueville Society (2010-present)

Honors & Awards

Junior League of Albuquerque, Inc

Honors & Awards

Administrative Vice President (1988-89)

Honors & Awards

Board of Directors (1981-87)

Honors & Awards

Community Vice President (1983-84)

Honors & Awards

Public Affairs Chairman (1981-83)

Honors & Awards

University of New Mexico Centennial

Honors & Awards

Government Committee (1988-89)

Honors & Awards

Organizations Committee (1988-89)

Honors & Awards

Albuquerque Community Foundation

Honors & Awards

Enabling Fund Committee Chairman (1984-86)

Honors & Awards

Volunteer Center of Albuquerque

Honors & Awards

Advisory Board (1986-87)

Honors & Awards

New Mexico Department of Corrections

Honors & Awards

Girls' Reintegration Center

Honors & Awards

Advisory Board (1984-85)

Honors & Awards

Albuquerque Little Theater

Honors & Awards

Friends of ALT Board of Directors (1978-79)

Honors & Awards

Leadership Circle (2009)

Honors & Awards

Heading Home, Inc

Honors & Awards

Board of Directors (2014-present)

Honors & Awards

Chairman, Fund Development Committee
President, 2015

Honors & Awards

Core Vision Team (2010-present)

Honors & Awards

Goodwill Industries of New Mexico, Inc

Honors & Awards

Board of Directors (2011-present)

Honors & Awards

Secretary (2013-present)

Honors & Awards

New Mexico Appleseed

Honors & Awards

Board of Directors (2012-present)

Honors & Awards

Vice-President (2013-present)

References

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: 2013

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Retired from the City of Albuquerque

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: The University of New Mexico

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: Experience in criminal investigation includes supervising investigations of Medicaid fraud and employee fraud at both the state of New Mexico and the city of Albuquerque. Preparation of criminal cases for completion of the UNM clinical program in the Bernalillo County District Attorney's office.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Experience as a state cabinet secretary and a city department director with various administrative processes related to employment as well as judicial processes including court appearances, appeals and arbitration. Created, implemented and oversaw enforcement of policies and procedures in a multitude of arenas.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 3046681**

Name: Duncan Lee Bradley Address: [REDACTED]
Ruidoso, New Mexico 88345 US
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth [REDACTED]

Personal Information

Driver's License: Yes, New Mexico, [REDACTED]
Can you, after employment, submit proof of your
legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes

Types of positions you will accept: Regular
Types of work you will accept: Full Time
Day, Evening, Night,
Weekends, On Call (as
needed)
Types of shifts you will accept:

Objective

Opportunities to apply skills and knowledge acquired through training,
education, and experience, in order to contribute to the betterment of the New
Mexico community.

Education**Professional**

*United States Institute of Peace - Organization for Security and
Cooperation in Europe*
10/2010 - 1/2011
On-Line, New Mexico

Did you graduate: Yes
College Major/Minor: Rule of Law -
Transcaucus, Transoxus & Balkan
Regions
Degree Received: Certification

Professional

Civilian Police International
12/2008 - 2/2009
Leesburg, Virginia

Did you graduate: Yes
College Major/Minor: Rule of Law - Iraq
Degree Received: Certification

Professional

ATLA College of Trial Advocacy
8/1987 - 10/1987
Vail, Colorado

Did you graduate: Yes
College Major/Minor: Trial Advocacy
Degree Received: Certification

Professional

*Colorado Court of Appeals - Internship, Senior Judge Donald P.
Smith*
12/1983 - 1/1985
Denver, Colorado

Did you graduate: Yes
College Major/Minor: Legal Research,
Drafting, Court Administration
Degree Received: Certification

Graduate School

University of Denver College of Law
9/1982 - 12/1984
Denver, Colorado

Did you graduate: Yes
College Major/Minor: Law-
Jurisprudence-Trial and Appellate
Advocacy
Degree Received: Doctorate

Professional

Did you graduate: Yes

Colorado Supreme Court - Internship, Chief Justice Edward Pringle 9/1982 - 9/1983 Denver, Colorado	College Major/Minor: Legal Research, Drafting, Court Management Degree Received: Certification
Professional Jefferson County Colorado Sheriff's Training Academy 5/1973 - 8/1973 Golden, Colorado	Did you graduate: Yes College Major/Minor: Law Enforcement - Field Services, Crime Scene Preservation, Report Writing, Vehicle Operations, etc. Degree Received: Certification
Graduate School Southern Illinois University 9/1968 - 6/1972 Carbondale, Illinois	Did you graduate: Yes College Major/Minor: Philosophy - Middle East Area Studies Degree Received: Doctorate
College Reed College 6/1966 - 9/1966 Portland, Oregon	Did you graduate: Yes College Major/Minor: Farsi Language and Middle East Area Studies Degree Received: Other
Graduate School Southern Illinois University 9/1963 - 6/1966 Carbondale, Illinois	Did you graduate: Yes College Major/Minor: Philosophy - Anthropology Degree Received: Master's
College Southern Illinois University 6/1961 - 6/1963 Carbondale, Illinois	Did you graduate: Yes College Major/Minor: Philosophy - English Degree Received: Bachelor's
College Elmhurst College 9/1957 - 6/1961 Elmhurst, Illinois	Did you graduate: No College Major/Minor: German, History Degree Received: No Degree
College Northern Illinois University 9/1958 - 1/1960 Dekalb, Illinois	Did you graduate: No College Major/Minor: German, Art, History, English Degree Received: No Degree
High School York Community Highschool 9/1953 - 6/1957 Elmhurst, Illinois	Did you graduate: Yes Highest Level Completed: 12 Did you receive a GED? Degree Received: High School Diploma
Work Experience Assistant Public Defender 12/2003 - Present Law Office of the Public Defender, New Mexico Main Street Las Cruces/Alamogordo, New Mexico	Hours worked per week: 70 Monthly Salary: \$0.00 # of Employees Supervised: 3 Name of Supervisor: Dennis Seitz, Kenneth Henrie, Mario Torrez - District Defenders May we contact this employer? Yes
Duties Representation in the New Mexico Courts of the 3rd and 12th Judicial Districts, of indigents accused of violations of the New Mexico Criminal Code.	
Legislative Advisor 12/1997 - 1/2009	Hours worked per week: 2 Monthly Salary: \$0.00 May we contact this employer? Yes

Colorado Senator James F. Congrove
Arvada, Colorado
[REDACTED]

Duties

Advised concerning legislation before the Colorado Legislature and the Jefferson County Board of County Commissioners, and drafted legislative initiatives for Commissioner, Representative, and Senator James Congrove.

Reason for Leaving

Senator Congrove passed away January, 2012, after a prolonged incapacitating illness which commenced January, 2009

Visiting Lecturer

1/2008 - 7/2008

Eastern New Mexico University
Ruidoso, New Mexico

Hours worked per week: 15

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Taught Two Courses:

Survey of the History of the Middle East; and,
Introduction to Philosophy.

Reason for Leaving

Part-time teaching duties, responsibilities, and time requirements conflicted with the full-time duties, responsibilities, and time requirements of primary employer, the Law Office of the New Mexico Public Defender.

Assistant County Attorney

3/2005 - 1/2007

Jefferson County Attorney's Office
Golden, Colorado

Hours worked per week: 70

Monthly Salary: \$5,200.00

of Employees Supervised: 2

Name of Supervisor: James Congrove -
County Commissioner

May we contact this employer? Yes

Duties

Representation of the County in the Courts of the State of Colorado, and advising the Board of County Commissioners.

Reason for Leaving

Returned to New Mexico, Law Office of the Public Defender

Member, Board of Directors

9/1998 - 12/2003

Midwestern Center for Mental Health
Montrose, Colorado

Hours worked per week: 2

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Acted as a Board Member at Board Meetings, and represented the Center as directed by a vote of the Board of Directors.

Reason for Leaving

Moved to Las Cruces, New Mexico.

Member, Sheriff's Advisory Committee for Budget & Training

8/1999 - 12/2003

Montrose County Colorado Sheriff's Department
Montrose, Colorado

Hours worked per week: 2

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Advise the Montrose County Sheriff with regard to his Department's annual budget, and the Department's training programs. Presented the Department's annual budget to the Board of County Commissioners.

Reason for Leaving

Moved to Las Cruces, New Mexico

Lecturer

10/1997 - 12/2003

Colorado Continuing Education Services
Denver, Colorado

Hours worked per week: 2

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Gave Continuing Education Lectures/Courses

Reason for Leaving

Moved to Las Cruces, New Mexico

Trial Attorney

5/1985 - 12/2003

Duncan Bradley & Associates
Montrose, Colorado 81401
(303) 349-2110

Hours worked per week: 80

Monthly Salary: \$0.00

of Employees Supervised: 8

Name of Supervisor: D. L. Bradley

May we contact this employer? Yes

Duties

Representation of individuals in both civil and criminal actions at both the trial and appellate levels in the Colorado State and Federal Courts. Also did a some transactional law, wills deeds and trust work, real estate law, and a number of Federal Bankruptcy cases.

Reason for Leaving

Accepted a position with the Law Office of the New Mexico Public Defender, and moved to Las Cruces, New Mexico

Designated Alternate Defense Counsel for the 7th Judicial District

11/1997 - 12/1998

Colorado Office of the Alternate Defense Counsel
Greely, Colorado

Hours worked per week: 35

Monthly Salary: \$0.00

of Employees Supervised: 3

Name of Supervisor: Colorado State
Alternate Defense Counsel

May we contact this employer? Yes

Duties

Representation of indigent individuals charged with violations of the Colorado Criminal Code, who could not be represented by the Colorado Office of the Public Defender because of conflicts of interest.

Reason for Leaving

Completed contractual obligations (1 year contract) and returned to the private practice of the law

Member, Judicial Advisory Committee

9/1987 - 1/1993

Colorado Bar Association
Denver, Colorado

Hours worked per week: 2

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

As a committee member, acted to advise the Colorado Judiciary concerning judicial policy, rule creation, budget, and judicial appointments.

Reason for Leaving

Moved law practice from 847 Sherman Street, Denver, Colorado, to Arapahoe County, Colorado

Intern

Hours worked per week: 15

9/1982 - 1/1985

Colorado Supreme Court, Colorado Court of Appeals
Denver, Colorado

Monthly Salary: \$0.00

Name of Supervisor: Edward Pringle &
Donald P. Smith - Chief Justice,
Colorado Supreme Court, Senior
Judge, Colorado Court of Appeals
May we contact this employer? Yes

Duties

Research and draft opinion briefs for Chief Justice Pringle (09/82-06/83) and Judge Smith (01/84-02/85).

Reason for Leaving

Graduated from the University of Denver, College of Law, December, 1884.

Senior Patrol Deputy

2/1973 - 9/1982

Jefferson County Sheriff's Department
Golden, Colorado 80401

Hours worked per week: 60

Monthly Salary: \$0.00

Name of Supervisor: Harold E. Bray -
Sheriff, Jefferson County
May we contact this employer? Yes

Duties

As a Patrol Officer: provide law enforcement services in an assigned district.

As a Dispatch Officer: receive requests for law enforcement services and dispatch appropriate field officers to meet the requirements of such requests.

As Investigator: investigate and file for prosecution cases involving crimes against persons (principally murders and sexual assaults).

As Head of Research and Development: research and implement projects under the direction and supervision of the Jefferson County Sheriff, including preparation, submission, and presentation to the Board of County Commissioners of the Department's annual budget.

Jeffco Sheriff's Department Training Academy: presented in-service training classes with regard to field report writing.

As Sheriff's Personal Representative: represented the Jefferson County Sheriff on the Citizens Advisory Committee for Budget and New Facilities Design and to the Board of County Commissioners with regard to Department and County Projects, negotiated the Jefferson County Sheriff's Department Law Enforcement Services Contract with the U.S. Forest Service, for Pike National Forest, and served as the watch commander and field supervisor for the deputies fulfilling the contract's provisions.

As Civil Officer: the service and execution of civil process.

Member, Board of Directors

9/1977 - 1/1979

Jeffco Federal Credit Union
Golden, Colorado

Hours worked per week: 2

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Acted in the interest of the Jeffco Federal Credit Union and its Members as a Board Member

Reason for Leaving

Left Jefferson County, Colorado, employment to attend law school

Adjunct Professor

12/1975 - 9/1978

Metropolitan State College (now, University)
Denver, Colorado

Hours worked per week: 10

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Taught courses focused on prelaw and law enforcement students.

**Undergraduate, Graduate, and Post Graduate Assistant,
Intern to the Dean, and Graduate Lecturer**

8/1962 - 6/1972

Southern Illinois University
Carbondale, Illinois

Hours worked per week: 40

Monthly Salary: \$650.00

of Employees Supervised: 2

Name of Supervisor: Several - included
the Department Chair for the
Department of Philosophy & the Dean of

International Education
May we contact this employer? Yes

Duties

As an Undergraduate: assist professors in the execution of their teaching duties and the teaching of courses.
As a Graduate Assistant: assist in the design and teaching of an experimental core curriculum course, Introduction to Western Humanities, and the teaching of the philosophy portion of the Western Humanities 12 quarter hour, three quarter program (which program included Art, Literature, Music, Design, and Philosophy).
As Intern to the Dean of International Education: research and draft international education proposals.
As Faculty Adviser: advise and counsel students from the Middle East, and supervise the activities of the International Students Association.
As Post Graduate Leturer: taught course in extension at the Mattoon, Illinois, Community College and at Menard State Penitentiary, Chester, Illinois.

Lecturer

6/1966 - 6/1968

Hours worked per week: 80
Monthly Salary: \$0.00
May we contact this employer? Yes

Iranian Ministry of Education
Tehran, International

Duties

Taught at the Iranian Women's College, Tehran, English as a Second Language and Introduction to Western Humanities; with the Iran Literacy Corps assisted with the design and implementation of a correspondence school program in accord with the Shah's policy and goal of establishing national literacy by the year 2000; at the Mamazan Agricultural College, English as a Second Language and Introduction to Western Humanities; at Pars College, Shirvan, English as a Second Language and Introduction to Western Humanities.

Reason for Leaving

Completion of U.S. Peace Corps Volunteer two year service obligation.

Certificates and Licenses

Type: COLORADO LICENSE TO PRACTICE LAW

Number: [REDACTED]

Issued by: COLORADO SUPREME COURT

Date Issued: 5 /1985 Date Expires:

Type: NEW MEXICO LICENSE TO PRACTICE LAW

Number: [REDACTED]

Issued by: NEW MEXICO SUPREME COURT

Date Issued: 4 /2005 Date Expires:

Type: Pilot's License, Land, Complex Aircraft, Single and Multi-Engine

Number:

Issued by: Federal Aviation Administration

Date Issued: 9 /1981 Date Expires:

Skills

Office Skills

Typing: 50

Data Entry: 250

Other Skills

Author & Technical Researcher Expert - 30 years and 0 months

Languages

Arabic - Read

Persian - Speak, Read, Write

German - Read

English - Speak, Read, Write

French - Read

Spanish - Read

Additional Information

References

Professional

Smith, Esquire, Bruce

Crown Prosecutor

Crown Prosecutor's Chambers, 20th Level

175 Liverpool Street

Sydney, New South Wales, International

+61 2 457 810 999

bcsmith44@yahoo.com.au

Professional

Henrie, Esquire, Ken

District Defender, Law Office of the New Mexico Public Defender

(Las Cruces) - Retired

508 South Main Street

Suite 700

Las Cruces, New Mexico 88001

(575) 496-3037

Professional

Rothenberg, J., Sandra I.

Senior Judge, Colorado Court of Appeals (Retired)

Denver, Colorado 80203

Professional

Ludwig, William D.

Leesburg, Virginia 22191

Resume

Text Resume

Attachments

Attachment	File Name	File Type
LETTER_OF_APPLICATION_CPOAD_150628.pdf	LETTER_OF_APPLICATION_CPOAD_150628.pdf	Cover Letter
REFERENCES_150628.pdf	REFERENCES_150628.pdf	References

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of Denver, College of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico and Colorado

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: Detective, Jefferson County Colorado Sheriff's Department, Crimes Against Persons (Homicide).

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.


A: Licensed Attorney, thirty years; Intern, Colorado Supreme Court and Colorado Court of Appeals, two years; Operated a Law Firm, Duncan Bradley & Associates, in Colorado; Served on the Colorado Bar Association's Judicial Advisory Committee, three years; Member, Board of Directors, Midwestern Center for Mental Health and Jeffco Federal Credit Union, eight years total; Legislative Advisor to Colorado Senator James F. Congrove, eleven years; Advisor, Montrose County Colorado Sheriff and Jefferson County Colorado Sheriff, six years total; Jefferson County Colorado Sheriff's Representative to the U.S. Forest Service, Negotiation and Implementation of the Sheriff's Department's Law Enforcement Services Contract for Pike and San Isabel National Forests, three years total

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 8, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

DUNCAN L. BRADLEY

Law Office of the New Mexico Public Defender
2395 North Florida, Alamogordo, New Mexico 88310


1. After reviewing the City of Albuquerque 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?

The reestablishment of productive and trusting relations between the Albuquerque Police Department and the communities it serves is of first importance. Both the Settlement Agreement/Consent Decree and the October 6, 2014 Amendment to Chapter 9, Article 4, Part 1 ROA 1994, the Police Oversight Ordinance provide important guidance, direction, and operational requirements to achieve that goal.

In that connection, there are a number of things which might be immediately accomplished by the Civilian Police Oversight Agency and the Police Oversight Board in the course of their required interactions with the Albuquerque City Government and Police Department. For example, the development of a process for productive interaction between the Albuquerque Police Department and the citizens of Albuquerque through an active community watch program would directly involve Albuquerque's several communities with the Department, which is something which the Civilian Police Oversight Agency might be able to foster.

Further, advocacy for, and support of an Albuquerque Police Department in-house activities such as the implementation of a monthly in-service training program would be another step in that direction. Such a program could focus on the historic role of law enforcement in the American judicial system (concerning its primary goal of maintaining public peace, order, and safety), professional patrol procedures, professional call response procedures, field officer public demeanor, citizen contact protocols, officer safety procedures, and professional constraints on responses to threats involving an officer and/or public peace, order, and safety.

Enhancement of public awareness and involvement could also be advanced by encouraging the Department to invite direct citizen and media participation in various aspects of such programs (albeit, not all, since as some law enforcement

training entails unacceptable security risks and liabilities, and the Police would wish to keep certain matters confidential with regard to field operations).

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

While serving as the Designated Alternate Defense Counsel for Colorado's Seventh Judicial District, in the course of interviewing a client he advised he was going to commit another crime in connection with the offenses with which he was charged, in order to conceal his involvement and generate false testimony.

Pursuant to the specific provisions of the Attorney Code of Professional Responsibility, the Canons of Ethics, and prevailing written standards from the Bar Association, an *en camera* hearing with the presiding Court was requested, the purpose of which was to ask to be excused from representation of that client on the grounds of a conflict of interest, and that the Court appoint alternate counsel.

The Court granted the request and did appoint alternate counsel. It also recused itself from further participation in proceedings regarding the case.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

While in private practice, on more than one occasion intra-office and inter-office disharmony affected the firm's ability to effectively represent the interests of its clients. The situation was resolved by exercising leadership by example, among other things by inviting the in-input of those expressing competing or conflicting interests and points of view. This approach proved, and has proven successful in almost all cases. Very few individuals, if any, respond positively to being ordered to act or conduct themselves in specific ways. However, for the most part they will respond favorably to an invitation of conversation and exchange of views.

4. Which of your legal cases are you the most proud of and why?

As an attorney:

Personal satisfaction does not arise from a particular success involving the results of a particular case, but from the over-all results of many cases, those achieved on behalf of many clients. In the course of both private and public practice, the satisfaction felt has arisen from the many letters and other expressions of appreciation received from clients who were assisted in the resolution of the difficulties concerning which consultation and representation were afforded.

As a peace officer:

The successful resolution of a case which involved a serial kidnapper-rapist-murderer (twenty-four known victims) accomplished in the face of official disapprobation by a politician who wished the effort expended investigating the perpetrated crimes to be spent on another, more publically visible goal (the exact rebuke was, "Nobody gives a damn about an East Colfax hookers—we need that jail built!"). As it happened, it was an election year.

The perpetrator was eventually arrested, tried, and convicted, and then last heard (Summer of 2006), he was still serving a life sentence in the Colorado Department of Corrections without chance of parole.

5. Describe your investigative philosophy.

As an attorney:

Establish the facts necessary to accurately evaluate a case, and determine for the client a course of action, advise him or her regarding the cause of action pending, and create a plan to successfully resolve the matter in the client's best interests with the least expense and personal disruption.

As a peace officer in Illinois and Colorado:

Establish what happened by a careful evaluation of the facts of the matter, and preserve the scene and its evidence to the end of maintaining public peace, order, and safety in order to achieve substantial justice in resolution of the matter into which enquiry is being made.

6. 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?

In meeting the several requirements of the October 6, 2014 Amendment to Chapter 9, Article 4, Part 1 ROA 1994, and the Police Oversight Ordinance the Settlement Agreement/Consent Decree for the Civilian Police Oversight Agency and Police Oversight Board, an ability to analyze factual material, prioritize goals, and focus effort on achieving specific results and ends would be essential, which ability was acquired by and through:

Education (BA; MA; Certification in Iranian Area Studies and Farsi Language - Reed College, Portland, Oregon; PhD; JD; Diploma - Jefferson County Sheriff's Department Training Academy, Golden, Colorado; Diploma - ATLA College of Trial Advocacy; Diploma - Iraq Rule of Law - Civilian Police International; and, Certification - United States Institute for Peace, Organization for Security and Co-operation in Europe;

Service as Legislative Advisor (to a Colorado State Senator, the late James Francis Congrove);

Service as a Board Member on two boards of directors (the Jeffco (Jefferson County, Colorado) Federal Credit Union and the Midwestern Center for Mental Health, Montrose, Colorado);

Service as an Advisor to two Sheriffs: (the Montrose County Colorado Sheriff, four years as a member of his committee for budget and training and representing him to the Montrose Board of County Commissioners and the Sheriff's Citizens Advisory Committee, and the Jefferson County Colorado Sheriff, four years as his Research and Development Specialist representing him and the Department to the Jefferson Board of County Commissioners regarding the Department's

annual budget, staffing needs, and equipment and facilities requirements, to the Citizens Advisory Committee for New Facilities, and negotiating and implementing the Department's contract with the U.S. Forest Service regarding the provision of law enforcement services in the Pike and San Isabel National Forests);

Service a member on the Colorado Bar Association's Judicial Advisory Committee: (three years, Denver, Colorado);

Service in Iran: (working with the Iranian Ministry of Education and the Iranian Literacy Corps);

Service with Southern Illinois University's Division of International Education: (working under the direction of the Division Dean creating international education programs, the University's Center for Vietnamese Studies, and serving as Faculty Advisor to Students from the Middle East and as the Faculty Advisor for the International Students' Association); and,

Higher education administration and teaching experience: (Colorado Continuing Legal Education Services; Metropolitan State College, Denver; Southern Illinois University, Carbondale in extension at Menard Penitentiary in Chester Illinois and at the Macomb Community College in Macomb Illinois; Southern Illinois University Faculty Committee for the Creation of Core Curriculum Courses; and, in Iran at the Iranian Women's College, Tehran, Mamazan Agricultural College, Deh-ye-Mamazan, Pars College, Shimran, and the Iranian Literacy Corps creating a correspondence school program aimed at fostering national literacy).

7. What is your vision for the CPOA?

The immediate goal would be the satisfaction of the October 6, 2014 Amendment to Chapter 9, Article 4, Part 1 ROA 1994, and the Police Oversight Ordinance the Settlement Agreement/Consent Decree to establish a situation which provides a basis for creating on behalf of the Albuquerque Community and the Albuquerque Police a sound and effective basis for the resolution of complaints through the establishment of the services needed to maintain the public peace, order, and safety of the community while building and maintaining its trust.

The long term goal would be to establish a professional staff to implement the policies and procedures created for the long-term so that the events of the recent past do not again arise, guided by the principle of fostering trust between the Albuquerque Police and the community it serves by means of creating effective training and communication channels.

8. 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.

1) Education, training, and experience which includes the area of court administration acquired as an intern to Chief Justice Edward Pringle, Colorado Su-

preme Court and Judge Donald P. Smith, Colorado Court of Appeals (see ¶ 6, *supra*);

2) Law Enforcement Experience in both administration and the provision of field service;

3) Attorney Experience in both the public practice of the law in New Mexico, and the private and public practice of the law in Colorado;

4) Administrative and Supervisory Experience serving a Dean of Internal Education, as a Faculty Advisor, as a member of two boards of directors, two law enforcement advisory committees, contract negotiator for the Jefferson County Colorado Sheriff's Department with the with Federal Government, and implementation of the resulting contracts for te provision of law enforcement services, instructor with the Jefferson County Sheriff's Department Training Academy reference crime scene preservation and report writing, and service a judicial advisory committee; and,

5) Service as a Legislative Advisor.

The life-long challenge has been to continually work in order to improve personal knowledge, information, and people skills so as to avoid making mistakes in conduct and decision making regarding matters for which responsibility is carried for self and others, personally and professionally, and to communicate that knowledge, information, and people skills to those with whom one is obliged to work and interact.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

In the course of personal experience, have worked with all such individuals as identified, except for union officials and Department of Justice monitors, while serving on two Board of Directors, two Advisory Committees for elected Colorado Sheriffs, as a Legislative Advisor, on the Colorado Bar Association's Judicial Advisory Committee, while in service to the Iranian Ministry of Education and the Iranian Literacy Corps, while in service to the Dean of International Education at Southern Illinois University, as the Jefferson County Sheriff's designated representative to the United States Forest Service in contract negotiations for the Department's provision of law enforcement services in the Pike and San Isabel National Forests, in the implementation of those contracts and as a field supervisor for the National Forest Contract Services Team, and as Designated Alternate Defense Counsel in the Colorado Seventh Judicial District.

All these situations involved disparate groups of stakeholders with different viewpoints and conflicting interests. However, working relationships have been invariably established, albeit not without some difficulties.

A situation which was especially serious entailed service on the Board of Directors for the Jefferson County (Jeffco) Federal Credit Union, when serious operational misconduct was discovered, resulting in the resignation of Chairman of the Board, a number of Board members, and of institutional employees. Elected to be act as the interim Acting Chairman of the Board, the situation was resolved without the filing of criminal charges, professional Savings and Loan operations were re-established, and a new Chairman was elected. I left Jefferson County employment at the conclusion of the matter, having applied to, and been accepted at the University of Denver, College of Law, and so was no longer eligible to participate in the Credit Union's operations.

10. 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.
11. 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.

LEGAL PROFESSION:

Mr. Bruce Smith, Esquire, Crown Prosecutor's Chambers
20th Level, 175 Liverpool Street, Sydney, New South Wales,
Australia.
Phone +[REDACTED]
E-mail address [REDACTED]

Served together at the Civilian Police International headquarters in Leesburg, Virginia preparing for deployment to Iraq for the U.S. State Department's Iraq Rule of Law project.

The Honorable Sandra I. Rothenberg, J., Colorado Court of Appeals, Retired
2 East 14th Avenue, Denver, Colorado 80203.
Phone [State Judicial] 1 303 837 3723
E-mail address not known

Served Judge Rothenberg's court as *guardian ad litem* and next friend, and taught a continuing legal education course at her request regarding those subjects.

LAW ENFORCEMENT

Mr. William D. Ludwig
[REDACTED], Leesburg, Virginia 22191.
Phone [REDACTED]
E-mail address: [REDACTED]

Were together at the Civilian Police International headquarters in Leesburg, Virginia. Mr. Ludwig was the project's security officer responsible for doing background checks and obtaining the individual security clearances for the Department of State — for the project's team members — prior to their deployment to Iraq for the U.S. State Department's Iraq Rule of Law project.

Captain William H. Flint, Jefferson County Sheriff's Department, Retired
[REDACTED], Golden, Colorado 80401.
Phone [Home [REDACTED]
E-mail address not known

Commanding Officer while serving in the Investigations Division of the Jefferson County Sheriff's Department, Golden, Colorado.

Judge Rothenberg and Captain Flint currently reside in semi-seclusion and do not have e-mail addresses. Mr. Smith is an Australian Barrister serving as a Crown Prosecutor in Sydney, Australia. Because of the time difference between Australia and the United States, the best way to contact Mr. Smith is by e-mail. Mr. Ludwig, because of his security responsibilities, is generally not available for phone contact and is better approached by means of e-mail.

Copies of recent letters of reference are available upon request.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 15516574**

Name: Niva J Lind Address: [REDACTED]
Albuquerque, New Mexico 87111
US
Home Phone: [REDACTED] Alternate Phone: [REDACTED]
Email: [REDACTED] Notification Email
Preference:
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico , [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day

Objective**Education****Professional**

Penn State Dickinson School of Law
www.law.psu.edu
8/2004 - 5/2007
Carlisle, Pennsylvania

Did you graduate: Yes
College Major/Minor: n/a
Degree Received: Professional

College

University of Texas at Austin
www.utexas.edu
5/1999 - 5/2003
Austin, Texas

Did you graduate: Yes
College Major/Minor: Government/English
Degree Received: Bachelor's

Work Experience**Guardian ad Litem/Youth Attorney**
10/2014 - 4/2015

Advocacy, Inc.
www.nmadvocacy.org
6301 Fourth St. NW Ste. 3
Albuquerque, New Mexico 87107
5052663166

Hours worked per week: 30
Monthly Salary: \$1,500.00
of Employees Supervised: 0
Name of Supervisor: Gini Silva - Executive Director
May we contact this employer? Yes

Duties

Representation of children and youth in CYFD custody.

Reason for Leaving

Medical Issues

Assistant District Attorney

4/2010 - 1/2013

11th Judicial District Attorney's Office, Div. II.
201 W. Hill St. Ste. 100
Gallup, New Mexico 87301
(505) 722-2281

Hours worked per week: 40

Monthly Salary: \$3,916.00

of Employees Supervised: 0

Name of Supervisor: Karl Gilson - District Attorney

May we contact this employer? Yes

Duties

Assistant District Attorney: Prosecuted mostly felony cases, specializing in sex crimes and felony domestic violence. Chair of the McKinley County Domestic Violence Task Force. Chair of the McKinley County Anti-Human Trafficking Task Force. Attended multiple domestic violence, sex crimes and Indian Law trainings and conferences throughout the state of New Mexico

Reason for Leaving

I wanted to be closer to family in Albuquerque and I was having health issues

Assistant District Attorney

5/2009 - 4/2010

13th Judicial District Attorney's Office
515 High Street
Grants, New Mexico 87020
(505) 285-4627

Hours worked per week: 40

Monthly Salary: \$3,500.00

of Employees Supervised: 0

Name of Supervisor: Lloyd Drager - Deputy District Attorney

May we contact this employer? Yes

Duties

Assistant District Attorney: Prosecuted DWI misdemeanor and felony cases, domestic violence misdemeanor cases, and truancy cases. Specialized in cross jurisdictional prosecution of DWIs. Trained and helped implement DV memoranda of understanding for law enforcement, attended multiple DV and DWI trainings and conferences throughout the state of New Mexico. Developed and implemented truancy penalty guidelines for Cibola County School District.

Reason for Leaving

I was asked to resign for political reasons

Certificates and Licenses**Skills**

Office Skills

Typing:

Data Entry:

Additional Information**References**

Professional
Spear, Paul
Attorney
505-246-8600
spear@klenzlelaw.com

Professional
Tessman, Cynthia
CYFD Children's Court Attorney
[REDACTED]
cynthia.tessman@state.nm.us

Professional
Pieroni, Allison
Attorney
505-830-6032
app@apfamilylaw.com

Resume**Text Resume****Attachments**

Attachment	File Name	File Type
2015 updated resume.doc	2015 updated resume.doc	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Penn State Dickinson School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 5 years to less than 6 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 4 years to less than 5 years

7. Q: Briefly describe your experience in criminal investigation.

A: As a prosecutor, I helped the police in making sure their criminal investigations were complete enough for me to use in my prosecution. I often was fully engaged in assisting in the investigation to make sure it was being conducted properly.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: As a prosecutor, I had to make sure I was complying with all judicial processes and the policies of my office.

Niva J. Lind

Albuquerque, NM 87111

Experience: October 2014- March 2015	Private Practice <u>Guardian ad Litem/Youth Attorney:</u> Representation of children and youth in CYFD custody.	Albuquerque, NM
April 2010- January 2013	11th Judicial District Attorney's Office, Division II <u>Assistant District Attorney:</u> Prosecuted felony cases, specializing in sex crimes and felony domestic violence. Chair of the McKinley County Domestic Violence Task Force. Chair of the McKinley County Anti-Human Trafficking Task Force. Attended domestic violence, sex crimes and Indian Law trainings and conferences.	Gallup, NM
May 2009- March 2010	13th Judicial District Attorney's Office <u>Assistant District Attorney:</u> Prosecuted DWI misdemeanor and felony cases, domestic violence misdemeanor cases, and truancy cases. Specialized in cross jurisdictional prosecution of DWIs. Trained and helped implement DV memoranda of understanding for law enforcement, attended DV and DWI trainings and conferences. Developed and implemented truancy penalty guidelines for Cibola County School District.	Grants, NM
October 2007- October 2008	Little & Dranttel, P.C. <u>Law Clerk/Paralegal:</u> Drafted complaints for Foreclosure, Default Judgments, Stipulated Judgments; received training in real estate and creditor law, revised and implemented procedures for case initiation, updated and advised clients as to status of cases.	Albuquerque, NM
August 2006- May 2007	Pennsylvania State University, The Dickinson School of Law <u>Student Library Assistant:</u> Organized and catalogued legal source material, administered circulation desk of Law Library .	Carlisle, PA
May 2005- January 2007	Pennsylvania State University, The Dickinson School of Law <u>Research Assistant for Professor Larry Cata Backer:</u> Edited law review articles, completed legal research for publication purposes. Summarized United States Supreme Court opinions, using blue book format citations for those summaries.	Carlisle, PA
June 2006- August 2006	MidPenn Legal Services <u>Intern:</u> Drafted trial memos and motions, assisted in the representation of clients and the preparation of bankruptcies and electronically filed bankruptcy petitions. Trained in electronic filing of bankruptcies in the Middle District of Pennsylvania.	Carlisle, PA
July 2005- July 2006	Thomson West <u>Westlaw Student Representative:</u> Provided customer service for faculty and students at DSL-PSU, trained and promoted the Westlaw products. Prepared and implemented class training of 1L students and law review members.	Carlisle, PA

<u>Education:</u>	Pennsylvania State University The Dickinson School of Law Juris Doctorate, May 2007	Carlisle, PA
	The University of Texas Bachelor of Arts, August 2004 Major: Government	Austin, TX
<u>Bar Membership:</u>	New Mexico Bar Association, April 2008	
<u>Certifications:</u>	Miller Center Public Interest Advocate	
<u>Volunteer</u>	Veterans Civil Justice Initiative, Pro Bono Legal Clinic	
<u>Activities:</u>	Albuquerque, NM Providing free legal advice on topics such as family law, consumer rights bankruptcy, foreclosure and family law to veterans monthly. Created binder of reference materials for other attorneys.	
May 2013-		
Present		
September 2008-	Wills for Heroes	Albuquerque, NM
Present	Created wills and end of life documents for Police Officers and all first responders.	
April 2011	11th Judicial District, Div. II, Law Fair	Gallup, NM
	Provided free legal advice to members of the community on matters such as foreclosure and family law.	
October 2008-	Voter Protection Team, Campaign for Change	Columbus, OH
November 2008	Member of the out-of-state counsel team providing legal assistance to voters in Franklin County, Ohio. Assisted with training and administrative support to attorneys in the regional headquarters of the Campaign for Change.	
June 2005-	Miller Center For Public Advocacy:	PSU-DSL
May 2007	Certified Public Interest Advocate	
	Pro bono research assistance and memo writing for legal aid, legal services for the indigent and governmental agencies.	
November 2005	Fundraiser for Hurricane Katrina	PSU-DSL
	Initiated and organized fundraiser to send money to Olivia's House, a charity that bought and sent grief books to the displaced children of Hurricane Katrina.	
November 2004	Election Protection: Volunteer Law Student	Harrisburg, PA
	Provided assistance to low income and minority voters in Dauphin County, Pennsylvania to protect their right to vote and insure against their disenfranchisement.	
<u>Student Group</u>	<u>Legalese, the Literary and Artistic Works Journal for PSU-DSL,</u>	
<u>Affiliations</u>	<i>Editor in Chief</i>	PSU-DSL
	Student Bar Association, 2007 Election Commissioner	
	Jewish Law Students Association, Member	

City of Albuquerque Police Oversight Board
Answers to Questionnaire for Director of Civilian Police Oversight Agency Applicants
Extension Granted Due: July 2, 2015

Niva J Lind
Self-Employed

[REDACTED] Albuquerque NM 87111

1. The Settlement Agreement/Consent Decree clearly sets out the purpose of the Civilian Police Oversight Agency (CPOA) "...[t]he City shall implement a civilian police oversight agency ("the agency") that provides meaningful, independent review of all citizen complaints, serious uses of force, and officer-involved shootings by APD. The agency shall also review and recommend changes to APD policy and monitor long-term trends in APD's use of force. " United States v City of Albuquerque, No. 1:14-cv-01025-RB-SMV, 2014 U.S. Dist. http://www.justice.gov/crt/about/spl/documents/apd_settlement_11-14-14.pdf at *83 (D.NM. November 14, 2014).

Based on this primary objective set out by the Department of Justice (DOJ), the most important goals for the CPOA and POB to achieve is transparency in its fulfillment of the objectives that the DOJ have set out for the CPOA. The other important goal set out by the DOJ is to put into place non-biased reviews of APD's actions and citizen complaints. Transparency will achieve more than just the objectives I quoted above. It will also help to begin the process of gaining the trust of Albuquerque's many communities. This settlement/decreed through its many directives continually stresses the importance of maintaining meaningful conversations with the citizens of Albuquerque. If the citizens can see that there have been investigations in use of force and officer-involved shootings, this will show them that the APD takes these situations seriously and investigates their own conduct fairly and enforces the applicable regulations, standard operating procedures (SOPs), and laws that apply to each situation. Additionally citizens will see the results of the CPOA's review of these police actions. Also by "...tracking long-term trends and assessing APD's policies and training [,]" *id.* the CPOA can fulfill the objective set out by the DOJ, to let the public know the terms of the settlement and APD's compliance with the Settlement Agreement/Decree. Long-term trends are helpful in showing improvement in APD's compliance with the provisions of the Settlement Agreement/Decree and transparency in this will also help foster community based discussions with APD. By assessing APD's policies and training, the CPOA can ensure that APD is complying with the provisions of the settlement agreement. In order for the community to feel that compliance is being attained, it is vital to share the new policies and training practices that come into place at APD.

2. While I was working for the 11th Judicial District, Div. II in Gallup, I had an ethical conflict with my boss on a case that we were working on together. The standard practice is to have an "open file policy" so that defense counsel can come into our offices to copy material from our files. Our office had received new information on the case we were prosecuting together and I wanted to email defense counsel with the new information. My boss wanted to let them (defense counsel) find it out themselves when they eventually came to copy the file. I felt that it was my ethical obligation to inform defense counsel immediately of the new information we had received. This ethical conflict was solved when I successfully argued to my boss that we had to

email defense counsel immediately with the new information we had received in order to fulfill our ethical obligation as prosecutors and attorneys. There is a higher ethical standard for prosecutors set out by the Model Rules of Ethics. He agreed to let me email defense counsel with the new information immediately.

3. While I was working as an Assistant District Attorney in Gallup, I had the opportunity to be the Chair of the McKinley County Task Force on Domestic Violence and Sexual Assault. It became apparent that not all the stakeholders in the meetings were on the same page when it came to investigating, documenting and reporting domestic violence cases. The DA's office and the Battered Woman's Shelter wanted more documentation and investigation of the cases law enforcement. We had to come up with a way that officers could quickly and effectively investigate these calls and document them appropriately for later prosecution. We came up with creating a Domestic Violence warrant that would help remind the officers of what to do on site and ensure documentation and investigation. After hours of negotiation, we agreed that the Gallup Police Department (GPD) and the McKinley County Sheriff's Office (MCSO) would implement a new domestic violence warrant that we had created. I was able to ease some of the tension by working closely with a Detective from GPD to create the new warrant and then having MCSO review it. In having members of the task force create a document that could be and would be used by both GPD and MCSO, the conflict disappeared. The warrant was used for the first time by a GPD officer the day after it was finalized and released to all MCSO and GPD officers. It was also accepted by the court and filed.

4. The case I am most proud of is *State v. Redd*, 308 P.3d 1000 (N.M. App., 2013). The underlying charges in the case were three counts of criminal sexual penetration of a minor (CSPM), one count of criminal sexual contact of a minor (CSCM), one count of false imprisonment, and two counts of intentional child abuse. *Id.* The District Court had dismissed all the charges because the defendant had successfully argued that because the Sheriff's Office had lost a digitally recorded interview of the minor, his case would be irrevocably prejudiced and dismissal was the only remedy. The Court of Appeals unanimously decided to reverse the dismissal and reinstate all the charges. I am most proud of this case for a couple of reasons. First, I had to write the docketing statement that is part of the Appeal and the Court of Appeals used my statement of facts of the case and my questions to the court in their decision. Secondly, I worked very hard to be successful in my appeal and was delighted that not only had I been successful in the appeal, but the Court chose to have the case published.

5. In order to describe my investigative philosophy, I will have to explain more of what I did as a prosecutor. I specialized in violent crimes against women and children. A lot of these cases, especially the ones that involved children, required a lot of extra investigation. In order for me to be successful in those types of cases, I had to be in constant contact with the law enforcement agency that was handling the case. I was thorough and very detail oriented because these cases were very difficult and were mainly based on disclosures made by victims without hard evidence to back them up. In order to understand the case I spent a lot of time meeting with the victims and finding out their stories and preparing them for what was to come. I went to multiple conferences specifically dealing with investigating and prosecuting these types of cases. I would say that my investigative philosophy is: leave no stone unturned and pay attention to everything.

Investigations are important as they are the means to getting at the truth, and a good investigation is through and detail orientated.

6. While I was a prosecutor I successfully managed a caseload of up to 150 cases at a time. This is one part of why I would be uniquely qualified to take the helm of this organization and move it forward. Additionally, I am a very quick learner and hard worker. I believe it is important to tackle the backlog but also simultaneously look towards the future by making sure that a backlog doesn't happen again and maintaining an organization that can manage a large caseload.

Without putting a system in place that can help tackle the large caseload, the organization cannot function properly. Moving forward can also mean a change in how the organization functions from the bottom to the top. In getting down to the nitty gritty of the systems in place to manage the cases, I can figure out a way to make things run more smoothly and efficiently. Time management is important but so is structure. If structures are implemented to change how the cases are managed, then the caseload becomes more manageable. As the Chair of the Task Force I mentioned earlier, I had to absorb a lot of materials and opinions in order to successfully negotiate with the various stakeholders to implement the domestic violence warrant. I believe that this uniquely qualifies me to take charge of this agency.

7. My vision for the CPOA is that the agency fully and successfully complies with the Settlement Agreement/Decree. In order to do this I believe the CPOA would be successful once the community feels more involved and starts trusting APD officers again. This is one of the most important aspects of this agency.

8. The top five assets that I would bring to this position:

1. My ability to work with a diverse group of people. I believe it is vitally important that the head of this agency be personable and works well with all different types of people because as director I would have to work with many different types of Stakeholders. Without my abilities to gain the confidence and trust needed to accomplish the Settlement's decrees, the agency could not be as successful. I don't need the Stakeholders to like me; I would only have to get them to want to work with me and the agency.
2. My ability to persevere despite obstacles and challenges. It is important that the head of this agency be able to stay focused on the goals of the agency and not let anything get in the way of achieving those goals. There might not always be the most positive reaction by stakeholders, community members, etc., to the agency but that should not derail the director's efforts to achieve the agency's goals. I have faced many obstacles in my life but persevered and became a successful person. That ability to always continue striving for a goal no matter what is an important asset to bring to this organization.
3. I enjoy working with elected officials and law enforcement. It is something I am very comfortable doing and I do not shy away from difficult situations. It is an asset that is very beneficial to the CPOA as I would be working with various Stakeholders including but not limited to the DOJ and elected officials. I majored in Government at the University of Texas (aka Political Science) and have always

loved the institutions of our government and been fascinated by the people who run it.

4. I enjoy being in the spotlight. I have always loved to be in court litigating and I am not shy. I think this is a very important asset to the agency because I would have to be on television once a month. I enjoy high pressure situations where I am expected to speak and argue on the fly so to speak. I participated in speech and debate all four years of high school and was quite successful. I believe the head of this agency has to be able to speak eloquently in public and show that the agency is on the right track for the future.
5. I work hard and am a quick learner. I believe this is an asset that I could bring to the agency. In order to overcome the challenge of a backlog of cases and move the agency forward I will have to be able to absorb a lot of new information and work hard to quickly and efficiently deal with the backlog. I will have to quickly learn the ins and outs of this agency in order to be able to figure out how best to move the agency forward successfully. I also enjoy research and writing, I like to find out new information and use it in whatever ways I can.

9. I believe my answer to question 3 encompasses the answer to this question.

10. I believe that I am the best candidate for this job for many of the reasons I have already indicated above in response to question 8. Additionally I am excited and honored to be a part of this selection process and look forward to the opportunity to meet members of this agency. I feel that the CPOA is a very important agency and there is much work to be done to gain the trust of community members and achieve the goals as set out in the Settlement/Decree. I believe I can help that happen and sincerely hope that I get the opportunity to be a part of this agency.

References:

1. The Honorable John J Romero, Jr.
District Judge Division VII
Juvenile Justice Center
5100 Second Street NW
Albuquerque NM 87107
Phone: 505-841-7311
Email: albdjjr@nmcourts.gov
I appeared in front of Judge Romero
numerous times in Children's Court

2. Cynthia Tessman
CYFD Children's Court Attorney
cynthia.tessman@state.nm.us
[REDACTED]

I appeared in Court when we were working
on the same cases together when I was
working as a Guardian ad Litem/Youth
Attorney.

3. Allison Pieroni
Attorney
app@apfamilylaw.com
505-830-6032

I worked with her as a colleague, she and I
were both working as Guardian ad
Litem/Youth Attorneys.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24778266**

Name: JOHN T. L. GRUBESIC Address: [REDACTED]
Albuquerque, New Mexico 87111
US
Home Phone: [REDACTED] Alternate Phone: [REDACTED]
Email: [REDACTED] Notification Email
Preference:
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico , Class D
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? No
Types of positions you will accept:
Types of work you will accept: Full Time
Types of shifts you will accept:

Objective**Education****Professional**

University of Denver College of Law
1989 - 1992
Denver, Colorado

Did you graduate: Yes
College Major/Minor: Juris Doctor
Degree Received: Professional

College

Fort Lewis College
1984 - 1989
Durango, Colorado

Did you graduate: Yes
College Major/Minor: English
Degree Received: Bachelor's

Work Experience**Partner**

8/2008 - Present

Kanter & Grubescic, P.A.
4209 Montgomery Blvd. NE
Albuquerque, New Mexico 87109
505-273-5533

Hours worked per week: 60
Monthly Salary: \$0.00
of Employees Supervised: 3
Name of Supervisor: self
May we contact this employer?
Yes

Duties

Partner in general practice law firm, areas of practice include utilities, civil litigation, criminal defense, personal injury, real estate and domestic relations. 2008-2013 Mora County Attorney, served as County Attorney, handled all litigation and legal matters on behalf of the County

County Attorney

12/2008 - 5/2013

Kanter & Grubestic, P.A
4209 Montgomery Blvd. NE
Albuquerque, New Mexico 87109
505-273-5533

Hours worked per week: 20
Monthly Salary: \$0.00
of Employees Supervised: 3
Name of Supervisor: self
May we contact this employer?
Yes

Duties

Mora County Attorney, served as County Attorney, handled all litigation and legal matters on behalf of the County

New Mexico State Senator, District

7/2004 - 12/2008

New Mexico Legislature
Santa Fe, New Mexico 87501

Hours worked per week: 15
Monthly Salary: \$0.00
May we contact this employer?
Yes

Duties

Represented Senate District 25
Significant legislation - (primary sponsor/signed into law) SB 399, allowed state to take over improperly run healthcare facilities, SB 439, increased criminal penalties for sex offenders, SB 440, strengthened DWI laws by allowing three hour window for BAT, SB 931-Gift Ban, first major piece of ethics legislation passed by the Legislature and signed into law.

Partner

4/2004 - 8/2008

Clark, Grubestic, Jones & Baur, LLC
Santa Fe, New Mexico
505-820-1825

Hours worked per week: 60
Monthly Salary: \$0.00
of Employees Supervised: 3
May we contact this employer?
Yes

Duties

General practice, including civil litigation, utilities, criminal defense, personal injury, real estate and domestic relations.

**Trial Attorney - Environmental Enforcement
Division/Deputy Director Civil Division**

1/2001 - 5/2004

Attorney General's Office
Santa Fe, New Mexico

Hours worked per week: 55
Monthly Salary: \$0.00
of Employees Supervised: 25
Name of Supervisor: Albert Lama
- Deputy Director
May we contact this employer?

Duties

responsible for enforcement of various environmental statutes, including Clean Air Act, Clean Water Act and Comprehensive Environmental Response, Compensation and Liability Act. Attorney -- Civil Division, general counsel to Museum of New Mexico, NM Taxation and Revenue Department, NM Law Enforcement Academy, NM Real Estate Commission, NM Game Commission, NM Department of Game and Fish, Cumbres and Toltec Scenic Railroad Commission and Department of Public Safety Advisory Commission. Lead counsel on all litigation matters within division. Deputy Director - Civil Division, supervised/trained eighteen attorneys who were responsible for providing general counsel to various boards and commissions, assisted in formulation of litigation strategies, assigned to assist hearing officer for the New Mexico Law Enforcement Academy and State Personnel Board, provided training to various agencies on Open Meetings/Inspections of Public Records Act, Procurement Code. Reviewed and/or prepared all administrative appeals.

Reason for Leaving

Elected to New Mexico Legislature

Assistant District Attorney

1/1999 - 5/2001

First Judicial District Attorney's Office
Santa Fe, New Mexico 87501Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 8
Name of Supervisor: Angela
"Spence" Pacheco
May we contact this employer?**Duties**Responsible for prosecution of felony cases in Rio Arriba and Los Alamos
County. Supervised Magistrate Court Division.**Reason for Leaving**

Higher Salary

Assistant District Attorney

1/1998 - 4/2001

First Judicial District District Attorney's Office
Santa Fe, New MexicoHours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 8
May we contact this employer?**Duties**

Supervised Magistrate Court Division.

Senior Trial Prosecutor

1/1998 - 5/1999

Magistrate Division
Santa Fe, New MexicoHours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?**Duties**responsible for supervision and training of five magistrate attorneys, handled full caseload before
Santa Fe, Los
Alamos, Rio Arriba and Bernalillo County Magistrate and District Courts. Senior Trial Prosecutor-
Rio**Associate**

1/1996 - 8/1998

White, Koch, Kelly & McCarthy, P.A
Santa Fe, New Mexico 87501Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?**Duties**Associate, general practice, including civil litigation, criminal defense, real estate, utility, water
and commercial law.**Trial Attorney - Litigation Division**

12/1993 - 8/1996

Attorney General's Office
Santa Fe, New MexicoHours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Duties

handled all types of litigation, including administrative prosecutions and appeals in State District Court, Supreme Court and Federal Court.

Certificates and Licenses

Type: State Bar of New Mexico

Number: [REDACTED]

Issued by: State Bar of NM

Date Issued: 5 /1993 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Honors & Awards

Graduated Cum Laude

References

Professional

Lama, Albert

Chief of Staff National Association of Attorneys General

[REDACTED]

Professional

Hull, Arthur

[REDACTED]

Albuquerque, 87124

[REDACTED]

Professional

Payne, Bill

Senator

[REDACTED]

Albuquerque, New Mexico 87191

[REDACTED]

Professional

Torraco, Lisa

Senator

[REDACTED]

Albuquerque, New Mexico 87102

[REDACTED]

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of Denver College of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: As an assistant district attorney, assistant attorney general and a criminal defense attorney I have worked closely with various law enforcement agencies/private investigators in developing cases and preparing them for trial. I have coordinated investigations and assisted law enforcement personnel through all stages of investigation/trial preparation.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Over the past 22 years, I have practiced before all New Mexico State Courts and have also appeared in Federal Court in New Mexico. I served as an administrative prosecutor for the Law Enforcement Academy, the State Personnel Board, the Real Estate Commission and the Board of Chiropractic Examiners. I have trained employees in State Government regarding the New Mexico Open Meetings Act and the Inspection of Public Records Act. I have drafted ordinances for Mora County and drafted policy and procedure manuals for Mora County.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due June 24, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

Please provide the following information:

Name: John Grubescic
Firm/Employer: Kanter & Grubescic, PA
Address: 4209 Montgomery Blvd. NE, Albuquerque, NM 87109
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

I believe an immediate need is to establish a simple, efficient and reliable system to administer civilian complaints and coordinate the effective investigation of these complaints. This requires the development of easily understood procedures and guidelines. This will eliminate confusion and assist in the just resolution of civilian complaints. This step is critical in order to establish confidence that members of law enforcement will be held accountable for their actions. It is necessary to implement a well-thought-out system to ensure that the oversight board is accountable, equitable and gives both the law enforcement community and the general public confidence that their concerns will not be overlooked and that they will be treated fairly.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

A client appeared for a court hearing and he was highly intoxicated. Unfortunately, he hid it very well and I was the only one in the courtroom aware of his condition. He was my client so I was obligated to advocate on his behalf and keep him out of jail. I also had to make sure that he didn't do any harm to himself or others. I discussed this with my client and informed him that we needed to address the court regarding his condition. He was angry and threatened to leave. I quickly discussed the matter with the Assistant District Attorney and he agreed that if I made sure that he did not drive we could request a reset of the hearing and not have my client taken into custody. I took the client back to my office. He slept in my conference room for the rest of the day and his wife picked him up after she got off work.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

When I was supervising the Magistrate Court Division of the First Judicial District Attorney's Office, one of my duties was to make sure that we had adequate coverage for the Magistrate Courts in Santa Fe, Rio Arriba and Los Alamos Counties. There were four attorneys including me to make sure that all three courts were covered. This was challenging given the number of cases and the size of the area that needed to be covered. There were

courthouses located in Chama, Espanola, Los Alamos and Santa Fe. One of the lawyers I supervised constantly complained about the size of his caseload and what he perceived as the unfair distribution of cases. I sat with him on numerous occasions and attempted to resolve it without much success. I finally hit upon the idea to put him in charge of case coverage. Much to my surprise he adapted well to the new assignment, worked closely with the other attorneys and flourished in his new role. I was able to focus on other needs within the division and could count on him as a reliable back up.

4. Which of your legal cases are you the most proud of and why?

I represented a single mother who suffered significant injuries as a result of an arrest. Once her case was resolved she used the proceeds to purchase a home and pursue her college degree. I have found that the most rewarding moments of my career are those that result in helping my clients obtain resolutions that allow them to improve their lives.

5. Describe your investigative philosophy.

Investigation is the key to obtaining a just result. It is a process that requires a patient, step by step inquiry into conflicting and sometimes confusing fact patterns. A professional investigation exonerates those who are wrongly accused and establishes a basis to proceed when the facts point to misconduct. The foundation of effective investigation is developing facts, weeding out inconsistent and false statements and arriving at a just resolution.

6. 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?

I have been a solo practitioner in a very busy criminal defense practice. I have done this without a support staff for the last five years. I have handled hundreds of difficult cases and clients and have provided excellent service and representation under challenging circumstances. I have the focus to ensure I handle my caseload in a manner that is efficient and effective. I work well under pressure and I am used to handling multiple cases at the same time, all of which will allow me to move the backlog of cases efficiently.

7. What is your vision for the CPOA?

I believe that the core function of the CPOA should be establishing and maintaining Albuquerque citizens' confidence that members of law enforcement will be held accountable for their actions. Above all, the community must believe in the CPOA's integrity to ensure that this confidence is developed. Trust in law enforcement is the cornerstone of a vibrant community. The CPOA must actively monitor and work closely with law enforcement; when necessary the CPOA must be willing to make difficult decisions to foster community belief in its legitimacy. I have unique perspectives from the several different positions I have held in the legal system, including those of prosecutor, defense attorney, civil litigator and legislator. I have tried many cases in these various roles. As a result of this background, I have developed an ability to work effectively with a variety of individuals. My previous experience ensures that I will be able to fulfill my role as Executive Director based on my current knowledge and my ability to adapt quickly and effectively. My extensive and diverse experience will allow me to define challenges and quickly develop solutions.

8. 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.

1. Honesty. This is a key asset in establishing credibility with all stakeholders involved in this process.
2. Integrity. I hold myself to high standards and believe it reflects in the work that I do. I trust myself to do the right thing in a variety of circumstances. If you can't trust yourself then you can't expect others to trust your insight or observation.

3. Candor. I feel a direct approach results in the efficient use of a limited amount of time to resolve issues.
 4. Ability to work well with others. Throughout my career I have been most effective when I recognized other points of view and worked with people in arriving at a solution rather than trying to force someone to accept my view.
 5. Sense of humor. This quality has allowed me to see trying situations as challenges to overcome and not as roadblocks without a solution.
 6. I struggle with being somewhat direct in addressing an issue. There are circumstances that require a more delicate touch and I am working on that.
9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

As a New Mexico State Senator I carried and passed the first major piece of ethics legislation passed by the legislature and signed into law. Senate Bill 931 governed ethical conduct by legislators and substantially cut monetary awards and gifts to legislators. There was significant opposition to my proposal. Several legislators felt it was unnecessary and that it created more oversight than was needed. Proponents of the legislation did not think that it went far enough and asked for significant penalties to be attached to the bill. I spent a great deal of time convincing legislators that we were obligated to our constituency to monitor our own conduct and control any appearance of impropriety. I met with vocal constituents who wanted stiff penalties and worked out a compromise to ensure that the legislation passed. This Bill proved to be an important first step in the development of additional ethics legislation.

10. 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.

When I first started at the Attorney General's Office as an administrative prosecutor, I presented cases to the Law Enforcement Academy Board for the revocation of law enforcement officers' certifications. This gave me valuable insight into the function of a board that monitors law enforcement and the challenges a board has in maintaining high standards of professionalism in a sometimes adversarial environment. Additionally, it helped me develop my skills as attorney and help me recognize the fundamentals of good investigation. I have used these skills in my career to direct investigations and as a defense attorney to point out flaws in investigations. As Deputy Director of the Civil Division of the Attorney General's Office, I advised numerous Boards and Commissions on all aspects of compliance with State law and regulation.

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.

Albert J. Lama, Chief of Staff
National Association of Attorneys General
2030 M St. NW, Washington, DC, 20036
202-326-6266
alama@naag.org

I served as Deputy Director of the Civil Division of the Attorney General's Office under Mr. Lama. I have known him for over twenty years on both a professional and personal level.

Senator William "Bill" Payne
Senate District 20

M000071

P.O. Box 14823
Albuquerque, NM 87191

[REDACTED]
[REDACTED]

I served with Senator Payne in the New Mexico Legislature. I worked closely with him in developing bi-partisan solutions to difficult issues.

Arthur Hull II
[REDACTED]
Albuquerque, NM 87194

[REDACTED]
[REDACTED]

Mr. Hull is a lobbyist. He saw me develop into an effective legislator.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 21764574**

Name: JULIA M. PETRUCELLI Address: [REDACTED]
Albuquerque, New Mexico 87123 US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Preference: Email

Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, California [REDACTED], [REDACTED]

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$50,000.00 per year

Are you willing to relocate? No

Types of positions you will accept: Regular , Temporary

Types of work you will accept: Full Time , Part Time

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective**Education****Graduate School**

American University Washington College of Law
<http://www.wcl.american.edu/>
8/2010 - 5/2013
Washington, District of Columbia

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Doctorate

College

University of California San Diego
<http://ucsd.edu/>
9/2005 - 8/2009
La Jolla, California

Did you graduate: Yes
College Major/Minor: World Literature / Law
Degree Received: Bachelor's

Work Experience**Staff Attorney**

11/2014 - Present

Disability Rights New Mexico
www.drnrm.org
1720 Louisiana Blvd. NE, Suite 204
Albuquerque, New Mexico 87110
5052563100

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Jason Gordon - Senior Staff Attorney
May we contact this employer? Yes

Duties

Attend Individualized Education Program and Behavior Intervention Plan meetings to advocate on behalf of students receiving special education services. Communicate with District representatives and attorneys to encourage compliance with federal and state regulations. Work with and advocate for students receiving special education services who are facing expulsion from school due to behavior problems and violations of school code of conduct policies. Write and submit State Complaints and initiate and conduct Due Process Hearings. Create Special Education tip sheets and conduct training sessions for providers, parents, and students on Special Education Law and the rights of students and

families. Chosen to participate in the Education Justice Project to advocate for the provision of special education services to students overlooked by the education system due to disabilities leading to behaviors that violate school code of conduct policies. As an attorney participating in this project, I attend stakeholder meetings and conduct trainings with Judges, Public Defenders, and District Attorneys. Represent clients in Medicare Administrative Fair Hearings challenging denials of coverage. Represent clients in Medicaid Administrative Fair Hearings challenging removals from the Medicaid DD Waiver Waiting List due to claims of ineligibility. Represent clients in transfer or removal of guardianship cases.

Reason for Leaving

I would like to explore other interests related to police accountability and governmental policy work. I have a strong desire to conduct training sessions with city employees and other governmental agencies and personnel and would like to participate in ensuring that my government operates with integrity.

Sales Associate

3/2014 - 7/2014

Old Navy
5625 Bay St
Emeryville, California 94608

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Jeremy - Store Manager
May we contact this employer? Yes

Duties

Provide a variety of services to customers including assistance with finding items, fitting and completing an outfit, and conducting transactions at the cash register. Genuine and effective customer interaction is the basis for this position and my work involved engaging with diverse customers on a variety of issues throughout my shift. I developed excellent interpersonal communication skills, developed a sense of pride and loyalty in the quality of services my store provided, and became a reliable mentor to new employees. In working at the cash register, I demonstrated my commitment to be a reliable and effective employee with high integrity and honesty.

Reason for Leaving

I relocated to Albuquerque, NM with my husband. Because I was volunteering at three organizations in the San Francisco Bay Area, I was working at Old Navy to supplement my income and it was a temporary job.

Volunteer

1/2014 - 6/2014

California Reentry Program
<http://ca-reentry.org/about/>
P.O. Box 483
San Quentin, California 94964

Hours worked per week: 15
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Allyson West - Program Director
May we contact this employer? Yes

Duties

Provide reentry counseling to inmates at San Quentin State Prison in San Quentin, CA. Reentry counseling serves to work with individuals imprisoned for both violent and non-violent offenses to make a positive transition from life in prison to their communities. Individual reentry counseling consists of service referrals and linkages to other programs and providers and answering questions about specific reentry needs such as college financial aid, county resource guides, course information at community colleges, DMV paperwork, and GED information. Long-term case management is established to provide ongoing assistance in long-term planning including employment, education, medical needs, drug/alcohol treatment, and housing. Participate in San Quentin educational events to provide information on mental health services and general reentry planning needs.

Reason for Leaving

Moving to Albuquerque, NM

Volunteer Intern

11/2013 - 6/2014

California Coalition for Women Prisoners
<http://womenprisoners.org/wp/>
1540 Market St., Suite 490
San Francisco, California 94102

Hours worked per week: 5
Monthly Salary: \$0.00
of Employees Supervised: 0
May we contact this employer? No

Duties

Assist with researching a variety of issues relating to California's female inmate population and respond to inmate requests for information and referrals. Conduct legal research and analysis to bolster policy initiatives to expand the Alternative Custody Program while formulating CDCR guidelines for implementation.

Reason for Leaving

Moving to Albuquerque, NM

Law Student Attorney

1/2013 - 5/2013

Law Office of Michael Madden
717 D St. NW, Suite 400
Washington, District of Columbia 20004
(202) 628-3820

Hours worked per week: 20
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Michael
Madden - Supervising Attorney
May we contact this employer? Yes

Duties

Intern with Criminal Justice Act defense lawyer working on homicide, assault, sexual assault, robbery, and domestic violence cases. Conducted client intake and individually interviewed defendants in domestic violence cases prior to court hearings and trial. Visited the DC Jail to meet with defendants to discuss case progress, theories, plea agreements, and sentencing guidelines in relation to charges of homicide, assault, robbery, and sexual assault. Drafted motions to compel discovery and to exclude evidence of other crimes. Prepared clients for direct- and cross- examinations. Investigated Affidavits of Arrest and WACIS Reports to piece together witness statements and to probe statements in preparation for trial. Worked directly with clients suffering from psycho-social and developmental disabilities and participated in client meetings at St. Elizabeth's Psychiatric Hospital in the District of Columbia to meet with clients involuntarily hospitalized and their treatment providers.

Reason for Leaving

Semester Internship

Student Attorney

8/2012 - 12/2012

Women and the Law Clinic - American University Washington
College of Law
4801 Massachusetts Avenue, NW, Suite 417
Washington, District of Columbia 20016
(718) 340-4144 (Sofia Yakren)

Hours worked per week: 20
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Sofia Yakren -
Clinic Supervising Attorney
May we contact this employer? Yes

Duties

Maintained direct contact with clients and spearheaded casework. Assisted client with severe mobility impairments and numerous health problems to resolve Medicare/Medicaid claims and disputes and to initiate divorce proceedings. Researched and initiated a special education due process hearing for a client with a child denied special education services. Initiated a school transfer for client's child in light of an assault on the child by a police officer.

Reason for Leaving

Semester Clinical Program

Law Student Intern

8/2012 - 12/2012

Disability Rights International
<http://www.disabilityrightsintl.org/>
1666 Connecticut Avenue, NW, Suite 325
Washington, District of Columbia 20009
(202) 296-0800

Hours worked per week: 20
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Eric Rosenthal
- Director
May we contact this employer? Yes

Duties

Conducted legal research and analysis and drafted explanatory footnotes in support of legal arguments appearing in requests for precautionary measures, which were submitted to the Organization of American States against Guatemala for abuses occurring in a prison for women suffering from psycho-

social and developmental disabilities. Investigated questions pertaining to the rights of individuals within psychiatric institutions and accountability for various abuses occurring in those facilities.

Reason for Leaving
Semester Internship

Law Student Intern for the Gender Jurisprudence Project
6/2011 - 12/2012

Hours worked per week: 20
Monthly Salary: \$0.00
Name of Supervisor: Chante Lasco -
Jurisprudence Collections
Coordinator
May we contact this employer? Yes

War Crimes Research Office - American University Washington
College of Law
<http://www.wcl.american.edu/warcrimes/>
4801 Massachusetts Avenue, NW
Washington, District of Columbia 20016
(202) 274-4067

Duties

Reviewed international criminal tribunal court documents for issues relating to gender- and sexual-based violence. Analyzed and synthesized decisions and judgments to consider the implications of gender- and sexual- based convictions, acquittals, and dismissals for defendants charged with gender- and sexual- based crimes against humanity, war crimes, and grave breaches of the Geneva Conventions. Digested the various documents to be included in a collection utilized by researchers and court officials at various international criminal tribunals.

Reason for Leaving
Temporary Internship

Law Student Intern
4/2012 - 8/2012

Hours worked per week: 10
Monthly Salary: \$0.00
Name of Supervisor: Michael
Madden
May we contact this employer? Yes

Hermano Pedro Day Shelter - Shrine of the Sacred Heart
3211 Pine St., NW
Washington, District of Columbia 20010
(202) 246-6643

Duties

Interned with pro bono attorney Michael Madden at Hermano Pedro Day Shelter at the Shrine of the Sacred Heart in the District of Columbia to assist indigent clients of the shelter with their various legal needs. Conducted legal research to solve multifaceted legal issues as well as worked directly with clients on a variety of legal matters including, but not limited to, immigration status, work authorizations, understanding warrants for arrest, child support, and health insurance and disability

Reason for Leaving
Summer Internship

Certificates and Licenses

Type: Law License
Number: 147385
Issued by: New Mexico State Bar
Date Issued: 4 /2015 Date Expires:

Skills

Office Skills
Typing: 85
Data Entry: 0

Other Skills

Prepare and Conduct Training Sessions Expert - 5 years and 0 months
Litigation Skilled - 1 years and 6 months

Legal Research and Writing Expert - 5 years and 6 months

Networking Skilled - 5 years and 0 months

Languages

Spanish - Speak

Additional Information

Volunteer Experience

Prisoners Literature Project - Berkeley, CA:

Volunteer, December 2013 - June 2014

Respond to inmate letters and requests for books. Review requests, choose appropriate books from a selection of donated items, and package materials to ship to incarcerated individuals. Lead volunteer packing sessions and explain the history and nature of the project. Plan fundraising events and conduct outreach to educate the community regarding prison conditions and other matters relating to inmates.

Professional Associations

National Lawyers Guild - American University Washington College of Law Student Chapter

Professional Associations

Human Rights Academy Participant - American University Washington College of Law

Volunteer Experience

Amnesty International - Washington, DC:

Active Member, January 2012 - May 2013

Assisted with event organizing, schedule planning, community outreach, and fundraising. Organized with Amnesty International members for Get On the Bus Day, an annual day of action advocating for international human rights and justice for human rights violations. Researched country specific human rights violations and discussed the viability of creating events and actions around those violations.

References

Professional

Madden, Michael

Criminal Defense Attorney

717 D. St. NW, Suite 400

Washington, District of Columbia 20004

(202) 628-3820

maddenlaw@gmail.com

Professional

Lasco, Chante

Jurisprudence Collections Coordinator

War Crimes Research Office at American University Washington

College of Law

4801 Massachusetts Avenue NW

Washington, District of Columbia 20016

[REDACTED]

Professional

Yakren, Sofia

Associate Professor at CUNY School of Law

2 Court Square, Office 4-317

Long Island City, New York 11101-4356

(718) 340-4144

sofia.yakren@law.cuny.edu

Personal

Muñoz, Patricia

Dallas, Texas

Professional

Gordon, Jason

Senior Staff Attorney at Disability Rights New Mexico
1720 Louisiana Blvd. NE, Suite 204
Albuquerque, New Mexico 87110
(505) 256-3100
gordonj@drnm.org

Resume

Text Resume

Attachments

Attachment	File Name	File Type
Julia Petrucelli - Resume.docx	Julia Petrucelli - Resume.docx	Resume
Petrucelli - Transcript.pdf	Petrucelli - Transcript.pdf	Transcripts
Julia Petrucelli - References.docx	Julia Petrucelli - References.docx	References
Julia Petrucelli - Cover Letter for Civilian Police Oversight Agency Director.docx	Julia Petrucelli - Cover Letter for Civilian Police Oversight Agency Director.docx	Cover Letter

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: American University Washington College of Law, May 2013

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 1 year to less than 2 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 4 years to less than 5 years

7. Q: Briefly describe your experience in criminal investigation.

A: I worked as the sole intern of a criminal defense attorney in the District of Columbia. While working for Michael Madden, I conducted extensive investigation for the many cases he was trying, including homicide, rape, assault and battery, domestic violence, and robbery. I investigated the alleged crimes and reviewed numerous police reports and witness statements relevant to the case. I worked closely with Mr. Madden's personal criminal investigator and accompanied him and participated throughout the investigation process. I interviewed witnesses and prepared the defendant and witnesses for direct and cross examination. I researched the relevant law and wrote numerous motions which were submitted to the Court.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: As a Staff Attorney at Disability Rights New Mexico (DRNM), I represent my clients in Administrative Fair Hearings and am required to have extensive working knowledge of relevant administrative procedures and policies. Because I work closely with Administrative Law Judges, I have experience with the Hearings Process and relevant laws. As a Staff Attorney at DRNM, I represent clients challenging guardianship and represent these clients in guardianship proceedings. In light of my experience working for Michael Madden as a criminal defense intern, I often appeared in front of criminal court judges and was required to know criminal laws, policies, and procedures.

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Due by the close of business on July 1, 2015

Name:

Julia Marie Petrucelli

Firm/Employer:

Disability Rights New Mexico

Address:

[REDACTED]
Albuquerque, NM 87123

Phone:

[REDACTED]

1) After reviewing the City of Albuquerque 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?

One of the first objectives is to catch up on all the backlogged cases. Doing so will show the community that civilian oversight is meaningful and that the agency takes it seriously. By demonstrating a commitment to review complaints that have been backlogged will show the community that the agency is actively trying to review all complaints and begin the investigation process. I expect that due to the number of cases that have been backlogged, this process will take time; however, beginning this process and substantially reducing the number of cases in the backlog is a critical first step. Another initial goal is to begin training both agency personnel and the APD in appropriate use of force, de-escalation techniques, and to revise and develop new policies, with a special emphasis on providing crisis intervention trainings and developing crisis intervention teams. With the development of new policies and with the conclusion of initial trainings, new procedures for handling misconduct must be in order to ensure compliance with the new policies and procedures. I believe that while trainings are taking place, it is important to begin the process of establishing procedures for handling misconduct and for supervising officers in the field. This requires developing a staffing plan to ensure close supervision of officers and creating an early intervention system. These initial steps will demonstrate to the community that the agency is reassessing its policies, evaluating officers in the field, and creating a supervision plan that involves closely monitoring officers and creating a procedure for handling officer misconduct. Coupled with the issue of reprimanding or punishing officer misconduct is creating a plan for hiring and encouraging officer compliance with the new policies and procedures. Recruiting new officers and encouraging compliance with policies and procedures for professional and ethical policing can include plans to have thorough psychological and medical evaluations of new candidates and lateral hires, conduct pre-employment and routine drug testing of all officers, and providing a variety of supports and assistance for officers, including access to occupational training, mental health services, and other social services. These initial steps should occur while the Director and other agency staff regularly meet with community

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stakeholders to facilitate ongoing communication, conduct outreach to inform the public of progress towards the new goals and objectives, and to maintain transparency.

2) Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

While working under the supervision of an attorney during an internship opportunity, I witnessed a mentally ill client be treated in a way that negated their dignity and informed choice. This was an ethical conflict because I believed that the individual had a right to make their own decision regarding their legal argument; however, the attorney chose to act in a way he believed served the client's best interests but ignored the client's wishes. When working with individuals suffering from a disability or mental illness, there are two approaches that are often implemented: 1) best interests or 2) client centered. I believe that clients deemed legally competent have a right to make decisions they believe are appropriate. Informed choice is an idea that I strongly stand by and believe is necessary for treating individuals with dignity despite any disabilities they may have. My supervising attorney believed in the best interests approach and we disagreed on how to handle the situation. In this particular case, I was working under direct supervision from an attorney who was trying the case, so while I made my opinion known, I was not able to change the plan. I believe that as I was under the supervision of another attorney, I was not in a position to make the decision; however, I did feel obligated to express my concern and disagreement and provide reasons to support my position. I felt that my ethical obligation was to inform the supervising attorney of the alternate approach with supporting reasons. While I believe my client had the right to make his own decision, I was not in a position to act as his attorney and thus could only express my differing position to my supervisor. While I had hoped to sway my supervisor's decision, he ultimately pursued a course of action that was in the client's best interest and while that did allow the client some additional perks, it was not an approach the client wanted to take. I do believe that I handled the situation appropriately given that I was not a licensed attorney at the time but that I expressed my position and stood by it. I believe that my actions in that situation demonstrated my integrity and dedication and fulfilled my ethical obligation to inform my supervisor of the alternate approach.

3) Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

While working as a Staff Attorney at Disability Rights New Mexico, I have been paired to work on various projects with other staff members. As an attorney, I am given more discretion as to the project and have made supervisory decisions regarding trainings and presentations. Although I am not the direct supervisor of the individuals I am working with on a training project and a conference presentation, I have been assigned the lead and continue to play a supervisory role in organizing the project, creating a plan, and delegating work. In this capacity, I will review all project materials and training guides and will make necessary additions or changes to provide the highest quality materials. One of the challenges I have encountered is that I am working with individuals who have been with the agency for a very long time and are

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working under the same models and hierarchy they have held in the past. As I started in November of 2014, I am relatively new to the agency and I am finding that some staff members do not want me to take the lead. The challenge is getting staff to trust in my experience and knowledge and to allow me to direct the project. In doing so, I am working closely one-on-one with individual staff and creating an informal environment to have discussions and to decide on details together. In creating an informal setting to create a plan, I am asking for input from the staff and allowing their opinions to be heard and taken into consideration. I believe this approach allows individuals to trust that I will respect their opinions and work closely with them to create a collaborative project. Overall, I believe this method results in a positive working relationship and allows for individuals to trust in my abilities but to also feel like they will remain active participants and that their opinions are meaningful.

4) Which of your legal cases are you the most proud of and why?

While working at Disability Rights New Mexico, I represented a student with learning disabilities and behavioral problems who was facing a permanent expulsion from high school. The student admitted to bringing and using illegal drugs on school grounds and to engaging in numerous fights with other students. I am most proud of this case because despite the seriousness of the charges, during the expulsion appeal hearing I was able to convince the school to reverse the expulsion and allow the student to return to school with additional special education accommodations. I am extremely proud of this result because I was working under pressure as I had not received all the information until shortly before the hearing and because the family and the student were very difficult to communicate with. I am also proud of this result because I was able to quickly learn an area of law that I was unfamiliar with and make a very strong and sound legal argument in support of my client despite the seriousness of the charges.

5) Describe your investigative philosophy.

I believe that in conducting an investigation, it is important to remain open-minded and not reach a conclusion before all information is gathered and assessed. I believe that all complaints should be thoroughly investigated and that an investigation is deemed complete only when reliable and complete findings are made. Complainants need to be individually interviewed, interviews should be recorded to ensure accuracy and context of statements, and witnesses should provide written statements of their observations or lack thereof. I believe that investigations need to remain confidential and that administrative and criminal investigations remain separate to protect constitutional rights. My investigative philosophy requires thorough and private interviews and that in many cases, a follow-up interview is necessary to ensure completeness of information. I believe that timeliness is crucial to accurate reporting of observations and information gathering and that obtaining information from a variety of sources is crucial for an unbiased interpretation of events.

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6) 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?

I have a lot of experience working in a variety of offices and have extensive knowledge of organizational methods, time management, and self-directed work. I believe that I am a qualified leader and when it comes to projects involving many people, I am able to delegate and assign work based on individual's skills. Because of the large backlog of cases, I believe taking the helm of the organization and moving it forward requires someone who is capable of jumping in and quickly directing and delegating work while also investing a lot of additional time to do a thorough job. I believe that when presented with an abundance of work leftover from a predecessor, I am able to prioritize and began working immediately while working efficiently and thoroughly. I am a strong leader and am not afraid to direct and delegate individuals where I believe they would be most effective. While professionalism is important and vital to a productive work environment, I am capable of acting professionally and courteously even when confronted with staff who do not want to cooperate or take direction. In stepping into this position as someone new to the department that is undergoing substantial changes, I believe people may not be happy with a new Director's vision or plans and I am not afraid to step into a position where staff may not trust me or respect me at first. I believe in myself and my ability to make appropriate decisions and I believe that in time, I can rally people together to be committed to a new vision and working together.

7) What is your vision for the CPOA?

My vision for the CPOA is to work to ensure police integrity, protect officer safety, prevent the use of excessive force and/or unreasonable use of deadly force, and promote trust and communication between APD and Albuquerque's many communities. My vision for the CPOA is to review and complete the backlogged cases and be able to conduct and conclude investigations in a timely manner. I believe the CPOA should monitor and review all citizen complaints or concerns and investigate the claims. As a result of these investigations and review of complaints or concerns, the CPOA should review, revise, and/or develop departmental policies and procedures for the Police Oversight Board. I envision the CPOA catching up on backlogged cases to prove to the community that complaints are taken seriously and that excessive or unreasonable use of force is a serious issue within the agency. I envision the CPOA developing a realistic perspective on its current status and its timeline for meeting the objectives outlined in the Settlement Agreement and developing an effective and efficient plan for meeting those objectives. I also envision the CPOA developing a strong working relationship with community stakeholders while reinvigorating the agency's relationship with the community fostering support, trust, collaboration, and communication.

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8) What do you view as the top five assets you bring to this position, whether personality traits, knowledge-based skills or experience. 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.

I believe that my top five assets that I bring to this position are: 1) integrity; 2) dedication; 3) experience working with the community; 4) open-mindedness ; and 5) experience working with mentally ill individuals

Integrity: I believe that integrity is one of the strongest personality traits to have. I believe that I am an honest individual with strong moral principles. Honesty is crucial when working within an agency because it allows me to communicate both the positives and negatives of a situation and work with others to provide constructive criticism and honest opinions. Because I have strong moral principles, I always try to do what I believe to be right and I always treat everyone with dignity and respect. I believe that treating everyone with dignity and respect is vital to this position because it means listening to what colleagues and civilians have to say, providing support and appropriate supervision to employees, handling employee grievances in a timely manner and with support and fairness, and working with other agencies and community stakeholders in a way that fosters communication and willingness to work together. As a CPOA Director, I believe that supervision of other employees is a task that requires integrity so as to always remain respectful, honest, and supportive of their opinions while fostering a work environment that exudes integrity and veracity, both within our work environment and with other individuals and agencies.

Dedication: As a community activist and strong believer in the need for government accountability, my dedication to the cause is uniquely beneficial to the CPOA because it equips me with the motivation to continue working towards the ultimate objective. When things get rocky or I hit a roadblock, this dedication allows me to work through the difficult times and think outside the box to come up with other possible solutions. My own desire and dedication to engage with community stakeholders and with other community groups advocating for accountability is an asset for this position because it means that I will be able to work with community partners, listen to their opinions, and be open minded so as to meet the objectives of the Civilian Police Oversight Agency.

Experience Working with Community Leaders and Members: Throughout my various extracurricular activities, I have been heavily involved with working with community leaders and members. I believe that systemic reform requires community involvement and by getting involved with various community leaders and community groups, a larger audience can be reached and information can be widely disseminated. Once community partners are involved, they are able to spread the information and get others involved. I believe that the ability to work within the community and engage with them regularly and in informal settings and formats creates a positive relationship that fosters honesty and openness. In light of the ongoing allegations of overuse of police force against civilians, it is incredibly important to have a strong relationship with civilians to show them my commitment to listening to what they have to say, taking their comments and concerns seriously, and reforming the system with their opinions in

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mind. I believe that my ability to work closely with community members is an asset that I bring to this position because I am comfortable working with community members, listening to their concerns, and committing to addressing their concerns in a timely and professional manner. One of the objectives of the settlement agreement is to foster greater trust among officers and the communities they serve, it is vital to have a good working relationship with community organizations and leaders. This objective requires that the agency undergo reforms to support community participation and create both formal and informal mechanisms that facilitate ongoing communication between APD and Albuquerque's communities. I believe that my ability to work with individuals at a community level and my interpersonal skills are a necessary asset for this position and I believe that I would excel at fostering a stronger relationship between the police department and the community.

Open-mindedness: As the department is undergoing substantial reform, I believe that open-mindedness and a willingness to accept constructive criticism from all stakeholders is a crucial asset for this position. I believe that I am open-minded and willing to work with stakeholders to develop a plan that strives to leave all parties satisfied. One of the biggest concerns in communities is the use of excessive force and many communities currently distrust APD. I believe that working with community members and being open-minded to their criticisms and concerns is a vital component since previous models and methods of running the department have been ineffective. Being open-minded means working towards a solution by utilizing a variety of methods and plans and being open to changing those plans as problems or alternatives develop. I believe that the agency needs an individual who is willing to step into this position with an open-mind and a willingness to hear stakeholder's concerns while creating and recreating plans that target the heart of the problem. I believe that because there are so many stakeholders involved, it is important that the Director be open-minded to the various comments that will arise from discussions with the different stakeholders. Being new to this agency and being open to the comments and criticisms will create a more diverse and inclusive agency. This ability to step into a new position and listen to everyone's concerns without heading down a stagnant and close-minded path will ultimately have the biggest and most positive impact.

Experience working with mentally ill individuals: Crisis intervention is one of the provisions of the Settlement Agreement and requires that APD ensure accountability and promote constitutional, effective policing, by minimizing the necessity for the use of force against individuals in crisis due to mental illness or a diagnosed behavioral disorder. In law school I focused my studies on criminal law and procedure and disability law. I conducted several research projects that focused on the intersection of disability and the law, specifically I addressed the unique needs of individuals suffering from mental illness who are experiencing a crisis situation where police are the first responders. My research also addressed the unique needs of these individuals upon arrest and intake. I believe that my academic background is a strong asset as it has helped me prepare for a career that involves working with individuals with mental illness. Furthermore, this research background forms a strong foundation for professional investigation and planning. As a Staff Attorney at Disability Rights New Mexico, I have numerous clients that suffer from mental health or diagnosed behavioral disorders, many of which are juveniles, who engage in problem behaviors leading to intervention or school disciplinary actions. I believe that my interest in working to ensure that the unique needs of

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individuals with disabilities are met and so crisis intervention does not involve unnecessary use of force is a strong foundation for serving in this position. As one of the biggest issues in the settlement agreement is crisis intervention planning and restructuring, I believe that my experience working with individuals with mental illness and my academic and professional background that focused on studying the intersection of disability and the criminal justice system is highly relevant to this position. If selected for this position, my experience would allow me to quickly begin working with members of the mental health community of providers, advocates, and individuals to create a more effective and constitutionally sound way in which to work with local stakeholders and develop a crisis intervention program constituting of an advisory committee, behavioral health training, crisis intervention certified responders and intervention unit, and crisis prevention.

One challenging area of my personality that I struggle with and am working to improve is that I sometimes doubt my ability and skills. When I am working on a difficult case or am dealing with a challenging question or factual scenario, I sometimes become doubtful that I am well-equipped to solve the problem on my own. I am working to improve my self-doubt and learn to trust my abilities by working through problems on my own and spending additional time researching, preparing, and learning everything I can that is relevant to the problem. After going through this process, I prepare a list of questions that I am still struggling with and will sit down and try to come up with answers, sometimes multiple answers, to these questions without judgment as to whether the answers are right or wrong. Once I have answered the questions, I go back and reassess why they are correct or incorrect. At this point, I have usually answered the majority of my questions and begin to feel more confident on my knowledge and skill-set because I know that I have analyzed the issues to the best of my ability. At this point, I also know that if I have remaining questions, I can brainstorm and discuss the issue with my colleagues and take their input into consideration. I find that this process is more effective than immediately going to others when there is a question I cannot answer because it allows me to become more confident in my own abilities and to make efficient use of my time and the time of others. It also allows me to learn what I need to know and gain practical experience with researching, learning other relevant information, and being able to attack another future problem in the same way.

9) **This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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 groups' goals through a collaborative process of your facilitation or management. Describe the stakeholders, your role and responsibility, and also give the outcome.**

Throughout my academic, professional, and extracurricular experiences, I worked closely with various community groups, union officials, attorneys, and others. While working as an

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Advocate and then a Staff Attorney at Disability Rights New Mexico (DRNM), I conducted trainings with community special education support groups and parents. During these sessions, I thoroughly explained special education law, the rights of students and parents, and some of the reservations that school districts have regarding the provision of services. While working at DRNM, I attend numerous Individualized Education Program (IEP) meetings to work with schools to identify and then provide appropriate services. Often these IEP meetings are difficult because the schools do not always want to provide necessary and appropriate services and it was my job to convince the schools to provide these services to both abide by federal law and to provide the services the student needs in order to succeed in school. These meetings often started with a conflict over what services should be provided to a student and my role was to work with the school to provide the requested services. I did this by working with the school to conduct evaluations of the student, assess relevant data and reports, and listen to parent and student input to decide what kinds of services are necessary and appropriate. In many cases, I was successful in that I worked with the IEP team and the school district representative to evaluate the student's needs, review relevant reports, and listen to the parties' opinions to come up with a solution that was satisfactory to all involved. In my work at DRNM, I work extensively with opposing counsel to avoid litigation yet addressing and solving client concerns. I often need to communicate regularly with opposing counsel, write thorough legal analysis, and circulate the client's objectives while addressing the opposing side's opinions. In many cases, I successfully avoid litigation by working with the opposing party to come up with a solution or plan that is satisfactory for all involved.

While volunteering with the California Reentry Project as a reentry counselor, I worked with inmates to address their concerns regarding their return to their communities when they parole or their sentences have concluded. In working at San Quentin State Prison, I spent the majority of my time working with the inmates but frequently interacted with correctional officers and prison administrators who ultimately had control over our the project and could decide whether we could continue to work within the prison. Even though our mission was to help inmates prepare to return to their communities, there was often a lot of pushback from prison staff who believed we were wasting our time working with offenders. One important factor when working in that setting was to engage with prison staff and navigate the relationships between staff and inmates to ensure that we were providing quality support to the inmates but were respecting the staff even when they made disparaging remarks to the program, the inmates, and the reentry counselors.

When I lived in Washington, D.C., while I was in law school, I was actively involved with Amnesty International and community activism on issues including Metro union organizing and mental health community awareness. Working with Amnesty International involved networking with local embassies and planning and participating in larger events aimed at promoting human rights. I worked with local universities and partnered with their student chapters to fundraise and participate in local Amnesty International events. While in D.C., I became involved with Metro union organizing when I became friends with several of the Metro bus drivers and learned about union organizing. Once I became involved, I participated in talking with community members, educating the public through manning a booth at various busy areas in the city, and attended several events where I helped create and handout relevant literature. During this process, I learned about how unions operate and strived to get other

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Due by the close of business on July 1, 2015

individuals who were inactive members in the union and the community at large more involved in understanding the process and its importance. I participated in several community based events in the Anacostia area to meet with community members to discuss mental health stigma and various mental health treatments and resources available within the community. This work was focused primarily with individual community members who attended our event but I networked with other community organizations for support and to help promote our meetings. Because these issues were important to the community and because the community was traditionally underserved, I felt that our events were successful and we were able to increase attendance and engage with the community to foster a larger network of supporters.

10) 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.

I am a strong supporter of police accountability and oversight and I believe that this position requires an individual who strongly believes in the objectives and who will be fully committed to fulfilling the objectives of the Settlement Agreement. I also believe that this position requires a Director who is not afraid to work with individuals who may hold opposing viewpoints. I am capable of working with diverse individuals and working collaboratively with individuals who do not hold the same position. My ability to collaborate with individuals of various backgrounds and my ability to work closely with individuals who do not agree with my position is a strong indicator of my ability to successfully serve in this position and work towards meeting the objectives in the Settlement Agreement. My dedication to police accountability and oversight is a strong indication that I will do everything in my power to fulfill the objectives of the Settlement Agreement and to foster trust and respect between APD and Albuquerque's many communities.

11) 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.

Jason Gordon, Esq. - Senior Staff Attorney
Disability Rights New Mexico
1720 Louisiana Blvd. NE, Suite 204 – Albuquerque, NM 87110
(505) 256-3100 – gordonj@drnm.org

Mr. Gordon has been supervising my work since I started at Disability Rights New Mexico on November 3, 2014. In his capacity as my supervisor, he has reviewed my case preparation and written correspondence and has evaluated my work for my periodic reviews.

Michael Madden, Esq.
Law Office of Michael Madden
717 D. St. NW, Suite 400 – Washington, DC 20004
(202) 628-3820 – maddenlaw@gmail.com

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due by the close of business on July 1, 2015

While a third year law student at Washington College of Law, I was Mr. Madden's sole intern and worked closely with him on a variety of criminal cases. He supervised my work, my written materials, and evaluated my case strategies.

Sofia Yakren, Esq. - Associate Professor
CUNY School of Law
2 Court Square, Office 4-317 – Long Island City, NY 11101-4356
(718) 340-4144 – sofia.yakren@law.cuny.edu

Ms. Yakren served as a professor for two of my disability law classes and was my direct supervisor during my clinical internship in the Women and the Law Clinic. As my professor she evaluated my class participation and evaluated my research projects. As my clinical supervisor, Ms. Yakren assessed my case work and provided assistance as necessary.

JULIA M. PETRUCELLI

- Albuquerque, NM 87123 -

June 25, 2015

City of Albuquerque
400 Marquette NW
Albuquerque, NM 87103

RE: Application for Job Number 1501043 – Civilian Police Oversight Agency Director

To Whom It May Concern,

I am a licensed New Mexico attorney currently employed by Disability Rights New Mexico (DRNM) as a Staff Attorney. I graduated from the American University Washington College of Law (WCL) in Washington, D.C. in May of 2013. I wish to be considered for the position of Civilian Police Oversight Agency Director and believe that my professional experiences coupled with my academic preparation and extracurricular volunteer experiences make me a qualified candidate for this position.

While a student at WCL, my academic studies focused on criminal law and procedure, disability and the law, and human rights. I completed several extensive research projects addressing human rights issues and the intersection of disability and the criminal justice system, including initial psychological evaluations upon an inmate's entering jail, forcible administration of medication, and conditions of jails and prisons. During law school and after graduation, I continued to volunteer for various organizations including the California Reentry Program, the California Coalition for Women Prisoners, and the Prisoners Literature Project. As a Staff Attorney at DRNM, I have had extensive experience attending Individualized Education Program and Behavior Intervention Plan meetings for students with behavioral problems who face long-term suspensions or expulsion from school. I have attended expulsion hearings and appeal hearings and have advocated for students' rights while working with school districts to provide appropriate services and comply with federal and state laws. I represent clients challenging guardianships and in Medicaid and Medicare Administrative Fair Hearings. My work at DRNM involves extensive interpersonal communication, cultural sensitivity, investigation, research and writing, legal analysis, systemic advocacy, trainings, and conflict resolution and I believe my skills have continued to be sharpened and improved.

Although my current employment is in the area of disability advocacy and focuses on special education, challenges to guardianship, and Medicaid and Medicare appeals, I have a strong desire to engage in systemic work involving governmental policies and procedures and I am dedicated to improving police accountability and oversight. In light of the Justice Department and the City of Albuquerque reaching an agreement bringing about wide-ranging reforms to the Albuquerque Police Department (APD) and its use of force against civilians, I have a strong desire to overhaul the way in which APD handles use of force by monitoring and reviewing citizen police complaints, serious use of force, and claims directed against officers and employees of the APD. I believe that my dedication to ensuring that APD works with integrity while respecting and protecting the rights of citizens makes me a strong candidate for this position. I believe that what I may lack in experience, I make up for in dedication and drive for excellence. I am a fast learner and am highly motivated to excel in this position.

In my online application, I have included my resume, references, and my law school transcript. If you have any further questions, please do not hesitate to contact me at [REDACTED]. Thank you for your consideration and I hope to speak with you soon regarding my interest in this position.

Sincerely,
Julia M. Petrucelli, Esq.

M000090

LAW LICENSE

New Mexico State Bar
April 2015

EDUCATION

American University Washington College of Law, Washington, DC

Juris Doctor, May 2013

Activities: National Lawyers Guild and Human Rights Academy

University of California San Diego, La Jolla, CA

Bachelor of Arts, August 2009 - World Literature with a Minor in Law and Society

PROFESSIONAL EXPERIENCE

Disability Rights New Mexico, Albuquerque, NM

1720 Louisiana Blvd. NE, Suite 204 - Albuquerque, NM 87110

(505) 256-3100

Advocate, November 2014 – April 2015

Staff Attorney, April 2015 – Present

Attend Individualized Education Program and Behavior Intervention Plan meetings to advocate on behalf of students receiving special education services. Communicate with District representatives and attorneys to encourage compliance with federal and state regulations. Work with and advocate for students receiving special education services who are facing expulsion from school due to behavior problems and violations of school code of conduct policies. Write and submit State Complaints and initiate and conduct Due Process Hearings. Create Special Education tip sheets and conduct training sessions for providers, parents, and students on Special Education Law and the rights of students and families. Chosen to participate in the Education Justice Project to advocate for the provision of special education services to students overlooked by the education system due to disabilities leading to behaviors that violate school code of conduct policies. As an attorney participating in this project, I attend stakeholder meetings and conduct trainings with Judges, Public Defenders, and District Attorneys. Represent clients in Medicare Administrative Fair Hearings challenging denials of coverage. Represent clients in Medicaid Administrative Fair Hearings challenging removals from the Medicaid DD Waiver Waiting List due to claims of ineligibility. Represent clients in transfer or removal of guardianship cases.

California Reentry Program, San Quentin, CA

Volunteer, January 2014 – June 2014

Provide reentry counseling to inmates at San Quentin State Prison in San Quentin, CA. Reentry counseling serves to work with individuals imprisoned for both violent and non-violent offenses to make a positive transition from life in prison to their communities. Individual reentry counseling consists of service referrals and linkages to other programs and providers and answering questions about specific reentry needs such as college financial aid, county resource guides, course information at community

JULIA M. PETRUCELLI

- Albuquerque, NM 87123 -

colleges, DMV paperwork, and GED information. Long-term case management is established to provide ongoing assistance in long-term planning including employment, education, medical needs, drug/alcohol treatment, and housing. Participate in San Quentin educational events to provide information on mental health services and general reentry planning needs.

California Coalition for Women Prisoners, San Francisco, CA

Volunteer Intern, November 2013 – June 2014

Assist with researching a variety of issues relating to California's female inmate population and respond to inmate requests for information and referrals. Conduct legal research and analysis to bolster policy initiatives to expand the Alternative Custody Program while formulating CDCR guidelines for implementation.

Old Navy, Emeryville, CA

Sales Associate, March 2014-July 2014

Provide a variety of services to customers including assistance with finding items, fitting and completing an outfit, and conducting transactions at the cash register. Genuine and effective customer interaction is the basis for this position and my work involved engaging with diverse customers on a variety of issues throughout my shift. I developed excellent interpersonal communication skills, developed a sense of pride and loyalty in the quality of services my store provided, and became a reliable mentor to new employees. In working at the cash register, I demonstrated my commitment to be a reliable and effective employee with high integrity and honesty.

Law Office of Michael Madden - District of Columbia Criminal Defense Practice

717 D St. NW, Suite 400 - Washington, DC 20004

(202) 628-3820

Law Student Intern, January 11, 2013 – May 17, 2013

Intern with Criminal Justice Act defense lawyer working on homicide, assault, sexual assault, robbery, and domestic violence cases. Conducted client intake and individually interviewed defendants in domestic violence cases prior to court hearings and trial. Visited the DC Jail to meet with defendants to discuss case progress, theories, plea agreements, and sentencing guidelines in relation to charges of homicide, assault, robbery, and sexual assault. Drafted motions to compel discovery and to exclude evidence of other crimes. Prepared clients for direct- and cross- examinations. Investigated Affidavits of Arrest and WACIS Reports to piece together witness statements and to probe statements in preparation for trial. Worked directly with clients suffering from psycho-social and developmental disabilities and participated in client meetings at St. Elizabeth's Psychiatric Hospital in the District of Columbia to meet with clients involuntarily hospitalized and their treatment providers.

Women and the Law Clinic - American University Washington College of Law

4801 Massachusetts Avenue, NW, Suite 417 - Washington, DC 20016

Student Attorney in the Women and the Law Clinic, August 16, 2012 – December 21, 2012

Maintained direct contact with clients and spearheaded casework. Assisted client with severe mobility impairments and numerous health problems to resolve Medicare/Medicaid claims and disputes and to initiate divorce proceedings. Researched and initiated a special education due process hearing for a client with a child denied special education services. Initiated a school transfer for client's child in light of an assault on the child by a police officer.

Disability Rights International

1666 Connecticut Avenue, NW, Suite 325 - Washington, DC 20009

(202) 296-0800

Law Student Intern, August 24, 2012 – December 14, 2012

Conducted legal research and analysis and drafted explanatory footnotes in support of legal arguments appearing in requests for precautionary measures, which were submitted to the Organization of American States against Guatemala for abuses occurring in a prison for women suffering from psychosocial and developmental disabilities. Investigated questions pertaining to the rights of individuals within psychiatric institutions and accountability for various abuses occurring in those facilities.

War Crimes Research Office - American University Washington College of Law

4801 Massachusetts Avenue, NW - Washington, DC 20016

(202) 274-4067

Law Student Intern for the Gender Jurisprudence Project, June 20, 2011 – December 31, 2012

Reviewed international criminal tribunal court documents for issues relating to gender- and sexual-based violence. Analyzed and synthesized decisions and judgments to consider the implications of gender- and sexual- based convictions, acquittals, and dismissals for defendants charged with gender- and sexual- based crimes against humanity, war crimes, and grave breaches of the Geneva Conventions. Digested the various documents to be included in a collection utilized by researchers and court officials at various international criminal tribunals.

Hermano Pedro Day Shelter – Shrine of the Sacred Heart

3211 Pine St., NW - Washington, DC 20010

(202) 246-6643

Law Student Intern, April 2, 2012 – August 3, 2012

Interned with pro bono attorney Michael Madden at Hermano Pedro Day Shelter at the Shrine of the Sacred Heart in the District of Columbia to assist indigent clients of the shelter with their various legal needs. Conducted legal research to solve multifaceted legal issues as well as worked directly with clients on a variety of legal matters including, but not limited to, immigration status, work authorizations, understanding warrants for arrest, child support, and health insurance and disability claims paperwork. Maintained client casework, researched prior legal dealings, and conducted client intake. Worked with clients suffering from co-existing substance addiction and various other psychosocial and developmental conditions and helped them obtain psychiatric and medical services.

VOLUNTEER EXPERIENCE

Prisoners Literature Project, Berkeley, CA

Volunteer, December 2013 – June 2014

Respond to inmate letters and requests for books. Review requests, choose appropriate books from a selection of donated items, and package materials to ship to incarcerated individuals. Lead volunteer packing sessions and explain the history and nature of the project. Plan fundraising events and conduct outreach to educate the community regarding prison conditions and other matters relating to inmates.

Amnesty International, Washington, DC

Active Member, January 2012 – May 2013

Assisted with event organizing, schedule planning, community outreach, and fundraising. Organized with Amnesty International members for Get On the Bus Day, an annual day of action advocating for international human rights and justice for human rights violations. Researched country specific human rights violations and discussed the viability of creating events and actions around those violations.

National Lawyers Guild, American University Washington College of Law Student Chapter

Law Student Member, January 2012 – May 2013

Provided informational resources, helped lead Know Your Rights Trainings, and acted as a legal observer during activist protests and actions.

DC Books to Prisons Project, Washington, DC

Volunteer, August 2010 – May 2013

Volunteered with the DC Books to Prisons Project to provide free books to prisoners around the United States. Worked to fulfill prisoners' requests by reviewing request letters, choosing appropriate books from a selection of donated items, and packing books to ship to the incarcerated individuals.

ADDITIONAL INFORMATION

Spanish – beginning to intermediate language skills

Relevant Course Work – Civil Procedure, Tort Law, Constitutional Law, Contract Law, Criminal Law, Criminal Procedure I and II, Evidence, Human Rights Law, Advanced Human Rights Law, Wrongful Convictions, Disability Law, Mental Disability Law, Legal Research and Writing, Law Practice Management, and a Summer Research Project culminating in a 70 page legal analysis of disability and the criminal justice system

PROFESSIONAL REFERENCES

Jason Gordon, Esq. – Disability Rights New Mexico

1720 Louisiana Blvd. NE, Suite 204 – Albuquerque, NM 87110

(505) 256-3100 – gordonj@drnm.org

Michael Madden, Esq. – Law Office of Michael Madden

717 D. St. NW, Suite 400 – Washington, DC 20004

(202) 628-3820 – maddenlaw@gmail.com

Chante Lasco, Esq. – War Crimes Research Office at American University Washington College of Law

4801 Massachusetts Avenue NW – Washington, DC 20016

[REDACTED]

Sofia Yakren, Esq. – Associate Professor at CUNY School of Law

2 Court Square, Office 4-317 – Long Island City, NY 11101-4356

(718) 340-4144 – sofia.yakren@law.cuny.edu

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 4765545**

Name: Herbert M Strassberg Address: [REDACTED]
Hobbs, New Mexico 88240-1074
US
Home Phone: [REDACTED] Alternate Phone: [REDACTED]
Email: [REDACTED] Notification Email
Preference:
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico, [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$45,000.00 per year
Are you willing to relocate? Yes
I will relocate to appropriate city to where an accepted job is.
Types of positions you will accept: Regular, Temporary
Types of work you will accept: Full Time
Types of shifts you will accept: Day, Evening, Weekends

Objective

Attorney position

Education**Professional**

Southwestern University School of Law
www.swlaw.edu
8/1999 - 5/2003
Los Angeles, California

Did you graduate: Yes
College Major/Minor: Law (J.D.)
Units Completed: 87 Semester
Degree Received: Professional

College

UCLA Extension
www.uclaextension.edu
4/1995 - 3/1996
Los Angeles, California

Did you graduate: Yes
College Major/Minor:
Corporations/Litigation focus: Paralegal
Certificate
Units Completed: 32 Quarter
Degree Received: Vocational

College

California State University Northridge
www.csun.edu
9/1981 - 6/1988
Northridge, California

Did you graduate: Yes
College Major/Minor: Industrial
Engineering/Computer Science
Units Completed: 181 Semester
Degree Received: Bachelor's

Work Experience**Assistant Public Defender**

12/2014 - 5/2015

State of New Mexico, Public Defender Department

Hours worked per week: 40
Monthly Salary: \$4,853.00
of Employees Supervised: 0
Name of Supervisor: Larry Bishop - Public

1601 N. Turner Street, Suite 300
Hobbs, New Mexico 88241
575-263-2272

Defneder 4
May we contact this employer? Yes

Duties

Represent juvenile clients in Children's Court in Court in Lovington, NM for Probation Violations and for criminal charges filed in Criminal Informations as well as representing adult clients in Eunice and Jal Magistrate Courts and District Court in Lovington, NM for Probation Violations and for criminal charges filed in Criminal Informations, negotiate plea deals with Assistant District Attorneys

Reason for Leaving

Supervising attorney just resigned and there is no managing attorney currently (his supervisor quit too); office workloads being redistributed and I was laid off during probation while they reorganize the workflow of the office.

Legal Analyst/Case Manager/Paralegal 1/2014 - 12/2014

State of California, Attorney General's Office,
Department of Justice
455 Golden gate Avenue, 12th Floor
San Francisco, California 94115
(415) 703-5500

Hours worked per week: 40
Monthly Salary: \$3,843.00
of Employees Supervised: 0
Name of Supervisor: Sean Cotulla -
Regional Manager I
May we contact this employer? No

Duties

Provided consultative services to attorneys and paralegals on litigation support systems and for managing complex discovery plans, electronically stored information, litigation support projects and trial presentation systems; consulted with attorney and paralegal staff as well as with client agency staff to develop strategies for managing complex litigation; scanned documents, manipulated images, imported PDF files into databases & did document productions.

Reason for Leaving

Quit to accept an attorney position with the Public Defender's Office in Hobbs, NM

Paralegal 6/2013 - 12/2013

Peninsula Law
<http://www.peninsulalaw.org>
3655 Torrance Boulevard, 3rd Floor
Torrance, California 90503
(424) 247-1196

Hours worked per week: 30
Monthly Salary: \$2,300.00
of Employees Supervised: 0
Name of Supervisor: Beti Bergman -
Managing Partner
May we contact this employer? No

Duties

Scanned and coded documents; organized/maintained physical and electronic files; calendared due dates; billed costs and time; answered client phone calls and email messages; prepared probate court accounting schedules (spreadsheets); prepared and sent correspondence to clients; performed research; filed documents with Los Angeles Superior Court; prepared and served various probate related legal documents

Reason for Leaving

Needed a full-time job

Job Seeker 12/2012 - 5/2013

None - Unemployed Job Seeker

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: self - Herbert

[REDACTED]
Torrance, California 90501
[REDACTED]

Strassberg - Job Seeker
May we contact this employer? Yes

Duties

Search websites for jobs, fill-out job applications, email resumes, follow-up via telephone re job leads and application status, go to job interviews applications

Temporary Document Reviewer
11/2012 - 11/2012

Hire Counsel
hirecounsel.com
800 Wilshire Blvd., Suite 450
Los Angeles, California 90071
(213) 258-4630

Hours worked per week: 60
Monthly Salary: \$4,330.00
of Employees Supervised: 0
Name of Supervisor: Bernadette Savage -
Managing director
May we contact this employer? Yes

Duties

Reviewed and coded electronic discovery documents utilizing Concordance database for a trademark infringement and trade dress federal action

Reason for Leaving

Temporay project was completed

Temporary Document Reviewer
10/2011 - 10/2011

Hire Counsel
hirecounsel.com
800 Wilshire Blvd., Suite 450
Los Angeles, California 90071
(213) 258-4630

Hours worked per week: 40
Monthly Salary: \$4,330.00
of Employees Supervised: 0
Name of Supervisor: Bernadette Savage -
Managing Director
May we contact this employer? Yes

Duties

Reviewed and coded Intellectual property electronic discovery documents for a patent infringement ITC action in the biotechnology field

Reason for Leaving

Temporary projects were completed

Temporary Discovery Paralegal
12/2010 - 3/2011

Waters & Kraus LLP
222 North Sepulveda Boulevard Suite 1900
El Segundo, California 90245
(310) 414-8146

Hours worked per week: 40
Monthly Salary: \$44,458.00
of Employees Supervised: 0
Name of Supervisor: Kevin Loew - Partner
May we contact this employer? Yes

Duties

Plaintiff's personal injury representation for asbestos exposure in personal injury and wrongful death litigation: responded to discovery requests consisting of Requests for Production, Requests for Admissions, Form & Special Interrogatories; researched medical and factual documents and file history; summarized deposition transcripts in order to complete discovery responses

Reason for Leaving

Not selected to stay on as regular employee after temporary period ended

Temporary Patent Paralegal

6/2010 - 9/2010

Kleinberg & Lerner LLP
1875 Century Park East, Suite 1150
Los Angeles, California 90067
(310) 557-1511

Hours worked per week: 24

Monthly Salary: \$2,078.00

of Employees Supervised: 0

Name of Supervisor: Marshall Lerner -
Managing Partner

May we contact this employer? Yes

Duties

Prepared Accelerated Examination Support Documents for utility patent applications; analyzed patent claims for freedom to operate and infringement opinion letters; performed due diligence searches on patent portfolios; prepared information disclosure statements; corresponded with foreign associate attorneys regarding foreign trademark annuities; drafted preliminary amendments for utility patent applications; assisted in filing PCT applications

Reason for Leaving

Temporary projects were completed

Communications Specialist/Customer Service Representative

3/2009 - 5/2009

Robert Half Legal
www.roberthalflegal.com/
865 S. Figueroa Street, Suite 2600
Los Angeles, California 90017
(213) 624-8335

Hours worked per week: 40

Monthly Salary: \$3,667.00

Name of Supervisor: Todd Drucker -
Director of Legal Placement

May we contact this employer? Yes

Duties

Responded to live and recorded telephone calls for national Chapter 11 bankruptcies from stakeholders including shareholders, vendors, investment advisors, landlords, employees, attorneys, etc.; responded to website and email inquiries regarding same; analyze and review bankruptcy laws, court dockets, press releases, motions, orders, etc. in order to respond to stakeholder inquiries; worked effectively as part of a team with local and remote co-workers

Reason for Leaving

Temporary assignment concuded

Patent Agent/Intellectual Property Paralegal

9/2006 - 2/2008

O'Melveny & Myers LLP
www.omm.com
400 South Hope Street
Los Angeles, California 90071
(213) 430-6000

Hours worked per week: 45

Monthly Salary: \$5,916.00

Name of Supervisor: Brian Berliner, Esq. -
Partner

May we contact this employer? Yes

Duties

Drafted provisional and non-provisional computer, electrical & electro-mechanical patent applications; performed patentability searches and analysis; filed PCT applications; performed due diligence searches on patent & trademark portfolios; electronically filed patent prosecution documents; drafted patent office action responses; corresponded with clients and foreign associates re national phase applications; prepared information disclosure statements; recorded patent and trademark assignments

Reason for Leaving

Laid-off due to lack of available work

IP Paralegal

5/2005 - 9/2006

Adeli and Tollen LLP
<http://www.adelitollen.com/>
11859 Wilshire Blvd., Suite 500
Los Angeles, California 90025
(213) 442-9300

Hours worked per week: 40
Monthly Salary: \$4,333.00
of Employees Supervised: 0
Name of Supervisor: Mani Adeli, Esq. -
Partner
May we contact this employer? Yes

Duties

Prepared utility patent applications, amendments and responses to office actions and communications via mail, fax and EFS-Web; drafted terminal disclaimers, information disclosure statements, requests for certificate of correction, PCT patent applications; corresponded with clients and foreign associates re national phase applications; tracked and charted status of pending U.S. and foreign patent applications; updated/maintained patent docketing system; performed trademark searches, responded to trademark office actions, prepared and filed U.S. trademark applications

Reason for Leaving

Found a higher paying job with technical work in my area of education

Senior Paralegal

2/2005 - 5/2005

Law Office of Barry L. Silver (out go
business/deceased in 2011))
1901 Avenue of the Stars, Suite 1900
Los Angeles, California 90067
(310) 277-9955

Hours worked per week: 40
Monthly Salary: \$3,500.00
of Employees Supervised: 2
Name of Supervisor: Barry Silver, Esq. -
Principal
May we contact this employer? Yes

Duties

Performed legal, factual & public records research; draft complaints and discovery responses, including trademark & patent infringement matters; maintained office computer systems & billing software; supervised law clerk & typist; prepared trademark specimens, performed trademark searches, prepared and filed U.S. trademark applications; prepared trademark statements of use, extensions of time, and section 8 & 15 affidavits

Reason for Leaving

Found higher paying job in an area of law I preferred (intellectual property)

Law Clerk

5/2004 - 12/2004

ICPEIR, Inc. Law Offices
www.icpeir.com/
626 Wilshire Blvd., Suite 711
Los Angeles, California 90017
(213) 488-9632

Hours worked per week: 20
Monthly Salary: \$1,818.00
of Employees Supervised: 0
Name of Supervisor: E. Robert Sorroco -
Executive Director
May we contact this employer? Yes

Duties

Performed legal, factual & public records research; draft motions and appellate briefs in immigration matters

Reason for Leaving

REsigned to study for and take the CA Bar Exam

Volunteer Judicial Extern

1/2002 - 9/2002

United States Bankruptcy Court, Central District of California
www.cacb.uscourts.gov
255 East Temple Street, Rm 1058
Los Angeles, California 90012
(213) 894-3129

Hours worked per week: 15

Monthly Salary: \$0.00

of Employees Supervised: 0

Name of Supervisor: Honorable Kathleen

March - U.S. Bankruptcy Judge

May we contact this employer? No

Duties

Analyzed motions and orders; performed legal research; drafted memoranda with recommended rulings; attended Bankruptcy Court hearings

Reason for Leaving

The Judges term ended and was non-renewed

Volunteer Legal Extern

6/2002 - 7/2002

United States Attorney, Tax Division, Central District of California
www.usdoj.gov/usao/cac/
312 N. Spring Street, Suite 1200
Los Angeles, California 90012
(213) 894-2400

Hours worked per week: 20

Monthly Salary: \$0.00

of Employees Supervised: 0

Name of Supervisor: Richard Stack, Esq. -

Assistant U.S. Attorney

May we contact this employer? No

Duties

Analyzed and reviewed IRS files and exhibits recommending that U.S. Attorney file suit; performed legal research; drafted memoranda and complaints; attended U.S. District Court hearings and trials

Reason for Leaving

Summer School term ended and so did this position which was for law school credit

Law Clerk

2/2001 - 12/2001

Law Offices of Judith L. Wood and Jesse Moorman
201 South Santa Fe Ave., Suite 101
Los Angeles, California 90012
(213) 680-7801

Hours worked per week: 18

Monthly Salary: \$1,403.00

of Employees Supervised: 0

Name of Supervisor: Judith Wood, Esq. -
Partner

May we contact this employer? Yes

Duties

Performed legal research; drafted legal memorandum, motions & appellate briefs in immigration litigation matters

Reason for Leaving

Left to start judicial externship with the US Bankruptcy Court

Law Clerk/Paralegal

1/2001 - 9/2001

Kathy Dockery Chapter 13 Standing Trustee
(formerly Edwina E. Dowell)
http://www.13network.com/laxdocs/laxemail.htm
700 South Flower Street, Suite 1950
Los Angeles, California 90017

Hours worked per week: 20

Monthly Salary: \$1,732.00

of Employees Supervised: 0

Name of Supervisor: Sheila Psitone, Esq. -
Senior Staff Attorney

May we contact this employer? Yes

(213) 996-4400

Duties

Researched and drafted motions, objections, applications, orders, notices, letters to the U.S. Trustee; analyzed, and made recommendations regarding fee applications to Senior Staff Attorney; reviewed case status of Bankruptcy Court documents on PACER; proofread legal documents for Senior Staff Attorney

Reason for Leaving

Part-time work was no longer available, only full time offered, but I declined so I could continue attending law school

Legal and Accounting Manager

3/2000 - 6/2001

Strassberg Internet, Inc.
<http://www.1stoppictures.com/>
 33 Reef Street, Suite 8
 Marina Del Rey, California 90292
 (310) 785-7414

Hours worked per week: 30

Monthly Salary: \$3,000.00

of Employees Supervised: 0

Name of Supervisor: Neil Strassberg - President

May we contact this employer? Yes

Duties

Established and maintained corporate minutes book and corporate bookkeeping system; prepared corporate resolutions and corporate tax documents; reviewed, modified and negotiated intellectual property contracts

Reason for Leaving

Lack of available work due to major decline in volume of business for the firm

Paralegal II

6/1999 - 3/2000

Katten Muchin Rosenman LLP
www.kattenlaw.com/
 2029 Century Park East, Suite 2600
 Los Angeles, California 90067
 (310) 788-4400

Hours worked per week: 30

Monthly Salary: \$3,250.00

of Employees Supervised: 0

Name of Supervisor: Thomas Leanse, Esq. - Partner

May we contact this employer? Yes

Duties

Developed spreadsheets computing lease rejection damages; prepared bankruptcy claims; reviewed and analyzed commercial leases regarding damages for bankruptcy claims; prepared memos re reorganization plans

Reason for Leaving

Laid-off since I was not available to work overtime at night when needed because I attended law school at night

Paralegal

5/1998 - 3/1999

Levene Neale Bender Yoo & Brill LLP (Formerly Robinson, Diamant & Wolkowitz)
<http://www.lnrb.com>
 10250 Constellation Boulevard, Suite 1700
 Los Angeles, California 90067
 (310) 229-1234

Hours worked per week: 40

Monthly Salary: \$3,750.00

of Employees Supervised: 1

Name of Supervisor: Douglas Kappler, Esq. - Partner

May we contact this employer? Yes

Duties

Drafted fee applications and Trustee's Final Report; performed public records on-line research; drafted bankruptcy employment applications, motions, notices and orders; reviewed residential real estate escrow and title documents re sale of estate property; drafted objections to claims

Reason for Leaving

I was transferred to a different department after another employee quit and I did not like the new job duties, so I sought other employment

Paralegal

6/1996 - 5/1998

Moneymaker & Moneymaker
515 S. Figueroa St. #1020
Los Angeles, California 90071
(213) 622-1088

Hours worked per week: 40

Monthly Salary: \$3,125.00

of Employees Supervised: 0

Name of Supervisor: Richard Moneymaker,
Esq. - Partner

May we contact this employer? Yes

Duties

Prepared bankruptcy petitions, schedules and statements of financial affairs; prepared Bankruptcy Court orders, applications for employment, notices, motions, orders, subpoenas, & deposition notices; performed legal research

Reason for Leaving

I found a higher paying job with more interesting work duties

Certificates and Licenses

Type: New Mexico State Bar License (conditional due to ADD)

Number: [REDACTED]

Issued by: New Mexico Supre Court

Date Issued: 1 /2015 Date Expires: 12 /2015

Type: Amateur Radio License (Extra Class)

Number: [REDACTED]

Issued by: Federal Communications Commission

Date Issued: 4 /1976 Date Expires: 3 /2025

Type: USPTO Patent Agent Registration

Number: 55,812

Issued by: United States Patent & Trademark Office

Date Issued: 2 /2004 Date Expires:

Type: Paralegal Certificate

Number:

Issued by: UCLA Extension Paralegal Program

Date Issued: 3 /1996 Date Expires:

Type: NSC Defensive Driving Course completed -
accepted by State of New Mexico

Number: 782051

Issued by: National Safety Counsel - New Mexico GSD/Transportation Services Division

Date Issued: 3 /2015 Date Expires: 3 /2019

Type: Bridge the Gap Mentorship Program for new attorneys

Number: N/A (program completed)

Issued by: State Bar of New Mexico

Date Issued: 5 /2015 Date Expires:

Skills

Office Skills

Typing: 48

Data Entry: 0

Additional Information

Honors & Awards

Graduated law school in the top 40%;

Lead Articles Editor and Staff Member for the Southwestern Journal of Law and Trade in the Americas;

Winner of a CALI Award in Software & Internet Law;

Justice Marshall F. McComb Memorial Scholarship: 2000-2002

Publications

Publication: Comment, IX Southwestern Journal of Law and Trade in the Americas, 1, 221-243 (2002 – 2003)

Miscellaneous

From 05/2009 to present, I have been an unemployed job seeker.

From 02/2008 to 07/2008, I studied for and took the CA State Bar Exam for the 5th time and was not employed.

From 08/1999 to 05/2003, I was an evening program law school student and held various part-time jobs and externships.

From 05/2003 to 02/2005 I studied for and took the CA State Bar Exam and worked part-time and sporadically between examination periods.

References

Professional

Berliner, Brian

Partner

O'Melveny & Myers LLP

400 South Hope Street

Los Angeles, California 90071

(213) 430-7424

bberliner@omm.com

Professional

Nulud, Phillip

Associate Attorney

Buchalter Nemer

1000 Wilshire Blvd Ste 1500
Los Angeles, California 90017
(213) 891-0700
pnulud@buchalter.com

Professional
March, Kathleen
Attorney at Law
10524 Pico Boulevard, Suite 212
Los Angeles, California 90064
(310) 559-9224
kmarch@bkylawfirm.com

Professional
Fitzsimmons, Todd
Partner
Fitzsimmons IP Law
14739 S Vermont Ave
Gardena, California 90247
(213) 500-1178
todd@fitzplaw.com

Professional
Castillo, Laura
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309 W. Broadway St.
Hobbs, New Mexico 88240
575-391-0101
lkcastillolaw@yahoo.com

Professional
Bishop, Larry
Assistant Public Defender
1601 N. Turner St.
Suite 300
Hobbs, New Mexico 88241
575-391-0101
lkcastillolaw@yahoo.com

Professional
Adepoju, Ibukun
Assistant Public Defender
1601 N. Turner St.
Suite 300
Hobbs, New Mexico 88241
915-731-6119
ibukun.adepoju@lopdnm.us

Resume

Text Resume

Attachments

Attachment	File Name	File Type
NM Bar License.pdf	NM Bar License.pdf	License
NM Driv Lic.pdf	NM Driv Lic.pdf	License
Def Driv Cert 03-20-15.pdf	Def Driv Cert 03-20-15.pdf	Other

Attorney_chrono_Doc_6-12-15.pdf	Attorney_chrono_Doc_6-12-15.pdf	Resume
REFERENCES 05-15.pdf	REFERENCES 05-15.pdf	References
Final Law School Transcripts 6.pdf	Final Law School Transcripts 6.pdf	Transcripts
Final_Undergraduate_Transcripts_6 NID.pdf	Final_Undergraduate_Transcripts_6 NID.pdf	Transcripts
Final_Paralegal_Transcripts_5 NID.pdf	Final_Paralegal_Transcripts_5 NID.pdf	Transcripts

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A: N/A

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: N/A

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A: N/A

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Southwestern University School of Law, Los Angeles, CA (2003)

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: NM, license inception date: 1/9/2015, Expires: 12/31/2015

5. Q: How many years of management experience do you possess related to this position?

A: 1 year to less than 2 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 2 years to less than 3 years

7. Q: Briefly describe your experience in criminal investigation.

A: As a public defender, I have been involved with our office investigator in obtaining discovery from police agencies including video and audio camera recordings, investigative reports, DWI filed exam reports and communication authority call logs, radio dispatch call traffic recordings, interviews of witnesses and police officers, investigation reports, subpoenas, etc.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have been n attorney, law clerk, paralegal, patent agent and judicial extern since 1996 in many areas of the law. As such, I have been involved in many aspects of dealing with courts and administrative governmental bodies in many ways including obtaining court information, filing court documents, appearing in court on behalf of clients, preparing motion, complaints, briefs, etc. for clients and serving documents, etc.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due June 24, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov . The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

Please provide the following information:

Name: Herbert Strassberg
Firm/Employer: None
Address: [REDACTED] Hobbs, NM 88240
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?
 - a. It seems that more transparency is needed and the availability of the results of investigations into particular police complaints be made available to the public and while the number of complaints filed by citizens has fallen over the last couple of years, there is still a backlog that needs to be addressed. Perhaps some additional procedures being put into place and more defined roles of investigative personnel involved would help to resolve the complaints more quickly. The shifting of financial resources to improve law enforcement training and the number of trained professionals in dealing with mentally ill citizens as well as those high on illegal substances in reducing the use of force especially in situations involving mentally ill citizens as well as minimizing racial profiling and constitutionally proper search and seizure procedures together with increased documentation of the particular procedures being followed in police reports would go a long way to reduce further the number of citizen complaints filed.
2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.
 - a. As an Assistant Public Defender, there is often the ethical conflict of expediency in urging a client to accept a plea deal from the Assistant District Attorney (ADA) versus going to trial. Because we (as well as the Assistant District Attorneys) have a heavy caseload and there is not enough work time to take all or most of our cases to trial, there is the ever present ethical conflict of having our clients best interests served vs. getting his or her case resolved quickly. In my case, I have often been able to get charges dropped (usually the most serious ones) and an offer of no jail time, but supervised probation in exchange for their pleading guilty and the clients usually prefer that certainty vs. taking their case to trial when the evidence appears to weigh in favor of the ADA. Of course there are often times when I filed a motion to suppress improper evidence to try to get the ADA's cases dismissed instead of the client accepting a plea deal. When that failed and/or the evidence is weak on the prosecution side, then I have taken the client's case forward towards a trial. Again, most of these have been settled along the

way with revised plea deals more to the clients liking. Of course, sometimes I had to take cases to trial and I won about 50% of those cases that went all the way to a judge or jury verdict.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.
 - a. As a supervisor of employees that had multiple supervisors, I encountered the challenge of getting the underlying employees to treat my projects with appropriate priority. I have dealt with these situations by asking what the other projects were for the other supervisors and letting the employee know how mine fit into their workload. At times, I contacted the other supervisors to inform them of my project so that we could work out the appropriate priority of the pending projects for the effected employees as well as to inform them of the work I have given to those employees. This way, all the supervisors can better coordinate the workload on the effected employees.
4. Which of your legal cases are you the most proud of and why?
 - a. I am most proud of my criminal defendant cases where I got the ADA to dismiss or reduce charges against my client in light of the motions I told them I was going to file after I discussed with them why the evidence and law was in my clients favor. I am most proud of such cases as I was able to resolve these cases quickly in my clients favor without the expense and time needed to take their cases to trial and that my being able to convince the ADA of this meant I was on the right path in achieving justice for my clients. In such cases, the ADA could see that I would likely win given the law and evidence in such situations.
5. Describe your investigative philosophy.
 - a. As an Assistant Public Defender, I usually didn't just depend on the ADAs to provide me with discovery for a particular case as they often drag their feet in timely getting me the legally required evidence against my client. Also, they often don't give me all or even most the possible exculpatory evidence available; but rather, tend to turn over only the standard items of evidence, usually the items in their prosecutorial favor. My standard mode of practice was early after I am assigned a case, I review our case file and criminal information we have initially and then make a list of items that are likely available (such as audio and video recordings, call logs and reports) and request them from our in-house investigator. Not only do I obtain additional exculpatory evidence this way, but it also puts pressure on the ADAs to turn over evidence more quickly to my office.
6. 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?
 - a. One part of my background that makes me uniquely qualified to attack the backlog of cases is that I earned a Bachelor's of Science Degree in Industrial Engineering. In that major, I was taught how to optimize the flow of labor and materials not just in a factory setting, but also in an office setting. Since obtaining my degree, I have always worked towards optimization of not only handling my assigned projects, but the layout and handling of papers and projects coming across my workstations in just about every job I have held since graduation.
7. What is your vision for the CPOA?
 - a. My vision is that the CPOAi is able to effectively and efficiently handle citizen complaints in a timely manner to the satisfaction of the constituents and citizens of Albuquerque so as to eliminate most of the backlog and more importantly, to properly educate and oversee the training of the law enforcement personnel of the Albuquerque Police Department as to just and proper procedures in light of the

constitutional rights of its citizens to be free from improper searches and seizures as well as to be treated with the respect they deserve regardless of their race, income level and place they reside or are encountered in by law enforcement personnel. One area in particular, not just for the Albuquerque Police Department, but also for most police departments across the United States is proper psychological training in dealing with mentally ill citizens as well as those that are high on illegal substances causing them to act irrationally. Perhaps there can be on call a staff of mental health care professionals and/or substance abuse counselors around the clock to serve as a resource for law enforcement personnel. Many encounters with mentally ill patients and/or those high on illegal substances lead to violent encounters with law enforcement, as the proper recognition of their illnesses and limitations as well and how best to handle such encounters so as to calm them down without violent shows of force is not part of standard law enforcement training.

8. 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.
 - a. I am a dedicated worker, often putting my work first ahead of personal commitments and don't mind working overtime to get the job done when needed. This is important to meet the goals of the organization, especially in light of the current backlog.
 - b. I am an ethical person and like to do the right thing whenever possible not just on the job, but in my personal life as well. The CPOA is all about law enforcement personnel acting ethically and respecting the rights of others, so this is a key quality.
 - c. I prefer to be collaborative and please as many people involved in a particular work project or assignment as possible vs. doing whatever is needed to get the job done at the cost of causing acrimonious relationships. Many diverse stakeholders are affected by actions by the CPOA, so it is important to work as collaboratively as possible to work out arrangements that can please as many people as possible while still achieving the goals of the CPOA.
 - d. I am a person of high integrity and professionalism. I strive for keeping my word whenever possible and keeping other effected individuals informed when things cause deadlines to shift. I do not make false promises to others.
 - e. I strive to not mix personal and work relationships by not getting too personal and prying into the lives of co-workers, but stick to the work at hand, yet show my concern for the welfare of my co-workers. This is important to not implicate insinuations by member of the public and other stakeholders, especially in a neutral oversight body such as the CPOA that must maintain its independence from any particular group of stakeholders to accomplish its mission.
 - f. One challenging area to improve is that I am a bit of a shy person and can sometimes be a little intimidated in public speaking situations before large groups, but I have been active in Toastmasters in the past and have practiced overcoming my nervousness in such situations. In fact, once I start speaking for 30 seconds or so, I usually get over my apprehensiveness. My recent position as an Assistant Public defender has helped a great deal in this respect as well.
9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.
 - a. At one of my former positions, I worked for a bankruptcy claims agent as a communications specialist and paralegal for national level chapter 7 and 11 bankruptcies. I effectively dealt with a wide array of stakeholders, employees, stockbrokers, landlords, creditors, attorneys and investors. I answered phone

bank calls and email requests for all sorts of information effecting these stakeholders as to how the bankruptcy effected their salaries, investments, pension plans, etc. and how to file a claim for what is owed to them in a number of bankruptcy proceedings. As a paralegal for various bankruptcy law firms and intellectual property law firms, I also communicated with a variety of people and organizations including creditors, patent examiners, technical support and customer service agents. In other employment, I was an extern to a United State Bankruptcy Judge and for a United State Attorney's Office where I interfaced with attorneys, judges and court staff personnel. More recently, I was a paralegal in litigation support for the California Attorney General's office where I interfaced with staff attorneys, the executive office and attorneys and paralegals at many CA State agencies that the Attorney General's Office represented in litigation proceedings. Finally, In my last job as an Assistant Public Defender, I represented indigent persons accused of crimes and I regularly negotiated and communicated with police officers, Assistant District Attorneys and of course appeared before magistrate and district court judges.

- b. As a paralegal for a patent prosecution firm, I was assigned the task of figuring out how to electronically file patent applications and amendments when that procedure was still new to many law firms. In a series of staff meetings that were held, I informed the other firm members (lawyers, paralegals, patent agents and legal secretaries) of the information I found out and we openly discussed the procedures and protocols that we could use as a firm to implement the use of electronic filing in place of the tried and true filing by mail and facsimile. I was the point person on the project and I learned how to do the electronic filing for the firm. Some of the long time firm members were a bit old school and hesitant of the trustworthiness of electronic filing, preferring to follow the old tried and true methods, but after we discussed how we can change office procedures and workflow in the office in these meetings, I volunteered to be the person to do all of the electronic filing initially, then slowly train others to do so both one on one and by developing training documentation for the office. Eventually, most everyone came to appreciate the speed and almost immediate confirmations we received in filing electronically with the US Patent Office vs. our old methods of filing documents and that became the new norm for the firm within 6 months of beginning the process.

10. 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.

- a. I am a detailed oriented person, yet I like to know the bigger picture to keep things in perspective. I also like to be more of a collaborator than a dictator type manager giving people I supervise some autonomy and authority over their own work, but within reasonable limits of course. When new and difficult situations arise, I like to involve co-workers in some brain storming for ideas and possible solutions when the standard protocols and procedures do not seem to be able to efficiently resolve the situations at hand.

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.

- a. Larry K. Bishop
Law Office of the Public Defender, State of New Mexico
Assistant Public Defender
1601 N. Turner St., Suite 300
Hobbs, NM 88241
Phone Number: [REDACTED]
Email [REDACTED]
Mr. Bishop was my mentor at the Public Defender's Office in Hobbs and has been an attorney there for 17 years.

b. Laura K. Castillo

Castillo Law Offices

Attorney

309 W. Broadway St.

Hobbs, NM 88240

Phone Number: (575) 391-0101

Email Address: lkcastillolaw@yahoo.com

Ms. Castillo was my colleague and she serves as the Public Guardian on many juvenile cases I handled.

c. Philip Nulud

Associate Attorney

Buchalter Nemer

1000 Wilshire Blvd Ste 1500

Los Angeles, CA 90017

Phone Number: (213) 891-0700

pnulud@buchalter.com

Mr. Nulud was a project manager at Kleinberg & Lerner where I worked as a patent paralegal. He supervised patent related projects I worked on and has since changed firms to Buchalter Nemer.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24847172**

Name: Bradley J Brown Address: [REDACTED] Las Vegas, Nevada 89123 US
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
I have contacts in ABQ healthcare community that allow for easy relocation
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective**Education**

Professional
University of Kansas
6/1996 - 8/1998
Lawrence, Kansas

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Professional

Graduate School
Purdue University
6/1990 - 6/1992
West Lafayette, Indiana

Did you graduate: Yes
College Major/Minor: Management
Degree Received: Master's

College
Friends University
[Unspecified Start] - 1990
Wichita, Kansas

Did you graduate: Yes
College Major/Minor: Human Resource Management
Degree Received: Bachelor's

Work Experience

General Counsel and VP of Business Development
10/2013 - Present

Anterro, LLC
Miami, Florida

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 4
May we contact this employer?

Duties

responsible for negotiating provider-supplier relationships under Obamacare regulations. Assist in formation and operation of accountable care organizations (ACOs) under the Affordable Care Act.

Reason for Leaving

Change in business objectives

General Counsel

Hours worked per week: 40

7/2009 - 9/2013

Access Healthcare, LLC
Spring Hill, Florida

Monthly Salary: \$0.00
of Employees Supervised: 8
May we contact this employer?

Duties

in charge of the legal department of a management company managing 50 other companies, including commercial real estate operating companies and medical practices. Responsible for litigation management, including mediation, negotiation, and settlement of claims as well as overseeing outside business litigation counsel.

Reason for Leaving

Company was purchased by a hospital and ceased further growth.

Attorney

1/2003 - 6/2009

Brown Law Office
Wichita, Kansas

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Duties

General practice focused on healthcare and intellectual property, including healthcare M&A, regulation compliance, drafting and negotiation of commercial real estate leases, commercial contracts, IP licenses, and infringement litigation and corporate administration.

Reason for Leaving

Economic conditions

Associate

8/2001 - 1/2003

Martin, Pringle LLP
Wichita, Kansas

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 1
May we contact this employer?

Duties

Engaged in M&A, entity formation, commercial retail leasing, contract drafting, negotiation, litigation document review, and litigation for large and medium businesses conducting business on an international basis. Business contract and license drafting. Primary and secondary litigator for civil litigation. Prosecution of appeals representing both Appellants and Appellees. Member of the court appointment panel for indigent criminal defendants serving as primary counsel for several felony jury trials.

Reason for Leaving

Major client was a supplier to Walmart and the firm commenced representation of Walmart creating conflict of interest

Managing Attorney

8/1998 - 8/2001

Brown and Kent
Wichita, Kansas

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 8
May we contact this employer?

Duties

Principal in a general practice firm focusing on business matters transactions involving entity formation, drafting and negotiating commercial leases, contract and licensing agreements, client counseling, and including copyright, trademark and patent litigation. Served as primary counsel on over 800 criminal cases.

Reason for Leaving

Recruited by Martin Pringle as a result of a patent litigation case I retained them to second-chair for me.

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

Additional Information

References

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of Kansas School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: Kansas and Florida

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: Represented criminal defendants in possibly over 1,000 cases involving criminal investigations. Worked with law enforcement expert witnesses in evaluating criminal investigations.

I have never been employed by a law enforcement or prosecuting agency. My experience has focused on investigating and defending against criminal claims to assure appropriate resolution of the controversy.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Represented clients in both civil and criminal litigation for over 1,000 cases. Practiced healthcare law involving administrative law and procedure.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due June 24, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

Please provide the following information:

Name: Bradley Brown
Firm/Employer: Anterro, LLC
Address: [REDACTED] Albuquerque, NM 87108
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

The City of Albuquerque has attempted some form of public oversight continuously since June of 1978. During the intervening decades, the city has explored a variety of methods with limited or no success. In fact, the April 2014 DOJ Findings letter opined that the then current approach to public oversight was a contributor to what it considered to be unconstitutional conduct of the Albuquerque Police Department (APD). There may be no greater failure of public oversight.

In September 2014, the City of Albuquerque instituted the POB and CPOA as a new form of public oversight in attempt to address the short comings believed to be present in the prior implementations. As with all previous forms of public oversight, under the current system the APD remains free to ignore the recommendations of the POB. However, the present environment makes it far more likely that the APD will be receptive to change as a result of information it receives from the community. The single most important element in the success of public oversight is APD's willingness to participate.

As a result, the most important goal for the CPOA and POB to achieve within the next 12 months is to objectively demonstrate on a consistent basis that the APD is meaningfully responsive to recommendations of the POB and CPOA. If the APD fails or refuses to adopt the recommendations of the POB as a general practice, the POB and CPOA will fail at effective public oversight within far less than twelve months.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

During my representation of a company, I became aware that a high level executive, who was my superior, had purchased and was operating an independent business venture. The existence of that business venture may have exposed the company to the possibility of civil and criminal claims. Knowing that my employment was in jeopardy, I reported my concerns to the CEO of the company and the executive. The executive obtained legal counsel and divested of that business venture. I took action because my ethical responsibility to the company is of greater importance than my continued employment. Fortunately though, our working relationship successfully survived the situation.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

Prior to law school during my employment at The Boeing Company I was given responsibility for a software quality assurance department that made the final delivery decisions for a number of multi-billion dollar programs including nuclear capable weapon systems. At the time of my promotion, I was the sole member of the department and confronted with the challenge of budgeting, obtaining facilities, and staffing in the face of rapidly growing business demand. I located facilities, obtained equipment, and hired a number of employees in a matter of weeks. Over the course of the next few years, I recruited and hired more than 30 employees. During this time, I created company-wide policies and procedures that outlined the philosophy of the organization and allowed employees quickly to become productive. I dealt with this challenge by creating a well-rounded cohesive team that could be relied upon to effectively accomplish their responsibilities independently. Managing delegation of tasks was critical, because the scope of work was broad and some of my employees were located remotely where communication was limited to phone calls with months passing between in person visits.

My second example is when, as general counsel, I was asked to terminate the HR director of a 650 employee company. I proposed to the executives the alternative of demoting of the HR director to an administrative position and the transfer another partially qualified employee to the director position. Having anticipated the situation over a year previously, I had arranged for the employee to be transferred to the HR department as an administrative assistant to gain HR experience, followed by coordinating her promotion and transfer to the business development department engaged in HR facilitation activity. By the time the situation with the incumbent HR director developed, the employee had sufficient experience to handle the position. The executives approved my proposal and tasked me with carrying it out, which I did in a matter of weeks.

The reason I proposed this alternative was that termination and replacement of the HR director could have caused significant disruption to the company. The incumbent was an experienced HR professional who enjoyed the administrative aspects of the job and had significant corporate memory, but disliked the conflict inherent in the HR director position. The proposed employee was adept at handling conflict and resolving disputes, but had insufficient experience in HR to serve a 650 employee company alone. However, with the enthusiastic support of the former HR director, she successfully performed as HR director while gaining experience in the position. The two of them work well as a team. Both individuals are still serving in those positions now after nearly three years.

A final example involves a situation when a physician-employee of the company related a racially charged joke in the presence of two minority employees, one of whom took offense. Another physician in the office reported the incident to me and I immediately investigated to confirm the occurrence, engaged in a discussion with the offending physician regarding the inappropriate conduct, then scheduled sensitivity training which included a final examination. My outside legal counsel included a female minority attorney who agreed to provide the sensitivity training as well as to counsel the offended employee to ensure that future performance was not affected. I followed up three months later to verify that the intervention had been successful and the office continued to be productive. Ensuring appropriate respect for all persons is vital to ensuring that an organization is able to function at optimal productivity.

4. Which of your legal cases are you the most proud of and why?

One case of which I am proud involves a mentally disadvantaged youth who had been charged with two counts of statutory rape with an initial proposed plea of one count with a 40 year sentence and no possibility of parole. A multi-state investigation revealed that an older sister who was alienated from

her father had made false claims about her younger sister in an attempt to harm her father, which gave rise to the false charges against my client. A court appointed medical expert re-examined the alleged victim and reported that the investigative findings presented in three reports all had been fabricated. After over a year involving many hearings before the court, I reached a plea agreement with the prosecutor for a misdemeanor conviction. The judge accepted a plea of no contest, entered a misdemeanor conviction and a sentence of time served. I am proud of this case because it represents defending a vulnerable person in an unpopular cause in the face of seemingly insurmountable odds.

Another case involved a claim of commercial fraud perpetrated by the relative of a sitting judge in the same district. After having engaged in a protracted uphill struggle to get the case in front of a jury, the presiding judge interrupted my examination of the defendant and allowed those of my claims that he previously had disallowed. Deliberation took less than 20 minutes. I am proud of this example because it represents pursuing justice in a difficult case with significant opposition.

One final case of many involved a court appointed representation relating to counts of attempted murder, kidnapping, felony evade and elude, and felony criminal damage to property. At the first preliminary hearing, the judge refused to bind over two of the counts for want of probable cause. The prosecutor dropped charges and refiled, and I was reappointed to the same defendant by mere chance. At the second preliminary hearing in front of a different judge, the judge bound the two charges, but refused to bind over the charges that had been bound in the previous hearing. Again, the prosecutor dropped the charges and refiled, but this time in anticipation, I had requested the assignment clerk to assign the case to me. The third preliminary hearing in front of a still different judge resulted again in only two charges being bound over, at which point the prosecutor entered into a plea for two misdemeanor counts with time served. My success largely was a result of my long-term relationship with an out of state law enforcement officer who served as an investigator. I am proud of this case because of my persistence in seeking a better outcome for my client. The traditional approach would have been to waive the preliminary hearing and let the case go to trial, but that would have meant the defendant would have spent perhaps close to a year in custody awaiting trial.

5. Describe your investigative philosophy.

The POB and CPOA exist to assure the community of the quality of the APD. Quality in this case being compliance with the US Constitution, New Mexico laws, the Settlement Agreement/Consent Decree, and other specifications of the APD system. Verification of quality can be expected to involve both a systemic audit program and a complaint resolution program. The audit program investigates both that the policies and procedures are correct and adequate, and verification of operational compliance with those policies and procedures. The complaint resolution program uses information provided by complaint investigations to further examine and verify the adequacy of the APD policies and procedures.

An investigation is an important step in a process of ensuring and improving the quality of the APD system. The investigation, however, is merely the information gathering portion of the process. The critical and possibly more difficult activity is that of implementing effective resolution of the identified concerns. The typical reaction of an organization to audit findings or complaints is to defend, deny and avoid taking any corrective action. But, with education and persistence, organizations can understand that all systems are imperfect, and that investigative findings are critical information necessary to continuously improve the system.

Part of my investigation philosophy is that among the most damaging conduct possible with respect to public oversight is false statements made by public servants in the course of an investigation. The Fifth Amendment does not shield false statements. See *U.S. v. Wong* (1977), *U.S. v. Mandujano* (1976), and *U.S. v. Knox* (1969). Consequently, *Garrity* rights do not apply to perjured or false statements made by a government employee under *Garrity* protection. I vigorously will encourage prosecution of any

government employee who participates in sworn false statements made during the course of an investigation, whether they utter the false statement or knowingly allow it to be uttered.

Furthermore, it is my opinion that *Garrity* rights do not require that the City of Albuquerque knowingly to expose the public to a risk of danger merely because information regarding that danger was elicited through compelled self-incriminating statements. It is my expectation and belief that the constitutional rights of government employees can be protected while simultaneously protecting the constitutional rights of the public at large.

6. 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?

The POB and CPOA are tasked with verifying the quality of the APD as defined by the US constitution, New Mexico laws, the Settlement Agreement/Consent Decree, and other quality specifications. I have extensive experience with quality verification that is relevant here. In addition to my experience with criminal defense attorney, which will help with interpretation of the quality specifications for the APD, I also have fifteen years of quality assurance and industrial statistics experience that will allow rapid implementation of a comprehensive and cost effective program to verify APD's compliance with the identified requirements. In the past, I have been certified by the American Society for Quality, as a Quality Engineer, a Quality Auditor, and a Reliability Engineer, representing the possession of specific knowledge relating to the investigation of compliant and noncompliant systems and the resolution of noncompliance.

My background in industrial statistics also may be especially useful in rapidly responding to a large backlog of cases in a timely manner. Although sometimes criticized by people who do not understand, statistics is a science of decision making and problem solving that involves taking quantities of data and identifying information contained therein. The efficiency of investigations may be increased with the appropriate use of such analytic methods. Statistics can be used not only to identify the priority of investigations to pursue, but also to identify which cases are likely to be isolated events and which may be signals of systemic issues, and to objectively measure the success of implemented recommendations.

Statistical methods allow for an objective determination whether the POB and CPOA are effective. CPOA's report to the community and the City be expressed with a scientific level of confidence. For example, appropriate implementation of statistical methods can allow measurement of community confidence, and the change in that confidence over time, regarding whether the POB and CPOA have been able to achieve effective public oversight. Among the many other factors of quality that can be objectively measured are whether the frequency of observations of putative unconstitutional conduct has changed to a statistically significant extent and whether recommendations implemented by APD are likely to have contributed to an improvement in system performance.

7. What is your vision for the CPOA?

The POB is the voice of the community seeking to ensure the quality of the APD. Among the factors of quality that can be measured is the level of community confidence that the APD is appropriately protecting the community and that the CPOA is effective in supporting public oversight. The CPOA is the administrative function that supports the POB and empowers it with appropriate resources and systems to ensure that the concerns of the community have been satisfactorily addressed and that the APD is maintaining appropriate quality.

The primary purpose of the POB and the CPOA is to ensure that the community has confidence that the APD is complying with the US Constitution and other quality requirements while allowing the APD the

appropriate operational secrecy necessary to engage in effective law enforcement. It is my expectation based on prior experience with quality systems, that the APD can be persuaded to be responsive voluntarily to the recommendations of the POB from its own self-interest. It will be my goal to persuade the APD to take objectively verifiable action with respect to every recommendation of the POB.

8. 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.

Prior experience with similar quality assurance systems. I have created and managed many quality assurance and complaint resolution systems in similar politically charged and conflict-filled environments under tight time constraints and high pressure to perform. I can create and have in operation an objectively verifiable system producing results visible to the community in a very short period of time.

Focus on the goal. The important goal of public oversight is for the community to have confidence in the APD. I am able to evaluate mountains of data to determine which are important versus merely urgent, and develop a strategy to satisfactorily accomplish large numbers of assignments in a short period of time. The CPOA has a large backlog of cases and being able to address and resolve that backlog quickly and effectively is important for establishing confidence in the CPOA and the APD.

Willingness to forgive insult to get the job done. I do not hold grudges and easily forgive insults. In an environment of conflict and divergent motivations, holding grudges for past insults or seeking retaliation can politicize an environment and destroy consensus building necessary for conflict resolution. Having implemented quality systems before, I have extensive experience de-escalating the natural defensiveness of organizations against perceived criticism and induced change.

Independence. I am an outsider. I have no prior relationships with the APD, the City Attorney, or any other employee of the City of Albuquerque. I have never been a police officer, a prosecutor, nor a city attorney. No one justifiably can accuse me of bias or favoritism.

Development of effective relationships. I have experience with developing effective relationships with people of all perspectives, cultures and backgrounds. Having an appropriate understanding of our different world views is important to ensuring effective community engagement and support.

As for one of my challenging characteristics, I have a tendency to be intense with a laser-like focus on completing important assignments that can cause distress for those who work for me. At times I have been given the nicknames, 'Bulldog' and 'Missile-lock.' I gravitate toward situations that involve more work than can be done in the given amount of time and lose sight of the clock to ensure the completion of an important goal. Sometimes this results in giving employees more work than they accomplish leading to stress and distress. To address this characteristic, I intentionally develop a rapprochement with my staff that allows them to coordinate the scheduling of their assignments and identify appropriate deadlines. We discuss the distinction between important and urgent assignments, and coordinate a priority that assures the appropriate assignment is accomplished at the required time.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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.

An advantage of having many years of life experience is that I have had numerous opportunities to be involved as officer, chairman or member of numerous community groups, including branches of the

American Red Cross, American Cancer Society, Habitat for Humanity, and other organizations. I have represented multiple independent practice associations, which are a type of union for physicians, with respect to their labor negotiations with contracted health plans and in matters relating to discipline of individual physicians, including navigation of the contractual dispute resolution and appeals provisions. I have served as an intern for a state senator, and coordinated lobbying action seeking reformation of state law. I have interacted with DOJ attorneys with respect to multi-million dollar civil and criminal claims. I have no prior experience working with a DOJ monitor, but my employment with The Boeing Company involved years of working closely with numerous defense procurement officers that served in an analogous role of monitoring that our system was complying with the requirements of the procuring government department. My fifteen year career at Boeing, and seventeen as an attorney, has centered on resolving disputes between groups having different interests in order to create a consensus necessary to achieve a common goal.

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.

My situations are myriad, but unfortunately the most interesting examples involving legal cases, the DOJ and others, are cloaked in confidentiality or involve classified programs. One example I can relate involved the assembly and installation of the aft access and blow out door that precludes a catastrophic failure mode for the 737 commercial aircraft; the door keeps the aircraft from blowing apart in midair. The installation process took nearly 8 hours to complete but the production line was being accelerated necessitating a more efficient process. There was significant conflict with the installation crew blaming assembly, assembly blaming tooling, and tooling blaming engineering; these conflicts related to hundreds of millions of dollars and involved perhaps 100 people all highly motivated to place blame on others with negative impact on process improvement. My responsibility was to improve the process to allow the airplane assembly to move faster while maintaining appropriate quality, which caused increased work but no reward for all of the supporting organizations. My role was to mediate disputes and obtain engagement from those disputing organizations. As a result of my facilitation and in a period of less than a week, the process was adjusted to allow completion of installation in less than 20 minutes.

10. 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.

A Wichita, Kansas television news station used me as an on-air legal expert for a period of years. They would call me with an issue of criminal or civil law as they were on their way to my office to televise the interview. In most cases, I had less than ten minutes notice of the interviews on a wide variety of legal subjects.

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.

Laura Bunting
R&D Manager
Spirit AeroSystems, Inc
PO Box 780008; MC K78-10
Wichita, KS 67278-0008
laura.a.bunting@spiritaero.com
316 - 214 - 7930

Laura Bunting was the first employee that I hired into the Software Quality Assurance organization at The Boeing Company. She worked with me in the development and operation of complaint resolution

systems and quality programs for hundreds of projects involving tens of thousands of people including government monitoring and oversight. She currently is a member of several corrective action boards. She has known me for nearly 30 years.

Courtney Elam
Assistant District Attorney in Atlanta, Georgia

[REDACTED]
[REDACTED]

Courtney Elam served as outside counsel on contract drafting and personnel matters. She has worked with me in resolving company personnel conflicts. She has known me for approximately 5 years.

Edmund J. McKenna
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
100 North Tampa Street, Suite 3600 Tampa, FL 33602
Telephone: 813-289-1247
Fax: 813-289-6530
edmund.mckenna@ogletreedeakins.com

Ed McKenna served as outside counsel for employment practices. We worked together on numerous employment dispute related matters including EEOC complaints and employment practice litigation. He has known me for 6 years.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24897885**

Name: Jennifer J. Burrill Address: [REDACTED] Clovis, New Mexico 88101 US
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes, New Mexico
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
Types of positions you will accept: Regular
Types of work you will accept:
Types of shifts you will accept: Day , Evening , Night , Weekends , On Call (as needed)

Objective**Education**

College
Texas Tech University
www.ttu.edu
5/1989 - 12/2004
Lubbock, Texas
Did you graduate: Yes
College Major/Minor: Journalism/English
Degree Received: Bachelor's

Professional

Case Western Reserve University
law.case.edu/
8/2001 - 5/2004
Cleveland, Ohio
Did you graduate: Yes
College Major/Minor: Litigation & International Law
Degree Received: Professional

Work Experience

Lawyer/Owner
9/2007 - Present
Hours worked per week: 60
Monthly Salary: \$0.00
Name of Supervisor: Jennifer Burrill - Lawyer/owner
May we contact this employer? Yes
NM Justice Center, Law Office of Jennifer Burrill, LLC
www.nmjusticecenter.com
918 Main Street
Clovis, New Mexico 88101
(575) 763-2286

Duties

Sole Practitioner -- handle primarily complex criminal and family law cases in Southeastern New Mexico:
• Skilled in handling cases complex criminal cases.
• Defended more than 60 criminal cases at jury trial through verdict.
• Served as conflict counsel for the Public Defender's Department on felony, misdemeanor, and juvenile cases from 2007-2012.
• Family law practice includes representing divorce, custody, child support, termination of rights, and guardianship clients as well as serving as a court appointed mediator and guardian ad litem for custody and divorce cases.

Assistant District Attorney

8/2004 - 8/2007

District Attorney's Office
417 Gidding Street
Clovis, New Mexico 88101
5757692246

Hours worked per week: 50

Monthly Salary: \$0.00

Name of Supervisor: Fred Van Soelen -

Deputy District Attorney (Now Judge)

May we contact this employer?

Duties

Assistant Trial Attorney – responsible for evaluating, charging and adjudicating misdemeanor and felony cases ranging from kidnapping to trafficking narcotics. During the three year period I was assigned and closed 1,240 cases. Of those, I took 62 cases to jury trial that resulted in a verdict.

Reason for Leaving

Started my own practice

Law Clerk

1/2003 - 5/2004

U.S. Representative Dennis Kucinich, Ohio 10th District
14400 Detroit Ave
Lakewood, Ohio 44107
2162288850

Hours worked per week: 20

Monthly Salary: \$0.00

Name of Supervisor: Marty Gelfand - Staff

Attorney

May we contact this employer?

Duties

Law Clerk – investigated and resolved legal issues related to constituent casework involving federal agencies, primarily dealing with Medicare/Medicaid, Social Security, and Veterans Administration issues. Special Projects included:

- Research used in the development of policy determinations, specifically enforcement mechanisms for NAFTA's supplemental agreement on labor;
- Amicus representation on behalf of the people of the Congressional district in federal bankruptcy court supporting utilization of eminent domain to save a community hospital on Cleveland's east side.

Reason for Leaving

Graduated from law school and relocated to New Mexico

Research Assistant

8/2002 - 5/2004

Henry T. King, Jr.
law.case.edu
11075 East Blvd.
Cleveland, Ohio 44106
2163683600

Hours worked per week: 20

Monthly Salary: \$0.00

Name of Supervisor: Henry King, Jr. -

Professor

May we contact this employer?

Duties

Research Assistant - Assisted in researching and developing briefs in support of amicus participation in NAFTA proceedings and the legality of the application of Universal Jurisdiction by nation states. This work culminated with the trade representatives from all three signatory governments adopting the litigation principle.

Reason for Leaving

Graduated from law school and relocated to New Mexico.

Summer Associate

5/2002 - 8/2002

Washington Working Group on the International
Criminal Court
washintonicc.org
420 7th Street SE
Washington, District of Columbia 20008
2025463950

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Heather Hamilton -
Chairwoman

May we contact this employer?

Duties

Summer Associate - Provided support for U.S. legislative and policy initiatives related to the Rome Treaty establishing the International Criminal Court prior to and through its entry into force, in addition to conducting in-depth research into the jurisdiction of the Court over current conflicts in Sudan and Israel. Worked under the direction of Heather Hamilton, Vice President of Citizens for Global Solutions, and John Washburn, Attorney for the Coalition of the International Criminal Court.

Reason for Leaving

Returned to Ohio for the fall semester

Communication/Marketing Consultant

5/1999 - 8/2001

The Harbour Group
thgcorp.com
P.O. Box 702486
Dallas, Texas 75370
9725606400

Hours worked per week: 50

Monthly Salary: \$0.00

Name of Supervisor: Tonya Brenneman -
Vice President

May we contact this employer?

Duties

Communication/Marketing Consultant - Primary responsibilities included management of existing marketing programs as well as all public and media relations efforts, provided C-level executives with key marketing insights to the overall business strategy, extracted information from corporate strategy sessions to develop external facing presentation and speeches, and deployed on client projects when appropriate. Worked with a variety of business and governmental clients to identify and map processes, procedures and business requirements for strategic technology initiatives.

Key company assignment:

- Created strategy for new revenue stream engaging new and existing clients in B2B and B2C Website marketing programs.

Key client assignments:

- Public Sector: Designed and assisted in the launch of a county-wide Web-based juvenile justice information system (JIS) involving the secure collection and sharing of juvenile data between more than 50 law enforcement, judicial, educational and social service agencies.
- Private Sector: Developed Internet strategy for a \$25 million global telecommunications company involving the consolidation of six product focused Websites into a multilingual company portal incorporating the ability to provide customers with 24-hour access to marketing and technical support.

Reason for Leaving

Began law school in Ohio

Internet Strategy Consultant

5/2000 - 12/2000

White House Council for the Millennium
1700 Pennsylvania Ave.
Washington, District of Columbia 20500

Hours worked per week: 10

Monthly Salary: \$0.00

May we contact this employer?

Duties

Internet Strategy Consultant - Coordinated and led regional focus group comprised of technology and youth services leaders for the subcommittee's e-commerce initiatives to increase youth awareness of and participation in philanthropy projects. Drafted the findings presented to the full Council.

Reason for Leaving

Project was completed

Best Attorney

9/1997 - 5/1999

Orthopedic Institute of Texas
729 W Bedford Eulless Rd
Hurst, Texas 76053

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Dr. Ed Smith -
Orthopedic Surgeon/owner

May we contact this employer?

8172820917

Duties

Marketing Director - Created and implemented long-range marketing strategy doubling revenue for the multi-million dollar company the first year; Strategy included the development and management of the company's initial online presence and launching an aggressive community outreach program.

Reason for Leaving

took position with the Harbour Group

Reporter/Producer/Morning Anchor
9/1995 - 2/1997

KOB/R-TV Ch. 8
<http://www.kob.com/article/519/>
124 East 4th Street
Roswell, New Mexico 88201
5756258888

Hours worked per week: 60
Monthly Salary: \$0.00
Name of Supervisor: Jerry Desmond - News Director
May we contact this employer?

Duties

Anchor/Reporter - Anchored and produced daily newscast in addition to serving as the stations lead investigative reporter covering primarily governmental, criminal justice, and political events and issues.

Reason for Leaving

Moved to Dallas, Texas

Public Relations Consultant
9/1993 - 9/1995

Gateways Counseling
www.gatewayscounseling.com/
2232 Indiana Ave
Lubbock, Texas 79410
8067991033

Hours worked per week: 15
Monthly Salary: \$0.00
Name of Supervisor: Dr. Lorraine Baillie - Therapist/Owner
May we contact this employer?

Duties

Public Relations Consultant - Designed and implemented the corporate public relations strategy and related collateral materials responsible for tripling the number of mental healthcare professionals required to meet the client demand. The primary focus of the strategy based on professional community and media relations. Worked under the supervision of the facility director, Dr. Lorraine Baillie.

Reason for Leaving

Was a consulting position and left to accept a full time position at KOBR-TV

Producer/Reporter
9/1991 - 12/1994

KLBK-TV Ch. 13
www.everythinglubbock.com/klbk-13
7403 University Ave.
Lubbock, Texas 79423
8067452345

Hours worked per week: 60
Monthly Salary: \$0.00
Name of Supervisor: Terry Graham - News Director
May we contact this employer?

Duties

Producer/Reporter - Produced the six and ten o'clock weekday newscasts and served as the station's primary weekend reporter covering spot news and local feature stories.

Certificates and Licenses

Type: Licensed to Practice Law in New Mexico
Number: 20286
Issued by: New Mexico Supreme Court

Date Issued: 9 /2004 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Associations

New Mexico Criminal Defense Lawyers Association 2007-Present
Regional Director (2010-present)

Rules of Evidence Committee, Supreme Court of New Mexico 2009 – 2014
Second three year term expired December 31, 2014

Hartley House, Domestic Violence Shelter 2010- 2013
Board of Directors

Honors & Awards

Top One Percent 2015
National Association of Distinguished Counsel

10 Best in Client Satisfaction 2015
American Institute of Criminal Law Attorneys

Top 10 Criminal Trial Lawyers in New Mexico 2014
National Academy of Criminal Defense Attorneys

Top 100 Criminal Trial Lawyers in America 2014
National Trial Lawyers

Best Attorney 2012
Clovis News Journal's Reader's Choice Awards.

Publications

A Peek Into the State of Secret Grand Jury Proceedings in New Mexico May 2013
For the Defense, Spring 2014 Volume XVIII, Issue 5
New Mexico Criminal Defense Lawyers Association

Navigating Through Rudy B. May 2010
For the Defense, Summer 2010, Vol. XIV, Issue 2
New Mexico Criminal Defense Lawyers Association

Can a Lack of Money Save Your Client from Revocation Sept 2009
For the Defense, Fall 2009, Vol. XIII, Issue 3
New Mexico Criminal Defense Lawyers Association

Additional Information

Professional Presentations

DWI Case Law Update - Oct. , 2014
Castle Made of Sand: Advance CLE Seminar • Albuquerque, NM
New Mexico Criminal Defense Lawyers Association

Touchy Subject: Common Defense Theories in Sex Cases - Aug. 2014
Overcoming Myth: Defending Sexual Offenses with Truth and Fact • Las Cruces, NM
New Mexico Criminal Defense Lawyers Association

Don't Go There! Trends in State 4th Amendment Search and Seizure Law - June 2012
Search and Seizure: New Issues and Current Case Law • Albuquerque, NM
New Mexico Criminal Defense Lawyers Association

Trial Prep: Investigating with Admissibility of, Facebook, MySpace and Texts - Nov. 2011

Tools, Technology, and Trials • Roswell, NM
New Mexico Criminal Defense Lawyers Association

When Weird Stuff Presents in Your Office: - April 2005
Pathological Sex and Relationships in the Addicted Client
27th Annual Institute on Substance Abuse & Addiction • Lubbock, TX

References

Professional
Baca, Angelina
Lawyer/County Commissioner
521 North Main Street
Clovis, New Mexico 88101
[REDACTED]
abacalaw@gmail.com

Professional
Blair, Chandler
District Defender, New Mexico Public Defender Dept.
800 Pile Street
Clovis, New Mexico 88101
[REDACTED]

Professional
Jones Witt, Doug
Lawyer
207 N Washington Ave
Roswell, New Mexico 88201
(575) 622-6722

Professional
Ansheles, Cathy
Executive Director, New Mexico Criminal Defense
Lawyers
P.O. Box 8324
Santa Fe, New Mexico 87504
(505) 992-0050

Professional
Ellis, Erica
Lawyer/Law Enforcement Academy Instructor
910 N Pierce St #37
Carlsbad, New Mexico 88220
(575) 499-4630
[REDACTED]

Personal
Sanders, Maureen
Lawyer
102 Granite Ave NW
Albuquerque, New Mexico 87102
(505) 243-2243

Professional
Rose, Tim
District Attorney
300 S 3rd St
Tucumcari, New Mexico 88401
(575) 461-2075
trose@da.state.nm.us

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A: N/A

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: N/A

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A: N/A

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Case Western Reserve University School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: For the past ten years I have been a criminal attorney. Three of those years with the District Attorney's office assisting law enforcement with investigations. This position included being on-call for any questions from officers while conducting investigative stops, drafting search

warrants, crime scene investigation, evidence collection, and reviewing appropriate charges to file.

As a criminal defense attorney the role is both dissecting law enforcement's criminal investigations and conducting my own investigations to present defenses to the criminal allegations and police investigations.

I have presented at the Hobbs law enforcement academy on the investigative process and report writing, served a six year term on the Supreme Court rules of evidence committee that greatly deepened by understanding of the rules of evidence, which controls what evidence collected or generated by law enforcement can be used in a criminal trial, and present at professional conferences on search and seizure issues.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: As a criminal attorney I deal with judicial process everyday. A critical portion of a criminal case is addressing if and how officers follow policies and procedures of their own departments. This information is often presented at trial to bolster or discredit the officer's testimony.

In my role as a criminal defense attorney, I also deal with administrative hearings that are related to criminal charges. These include using subpoenas, FOIA, and IPRA to obtain discovery from government agencies, filing complaints due to officer's actions while dealing with suspects, and representing clients at DMV license revocation hearings with the taxation and revenue department.

A critical portion of my experience comes from my term on the Rules of Evidence Committee, which reviews and drafts the rules of evidence for criminal and civil court proceedings that are submitted for public comment, and ultimately approved by the Supreme Court.

In my position as a board member with NMCDLA I have lobbied actively to ensure any changes to the criminal laws in New Mexico are fair and just. Through this process and my term with Congressman Kucinich, and a term on a local government board, I am familiar with the legislative process at all levels of government.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 14, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

Please provide the following information:

Name: Jennifer Burrill
Firm/Employer: New Mexico Justice Center, Law Office of Jennifer Burrill, LLC
Address: 918 Main Street, Clovis, New Mexico 88101
Phone: 575-763-2286 office / [REDACTED]

1. After reviewing the City of Albuquerque 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?

The two most important issues to be addressed are excessive use of force and the community perception of law enforcement. In addition to modification of police training and hiring policy changes, CPOA can provide community members a place where they can be heard. It will be vital to address issues head on with both police and community members. Both sides need a better understanding of each person's role and a clear understanding of the law in terms of what is permitted and what is not.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

As a prosecutor evaluating cases and preparing for trial I would find misconduct in a police investigation, sometimes unintentional and on a rare occasion intentional. The ethical conflict is created when the officer asks you not to disclose the misconduct or has taken steps to cover it up. I find it best to error on the side of disclosure in those situations. It is not necessary to highlight the issue but simply make sure the defense has the information in their disclosure packet. In most cases, the defense did not file any motions related to the officer misconduct. In the one case where they did, I, representing the State at that time, managed to win the case involving the officer misconduct. It is critical to maintain your integrity when dealing with the legal system and serving the public.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

Keeping my team solution focused is my biggest challenge. Failure to do so degrades accountability and productivity. My leadership style is to be clear about what type of information I find important and keep my team focused on what is necessary to achieve the desired outcome.

4. Which of your legal cases are you the most proud of and why?

The cases that most motivate me involve people who improperly use the criminal justice system. The most common example of this in my practice are child sexual abuse cases where one parent has made false allegations against the other parent to gain a custodial advantage. The criminal justice system is based on the truth. When people lie to pervert the system to their advantage, not only does it needlessly destroy innocent people's lives but it also hampers real victims in their pursuit of justice.

5. Describe your investigative philosophy.

The purpose behind these types of investigations is to develop sufficient factual information to make a fair and objective determination if misconduct has occurred and the extent or prevalence of the misconduct. To accomplish this, independence and confidentiality must be cornerstones of CPOA investigations. For the community to have faith in the system, investigations cannot be based upon premature beliefs or conclusions as to guilt or innocence.

Investigations must be guided by the facts. Critical to the success of each investigation is evidence collection, interviewing skills, and record keeping. Obtaining factual information can be done in many different ways. The least intrusive and least expensive investigative methods should be utilized first. Investigative techniques should be employed to test the veracity and completeness of statements obtained by investigators. All stakeholders in each complaint should be interviewed early in the investigation, so that CPOA can proactively address any immediate conditions that may give rise to public safety issues.

6. 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?

Prioritizing and grouping cases is key in these situations. While at the District Attorney's office and in my private defense practice when handling public defender cases, I dealt with a caseload of on average 300 at any given time. This required me to prioritize my cases. From the information currently available to me, the priorities of CPOA would be focused on extent of injury to the complainant and the level of investigation necessary to resolve the issue. Timely resolution is a significant factor in how victims see justice. Swift action can often be more important than achieving the maximum result. Of course, this would require the person in the Director's position to have the authority to be creative in their solutions to resolving the complaints.

Grouping is a technique I employed in journalism to tell a number of people's stories in one piece. Citizen complaints can be dealt with in the same manner. Bringing all the complaints of one type together and dealing with them in a group setting can quickly reduce the number of backlogged cases. This technique is also utilized by prosecutors when they join cases to reduce time and expense in bringing like cases to trial.

7. What is your vision for the CPOA?

People want to be heard and we need to give them that opportunity. Once those complaints are aired we can look at the trends with the stakeholders and see what type of training, policy modifications, and/or community outreach is needed to address the conflict that is giving rise to public safety issues stemming from the community distrust of law enforcement and law enforcement's fear of the community. After those needs are established, CPOA should spearhead the design of both internal and external programs with participation from the stakeholders to ensure a positive roll out.

Ultimately, CPOA should be a liaison between the community and the City of Albuquerque to address issues before they become significant problems. It will be critical that the CPOA Director continue to maintain close contacts with the key stakeholders even after the consent decree is lifted to ensure open lines of communication continue with a wide variety of community groups. While it is unknown what the lifespan of the CPOA Director position will be, it would be my recommendation that the position be a permanent one. The amount of money paid out by the City of Albuquerque in the lawsuits based on recent police misconduct far exceeds the cost of maintaining an office that can ensure police hiring policies are designed eliminate high risk candidates from the applicant pool, promote ongoing police training to reduce incidents of misconduct, and nurture community relations with law enforcement.

8. 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.

a. Assets

- i. *Extensive criminal legal background in both prosecution and defense* - nearly eleven (11) years of experience with criminal investigations and trials allows me to have more credibility with law enforcement and the community at large when dealing with citizens complaints, ultimately garnishing more cooperation and producing better outcomes. This credibility stems from having a clear understanding of what is and is not permissible in terms of both police and citizen conduct under the law and being able to effectively communicate the law to a wide cross section of the community.

- ii. *Understanding of media relations* - early control of public perception of an event can keep negativity from escalating and infiltrating the community. This is key when dealing with a police action against an individual or group of people. My background as a television journalist would be a significant asset when dealing with citizen complaints by minimizing both the exposure each incident gets as well as impacting how each incident is presented to the community at large. Additionally, successful media relations would allow the City of Albuquerque to better promote CPOA successes in the media to offset any negative publicity.
- iii. *Experience as a mediator* - my track record of reaching settlement in mediation is based on my ability to show people the common ground in any situation. This is vital when working with a diverse group of stakeholders such is the case with CPOA.
- iv. *Work experience in many New Mexico communities outside of Albuquerque* - practicing in many legal communities outside of Albuquerque provides me with a diverse perspective of how law enforcement and communities interact. This knowledge will allow me to draw upon those experiences to craft creative solutions when dealing with citizen complaints. Further, having an independent, outside perspective will provide both those filing complaints and the accused with fair and unbiased investigations in that I have no history of employment or adversarial relationship with the Albuquerque Police Department or the 2nd Judicial District Attorney's office.
- v. *Understanding of community accountability gained from serving as a school board member* - during my term on the school board I gained a deep understanding of accountability to constituents and how limited my role was as a public official. Public perception is that individual board members can solve each teacher's and child's problem, however, the role of the board is to set policy addressing systemic problems in the district. In this position it was vital to build and maintain relationships with union officials, who were quite helpful in filtering issues received through their membership.

b. Working on

- i. I'm sure that I'm not perfect, but as I understand the traits desired for this job, they appear to be a close match for my skills and experience. I don't see any reason I couldn't get up to speed quickly.

In my professional practice, the issue I am continually struggling with is time management. Often, courts schedule hearings that conflict with my schedule. When this occurs, and it does often, I use my negotiation and diplomacy skills to ensure the priority issues are addressed first and the other issues are reset so they can be addressed in a timely and respectable manner.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

My role in the needs assessment, development, and rollout of the Dallas County Juvenile Information System most closely resembles the situation outlined in this question. The Harbour Group was tasked with coordinating approximately 65 law enforcement agencies, courts, district attorney's offices, and schools to create one unified information sharing system for juvenile offenders in Dallas County. Each agency had their own view of what they believed their requirements to be and was certain their needs were more vital than any other agency.

I worked with law enforcement agencies and the head of the juvenile division of the Dallas County District Attorney's office to conduct the needs assessment of each agency. Critical to successfully transitioning into a collaborative process was giving each agency an opportunity to be heard individually. Once they knew I understood their needs, they were much more open to a collaborative solution.

The next hurdle was getting the clients connected with the technology team. I worked as the liaison between the client and our digital architects to craft a secure site that would capture the critical data with the least amount of data input minimizing the officer's investigation and booking time and allow each agency to access the information available at their specific access level. Police officers and programmers speak different languages and process information differently, which can cause significant conflict. My role at this phase was to facilitate translations and keep the focus on the finalization of the technical model based on my earlier process work.

As with any government project there is a struggle between what they want the project to look like and the available budget. The County Commission oversaw the multimillion dollar budget for this project, which required multiple presentations on progress and necessary scope expansion. I assisted in development of all presentations to the County Commission.

As part of the project rollout, I taught at the Dallas Police Academy on the use of the Juvenile Information System. In 2000, the dispatchers were still using a mainframe system and had no idea what a computer mouse was. Most of the officers had a basic understanding of personal computers. Teaching to widely varying levels of computer users in the same class was the biggest obstacle to the rollout. Eventually, I had to regroup the classes from agency specific to user level based to make the roll out process more effective.

10. 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.

- A. **My background in television journalism and as a criminal trial lawyer closely mirror the unique skill set you have set out for this position. While the position appears to have a large and complex agenda, I am excited by the opportunity to help strengthen relations between law enforcement and the community. Ultimately, everyone has the same goal - a better, safer Albuquerque.**
- B. **In my defense practice we have discovered civil rights violations in criminal cases. When that occurs we assist clients with filing tort claims notices and refer them to civil rights attorneys. I often assist the civil rights attorney in their factual investigations to form the basis of their federal claim.**

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.

Angelina Baca, Baca Law Firm & Curry County Commissioner

Mobile [REDACTED] / abacalaw@gmail.com

Angelina and I went into private practice at about the same time, approximately eight (8) years ago and that is when I first met her. We have been colleagues since that time and worked closely together on a few criminal cases with co-defendants and in opposition on multiple family law cases involving divorce and custody issues.

Cathy Ansheles, New Mexico Criminal Defense Lawyers Association

Mobile [REDACTED] / cathy@nmccla.org

Cathy asked me to join the board of the New Mexico Criminal Defense Lawyers in 2010. Since that time we have worked closely together on a number of defense issues, media outreach, social media, and expanding services to members statewide. As a result of our collaborative efforts, I have presented at CLE programs, written articles for the State newsletter, lobbied on behalf of the organization, and been interviewed by as well as written op-ed pieces for the media on relevant defense issues.

Tim Rose, 10th Judicial District Attorney & Vice President of the District Attorney's Association

Mobile [REDACTED] / trose@da.state.nm.us

Tim was in private practice with Gary Mitchell as a defense attorney prior to joining the District Attorney's office, however my involvement with him has been solely as a prosecutor. Having known him for the last four (4) years, we have worked closely together on opposite sides of a number of complex cases, several of which have gone to trial. He currently serves as the Vice President of the New Mexico District Attorney's Association and in that capacity we frequently end up at the Roundhouse lobbying on opposite sides of criminal justice issues.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24814128**

Name: Denise DeForest Address: [REDACTED]
Denver, Colorado 80218 US
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes, Colorado
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , On Call (as needed)

Objective

To lead a civilian review agency.

Education

Professional
Georgetown University Law Center
8/1989 - 5/1994
Washington, District of Columbia
Did you graduate: Yes
College Major/Minor: Law
Units Completed: 90 Semester
Degree Received: Professional

Work Experience

Senior Instructor
7/2005 - Present
Hours worked per week: 0
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Adam Parfitt - Executive Director
May we contact this employer? Yes
Council For Licensure, Education and Regulation
www.clearhq.org
403 Marquis Ave., Ste. 200
Lexington, Kentucky 40502
859-269-1289

Duties

As a senior instructor for the National Certified Investigator Training (NCIT) program, I teach classes on investigative best practices to investigators in the U.S. and Canada. The hours and salary of this job are dependent upon the training conferences that CLEAR arranges each year and the particular sessions that CLEAR asks me to teach.

Visiting Lecturer / Writing Advisor
6/2014 - 8/2015

University of Denver Sturm College of Law
www.law.du.edu
2255 East Evans Ave.
Denver, Colorado 80208
303-861-6000

Hours worked per week: 30
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Scott Johns - Director,
Bar Success Program and Assistant Professor
of the Practice of Law
May we contact this employer? Yes

Duties

As a visiting lecturer and writing advisor associated with the Bar Success program, I teach a 3-credit

class on legal analysis, hold workshops on various substantive bar topics, counsel students and grads, host mock bars, review and provide comments on practice essays, and perform the administrative tasks for the program as required. I am also researching and writing an article on discrimination standards.

Reason for Leaving

Current contract terms are about to expire in August.

Senior Administrative Law Judge
8/2005 - 2/2015

State Personnel Board
www.colorado.gov/spb
1525 Sherman St., 4th Floor
Denver, Colorado 80203
303-866-3000

Hours worked per week: 30
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Dana Shea-Reid -
Director
May we contact this employer? Yes

Duties

As an administrative law judge, I heard and decided civil service appeals after bench trials, issued detailed written decisions, issued preliminary recommendations on whether the board should hear specific appeals, served as a settlement facilitator on cases where I was not assigned as the merits judge, resolved motions and other pre-hearing matters, and trained new ALJs.

Reason for Leaving

Teaching position at University of Denver

Certificates and Licenses

Type: Law license

Number: [REDACTED]

Issued by: Colorado Supreme Court

Date Issued: 9 /1994 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Memberships

Certified as a professional member of the Mediation Association of Colorado.

References

Professional

Johns, Scott

Director, Bar Success Program and Assistant

Professor of the Practice of Law

2255 East Evans Ave.

Denver, Colorado 80218

303-871-6763

sjohns@law.du.edu

Resume

Text Resume

Attachments

Attachment	File Name	File Type
DeForest Resume - Oversight - 3 pages.pdf	DeForest Resume - Oversight - 3 pages.pdf	Resume
Cover Letter - ABQ - DeForest.doc	Cover Letter - ABQ - DeForest.doc	Cover Letter

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Georgetown University Law Center

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: Colorado

5. Q: How many years of management experience do you possess related to this position?

A: 5 years to less than 6 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I have performed, supervised, and taught investigations for over two decades. My experience includes performing investigations in criminal cases, civil cases, regulatory cases, and professional discipline cases, as well as legislative investigations for a Special Committee On Investigations, Select Committee on Indian Affairs, U.S. Senate. I have also reviewed hundreds of internal affairs files addressing policing issues in my role as a Commissioner on the Denver Public Safety Review Commission, and completed supplemental investigations on a number of those cases.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I was a Colorado Assistant Attorney General for seven years and was actively prosecuting professional discipline cases through the state's administrative process during that time. I also served as trial and appellate counsel in state and federal court when necessary to act on behalf of the licensing boards. I also have served as an administrative law judge in Colorado for approximately 10 years.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 14, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

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Please provide the following information:

Name: Denise DeForest
Firm/Employer: University of Denver, Sturm College of Law
Address: [REDACTED], Denver, CO 80218
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

The Settlement Agreement creates multiple roles for the CPOA: increasing public knowledge of the complaint system (§§ 164-65), performing public outreach (§ 291), new oversight investigation duties on complaints (see, e.g., §§ 172, 179, 184, 191), officer-involved shootings and serious uses of force (§ 271), a duty for the Executive Director to make findings on all APD civilian complaints, reports of use of serious force, or reports of officer-involved shootings (§ 280), and CPOA involvement in reviewing whether APD is following its anti-retaliation policy (§ 179). The Agreement also creates a right for complainants to appeal findings of the Executive Director to the POA (§ 287), as well as a duty for the agency to make recommendations to APD concerning APD policy and training (§ 288). For the new system to be functioning as designed, all of these functions need to be working together and well. From a community standpoint, however, the most visible aspect of civilian oversight would be the actions of the POB in reviewing appeals and in discussing APD policy and training issues. While actions on individual complaints and incidents will be important, of course, POA discussions of the issues that trigger complaints, and the manner in which APD has addressed those issues, will be the most visible demonstration that there is a civilian agency exercising oversight. That evidence will be provided when the POB demonstrates that it understands what is occurring in the community and is capable of creating a dialogue with APD about how policing is to be performed in the city. The most important goal from the Settlement Agreement, therefore, would be to implement the new system sufficiently to permit the POB to carry out its duties fully.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

As one of the Administrative Law Judges (ALJs) for the Colorado State Personnel Board, I was held to the ethical codes applicable to all judges in Colorado. The ethical requirements included, among other things, prohibitions against *ex parte* contacts with litigants and requirements to maintain neutrality. Our administrative court, however, was intended to be a more informal setting and the ALJs often had the potential for interactions outside the courtroom with the parties. In such an informal setting, it was not uncommon for a litigants (or someone who wanted to speak on behalf of a litigant) to buttonhole

me in the hallway or elevator, call me in my office, or email me on my work email. These attempts to chat with me created a ethical issue under the rules prohibiting *ex parte* contacts. I learned quickly how to politely shut down the conversation, and to explain that I could not speak with them outside the presence of the other party. I would often encourage them to file their concerns in a motion that allowed the other side to respond. If the contact included any substantive information (as happened with emails quite a bit), I would also disclose that information to the other side in a document that I filed in the casefile.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

While I was a Senior Administrative Law Judge for the Colorado State Personnel Board, the Board lost four out of three ALJs within two years. During that two-year period, I was at times the only ALJ, or one of only two ALJs. Even when we finally were able to replace the staff so we had a full complement of three ALJs, I was the only ALJ with experience. These staffing problems required that I create plans to manage the case load and to train the new ALJs as they came on board. I implemented a plan that triaged the case load by establishing priorities based primarily upon the statutory requirements applicable to Board cases. Work not related to the priority matters was limited or delegated. A recent review of the workload during this period of time showed that my plan and work during this period was a success. I was able to keep the cases moving and the applicable deadlines were met.

4. Which of your legal cases are you the most proud of and why?

I am most proud of the work I performed in an appeal before the Colorado Supreme Court in Lawley v. University of Northern Colorado. At the time of the appeal, I was general and appellate counsel for the Colorado State Personnel Board.

Lawley concerned a claim of unlawful discrimination during a layoff process. The State Personnel Board's ALJ who heard the case at trial had decided that the manager's denials on the stand that he had discriminated to be credible and worthy of adoption as a finding of fact. The Board, however, looked at the other facts of the layoff and found that the actions taken by the manager were tainted by unlawful discrimination. The Colorado Court of Appeals agreed that the ALJ's findings meant that there was no discrimination, and reversed the Board's decision. That set the stage for an appeal to the Colorado Supreme Court on the issue of whether the ALJ's factual finding on the intent of the manager controlled the issue of whether there had been unlawful discrimination. The Supreme Court agreed with my argument that the issue of discrimination was not entirely controlled by an evaluation of the subjective intent of the decision-maker, and that the Board was in a position to draw a different ultimate conclusion of discrimination based upon an evaluation of the full record.

This appeal was argued prior to the point where there was a fair amount of scholarship available on implicit bias, which is the recognition that people can and do act on biases often without conscious awareness of being biased. The Lawley decision, while not mentioning implicit bias, still allowed for implicit biases to be taken into account in the determination of whether there had been unlawful discrimination. That understanding of how biases are expressed is only now seeing a wider audience in legal arguments. The Colorado Supreme Court's decision in Lawley was ahead of the curve. I am proud of this case because I worked hard, represented my client and its interests very well, argued effectively for the court to adopt a correct understanding of how discrimination manifests itself in the real world, and obtained a favorable decision in a difficult case.

5. Describe your investigative philosophy.

I believe that the most thorough investigations are ones where the investigator starts with an effective plan, informed by a thoughtful evaluation of the types of violations that should be investigated given the

complaint filed. The plan should be implemented by a comprehensive collection of any and all information that may be relevant to the potential violations. In terms of witness interviews, the best investigators know how to create rapport and listen carefully, rather than to just ask questions. Additionally, good investigators know how to use silence. When asking questions, however, those questions should be broad enough not to lead witnesses and yet sufficiently focused on the critical details necessary to determine if there has been a violation. Good investigators are always searching for ways to corroborate the information they are receiving, so the scope of any thorough investigation will always be broad enough to check what is being presented as the truth of the matter. Finally, any good investigation will end with a report that accurately and completely captures the steps of the investigation and the information that was gathered.

6. 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?

As you will see when you review my resume, I have addressed similar issues in many of my prior positions. I have handled backlogs as an Administrative Law Judge addressing civil service appeals, and as a state Assistant Attorney General assigned to professional discipline cases. I have analyzed hundreds of incidents and policing performance standards as part of my work on the oversight bodies in Denver and Omaha. I have performed outreach activities or supported outreach activities in both of those cities, and I understand how hard it is to be visible to the community. I have worked to support boards and commissions while I served as general counsel to various state licensing boards. The CPOA position would make use of just about every professional skill I have learned in the last thirty years. The good news is that my skills and experiences cover the very wide breadth of needs that the CPOA will have.

7. What is your vision for the CPOA?

I want to develop the CPOA into one of the most effective professional standards review entities in the country. This means creating a fair and neutral process for deciding citizen complaints about policing, including a good mediation forum for the resolution of appropriate complaints. Effective review also means that the administrative office and the POB must develop an expertise in policing performance standards, particularly as those standards apply to the use of force. The CPOA needs to be willing to support best policing practices and to consistently insist that those standards be implemented and enforced. Finally, the CPOA needs to be highly visible to the community as well as to the APD.

8. 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.

I bring with me the curiosity and problem-solving skills of an investigator, the deliberate analytical skills and calm demeanor of a judge, and the public speaking and presentation skills of a teacher. All of these skills and experiences are useful when I am trying to solve problems or design new systems to handle issues. My saving grace is quite often that I have a sense of humor. I don't think I need to explain why that would be helpful in this job.

I also love to explore – new ideas, new situations, new designs, new places. This, in itself, is not a bad thing. In fact, this is one of the reasons I was such an effective investigator. I always looked under the rocks. But I can lose focus if I am not careful because I have such fun perusing a new line of thought. I have worked over the years to impose a level of discipline on my desire to chase the new thought or new angle.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

In my work as a commissioner on the Public Safety Review Commission in Denver, I had to work with a similar set of diverse stakeholders. I worked directly with the Denver Police Department, citizens who had filed complaints, the community at large, and our local media. The PSRC itself was a microcosm of the city, and brought together a group of diverse opinions and backgrounds. We found that the usual rules for forming good relationships apply to oversight work as well. Listen before you speak. Try to understand the other's point of view. Be willing to examine your ideas through the lens that others bring. Take the time, and be willing, to explain. Have a thick enough skin that you don't react to being questioned or opposed. Learn how to disagree respectfully. If the facts change, be willing to re-examine your opinion. The PSRC worked well during the years I was a member because the members of that commission wanted to have a good relationship with each other, our community, and our police department. That good relationship allowed us to get through any number of contested issues and not be torn apart as an oversight entity because of our many disagreements over the issues that we reviewed.

10. 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.

I have enough experience with police oversight to know how incredibly difficult it can be to create a system where civilian oversight plays an active role in how policing is performed within a jurisdiction. Albuquerque, however, is at a point where it may well be possible to make civilian oversight a part of the DNA of policing. The Settlement Agreement and the city ordinance include the overall best set of practices I have ever seen for an oversight entity. I understand how difficult and fraught this process of change could be, and I know it will take an incredible amount of effort. But if I can help bring an effective model of civilian oversight into fruition, all of those difficulties and that effort would be well worth it.

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.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

Denise DeForest

██████████ Denver, CO 80218

T: ██████████ E: ██████████

Objective To obtain a position that utilizes my decades of experience in investigation, law enforcement oversight, and professional discipline.

Teaching, Judging, and Prosecution Experience **Visiting Lecturer / Writing Advisor** **June 2014 - present**
University of Denver Sturm College of Law, Denver, CO – Teaching legal analysis skills in the Legal Analysis Strategies course for law students in their final semester and as part of the Bar Success program for graduates; counseling students and teaching workshops on substantive law tested by the Bar; researching and writing an article for publication on the legal test for intentional discrimination.

Senior Instructor **July 2005 – present**

Council for Licensure, Education and Regulation (CLEAR), Lexington, KY – Teaching investigative skills and strategy as part of the National Certified Investigator Training (NCIT) program for state and federal regulatory investigators; classes have been held in 25 states and in Canada.

Senior Administrative Law Judge **August 2005 – February 2015**

State Personnel Board and Office of Administrative Courts, State of Colorado, Denver, CO – Heard and decided bench trials in civil service employment disputes, including issues of unlawful discrimination and allegations of whistleblower retaliation; issued detailed written determinations of fact and conclusions of law after trial; issued preliminary recommendations on whether the Board should hear specific appeals; served as the settlement facilitator / mediator on more than a hundred employment disputes; resolved numerous discovery disputes and other pre-hearing matters through the issuance of written procedural orders; heard and decided disputes over state debt collection efforts, various benefits issues, and inclusion on the state child abuse registry.

Assistant Attorney General **August 1996 – January 2003**

Office of the Attorney General, State of Colorado, Denver, CO – Served as the disciplinary prosecutor, general counsel, and appellate counsel for state professional licensing boards; prosecuted administrative licensure cases over violations of professional standards and state civil court cases over unlicensed practice issues; participated in numerous formal and informal settlement conferences to resolve professional licensure violations, including license revocations and summary suspensions; served as general counsel and appellate counsel to the State Personnel Board.

Oversight
and
Investigative
Experience

Mayoral Aide / Program Assistant / Consultant

November 2002 – December 2005 .

Office of the Public Safety Auditor, Omaha, NE – Appointed as a mayoral aide to support the civilian oversight department for the city's police and fire departments; drafted policy memos, legal analysis memos, and audit recommendations for the auditor's quarterly and special reports.

Board Member

September 2002 – December 2005

National Association of Civilian Oversight of Law Enforcement (NACOLE) – Elected to the national board; assisted in the planning of three national conferences; prepared and presented training sessions at the conferences.

Chair, Vice Chair, and Member

March 1996 – August 2002

Public Safety Review Commission, City and County of Denver, CO – Appointed by the mayor to two terms as a Commissioner performing oversight of the city's police department.

Investigative Supervisor

October 1989 – June 1993

Criminal Justice Clinic, Georgetown University Law Center, Washington, D.C. – Taught criminal defense investigation to new clinic attorneys, third-year law students and investigative interns; served as the criminal justice clinic's primary investigator; investigated two death penalty appeals.

Investigator

February 1989 – October 1989

Special Committee on Investigations, Select Committee on Indian Affairs, United States Senate, Washington, D.C. – Investigated complaints received by the Special Committee; assisted with preparation of testimony and the final report to the Senate Select Committee.

Staff Investigator / Program Coordinator

August 1984 – February 1989 .

Public Defender Service for the District of Columbia, Washington, D.C. – Conducted field investigations on felony and juvenile cases; designed a training program for new intern investigators; recruited and trained over 100 investigative interns each year; supervised the work of a program associate.

Other
Related
Legal
Experience

Associate Attorney **August 1995 – July 1997**
Holme Roberts & Owen, L.L.C., Denver, CO – Served as a litigation associate in the public law group; assisted with the firm's *pro bono* litigation, including a death penalty *habeas* petition in federal court and a civil rights appeal in state court.

Judicial Law Clerk **October 1994 – August 1995**
Superior Court for the District of Columbia, Washington, D.C. – Clerked for the Honorable Stephanie Duncan-Peters; managed the motions portion of a civil docket of more than 500 civil cases and a felony criminal docket.

Education

Georgetown University Law Center, Washington, D.C.
Juris Doctorate - May 1994
 1st Place, Georgetown Trial Competition, 1992; Barristers' Council Trial Director, 1992 – 1994; Member, Georgetown national trial competition teams, 1992 – 1994; Dean's List in 1991, 1992 and 1993; Senior Editor, *Georgetown Journal of Legal Ethics*, 1992 – 1993; Staff member, *Georgetown Journal of Legal Ethics*, 1991 – 1992.
University of Virginia, Charlottesville, VA
Bachelor of Arts (Biology) - January 1987

Current
Licenses
and
Memberships

Colorado Supreme Court **Law License # [REDACTED] – October 1994**
Mediation Association of Colorado **Professional Member**

Additional
Presentations

- Presenter, "State Personnel Board Layoff Rules Training," CLE presentation - December 11, 2007 and February 5, 2009, Denver, CO.
- Presenter, "State Personnel Board Practices and Procedure Training," CLE presentation - December 16, 2005, Denver, CO.
- Coordinator of the Investigative Training Track and Co-Presenter, "Best Investigative Practices II: Evidence Collection," NACOLE National Conference - October 20, 2004, Chicago, IL.
- Co-Presenter and Training Designer, NACOLE Police Oversight Board Training - February 19 - 21, 2004, Key West, FL.
- Co-presenter and Author, Plenary Session: "Judging Credibility and Interviewing Tough Witnesses," NACOLE National Conference -- September 23, 2003, Los Angeles, CA.
- Lead Presenter, "Civilian Review: Basic Tools for Oversight of Disciplinary Cases," NACOLE National Conference -- September 23, 2003, Los Angeles, CA.
- Presenter, "Cases Out of Control: Sane Responses To Outrageous Conduct in Administrative Hearings," Colorado Office of the Attorney General, Business & Licensing Section CLE training session -- November 15, 2002, Denver, CO.

Denise DeForest

[REDACTED]
Denver, CO 80218



Professional References:

Prof. Scott Johns
University of Denver
Sturm College of Law
2255 East Evans Ave.
Denver, CO 80208
(303) 871-6763
Sjohns@law.du.edu

Prof. Johns runs the Bar Success program and has worked with me in my position as a teacher, counselor and writing advisor at DU.

Judge Pamela Sanchez
Colorado State Personnel Board
4th Floor
1525 Sherman St.
Denver, CO 80203
(303) 866-5059
Pamela.Sanchez@state.co.us

Judge Sanchez worked with me at the Colorado Attorney General's Office, and at the State Personnel Board.

Judge Tanya Light
Colorado Office of Administrative Courts
4th Floor
1525 Sherman St.
Denver, CO 80203
(303) 549-3710
Tanya.Light@state.co.us

Judge Light worked with me at the Colorado State Personnel Board.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24984825**

Name: Philip J. Dabney Address: [REDACTED]
Las Vegas, Nevada 89129
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, Nevada, [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? Yes
Types of positions you will accept: Regular
Types of work you will accept: Full Time , Part Time
Types of shifts you will accept: Day , Evening , Weekends , On Call (as needed)

Objective

To lead the Albuquerque Citizen Police Oversight Agency in its mission to improve the relationship between the police force and its citizenry, by overseeing the primary functions of the Agency and working with various constituents to carry out the functions in a successful manner.

Education**Professional**

Northern Illinois University College of Law
Law.niu.edu
8/1983 - 5/1986
DeKalb, Illinois

Did you graduate: Yes
College Major/Minor: Law
Units Completed: 6 Semester
Degree Received: Professional

College

Northern Illinois University
Niu.edu
8/1981 - 7/1983
DeKalb, Illinois

Did you graduate: Yes
College Major/Minor: Journalism
Units Completed: 4 Semester
Degree Received: Bachelor's

College

Black Hawk College
Www.bhc.edu
8/1977 - 8/1981
Moline, Illinois

Did you graduate: Yes
College Major/Minor: Pre Law
Units Completed: 4 Semester
Degree Received: Associate's

High School

Moline High School
8/1976 - 5/1977
Moline, Illinois

Did you graduate: Yes
Highest Level Completed: Other
Did you receive a GED? No
Degree Received: High School Diploma

Work Experience

Attorney Partner
9/2006 - 12/2015

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 10

Holland & Hart, LLP
9555 Hillwood Drive, second floor
Las Vegas , Nevada 89134
702-669-4621

Name of Supervisor: Patrick Reilly
- Administrative partner
May we contact this employer? No

Duties

Represent business clients in complex civil litigation matters, including commercial, construction and injury defense disputes; handle cases from inception through settlement or trial/arbitration, including fact investigation, pleadings creation, motion practice, discovery, mediation or other settlement means, trial or arbitration.

Serve as an arbitrator in commercial, construction and personal injury disputes.

Serve as a mediator in commercial, construction, personal injury and other disputes.

Serve as Justice of the Peace Tempore for Las Vegas Justice Court (similar to New Mexico Magistrate Courts), where I preside over fast-paced criminal calendars, preliminary hearings in felony criminal cases, misdemeanor criminal trials, pleas and sentencing, probable cause post-arrest determinations, landlord tenant disputes, drug and other specialty courts, and various civil matters, including small claims trials.

Serve as Short Trial Judge in civil matters in District Court (Nevada's general jurisdiction trial court). I preside as judge over damage cases where parties seek \$50,000 or less. The cases are tried in one day before a jury of four or the judge. Any verdict or findings of fact and conclusions of law becomes a final, appeal able judgment.

Reason for Leaving

Continue to serve as a partner at the firm; I have not departed.

Attorney and owner

1/2006 - 9/2006

Law offices of Philip j. Dabney
701 green valley Pkwy
Henderson, Nevada 89074

Hours worked per week: 50
Monthly Salary: \$0.00
May we contact this employer?
Yes

Duties

Same as Holland & Hart

Reason for Leaving

Joined Holland & Hart

Shareholder attorney

2/1994 - 12/2005

Haney Woloson & Mullins
1117 S. Rancho Drive
Las Vegas , Nevada 89102

Hours worked per week: 50
Monthly Salary: \$0.00
May we contact this employer? No

Duties

Same as Holland & Hart

Reason for Leaving

Better opportunities, the firm dissolved a year later

Certificates and Licenses

Type: Illinois Bar License (inactive)

Number:

Issued by: Illinois Attorney Registration & disciplinary Commission

Date Issued: 11 /1986 Date Expires:

Type: Nevada Bar License

Number: [REDACTED]

Issued by: State Bar of Nevada and Nevada Supreme Court

Date Issued: 7 /1988 Date Expires:

Type: New Mexico Bar license

Number: [REDACTED]

Issued by: State Bar of New Mexico

Date Issued: 4 /2012 Date Expires:

Type: Mediator 40-hour training certificate

Number:

Issued by: Peter Maida Mediation Training Program

Date Issued: 9 /1997 Date Expires:

Type: Arbitration training certificates

Number:

Issued by: American Arbitration Association and Clark County District Court

Date Issued: 5 /1994 Date Expires:

Type: Systematic Approach to Mediation Strategies

Number:

Issued by: Strauss Institute for Dispute Resolution, Pepperdine University

Date Issued: 6 /2012 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Additional Information

Member, New Mexico Supreme Court Alternative Dispute Resolution Commission, since 2014

Member, Los Alamos, NM Rotary Club, since June 2015

AV rated attorney by Martindale Hubbell since mid 1990s

References

Personal

Evensen, Lars

Attorney, Partner, Holland & Hart

9555 Hillwood Drive

Second floor

Las Vegas, Nevada 89134

702-325-1618

Levensen@hollandhart.com

Professional

Israel, Hon. Ron

Judge, Eighth Judicial District Court, Clark County, Nevada

Regional Justice Center

200 Lewis Ave.

Las Vegas, Nevada 89155

702-671-3631

Professional

Levin, David

New Mexico AOC Magistrate Courts Division, co-chair, NM
Supreme Court ADR Commission
2905 rodeo Park Drive East
Bldg 5
Santa Fe , New Mexico 87505
505-4700175
Aocdpl@nmcourts.gov

Professional

Sullivan, Hon. Diana

Judge, Las Vegas Justice Court
Regional Justice Center
200 Lewis Ave.
Las Vegas , Nevada 89155
702-671-0482
Jennifer.clark@clarkcounty.gov

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A: Not applicable

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: Not applicable

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A: Not applicable

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Northern Illinois University College of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: Nevada, New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: My experience and training in criminal investigation arises from my service in Justice Court as a pro tempore judge, where I hear evidence of criminal investigations pertaining to cases before me and render decisions based on that evidence. I receive renewed training for the position that includes some investigative training every two years.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I routinely represent clients in court trials, arbitrations, administrative proceedings, and various settlement proceedings. I also routinely preside over criminal and civil cases as a judge, arbitrator, mediator and hearing officer.

CPOA DIRECTOR APPLICANT RESPONSES TO WRITTEN EXERCISE

Name: Philip Dabney

Firm/Employer: Holland & Hart

Address: [REDACTED], Las Vegas, NV 89129

Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

ANSWER -- Within the next 12 months, CPOA must show meaningful efforts to engage the citizens of Albuquerque in the process of improving the APD and minimizing incidents of police abuse and negative police relations with the citizenry. This must be done through timely and objective investigations and responses or resolutions of complaints made by citizens about police action or conduct, and through meaningful dialogue with the various communities within the City about the issues that brought the community to this juncture and how to address and resolve those issues.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

ANSWER -- In recent appointments as an arbitrator and mediator, I have made disclosures about my relationships with attorneys, experts, parties and witnesses. These disclosures are made to provide the parties with transparent information about my knowledge of and relationships with the various participants in the arbitration or mediation. The parties use the information to determine whether they believe I can fairly and objectively hear and decide a contested arbitration, or whether I can help parties resolve a mediated dispute without any hidden biases or prejudices. In most cases, the parties proceeded with me as arbitrator or mediator. In a few instances, the parties found something in my disclosure that led them to object to my serving. In all cases, full disclosure assured a fair and objective outcome for the parties.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

ANSWER -- I was involved in managing a complex construction dispute where we represented a general contractor against an owner in a commercial project. The parties were embroiled in a fact-intensive fight over myriad construction issues. By the time I became involved the case was in early discovery in an arbitration with a Panel of three arbitrators. Millions of documents were being assembled and depositions were being planned of key witnesses.

The client had a serious problem -- the two witnesses with the most helpful knowledge for the client had been fired by the client for stealing materials. One of those witnesses also faced criminal prosecution. The case could not be won without the critical testimony of these witnesses and their assistance in culling through the multitude of documents to get to the best evidence supporting the client's claims and defenses.

I took responsibility for getting the full cooperation and assistance of these witnesses in a manner that did not create an appearance to the Panel or opposing counsel that their testimony was coerced, contrived or otherwise improperly obtained. I contacted each of these individuals and met with them separately. I communicated the importance of their roles on this project and the factually inappropriate positions the owner was taking about critical factual issues. I succeeded in convincing them to help with the case, without making inappropriate promises or threats.

These two gentlemen indeed proved instrumental in the overwhelming success of the case for the client. Their testimony and assistance won significant issues on construction changes and owner interference that occurred on the job, and their factual knowledge helped to defeat many unreasonable positions taken by the owner in the case.

4. Which of your legal cases are you the most proud of and why?

ANSWER -- I started representing abused and neglected children in family court on a pro bono basis about a dozen years ago. These are the weakest, most powerless individuals in our social structure. They have suffered abuse or neglect at the hands of those responsible for raising them. They have physical and emotional scars. They have no voice in their future, especially in Nevada, where there is no state-funded guardian and advocacy group to represent the interests of children or at least to look after their best interests.

My representation of these children occurs through a program called Child Advocacy Program sponsored by the Legal Aid Center of Southern Nevada. I represent their interests and am their voice to the court. I am very proud of this work, especially when my efforts assist in providing a stable and lasting family life for my clients, where they can develop, stabilize and get the love and attention they need while they prepare for their adult lives.

5. Describe your investigative philosophy.

ANSWER -- investigations are intended to find out the truth, or as close to the truth as the evidence will lead. In order for that to happen, an investigation must be objectively undertaken, using all the tools available to compete a thorough and comprehensive search for all available facts and information. The investigation must be timely and efficient with identifiable results reported as soon as practicable and in a succinct and direct manner.

6. 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?

ANSWER -- I have a background of experience, training and personal qualities that has led me to successfully lead in situations where order and resolution must be brought in conditions of chaos and discord. For example:

A. As a journalist, I learned to gather facts and write stories on deadline. I became managing editor and editor in chief of my daily student newspaper, where I succeeded in publishing a daily newspaper in very chaotic conditions. Later, as the owner of a small newspaper I took on similar challenges with a smaller staff and limited budget.

B. As a litigation attorney, I've become adept at finding the crucial facts and points in a case early on, and focusing the litigation on exposing those facts and points in the most successful manner for meeting the client's objectives.

C. As a part time Justice Court Judge, I preside over an extremely heavy case load consisting of hundreds of matters involving felony and misdemeanor criminal cases, landlord and tenant disputes, small civil matters and orders of protection. I efficiently and methodically review each matter and make snap decisions on how the issue or issues in each matter must be decided at that moment. I articulate my decisions in a manner that can be properly documented for the record and that is appropriate for the situation. I have never left a day's calendar incomplete.

D. As a District Court Short Trial Judge, I preside over day-long jury trials. I am adept at helping counsel prepare their cases cooperatively and sufficiently in advance of the trial that they can successfully complete their trial in a single day. I also preside over civil bench trials where I render findings of fact and conclusions of law, which are incorporated into final and appealable judgments.

E. As an arbitrator, I successfully hear evidence in disputes and render fair and impartial decisions in those disputes in a timely and efficient manner.

F. As a mediator, I assist parties in overcoming impasse and finding a way to resolve intractable disputes.

7. What is your vision for the CPOA?

ANSWER -- CPOA is a piece of an overall program to improve the quality of policing in Albuquerque and restore public confidence in the Police Department. CPOA's role is to become the bridge that brings the public and the Albuquerque Police Department together in a way that eliminates "us versus them" and creates the opportunity to develop a level of trust and respect among the citizenry and their police force. My vision for CPOA is to overcome the obstacles of mistrust, misunderstanding and fear that has developed from past issues and create an environment where the lines of communication are open and the difficult issues we all face on the streets of our cities can be discussed, explored and understood

among the stakeholders -- from the beat cop, to the chief, to the residents of every neighborhood in the city.

8. 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.

ANSWER --

A. Judicial temperament -- my years of experience as a part time judge have helped me develop a rational and reasonable disposition in the most challenging and difficult circumstances. At the same time, I have the ability to be firm and unbending when necessary.

B. Arbitral knowledge and experience -- judges follow the rules of evidence and often act as "gatekeepers" of evidence for juries. As an arbitrator I have special training and substantial experience taking in very type of evidence -- including evidence that is not admissible in court -- and place appropriate weight on that evidence. This quality will be particularly helpful in reviewing and weighing evidence from investigations to determine what appropriate findings to render.

C. Mediation training and experience -- having the skills and training to help disputants come to resolution would be an extremely valuable tool for this position. Situations will arise that will require the director to resolve citizen complaints against APD in a way that would be productive, empowering and beneficial for all concerned. What better way to handle such disputes than with mediation tools?

D. Litigation training and legal knowledge -- as a 29-year attorney, I come with a wealth of knowledge and experience that will allow me to quickly understand factual and legal issues that may require fast answers or resolutions. My ability to get to the heart of the matter will prove valuable in critical situations.

E. Outsider with no political ties -- this role requires a person who has no connections to any of the stakeholders. As an outsider from another city, I certainly qualify. In addition, my legal background has not included representation of police, unions, criminal defendants, governmental agencies or civil rights parties. The only exception to that statement is I served as the voluntary legal director for the ACLU of Nevada for two years in the early 1990s and represented a group of homeless men challenging a loitering statute during that time frame.

F. Character weakness -- in my personal life I have had a tendency to be passive aggressive in some relationships. I work hard to overcome that tendency in my personal life and to keep it out of my professional life, by being direct and forthright in my communications.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

ANSWER – As a mediator, I have collaboratively worked with parties who have divergent views in a dispute and helped them to bridge their gaps and arrive at a resolution of their disputes. The most recent case was a several million dollar construction dispute between a public body and a local contractor whose primary owner was a known political figure. The dispute was not difficult to resolve, but the individuals involved had reached a level of acrimony that eclipsed their ability to see the economic and political benefits of a private resolution. I spent the day working on getting the parties past the acrimony and toward a peaceful end to their dispute that was privately reached with terms that were both economically and politically beneficial to both parties.

In addition, I have employed mediation skills to work with opposing counsel in a recent ten-party, complex construction litigation, to create a ground work early in the case for eventual resolution. The case involved two lawsuits filed in separate counties by separate parties. Each lawsuit arose out of the same facts and circumstances and involved both millions of dollars of damages and an ongoing dispute between a county government and a private utility company. Motion practice on either or both of the lawsuits could have taken months, if not years, to resolve before getting to the substance of the disputes in the cases. I requested and obtained agreement among all counsel and their clients to engage in an early settlement conference in one jurisdiction. The goal of the settlement conference was to get the parties to buy into a process where the parties would engage in a limited amount of discovery that would run jointly among both cases, then would participate in a multi-party mediation with a private mediator. With the able assistance of the settlement judge, we reached agreement in the manner I recommended and chose a mediator and a rough time frame for mediating the disputes. We were able to bypass significant motion practice and duplicative discovery and get to the substance of the dispute quickly. We also were able to eventually settle the dispute in a manner that did no further harm to the relationship between the county and the utility and that solved the construction issues at hand in a fair and reasonable manner.

I have engaged multiple and diverse groups and stakeholders in the Las Vegas community through the electoral process. In 2010 I ran for District Court Judge in the Eighth Judicial District Court in Clark County, Nevada. I made presentations and spoke to every available group with an interest in the judicial elections, which are non-partisan in Nevada. These groups included political organizations from both sides of the aisle; professional groups; senior groups; neighborhood organizations; various minority and ethnic groups; veteran groups; and groups organized based on sexual orientation. I met and interviewed with Union, veterans and other groups in order to obtain endorsements for the election. I walked door to door to get my message to prospective voters in the county. I participated in endorsement interviews with the local newspapers and a local political news show called Ralston Reports, where various candidates were interviewed during the election cycle. The end result of this process was I won the primary, defeating three opponents, but I lost the general election by less than 1 percent of more than 500,000 votes cast. The experience was challenging but very rewarding in terms of learning about the community and the many diverse groups that make up the Las Vegas Valley.

10. 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.

ANSWER -- I am a resident of Las Vegas, Nevada. I also live part time in Los Alamos, New Mexico, with my wife and her children. My legal practice currently is primarily in Nevada, but I became licensed in

New Mexico as an attorney in 2012. I am a Commissioner on the Supreme Court of New Mexico Alternative Dispute Commission. If hired for the position I would locate to Albuquerque.

REFERENCES

Hon. Ron Israel

District Court Judge, Department 28, Eighth Judicial District Court

702-671-3631; email address depatlc28@clarkcountycourts.us

Judge Israel and I have known each other for 12-15 years and ran against different opponents in the 2010 judicial election using the same manager.

Hon. Diana Sullivan

Las Vegas Justice Court Justice of the Peace, Department 12

702-671-0842

Jennifer.clark@clarkcountynv.gov (Judge Sullivan's JEA)

Judge Sullivan and I have known each other for more than 15 years. She was a practicing attorney when I met her and had several matters involving her. Now I sit for her as an alternate Justice of the Peace when she is not available.

Lars Evensen, Esq.

702-669-4631

lkevensen@hollandhart.com

Lars and I have known each other for about a dozen years. We are partners at Holland & Hart and have worked together on many cases.

David Levin, Esq.

Co-Chair, New Mexico Supreme Court ADR Commission

505-470-0175

aocdpl@nmcourts.gov

Mr. Levin and I have known each other for about a year. I met him through my position as a Commissioner on the ADR commission.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 8751392**

Name: Stephanie Y. Lopez Address: [REDACTED]
Albuquerque, New
Mexico 87114 US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Preference: Email

Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico [REDACTED]

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$90,000.00 per year

Are you willing to relocate? No

Types of positions you will accept: Regular

Types of work you will accept: Full Time

Types of shifts you will accept: Day

Objective

I am eager to take the next step in my career: a position that will fully utilize my experience and education.

Education**Graduate School**

Texas Tech University School of Law
www.law.ttu.edu/
6/1995 - 5/1998
Lubbock, Texas

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Doctorate

College

University of Texas at San Antonio
www.utsa.edu
8/1993 - 11/1994
San Antonio, Texas

Did you graduate: Yes
College Major/Minor: Criminal Justice - Legal
Studies emphasis
Units Completed: 4 Semester
Degree Received: Bachelor's

College

University of Texas at El Paso
www.utep.edu/
1/1991 - 8/1993
El Paso, Texas

Did you graduate: No
College Major/Minor: Criminal
Justice/Psychology
Units Completed: 8 Semester
Degree Received: No Degree

High School

Riverside High School
www.yisd.net/
9/1986 - 5/1990
El Paso, Texas

Did you graduate: Yes
Highest Level Completed: Other
Did you receive a GED? No
Degree Received: High School Diploma

Work Experience**Assistant City Attorney**

7/2014 - 5/2015

City of Rio Rancho
ci.rio-rancho.nm.us

Hours worked per week: 50
Monthly Salary: \$6,041.00
of Employees Supervised: 2
Name of Supervisor: Jennifer Vega-Brown -
City Attorney

3200 Civic Center Circle NE, 4th floor
Rio Rancho, New Mexico 87144
505-891-5003

May we contact this employer? No

Duties

Assist in planning, development and implementing the duties and responsibilities of the Office of the City Attorney. Represent the City in legal proceedings before city, state and federal courts and agencies; provided advice to the Mayor, Governing Body, City Manager and Department Directors; represent the City in municipal and district court as prosecutor in criminal matters relating to city ordinance violations; participate in all aspects of criminal prosecution including, discovery, interviews, motion practice, trial and appeals; frequent interaction with representatives from law enforcement, defense counsel, court services, Judicial Branch, employees and victims; handle litigation, land use, contracts, tort liability, planning, zoning, property, labor and personnel law; and supervise support staff.

Reason for Leaving

Political situation - left during probationary period.

Assistant City Attorney

7/2012 - 6/2014

City of Albuquerque - Litigation Division
cabq.gov
1 Civic Center Plaza
Albuquerque, New Mexico 87102
505-768-4500

Hours worked per week: 40

Monthly Salary: \$5,833.00

of Employees Supervised: 2

Name of Supervisor: Stephanie Griffin -
Deputy City Attorney

May we contact this employer? Yes

Duties

Represent the City in a variety of legal proceedings at the local, state and federal level; assure legal issues resolved within City policy guidelines; consult and provide legal advice to City officials, departments and agencies; frequent interactions with Risk Management, clients, and department supervisors; monitor changes in laws (local, state and federal); participate in all aspects of civil litigation involving alleged police civil rights violations, personal injury, and premise liability cases including discovery, depositions, motion practice, trial and appeal; and supervise support staff.

Reason for Leaving

Accepted position prosecuting criminal offenses for the City of Rio Rancho.

Associate Attorney

9/2011 - 7/2012

Lastrapes, Spangler and Pacheco, PA
lsplegal.com
333 NM 528, Ste. 401
Rio Rancho, New Mexico 87114
505-892-3607

Hours worked per week: 50

Monthly Salary: \$5,833.00

of Employees Supervised: 2

Name of Supervisor: Christopher Pacheco -
Partner

May we contact this employer? Yes

Duties

Draft, review and negotiate acquisition and leasing contracts, including purchase and sales contracts, leases, easements, encroachments, amendments and assignments; coordinate and negotiate with municipal governments on zoning and developments issues; ensure compliance with all deadlines associated with each transaction; frequent interaction with clients, building owners, property managers, real estate brokers, surveyors, title companies, opposing counsel and lenders; work with corporate clients to ensure state and federal HR work place compliance, assist and advise on employment manuals, termination and hire offers; draft, review and prepare wills, trusts and other estate planning documents; handle probate matters; prepare and handle simple criminal matters for current clients; monitor changes in laws (local, state and federal); participate in all aspects of civil litigation including discovery, depositions, motion practice and trial; and supervise support staff.

Reason for Leaving

Medical issues with daughter. Eventually accepted another employment position.

Assistant and Interim County Attorney

10/2009 - 5/2011

Hours worked per week: 60

Monthly Salary: \$5,270.00

of Employees Supervised: 3

Sandoval County, New Mexico
www.sandovalcounty.com
1500 Idalia Road, Building D
Bernalillo, New Mexico 87004
(505) 404-5812

Name of Supervisor: Juan Vigil - County
Manager
May we contact this employer? Yes

Duties

Develop and implement Legal Department goals to meet County needs and objectives; plan, organize, coordinate and direct Legal Department operations; represent the County in a variety of legal proceedings in the local, state and federal level administrative hearings of before courts; review, approve, and negotiate legal issues; assure legal issues resolved within County policy guidelines; consult and provide legal advice to County officials, departments and agencies; attend County Commission Meetings and Planning and Zoning Commission meetings to provide legal advice and information, and present findings and recommendations; represent the County in litigation, negotiations, settlements, labor union matters, contracts, leases, personnel matters, personal injury and property matters, criminal prosecutions and zoning enforcements; develop and monitor department budget, approve budget expenditures; as well as oversee and coordinate the Voters Right Coordinators under DOJ Federal Consent Decree. Responsible for reviewing drafts of ordinances, resolutions, contracts, administrative policies, rules and regulations and other written documents required in the operation of County government for compliance with legal requirements. Required to draft legally defensible documents as well as researching and writing opinions in regard to case law and/or administrative practices. Responsible for reviewing policy and policy initiatives to ensure compliance with State and Federal laws and regulations; prosecution of criminal and civil cases in Magistrate and District Court and representing the County in criminal and civil litigation as well as appellate work. Represent the County in all employee administrative appeals.

Reason for Leaving

Political position - change in County Manager and composition of County Commission. Accepted employment with a real estate firm.

Assistant Trial Attorney Felony Domestic Violence Division

11/2008 - 10/2009

Second Judicial District Attorney's Office
www.da.state.nm.us/
520 Lomas Blvd. NW
Albuquerque, New Mexico 87114
(505) 841-7100

Hours worked per week: 40
Monthly Salary: \$4,291.00
of Employees Supervised: 0
Name of Supervisor: Mark Benford - Deputy
District Attorney
May we contact this employer? Yes

Duties

Duties included: screening and handling felony cases involving both misdemeanor and felony charges (including but not limited to assault, battery, csp, and homicide cases) with a domestic violence component. Coordinate prosecution with indicted and unindicted cases in order to resolve cases early through plea agreements or jury trials. Required to assist in trial teams, perform non-criminal statutory duties as assigned, and supervise or mentor entry level attorneys and/or staff. Required to have considerable knowledge in the areas of criminal prosecution, rules of evidence and rules of criminal procedure; public relations skills, organizational skills, basic computer skills, effective trial skills; ability to draft legal documents, ability to work effectively with other criminal justice agencies, ability to communicate effectively, ability to research/analyze information and situations. Daily interactions with representatives from the Public Defender Department, Court Services Departments, Judicial Branch, law enforcement agencies, private defense bar and victims.

Reason for Leaving

accepted position in Sandoval County

Employment Discrimination Agent

1/2007 - 10/2007

Utah Labor Commission - Antidiscrimination and Labor
Division
www.laborcommission.utah.gov/
160 E. 300 S. Ste. 300
Salt Lake City, Utah 84111
(801) 530-6800 or (8

Hours worked per week: 40
Monthly Salary: \$3,261.00
of Employees Supervised: 0
Name of Supervisor: Sharon Reynolds -
Human Resources Director
May we contact this employer? Yes

Duties

Duties include: receiving, mediating (for early resolution), investigating, and resolving charges of employment discrimination by enforcing the Utah Antidiscrimination Act of 1965 as well as Title VII of the 1964 Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act. Responsible to act as a resource to both employees and employers concerning laws, policies and procedures, which prohibit employment discrimination based on race, color, national origin, gender, religion, age, and disability, as well as pregnancy, childbirth, or pregnancy related conditions. I am required to deliver presentations, stand up training, or instruction to staff, management, clients, or the general public. Required to facilitate or lead hearings, meetings, teams, or work groups to encourage participation, build mutual trust, respect and cooperation among participants. Additionally, I am required to have the legal knowledge and experience to conduct fact finding conferences, on-sight reviews, subpoenaing witnesses, administering oaths and taking affidavits. Responsible for preparing documents consisting of concise decisions based upon facts of case interpretations of law and compliance with state and federal standards. I have attended and completed the Equal Employment Opportunity Commission, Level I Investigator Training.

Reason for Leaving

Family medical issues

Assistant Trial Attorney Special Proceedings Division

7/2004 - 4/2006

Second Judicial District Attorney's Office
www.da.state.nm.us/
520 Lomas Blvd. NW
Albuquerque, New Mexico 87102
(505) 841-7100

Hours worked per week: 40

Monthly Salary: \$3,644.00

of Employees Supervised: 0

Name of Supervisor: Susan Page - Deputy District Attorney

May we contact this employer? Yes

Duties

Duties included: screening and handling probation violation cases that include new felony charges. Coordinate prosecution with trial attorneys (indicted cases) and grand jury (in-indicted cases) in order to resolve cases early through plea agreements or probation violation hearings. Represent the office in the District Court Mental Health Court program, extradition proceedings, as well as assist in civil commitments and treatment guardianship hearings. Daily interactions with representatives from the Public Defender Department, court Services Departments, Judicial Branch, Probation and Parole Department, private defense bar and victims. Required to have the legal knowledge and experience to handle felony and misdemeanor cases. Responsible for consultation, support services, and training to staff attorneys regarding competency to stand trial, dangerousness and mental health court. Assisted in delivering presentations, stand up training, and instruction to the cadet academies at both the Bernalillo County Sheriff's Department and the Albuquerque Police Department. Daily interactions with the local US Attorney's Office regarding federal prosecution of illegal immigrant re-entry and felons in possession of firearms under Project Exile.

Reason for Leaving

Family relocation to Utah

Public Defender Attorney Levels 1, 2 and 3

6/2000 - 6/2004

New Mexico Public Defender Department
www.pdd.state.nm.us/
505 Marquette, Ste. 120
Albuquerque, New Mexico 87102
(505) 841-5100

Hours worked per week: 40

Monthly Salary: \$3,605.00

of Employees Supervised: 2

Name of Supervisor: Judith Reed - PPublic Defender 4, Mental Health Unit

May we contact this employer? No

Duties

Adult Mental Attorney duties included: preparation of cases in advance for competency docket, Metro Mental Health Court program and the District Mental Health Court program. Aided in creation, format and structure for both mental Health Court programs. Daily interactions with representatives from the District Attorney's Office, Court Services Departments, Judicial Branch, consumers and community service providers. Required to have the legal knowledge and experience to independently handle clients with severe mental health issues involved in criminal cases, including misdemeanor, felony and capital crimes. Duties included providing training, consultation, co-counsel and support services to attorneys (staff, contract and private) and others around the state regarding competency to stand trial and other

related legal issues. Assisted in delivering presentations, stand up training, or instruction to staff, attorneys, clients, and consumers in the general public relating to both civil and criminal mental health law. Directly responsible for training newly hired level 2 attorney in our unit. Formal training I have assisted in include: consumer community groups, department wide MAT (mental health action team) training, department wide new employee training, and Metropolitan Unit competency and Mental Health Court training.

Adult Misdemeanor Attorney duties included: preparation of cases in advance for criminal trial docket. Required to have the legal knowledge and experience to independently handle clients facing criminal charges, have the legal knowledge and experience to independently handle clients facing criminal charges, including petty and high court misdemeanors, as well as city code (criminal, housing ordinance and animal ordinance) violations. I was required to have the legal knowledge and experience to handle arraignments, motion hearings, pretrial conferences, bench trials and jury trials. Daily interactions with representatives from the District Attorney's Office, Court Services Departments, Judicial Branch, community service providers, clients and the victims. Unit representative for department wide MAT (mental health action team).

Reason for Leaving

Accepted position at DA's Office

Certificates and Licenses

Type: Anti-Discrimination Agent Investigator Training:
Level I

Number:

Issued by: Equal Employment Opportunity Commission

Date Issued: 2 /2007 Date Expires:

Type: Bar License

Number: [REDACTED]

Issued by: New Mexico State Bar

Date Issued: 5 /2000 Date Expires:

Type: UNM Law School Basic Mediation Training

Number:

Issued by: UNM Law School

Date Issued: 6 /2011 Date Expires:

Skills

Office Skills

Typing: 45

Data Entry: 0

Additional Information

Miscellaneous

BOARD MEMBER: National Latino Behavioral Health Association July 2008 - present

Miscellaneous

BOARD MEMBER: Mesa View United Methodist Church Board of Trustees August 2010 - present

Professional Memberships

New Mexico Municipal League Membership July 2012 - present

References

Professional

Saiz, Rachel

PreTrial Services Director Second Judicial District Court
400 Lomas Blvd. NW

Albuquerque, New Mexico 87102
(505) 841-5463
albdres@nmcourts.gov

Professional
Miller, Patricia
Director Human Resources and Risk Management,
Sandoval County
1500 Idalia Road, Bldg. D
Bernalillo, New Mexico 87004
[REDACTED]
pmiller@sandovalcountynm.gov

Professional
Cook, Robert
Judge - Rio Rancho Municipal Court
500 Quantum Road NE
Rio Rancho, New Mexico 87124
[REDACTED]

Resume

Text Resume

Attachments

Attachment	File Name	File Type
resume.docx	resume.docx	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: July 2014

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Texas Tech University School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 4 years to less than 5 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 12 years to less than 13 years

7. Q: Briefly describe your experience in criminal investigation.

A: As both a defense attorney and prosecutor I participated in all aspects of criminal investigation. As a defense attorney I reviewed police reports, complaints, discovery, interviewed officers, witnesses, victims and defendants to compile an accurate/complete representation of events. As a prosecutor, I was charged with the same tasks, however, if there was sufficient evidence, I would formally charge a suspect with a crime either through grand jury presentation and/or information. Additionally, I would be called out to homicide crime scenes in order to ensue compliance with local, state and federal laws as well as help prepare search and arrest warrants for APD and BCSO.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Throughout my career I have participated in administrative and judicial processes at local, state and federal levels. I have represented clients in administrative hearings (employment, workers compensation, probation violations, EEOC) as well as in municipal, magistrate, metropolitan, district and federal court. As the Interim County Attorney for Sandoval County, I represented the County in federal court relating to a Department of Justice Consent Decree dealing with Native American voting rights. I have drafted ordinances, resolutions, administrative policies, rules and regulations and other written documents required in the operation of county government for compliance with county, state and federal law.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 14, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spi/findsettle.php#newmexico>

Please provide the following information:

Name: Stephanie Y. Lopez
Firm/Employer: self employed
Address: [REDACTED], Albuquerque, NM 87114
Phone: [REDACTED] 6 cell; [REDACTED] home

1. After reviewing the City of Albuquerque 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?

The CPOA has been tasked with building a bridge between the citizens of Albuquerque and CABQ/APD, whom, many see as intertwined. For years those in authoritative positions have turned their eyes to the actions of a few. There has been little if no accountability for the actions of the few which mar the entire department. While APD's motto is "in step with our community" it has never truly communicated with the community. There is a clear "us versus them" mentality when it comes to the police department and those they are tasked with serving and protecting. It must be made clear that the CPOA plays no part in this mentality. Neutrality and objectivity must be the most important goal to achieve within the next 12 months. Neutrality tempered with compassion must be made and maintained at all times. The CPOA must handle all matters objectively, be willing to appoint a special investigator if conflicts arise, provide investigative results in a timely manner, and respond to both the citizens of Albuquerque and CABQ/APD in a professional manner. It is this objectivity and neutrality which will serve as the building blocks for the bridge between the two groups.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

While serving as Interim County Attorney for Sandoval County I was tasked with providing legal advice to the elected officials on the County Commission. The County Manager and three of the five County Commissioners began to be at odds with each other over two or three major county endeavors. I was asked by the Commission to review the County Manager's contract and prepare a memorandum (essentially a "how to guide") regarding termination of the contract. After reviewing and researching the matter, I prepared a memorandum regarding the contract itself, applicable contract law and the proper steps to be followed in order to terminate the contract while minimizing possible legal repercussions. Three of the five Commissioners did not agree with my analysis and asked that I support or endorse the actions they wished to take regarding termination of the contract. Based on my review and research, I could not in good conscious endorse their position as it would place the Commission and County in jeopardy of facing a breach of contract lawsuit. The Commission voted, 3 to 2, to terminate the contract against my legal advice. A breach of contract lawsuit was filed a few months after the Commission vote and a settlement was eventually reached in the matter.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

Sandoval County was under a consent decree with the Department of Justice regarding the Native American Voting Rights project. For several decades the County had been in violation of Native American voting rights. In 1988, a consent decree was entered requiring the County Attorney's Office to oversee compliance with the decree and manage the Native American Voting Rights project. This required the County Attorney's Office to essentially take on some roles/duties typically assigned to the Clerk's Office during election time (the elected clerk was a named discriminator in the lawsuit filed by the DOJ which prevented her office from monitoring/supervising the program). During my tenure as Interim County Attorney, the county was in an election cycle. In reviewing the prior documents and remedial measures, it became apparent that the prior administration had not met many of the DOJ's scheduled remedies. Failure to meet these timelines would result in the County Commission being held in contempt by the assigned federal court. An emergency hearing in front of the Commission was held in order to update the commissioners on the status of the Consent Decree as well as the efforts made to come into total compliance with the Decree. I presented a request for a budgetary increase and it was approved. I worked closely with the County's Pueblo and Navajo Nation election information representatives to ensure the County had adequate polling locations, translators (written and verbal), poll workers, training and publication for the state and federal elections. A comprehensive report detailing these elections, including voter turnout information, was compiled and prepared for the DOJ. As a result of the hard work put forth by the legal department and Native American election information representatives, I was able to negotiate a change to the consent decree resulting in fewer federal guidelines for the 2012 election cycle.

4. Which of your legal cases are you the most proud of and why?

Throughout the years I have represented clients in bench trials, jury trials and administrative hearings at local, state and federal court levels. With the exception of a brief period of time working at a real estate firm, I have always been a public servant. Being a public servant is a great responsibility and an opportunity to make a difference not only for the public as a whole but for each individual in society. In 2002 I was assigned to the Metropolitan Unit at the New Mexico Public Defender Department. I appeared alongside a client for sentencing in front of the then chief judge. During my conversations with my client, it became readily apparent that he was suffering from some sort of impairment (I believed it to be a developmental disability). Under the criminal code, competency may be raised at any time during the criminal process, as such, I raised competency and asked that sentencing be stayed until an evaluation could be conducted. This brought much ire from the presiding judge who claimed I was using this as a stalling technique in order to keep my client from jail. The judge contacted my division supervisor who supported the judge's position and asked that I withdraw my motion. I respectfully declined my supervisors request to withdraw my motion and after a forensic evaluation, it was found that my client did indeed suffer from developmental disabilities and was in fact incompetent to stand trial. A referral to a department social worker was made and assistance from ARC and other agencies was given this individual. In standing up for my client against the court and even my own supervisor, I was able to make a difference in his individual life. My duties and responsibilities as an attorney were perfectly aligned with my duties as a public servant.

5. Describe your investigative philosophy.

As a Criminal Justice major, I remember a three step process that was often repeated in several of my classes: gather evidence, identify a suspect and support an arrest. While these three initial steps serve the basis of many criminal cases, my investigative philosophy has expanded based on my experience and training as an EEOC Discrimination Agent, criminal defense attorney, criminal prosecutor and civil attorney. My core process remains the same whether I am investigating a criminal matter, an employment issue or looking at a case from a civil liability perspective. Throughout this investigative process, it is important to stay objective (not be swayed by parties based on their interview statements or testimony), be persistent (continue to look for all relevant

facts even if they are not easily obtained), not be paralyzed or overwhelmed by the investigation and not make assumptions. The first step in any investigative process is fact gathering. Good fact finding ensures that the information upon which we form our conclusions and recommendations is credible. In this step I look for any and all relevant information. Such information includes but is not limited to: police reports, interviews of witnesses and officers involved in the incident, departmental and internal affairs memoranda, reports generated by prosecuting attorney offices, written or unwritten rules or practices/SOPS/orders, lapel video, belt tape audio, CADs, 911 recordings, photographs, and other tagged evidence. Once I have gathered and reviewed all possible relevant information, it is important to next research and review the applicable legal standards needed to determine whether there is probable cause for criminal charges to be filed, a preponderance of the evidence that a civil violation has occurred, or objectively reasonable justifications for such actions under state/federal law. The information gathered must be analyzed and applied to the relevant legal standards. It is the combination of fact finding and legal analysis which leads to the third prong in the investigative process: evaluation. It is during the evaluation of the case that one may identify factors that caused or contributed to the underlying crime, employment issue or civil liability. Such evaluation may lead to the formulation of a legal defense theory in a criminal matter, may serve as the basis for a plea offer, may lead to suggested changes in policy and procedure, methods of training and recruitment in employment matter, etc.

6. 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?

Like many others, I have encountered road bumps, whether anticipated or not, in the majority of my career. I have faced exceedingly large dockets with little staff support, back logs of cases that needed to be managed while at the same time receiving new cases that needed to be investigated and resolved, lack of financial resources, and uncompleted (for whatever reason) projects from previous administrations, to name a few. Like many others, I have been successful in some endeavors and unsuccessful in others. I am just as comfortable working as a team player as I am leading or coaching the team. I am happy to work on an individual project or on a group assignment. Having been both a prosecutor and a defense attorney I am able to interact with various stakeholders, understanding their positions and views on situations, job responsibilities and duties. However, it is the fact that I am a true public servant that makes me uniquely qualified to take the helm of this organization and move it forward.

A public servant should exemplify integrity, selflessness and excellence in all they do. Integrity is the willingness to do what is right, even when no one is looking. While the promise of a 40 hour work week has been made more than once, in order to effectively represent my clients, a 60+ hour work week has become the new normal. The public entrusts government employees with vast amounts of resources and authorities. Putting personal interests aside and serving the greater good; challenging oneself to be better and never being completely satisfied; always looking for ways to improve – these are the characteristics of a true public servant. Daily acts of excellence create the type of society we want to live in. I made it a practice early on in my career to give 110%. This level of hard work and dedication has followed me throughout my career and I have never shied away from a challenge or large work load. It is this dedication to public service that makes me uniquely qualified to direct the CPOA.

7. What is your vision for the CPOA?

The CPOA has been tasked with building a bridge between the City of Albuquerque/APD and its citizenry whose responsibility it is to serve and protect. The CPOA must not only communicate and cooperate with community and civic leaders regarding major incidents, it must also reassure the public that the investigations it is conducting regarding allegations of police misconduct, have been completed fairly, thoroughly and impartially. These objective independent reviews and audits must be resolved in a manner which engenders trust, thus creating higher confidence in the police force. The bridge is completed by the CPOA conveying the concerns and needs of the community to the police and reporting to the community how the police are performing. The bridge allows greater accountability, management of risk, protection of civil rights and the creation of effective

policing through improved trust. By reviewing and auditing cases, patterns or practices of potential civil rights violations can be recognized and addressed. Improvements to management, supervision, and training through policies and procedures can be made to the police department and city government. In turn, any implementations made to address these issues would then be reported to the citizenry via the CPOA. By addressing issues, investigating and promoting constitutional policing, mutual trust and respect may be built between APD and the citizenry.

8. 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.

Based on my educational and work experience I feel that I bring a wide array of assets to this position. I am able to interact with a wide variety of stakeholders, such as law enforcement, civil bar, criminal defense attorneys, mental health providers, etc.. With this ability to interact comes a level of understanding and appreciation for the "other side of the coin." As a career public servant I bring a level of hard work, integrity and dedication to the table – always knowing that I am accountable to the greater community. As a trained mediator it is my goal to look for resolution when possible. I am constantly striving accept the fact that sometimes resolutions are not always what one expects or hopes for. In fact a resolution often finds everyone winning a little and losing a little. I also bring to the table a level of stubbornness and resolution to not give up until an answer is found. This stubbornness can occasionally create additional work and I have to remind myself to take a step back and breath.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

I began my legal career with the New Mexico Public Defender Department. While in the Metropolitan Unit, I encountered numerous clients who suffered from either undiagnosed or untreated mental health or developmental disability issues. After spending two years as an attorney in the Metropolitan Court, I interviewed for and accepted a position in the NMPDD Mental Health Unit. I was responsible for the competency docket as well as providing training, consultation, co-counsel and support services to attorneys (staff and contract), consumer groups and service providers throughout the state regarding civil and criminal mental health law, competency to stand trial and other legal services. I began to interact daily with NMPDD staff, the private defense bar, representatives from the prosecution, Court Services Departments, Judicial Branch, various law enforcement agencies, medical and counseling service providers, victims and family members. The interactions with my clients and this diverse group of stakeholders caused me to question the "revolving door" in the criminal justice system faced by individuals with mental health or developmental disability issues.

I began meeting with representatives from the District Attorney's Office, the Metropolitan and District Court Pretrial Services Divisions, the Metropolitan and District Court Judicial Branch, the University of New Mexico Mental Health Hospital, and the Metropolitan Detention Center Psychiatric Services on a bi-weekly basis to discuss this "breakdown" in our community and criminal justice system which seemed to result in this "revolving door". As the representative for the NMPDD, the largest law firm in the state, I also served as representative for the defense bar in these discussions. Our goals were to create a system where an individual who suffered from either an undiagnosed or untreated mental health issue or developmental disability, who was legally competent to stand trial, would be placed in a specialty court and provided assistance with housing, medications, counseling, employments skills, educational opportunities, etc. in order to create a full circle spectrum continuum of care with the expectation that these services and support would aid in decreasing the number of

recidivism in such individuals. In spite of the seemingly conflicting roles of the District Attorney's Office, the Metropolitan Detention Center, the NMPDD and the Judicial Branch, all parties were able to recognize the need of such a specialty court for both misdemeanor and felony defendants. In 2003 and 2004 the first mental health court programs in the state of New Mexico were begun in Albuquerque. I aided in the creation, formation and structure of both the Metropolitan Court and Second Judicial District Court programs. These specialty courts are still in place today and have served as models for similar programs in Donna Ana County, Sandoval County and Santa Fe County.

10. 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.

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.

Judge G. Robert Cook
City of Rio Rancho Municipal Court
[REDACTED]
office 505-891-5987
cell [REDACTED]

Judge Cook may provide information as to my ability to independently assess a criminal case in order to find its true value, ability to work with the court system, the police department and criminal defense attorneys. He can discuss my case load management and ability to move cases through both the municipal court docket and criminal appeals docket.

Patricia Miller
Sandoval County HR Director
pmiller@sandovalcountynm.gov
office 505-404-5831
cel [REDACTED]

Ms. Miller may provide information as to my ability to work with various departments in local government. She can discuss my work ethic, investigative manner in HR matters as well as my organizational and management skills.

Susan Page, Esq.
[REDACTED]
home [REDACTED]

Ms. Page may provide information as to my role in the creation and formation of the mental health court programs at both metropolitan and district court in Albuquerque. Additionally, she can discuss my work ethic, organizational skills and ability to interact with various stakeholders.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 8751392**

Name: Stephanie Y. Lopez Address: 10605 Olympic Place NW
Albuquerque, New
Mexico 87114 US
Home Phone: (505) 717-1282 Alternate Phone: (505) 681-2426
Email: lopezpack@msn.com Notification Preference: Email
Former Last Name: Month and Day of Birth: 06/16

Personal Information

Driver's License: Yes, New Mexico , 121216922 , Class D
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$90,000.00 per year
Are you willing to relocate? No
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day

Objective

I am eager to take the next step in my career: a position that will fully utilize my experience and education.

Education**Graduate School**

Texas Tech University School of Law
www.law.ttu.edu/
6/1995 - 5/1998
Lubbock, Texas

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Doctorate

College

University of Texas at San Antonio
www.utsa.edu
8/1993 - 11/1994
San Antonio, Texas

Did you graduate: Yes
College Major/Minor: Criminal Justice - Legal
Studies emphasis
Units Completed: 4 Semester
Degree Received: Bachelor's

College

University of Texas at El Paso
www.utep.edu/
1/1991 - 8/1993
El Paso, Texas

Did you graduate: No
College Major/Minor: Criminal
Justice/Psychology
Units Completed: 8 Semester
Degree Received: No Degree

High School

Riverside High School
www.yisd.net/
9/1986 - 5/1990
El Paso, Texas

Did you graduate: Yes
Highest Level Completed: Other
Did you receive a GED? No
Degree Received: High School Diploma

Work Experience**Assistant City Attorney**

7/2014 - 5/2015

City of Rio Rancho
ci.rio-rancho.nm.us

Hours worked per week: 50
Monthly Salary: \$6,041.00
of Employees Supervised: 2
Name of Supervisor: Jennifer Vega-Brown -
City Attorney

3200 Civic Center Circle NE, 4th floor
Rio Rancho, New Mexico 87144
505-891-5003

May we contact this employer? No

Duties

Assist in planning, development and implementing the duties and responsibilities of the Office of the City Attorney. Represent the City in legal proceedings before city, state and federal courts and agencies; provided advice to the Mayor, Governing Body, City Manager and Department Directors; represent the City in municipal and district court as prosecutor in criminal matters relating to city ordinance violations; participate in all aspects of criminal prosecution including, discovery, interviews, motion practice, trial and appeals; frequent interaction with representatives from law enforcement, defense counsel, court services, Judicial Branch, employees and victims; handle litigation, land use, contracts, tort liability, planning, zoning, property, labor and personnel law; and supervise support staff.

Reason for Leaving

Political situation - left during probationary period.

Assistant City Attorney

7/2012 - 6/2014

City of Albuquerque - Litigation Division
cabq.gov
1 Civic Center Plaza
Albuquerque, New Mexico 87102
505-768-4500

Hours worked per week: 40

Monthly Salary: \$5,833.00

of Employees Supervised: 2

Name of Supervisor: Stephanie Griffin -
Deputy City Attorney

May we contact this employer? Yes

Duties

Represent the City in a variety of legal proceedings at the local, state and federal level; assure legal issues resolved within City policy guidelines; consult and provide legal advice to City officials, departments and agencies; frequent interactions with Risk Management, clients, and department supervisors; monitor changes in laws (local, state and federal); participate in all aspects of civil litigation involving alleged police civil rights violations, personal injury, and premise liability cases including discovery, depositions, motion practice, trial and appeal; and supervise support staff.

Reason for Leaving

Accepted position prosecuting criminal offenses for the City of Rio Rancho.

Associate Attorney

9/2011 - 7/2012

Lastrapes, Spangler and Pacheco, PA
lsplegal.com
333 NM 528, Ste. 401
Rio Rancho, New Mexico 87114
505-892-3607

Hours worked per week: 50

Monthly Salary: \$5,833.00

of Employees Supervised: 2

Name of Supervisor: Christopher Pacheco -
Partner

May we contact this employer? Yes

Duties

Draft, review and negotiate acquisition and leasing contracts, including purchase and sales contracts, leases, easements, encroachments, amendments and assignments; coordinate and negotiate with municipal governments on zoning and developments issues; ensure compliance with all deadlines associated with each transaction; frequent interaction with clients, building owners, property managers, real estate brokers, surveyors, title companies, opposing counsel and lenders; work with corporate clients to ensure state and federal HR work place compliance, assist and advise on employment manuals, termination and hire offers; draft, review and prepare wills, trusts and other estate planning documents; handle probate matters; prepare and handle simple criminal matters for current clients; monitor changes in laws (local, state and federal); participate in all aspects of civil litigation including discovery, depositions, motion practice and trial; and supervise support staff.

Reason for Leaving

Medical issues with daughter. Eventually accepted another employment position.

Assistant and Interim County Attorney

10/2009 - 5/2011

Hours worked per week: 60

Monthly Salary: \$5,270.00

of Employees Supervised: 3

Sandoval County, New Mexico
www.sandovalcounty.com
1500 Idalia Road, Building D
Bernalillo, New Mexico 87004
(505) 404-5812

Name of Supervisor: Juan Vigil - County
Manager
May we contact this employer? Yes

Duties

Develop and implement Legal Department goals to meet County needs and objectives; plan, organize, coordinate and direct Legal Department operations; represent the County in a variety of legal proceedings in the local, state and federal level administrative hearings of before courts; review, approve, and negotiate legal issues; assure legal issues resolved within County policy guidelines; consult and provide legal advice to County officials, departments and agencies; attend County Commission Meetings and Planning and Zoning Commission meetings to provide legal advice and information, and present findings and recommendations; represent the County in litigation, negotiations, settlements, labor union matters, contracts, leases, personnel matters, personal injury and property matters, criminal prosecutions and zoning enforcements; develop and monitor department budget, approve budget expenditures; as well as oversee and coordinate the Voters Right Coordinators under DOJ Federal Consent Decree. Responsible for reviewing drafts of ordinances, resolutions, contracts, administrative policies, rules and regulations and other written documents required in the operation of County government for compliance with legal requirements. Required to draft legally defensible documents as well as researching and writing opinions in regard to case law and/or administrative practices. Responsible for reviewing policy and policy initiatives to ensure compliance with State and Federal laws and regulations; prosecution of criminal and civil cases in Magistrate and District Court and representing the County in criminal and civil litigation as well as appellate work. Respresent the County in all employee administrative appeals.

Reason for Leaving

Political position - change in County Manager and composition of County Commission. Accepted employment with a real estate firm.

Assistant Trial Attorney Felony Domestic Violence Division

11/2008 - 10/2009

Second Judicial District Attorney's Office
www.da.state.nm.us/
520 Lomas Blvd. NW
Albuquerque, New Mexico 87114
(505) 841-7100

Hours worked per week: 40
Monthly Salary: \$4,291.00
of Employees Supervised: 0
Name of Supervisor: Mark Benford - Deputy
District Attorney
May we contact this employer? Yes

Duties

Duties included: screening and handling felony cases involving both misdemeanor and felony charges (including but not limited to assault, battery, csp, and homicide cases) with a domestic violence component. Coordinate prosecution with indicted and unindicted cases in order to resolve cases early through plea agreements or jury trials. Required to assist in trial teams, perform non-criminal statutory duties as assigned, and supervise or mentor entry level attorneys and/or staff. Required to have considerable knowledge in the areas of criminal prosecution, rules of evidence and rules of criminal procedure; public relations skills, organizational skills, basic computer skills, effective trial skills; ability to draft legal documents, ability to work effectively with other criminal justice agencies, ability to communicate effectively, ability to research/analyze information and situations. Daily interactions with representatives from the Public Defender Department, Court Services Departments, Judicial Branch, law enforcement agencies, private defense bar and victims.

Reason for Leaving

accepted position in Sandoval County

Employment Discrimination Agent

1/2007 - 10/2007

Utah Labor Commission - Antidiscrimination and Labor
Division
www.laborcommission.utah.gov/
160 E. 300 S. Ste. 300
Salt Lake City, Utah 84111
(801) 530-6800 or (8

Hours worked per week: 40
Monthly Salary: \$3,261.00
of Employees Supervised: 0
Name of Supervisor: Sharon Reynolds -
Human Resources Director
May we contact this employer? Yes

Duties

Duties include: receiving, mediating (for early resolution), investigating, and resolving charges of employment discrimination by enforcing the Utah Antidiscrimination Act of 1965 as well as Title VII of the 1964 Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act. Responsible to act as a resource to both employees and employers concerning laws, policies and procedures, which prohibit employment discrimination based on race, color, national origin, gender, religion, age, and disability, as well as pregnancy, childbirth, or pregnancy related conditions. I am required to deliver presentations, stand up training, or instruction to staff, management, clients, or the general public. Required to facilitate or lead hearings, meetings, teams, or work groups to encourage participation, build mutual trust, respect and cooperation among participants. Additionally, I am required to have the legal knowledge and experience to conduct fact finding conferences, on-sight reviews, subpoenaing witnesses, administering oaths and taking affidavits. Responsible for preparing documents consisting of concise decisions based upon facts of case interpretations of law and compliance with state and federal standards. I have attended and completed the Equal Employment Opportunity Commission, Level I Investigator Training.

Reason for Leaving

Family medical issues

Assistant Trial Attorney Special Proceedings**Division**

7/2004 - 4/2006

Second Judicial District Attorney's Office
www.da.state.nm.us/
520 Lomas Blvd. NW
Albuquerque, New Mexico 87102
(505) 841-7100

Hours worked per week: 40

Monthly Salary: \$3,644.00

of Employees Supervised: 0

Name of Supervisor: Susan Page - Deputy
District Attorney

May we contact this employer? Yes

Duties

Duties included: screening and handling probation violation cases that include new felony charges. Coordinate prosecution with trial attorneys (indicted cases) and grand jury (in-indicted cases) in order to resolve cases early through plea agreements or probation violation hearings. Represent the office in the District Court Mental Health Court program, extradition proceedings, as well as assist in civil commitments and treatment guardianship hearings. Daily interactions with representatives from the Public Defender Department, court Services Departments, Judicial Branch, Probation and Parole Department, private defense bar and victims. Required to have the legal knowledge and experience to handle felony and misdemeanor cases. Responsible for consultation, support services, and training to staff attorneys regarding competency to stand trial, dangerousness and mental health court. Assisted in delivering presentations, stand up training, and instruction to the cadet academies at both the Bernalillo County Sheriff's Department and the Albuquerque Police Department. Daily interactions with the local US Attorney's Office regarding federal prosecution of illegal immigrant re-entry and felons in possession of firearms under Project Exile.

Reason for Leaving

Family relocation to Utah

Public Defender Attorney Levels 1, 2 and 3

6/2000 - 6/2004

New Mexico Public Defender Department
www.pdd.state.nm.us/
505 Marquette, Ste. 120
Albuquerque, New Mexico 87102
(505) 841-5100

Hours worked per week: 40

Monthly Salary: \$3,605.00

of Employees Supervised: 2

Name of Supervisor: Judith Reed - PPublic
Defender 4, Mental Health Unit

May we contact this employer? No

Duties

Adult Mental Attorney duties included: preparation of cases in advance for competency docket, Metro Mental Health Court program and the District Mental Health Court program. Aided in creation, format and structure for both mental Health Court programs. Daily interactions with representatives from the District Attorney's Office, Court Services Departments, Judicial Branch, consumers and community service providers. Required to have the legal knowledge and experience to independently handle clients with severe mental health issues involved in criminal cases, including misdemeanor, felony and capital crimes. Duties included providing training, consultation, co-counsel and support services to attorneys (staff, contract and private) and others around the state regarding competency to stand trial and other

related legal issues. Assisted in delivering presentations, stand up training, or instruction to staff, attorneys, clients, and consumers in the general public relating to both civil and criminal mental health law. Directly responsible for training newly hired level 2 attorney in our unit. Formal training I have assisted in include: consumer community groups, department wide MAT (mental health action team) training, department wide new employee training, and Metropolitan Unit competency and Mental Health Court training.

Adult Misdemeanor Attorney duties included: preparation of cases in advance for criminal trial docket. Required to have the legal knowledge and experience to independently handle clients facing criminal charges, have the legal knowledge and experience to independently handle clients facing criminal charges, including petty and high court misdemeanors, as well as city code (criminal, housing ordinance and animal ordinance) violations. I was required to have the legal knowledge and experience to handle arraignments, motion hearings, pretrial conferences, bench trials and jury trials. Daily interactions with representatives from the District Attorney's Office, Court Services Departments, Judicial Branch, community service providers, clients and the victims. Unit representative for department wide MAT (mental health action team).

Reason for Leaving

Accepted position at DA's Office

Certificates and Licenses

Type: Anti-Discrimination Agent Investigator Training:
Level I

Number:

Issued by: Equal Employment Opportunity Commission

Date Issued: 2 /2007 Date Expires:

Type: Bar License

Number: 12215

Issued by: New Mexico State Bar

Date Issued: 5 /2000 Date Expires:

Type: UNM Law School Basic Mediation Training

Number:

Issued by: UNM Law School

Date Issued: 6 /2011 Date Expires:

Skills

Office Skills

Typing: 45

Data Entry: 0

Additional Information

Miscellaneous

BOARD MEMBER: National Latino Behavioral Health Association July 2008 - present

Miscellaneous

BOARD MEMBER: Mesa View United Methodist Church Board of Trustees August 2010 - present

Professional Memberships

New Mexico Municipal League Membership July 2012 - present

References

Professional

Saiz, Rachel

PreTrial Services Director Second Judicial District Court
400 Lomas Blvd. NW

Albuquerque, New Mexico 87102
(505) 841-5463
albdres@nmcourts.gov

Professional

Miller, Patricia

Director Human Resources and Risk Management,
Sandoval County
1500 Idalia Road, Bldg. D
Bernalillo, New Mexico 87004
(505) 235-1853
pmiller@sandovalcountynm.gov

Professional

Cook, Robert

Judge - Rio Rancho Municipal Court
500 Quantum Road NE
Rio Rancho, New Mexico 87124
(505) 250-9817
[REDACTED]

Resume

Text Resume

Attachments

Attachment	File Name	File Type
resume.docx	resume.docx	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: July 2014

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Texas Tech University School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 4 years to less than 5 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 12 years to less than 13 years

7. Q: Briefly describe your experience in criminal investigation.

A: As both a defense attorney and prosecutor I participated in all aspects of criminal investigation. As a defense attorney I reviewed police reports, complaints, discovery, interviewed officers, witnesses, victims and defendants to compile an accurate/complete representation of events. As a prosecutor, I was charged with the same tasks, however, if there was sufficient evidence, I would formally charge a suspect with a crime either through grand jury presentation and/or information. Additionally, I would be called out to homicide crime scenes in order to ensue compliance with local, state and federal laws as well as help prepare search and arrest warrants for APD and BCSO.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Throughout my career I have participated in administrative and judicial processes at local, state and federal levels. I have represented clients in administrative hearings (employment, workers compensation, probation violations, EEOC) as well as in municipal, magistrate, metropolitan, district and federal court. As the Interim County Attorney for Sandoval County, I represented the County in federal court relating to a Department of Justice Consent Decree dealing with Native American voting rights. I have drafted ordinances, resolutions, administrative policies, rules and regulations and other written documents required in the operation of county government for compliance with county, state and federal law.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 9772603**

Name: Dawn M. Reynolds Address: [REDACTED] Dallas, Oregon 97338
Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, Oregon , Class C
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$100,000.00 per year
Are you willing to relocate? Yes
We would require moving expenses from Oregon state to New Mexico.
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , Weekends

Objective**Education****Professional**

University of Idaho College of Law
8/1989 - 6/1992
Moscow, Idaho

Did you graduate: Yes
College Major/Minor: Art and Science of Advocacy
Units Completed: 6 Semester
Degree Received: Professional

Professional

Washington State University
8/1984 - 6/1985
Pullman, Washington

Did you graduate: Yes
College Major/Minor: Teaching Certification
Units Completed: 2 Semester
Degree Received: Professional

Graduate School

University of Washington
7/1976 - 6/1978
Seattle, Washington

Did you graduate: Yes
College Major/Minor: English Literature
Units Completed: 12 Quarter
Degree Received: Master's

Graduate School

University of Washington
[Unspecified Start] - 1978
Seattle, Washington

Did you graduate: Yes
College Major/Minor: English Literature
Degree Received: Master's

College

University of Washington
9/1974 - 6/1976
Seattle, Washington

Did you graduate: Yes
College Major/Minor: English Literature and Fine Arts
Degree Received: Bachelor's

College

University of Washington

Did you graduate: Yes
College Major/Minor: English

9/1974 - 5/1976
Seattle, Washington

Literature & Fine Arts/Geology
Degree Received: Bachelor's

Work Experience

Vice President
5/2010 - Present

Elite Performance Assessment Consultants, LLC
Thousand Oaks, California 91362
805-231-2836

Hours worked per week: 40
Monthly Salary: \$5,000.00
of Employees Supervised: 3
Name of Supervisor: Randy
Khatami - President
May we contact this employer?
Yes

Duties

Elite Performance Assessment Consultants (EPAC) provides performance audit services and training to public safety and law enforcement agencies to reduce risk and liability, improve performance and build community trust. EPAC plans, performs and analyzes risk assessments of existing law enforcement agencies and conducts site specific audits and reviews. Provides in-depth analysis of public safety training, policies and practices.

1

Works with clients to plan and design instruments and conduct performance audits which conform to Generally Accepted Government Auditing Standards (GAGAS) established by the federal government. Provides professional training, teaches as a Certified Instructor with the California Police Officers Safety and Training (POST) and the Robert Presley Institute for Criminal Investigation (ICI). Courses include Preparation for Court, Presenting Testimony and Evidence, and Managing Risk and Liability.

Reason for Leaving

Still with them.

Partner
5/2010 - 5/2010

Brissenden & Reynolds, Attorneys at Law, LLC
Eugene, Oregon

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this
employer?

Duties

Developed instruments for measuring internal affairs investigations and their outcomes to increase objectivity, transparency and accountability. Worked closely with a Civilian Review Board to identify areas of police training and policy that needed to be addressed. Monitored and reviewed internal affairs investigations to improve thoroughness and objectivity. Managed the process by which civilians complained about police performance and conduct and ensured the process was open to as many people as possible. Conducted interviews, performed research into applicable legal standards and best practices. Analyzed data, prepared reports to managers, commissions, local policy makers and the public.

Project Director
1/1986 - 5/1988

International Agricultural Trade Program, Washington State
University
Washington State University
Pullman, Washington 99163

Hours worked per week: 40
Monthly Salary: \$3,000.00
of Employees Supervised: 5
Name of Supervisor: Bob
Thomas - Director
May we contact this employer?
Yes

Duties

to1988.
Obtained funding and developed a series of teleconferences on international agricultural trade. Designed and implemented programs that represented the first use of multiple satellites to link separate conference broadcast sites. Live, interactive conversations between experts (including the U.S. Secretaries of State and Agricultures) on separate panels at

Washington State, the University of Nebraska and the University of Georgia, were broadcast to a national audience which could call in with questions.
Assistant General Manager: Washington State University, Educational

Reason for Leaving

The project was completed and my husband and I went on sabbatical.

Assistant Manager

9/1984 - 5/1986

Telecommunications and Technology, Edward R. Murrow
Communications
Washington State University
Pullman, Washington 99165

Hours worked per week: 40
Monthly Salary: \$2,500.00
of Employees Supervised:
50
Name of Supervisor: Dennis
Haarsager - Manager
May we contact this employer?
Yes

Duties

of a staff of fifty full-time and one hundred fifty part-time employees.

Lead a management team in developing long-range goals for public radio and television and development of the statewide Washington Educational Telecommunications Systems.

Prepared and negotiated contracts related to the development of a regional microwave system for the long-distance learning system.

Coordinated student training opportunities within the department.

3

Prepared grant applications and consulted on the development of radio and television programming and development.

Reason for Leaving

to direct a grant project

Community Relations Director

1/1981 - 8/1984

Bellevue College
3000 Landerholm Cir SE
Bellevue, Washington 98007
(425) 564-1000

Hours worked per week: 40
Monthly Salary: \$4,000.00
of Employees Supervised: 3
Name of Supervisor: Paul
Thompson - President
May we contact this employer?
Yes

Duties

Member of the five-person senior management team responsible for all internal and external media management, lobbying state and local governments, and fund-raising.

Worked to ensure healthy labor and employment relationships among administration, staff and faculty as well as promote student concerns and support the needs of the Board of Directors.

Initiated the BC Foundation.

Principal writer and editor of \$900,000.00 grant benefiting a cooperative program for a consortium of community colleges in the Puget Sound area.

Solicited the first educational grant awarded by the Microsoft Corporation.

Organized a statewide conference bringing together 500 participants and leaders from Labor, Business and Education, and initiated a statewide survey to determine attitudes and awareness of the community college system within the state.

Reason for Leaving

Married and moved to Pullman, Washington

Certificates and Licenses

Type: Licensed in Oregon

Number: [REDACTED]

Issued by: Oregon State Bar Association

Date Issued: 6 /2004 Date Expires:

Type: Teaching Certification , K-12, Washington State University,
Pullman, Washington, Honors

Number:

Issued by: Washington State University

Date Issued: 6 /2004 Date Expires:

Type: Current Certifications: Certified Law Enforcement Auditor
(CLEA), Certified Instructor

Number:

Issued by: International Law Enforcement Auditors Association

Date Issued: 8 /2010 Date Expires:

Type: Certified Civilian Oversight Practitioner

Number:

Issued by: National Association for Civilian Oversight of Law Enforcement (NACOLE)

Date Issued: 9 /2009 Date Expires: 9 /2016

Type: Certified Civilian Oversight Practitioner (NACOLE)

Number:

Issued by: National Association for Civilian Oversight of Law Enforcement

Date Issued: 9 /2011 Date Expires: 9 /2018

Type: Alternative Dispute Resolution, University of Washington

Number:

Issued by: University of Washington Law School

Date Issued: 2 /1996 Date Expires:

Type: License to Practice Law

Number: [REDACTED]

Issued by: Washington State Bar Association (originally Washington Supreme Court)

Date Issued: 11 /1992 Date Expires:

Type: License to Practice in Federal Court

Number:

Issued by: US Federal District Court Washington

Date Issued: 6 /1994 Date Expires:

Type: Federal Court Oregon

Number:

Issued by: US Federal District Court- Oregon

Date Issued: 2 /2004 Date Expires:

Type: License to Practice in US Supreme Court

Number:

Issued by: US Supreme Court

Date Issued: 6 /2006 Date Expires:

Skills

Office Skills

Typing: 60

Data Entry: 0

Additional Information

Professional Associations

Washington State Bar Association (inactive)

Professional Associations

Oregon State Bar Association, former Board of Governors

Professional Associations

Professional Memberships & Service: : Board of Directors Member for the National

Professional Associations

Association for Civilian Oversight of Law Enforcement (NACOLE) Chair of the Strategic Planning

Professional Associations

International Law Enforcement Auditors Association (ILEAA); Federal Bar Association, Oregon

Professional Associations

Civil Rights; Past: Oregon Bar Association: Board of Governors, President Polk County Bar

Professional Associations

Association; American Civil Liberties Union-Washington Affiliate, Member, Board of Directors

Professional Associations

Diocesan Council for the Episcopal Diocese of Oregon including the Vision Committee

Honors & Awards

Juris Doctor, 1992, University of Idaho College of Law, Moscow Idaho. Honors-- International Trial Lawyers Association

Honors & Awards

University of Washington, BA and MA summa cum laude

Technical

Excellent legal research skills.

References

Professional

Brissenden, Richard

Attorney

134 E 19th Avenue

Eugene, Oregon 97401

541-344-5102

rick@justicesalem.com

Professional

Beamud, Cristina

Executive Director--Civilian Investigative Panel

970 SW 1st St. Suite 305

Miami, Florida 33130

404-323-2312

Professional

Wilkinson, Kate

Director of Litigation Services - Oregon School Boards Association
201 Court St NE PO Box 1068
Salem, Oregon 97308

Resume**Text Resume****Attachments**

Attachment	File Name	File Type
15.07.15Al.NMCover Letter.pdf	15.07.15Al.NMCover Letter.pdf	Cover Letter
2015.Dawn.Reynolds.Resume.pdf	2015.Dawn.Reynolds.Resume.pdf	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of Idaho, College of Law
Moscow, ID

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: Oregon

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I have worked as a prosecutor and public defender requiring the review of thousands of pages of reports. I have worked with law enforcement officers to advise them on issues of evidence and relevancy. As a member of the federal criminal appeals panels in Oregon and Washington, I have reviewed thousands of reports and challenged them. I have taught a California POST course for investigators on presenting evidence in court proceedings and I have taught Criminal Procedure at to CJ majors at Washington State University. As a trained police auditor I have designed, conducted and analyzed systemic audits of police internal affairs investigations as well as IA policies and training programs.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have represented clients before administrative agencies ranging from land use boards to hearings before ALJ's on employment, health and human services and public utilities. I am detail oriented and have the ability to understand the substantive and procedural standards specific to individual agencies. I received 40 hours training to serve as a judge while practicing in Washington State and worked in municipal courts and circuit courts in cases involving traffic, misdemeanors, code violations and domestic violence.

Dawn M. Reynolds, JD, CLEA, CPO
Elite Performance Assessment Consultants, LLC

Email: [REDACTED]

Education:

Juris Doctor, 1992, University of Idaho College of Law, Moscow Idaho. Honors-- International Trial Lawyers *"Distinguished Achievement in the Art and Science of Advocacy."*

Teaching Certification 1985, K-12, Washington State University, Pullman, Washington, Honors.

Master of Arts, English Literature, 1978, University of Washington, Seattle, Washington, *summa cum laude*.

Bachelor of Arts, English Literature and Fine Arts, 1976, University of Washington, Seattle, Washington, *summa cum laude*.

Summary of Qualifications:

- Over twenty-five years experience as an attorney in both the public and private sector with significant experience in public administration and as a performance auditor.
- Licensed in Oregon, Washington (inactive), Federal District Court, the Ninth Circuit and the US Supreme Court.
- Analytical, organized, innovative and possess the necessary judgment, objectivity and integrity to work effectively in achieving solutions and results.
- Excellent research and investigative skills.
- Management, administrative and long-range planning experience.
- Communications and outreach experience for higher education and municipal government.

Professional Experience:

Current: Vice President, Elite Performance Assessment Consultants, LLC: (May 2010-present).

- Elite Performance Assessment Consultants (EPAC) provides performance audit services and training to public safety and law enforcement agencies to reduce risk and liability, improve performance and build community trust.
- EPAC plans, performs and analyzes risk assessments of existing law enforcement agencies and conducts site specific audits and reviews.
- Provides in-depth analysis of public safety training, policies and practices.

- Works with clients to plan and design instruments and conduct performance audits which conform to Generally Accepted Government Auditing Standards (GAGAS) established by the federal government.
- Provides professional training, teaches as a Certified Instructor with the California Police Officers Safety and Training (POST) and the Robert Presley Institute for Criminal Investigation (ICI). Courses include Preparation for Court, Presenting Testimony and Evidence, and Managing Risk and Liability.

Partner, Brissenden & Reynolds, Attorneys at Law, LLC: Current

The firm provides general counsel to families, small businesses and non-profits, as well as direct representation in state, tribal and federal court. Ms. Reynolds specializes in Elder Law and Estate Planning.

May 2008-May 2010 Deputy Police Auditor/Interim Auditor, City of Eugene, Oregon.

- Developed instruments for measuring internal affairs investigations and their outcomes to increase objectivity, transparency and accountability.
- Worked closely with a Civilian Review Board to identify areas of police training and policy that needed to be addressed.
- Monitored and reviewed internal affairs investigations to improve thoroughness and objectivity.
- Managed the process by which civilians complained about police performance and conduct and ensured the process was open to as many people as possible.
- Conducted interviews, performed research into applicable legal standards and best practices.
- Analyzed data, prepared reports to managers, commissions, local policy makers and the public.

Relevant Licenses:

Current Licenses Held: Oregon State Bar Association, Federal Bar Association, U.S. Supreme Court; Washington State Bar Association (inactive),

Relevant Certifications:

Current Certifications: Certified Law Enforcement Auditor (CLEA), Certified Instructor for the California Commission on Police Officers Standards and Training (POST). Certified Police Oversight Practitioner (NACOLE); Alternative Dispute Resolution, University of Washington College of Law.

Attorney—Private Practice. November 1992-May 2008.

- Advised and represented clients, non-profit groups and public agencies in local, state and federal court and before a range of regulatory agencies.
- Served as Assistant City Attorney for Monmouth, Oregon and Dallas, Oregon and as an attorney for the Confederated Tribes of the Colville Reservation, Washington and the Coeur d'Alene Tribe in Idaho.

- Cleared large (2,000 +) backlogs of civil and criminal cases in the Dallas and Monmouth municipal courts
- Assisted in rewriting municipal and tribal codes in the areas of land use, criminal proceedings and child welfare. Was successful in codifying the right to counsel on the Coeur d'Alene reservation.
- Worked as a cooperating attorney for the American Civil Liberties Union in Washington and in Idaho.
- Represented clients on a variety of issues relating to free speech, employment discrimination based on sexual orientation, disabilities and gender and denial of due process.
- As a member of the Federal Bar Association and member of the Federal Appeals Panels for both Washington and Oregon, represented indigent criminal defendants in US District Court and in the Ninth Circuit in complex federal criminal and habeas appeals.
- Six years (1993-1999) as a Municipal Court Judge and Judge Pro Tem in Washington and completed 40 hours of training for sitting judges in that state. Completed 40 hours Mediation training at the University College of Law and 40 hours training for professional guardians in Washington State.
- Adjunct faculty at the University of Idaho's Law School and Washington State University's Criminal Justice Program. The courses included Criminal Procedure, Indian Law and Alternative Dispute Resolution.

Relevant Administrative Experience:

Project Director: International Agricultural Trade Program, Washington State University, College of Agriculture, Pullman, Washington. 1986 to 1988.

- Obtained funding and developed a series of teleconferences on international agricultural trade.
- Designed and implemented programs that represented the first use of multiple satellites to link separate conference broadcast sites. Live, interactive conversations between experts (including the U.S. Secretaries of State and Agriculture) on separate panels at Washington State, the University of Nebraska and the University of Georgia, were broadcast to a national audience which could call in with questions.

Assistant General Manager: Washington State University, Educational Telecommunications and Technology, Edward R. Murrow Communications, Pullman, Washington. (1984 to 1986.)

- Responsible for management of a staff of fifty full-time and one hundred fifty part-time employees.
- Lead a management team in developing long-range goals for public radio and television and development of the statewide Washington Educational Telecommunications Systems.
- Prepared and negotiated contracts related to the development of a regional microwave system for the long-distance learning system.
- Coordinated student training opportunities within the department.

- Prepared grant applications and consulted on the development of radio and television programming and development.

Community Relations Director: Bellevue College (formerly Bellevue Community College), Community Relations, Bellevue, Washington. (1981-1984).

- Member of the five-person senior management team responsible for all internal and external media management, lobbying state and local governments, and fund-raising.
- Worked to ensure healthy labor and employment relationships among administration, staff and faculty as well as promote student concerns and support the needs of the Board of Directors.
- Initiated the BC Foundation.
- Principal writer and editor of \$900,000.00 grant benefiting a cooperative program for a consortium of community colleges in the Puget Sound area.
- Solicited the first educational grant awarded by the Microsoft Corporation.
- Organized a statewide conference bringing together 500 participants and leaders from Labor, Business and Education, and initiated a statewide survey to determine attitudes and awareness of the community college system within the state.

Relevant Skills: Certified Mediator, Oversight Practitioner, Law Enforcement Auditor, Proficient in legal research and writing.

Computer Skills: Proficient in the use of Microsoft Word, Excel and PowerPoint;

Professional Memberships & Service: Current: Board of Directors Member for the National Association for Civilian Oversight of Law Enforcement (NACOLE) Chair of the Strategic Planning Committee, Member and/or past member: Finance, Professional Standards Committee, Best Practices Committee and Newsletter Committee. Established ongoing legal training for professional oversight practitioners, led the effort to produce a complete set of policies and procedures for the operation and governance of the organization, developed FAQs and answers for the organization to use in assisting communities looking to develop or improve oversight programs; working to develop definitions for terms frequently used in oversight; developing oversight training modules for use in local and regional training.

International Law Enforcement Auditors Association (ILEAA); Federal Bar Association, Oregon Bar Association, Washington Bar Association, American Bar Association: Criminal Law, State and Civil Rights; Past: Oregon Bar Association: Board of Governors, President Polk County Bar Association; Member, Lane County Bar Association; Washington Bar Association: Access to Justice Committee, President-Whitman County Bar Association, Washington Trial Lawyers Association; American Civil Liberties Union-Washington Affiliate, Member, Board of Directors (Nine Years) and cooperating attorney.

Presenter: Legal Standards in Law Enforcement (established as an annual panel for NACOLE)
 The Auditor/Civilian Review Board Model of Oversight
 The Use of Systemic Audits in Oversight (Moderator)
 Community Policing and Oversight (Moderator)
 Strengthening Oversight (Presenter)
 Legal Standards in Auditing Law Enforcement Agencies
 Building Transparency & Accounting in Law Enforcement through Auditing

Community Service: Board member for A Gift of Time, a non-profit that provides respite care for individuals responsible for meeting the ongoing special needs of family members; Mentor at Whitworth Elementary in Dallas, Oregon. Past: Board Member (five years) for the Polk County Community Development Corporation, a non-profit agency that develops and manages a \$5,000,000.00 investment in housing for low-income individuals in Polk County; Board Member of the Diocesan Council for the Episcopal Diocese of Oregon including the Vision Committee; Polk County Master Gardeners, Commissioner—appointed for two terms, Washington State Department of Fish and Wildlife setting policy and adopting rules affecting fish, wildlife and habitat in Washington State; Board of Directors for the Whitman County United Way; Pullman Parent Teacher Association Governing Council, Pullman Kiwanis Board of Directors; Officer for Fortnightly Book Club. Coach: WSU synchronized swim club, “Fish Fans.”

Hobbies/Recreation: Walking, hiking, kayaking, canoeing, swimming, yoga, piano (badly), gardening, and reading.

Dawn M. Reynolds, JD

[REDACTED]
Dallas, OR 97338

Cell: [REDACTED] Email: d [REDACTED]

July 16, 2015

City of Albuquerque
400 Marquette N.W.
Albuquerque, New Mexico, 87103200 E. Santa Clara, Second Floor Wing

Re: Interest in the Civilian Police Oversight Agency Director Position

I am writing with regard to the Civilian Police Oversight Agency Director position for the City of Albuquerque. Attached is a copy of my resume.

Licensed Attorney: I am a licensed attorney with 25 years of experience in areas relevant to police oversight including civil rights, criminal law and administrative law. I am currently licensed in Oregon, federal court, and the US Supreme court. I am also licensed in the state of Washington but am now inactive. I have served as an attorney for three federally recognized Indian Tribes, the Coeur d'Alene Tribe, the Confederated Tribes of the Colville and the Confederated Tribes of the Grand Ronde—working primarily on criminal cases, but also advising on issues relating to the Indian Child Welfare Act and Natural Resources. My work with Indian tribes also required coordinating with multiple jurisdictions.

Relevant Volunteer Experience in Improving Standards in Civilian Oversight: I have been an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) and have served on its Board of Directors since 2012. I have served on the Professional Standards Committee, the Finance Committee and have chaired the Strategic Planning Committee since 2012. In that capacity I helped initiate the first scholarly symposium on police oversight held in conjunction with the College of Law at Seattle University in February 2015. As a leader in NACOLE I have been responsible for creating comprehensive policies and procedures for the NACOLE organization, developing a list of Frequently Asked Questions (FAQs) and answers to assist communities seeking to improve or develop oversight, and am I am currently organizing an effort to complete a set of definitions useful to oversight practitioners. We have recently undertaken the task of developing training modules to meet the growing demand for information and training on civilian oversight. I was also responsible for ensuring that ongoing legal training is provided to NACOLE members and, since 2009, have worked with prosecutors, public defenders, civil rights attorneys

and the US Department of Justice to present annual courses on issues such as stops, frisks, arrests, searches, force, the use of recording devices and the first amendment.

Relevant Professional Legal and Oversight Experience: As an attorney I have served as a public defender, a city prosecutor and a municipal court judge. From 1990 to 1999 I was on the board of directors for the ACLU-Washington Affiliate and was an ACLU cooperating attorney for many years. I served on the Washington and Oregon federal appeals panels from 1994 to 2008. From 1993 until 1999 I served as a municipal court judge and judge pro tem in Washington State handling code violations, traffic and restraining orders. I also served in superior court as an arbitrator and mediator. From May 2008 through May of 2010 I worked directly in oversight for the City of Eugene Oregon as the Assistant Police Auditor and as the Interim Police Auditor. While there I worked with a city-wide committee to iron out problems that had arisen in the first two years of the system and helped draft the necessary changes in the ordinance to affect these improvements. The work required working closely with members of the Civilian Review Board, providing support for their work, keeping them informed on the status of complaints, and working with them to identify trends and develop recommendations for improvements to the complaint and review systems as well as addressing potential policy and training police needs within the police department. I also routinely met with community groups about the work of the auditor's office and the CRB and actively listened to community concerns relating to police performance, and helping to meet the ongoing goals of greater transparency and accountability. While I was serving as the Interim Auditor voters approved a Charter Amendment to make the Office of the Police Auditor a permanent part of city government and guarantee its full funding.

In May of 2010 I began working as a consultant for Elite Performance Assessments Consultants, and in 2011 was made a partner and am now Vice President of that group. We perform systemic performance audits of police departments. Our audits conform to the guidelines and principles of the Government Accounting Office's (GAO) Generally Accepted Government Accountability Standards (GAGAS). Working within these standards for the past five years has made me believe that the relationships between civilian oversight programs, law enforcement departments and the community are best served when there are clear and objective standards for gathering, analyzing and reporting information and data. I have conducted a wide range of audits including audits of community policing programs, search warrants, arrests and use of force.

I am an instructor with California's Police Officer Standards and Training and have taught courses on Accountability and Transparency in Auditing and on Evidence. At the university level I have taught Criminal Procedure, Mediation and Indian Law.

I have a reputation for fairness, objectivity, thoroughness, hard work and reliability. Per San Jose's requirements for this position, I am not a police officer nor is any immediate family member. One of my uncles (now deceased) was a local county

sheriff's deputy-- then sheriff--for the county in Idaho where I grew up. As a prosecutor I frequently worked on training issues with the departments in the communities I served. These family ties and work history have continued to serve me well in working with law enforcement agencies and individual officers. I am also familiar with the rights of police and administrative procedures. I have reviewed New Mexico statutes pertaining to Public Records and Open Meetings and believe I can confidently meet the requirements of local, state and federal law if chosen to serve as the Director for Albuquerque's Civilian Police Oversight Agency. I have also familiarized myself with the city's consent decree for reforming the APD.

I have managed staffs as small as two and as large as 50. I am good at developing budgets and working within them. To date, the largest budget I have personally been responsible for was \$500,000. I enjoy working collaboratively with colleagues, encouraging others to do their best work, learn new skills and take on new challenges.

Public service was instilled in me as a child. I am an active listener, enjoy outreach and working with diverse groups, and understand that respect is an important part of every relationship but especially so when the parties do not agree. As an adult, I've worked on political referendums involving gender, racial and sexual orientation and identity issues. I strive to practice kindness and respect in all my interactions including with co-workers, subordinates, and people I am meeting for the first time and may never meet again.

Community Outreach, Working With Diverse Groups, Public Speaking: Prior to becoming an attorney I worked as the community relations director for Bellevue College, Bellevue, WA, and as the media relations manager for a major medical facility, Children's Orthopedic Hospital and Medical Center in Seattle, WA. As an assistant manager for a Public Broadcasting affiliate at Washington State University in Pullman, WA, my duties included interacting with the community and responding to complaints. I fully understand that the San Jose Independent Monitor must work effectively with a wide range of constituents and communicate effectively with people within city government and within the many communities that make up the city as a whole.

I appreciate your consideration of my application. Please let me know if I can answer any questions or provide additional information. I will be in Europe between June 8 and June 22, 2015 but will check my email on regular basis.

Regards,

Dawn M. Reynolds
Attachments

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 11690238**

Name: Robin Hammer Address: [REDACTED]
Albuquerque, New Mexico 87107 US

Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Email
Preference:
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes, New Mexico, [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate?

Types of positions you will accept:
Types of work you will accept:
Types of shifts you will accept: Day, Evening, Night, Weekends, On Call (as needed)

Objective**Education**

College
Maurer School of Law, Indiana University
www.iub.edu
8/1989 - 5/1992
Bloomington, Indiana

Did you graduate: Yes
College Major/Minor: Law
Degree Received: Other

College
Indiana University
8/1981 - 5/1984
Bloomington, Indiana

Did you graduate: Yes
College Major/Minor: Liberal Arts
Units Completed: 120 Semester
Degree Received: Bachelor's

Work Experience

Independent Review Officer/Acting Executive Director
9/2012 - Present

Hours worked per week: 50
Monthly Salary: \$0.00
of Employees Supervised: 6
May we contact this employer? Yes

Independent Review Office/Civilian Police Oversight Agency
City of Albuquerque, 600 2nd St NW
Albuquerque, New Mexico 87102
505-924-3774

Duties

Review operations, policies and procedures of Albuquerque Police Department (APD) to make suggestions for systemic improvement to the Chief of Police. Investigate and propose findings for all complaints filed by community members against APD employees for alleged misconduct. Lead investigators and support staff. Compose comprehensive semi-annual and annual reports for the Agency, which are used to help identify organizational deficiencies at APD. Represent the Agency before City Council. Present information and findings to the Police Oversight Board at monthly televised public meetings.

Reason for Leaving

Seeking to retain position in order to continue to improving the Albuquerque Police Department (APD) and further build communications between APD and the community

Senior Investigative Trial Counsel

3/2010 - 9/2012

New Mexico Judicial Standards Commission
www.nmjsc.org
111 Lomas NW Suite 220
Albuquerque, New Mexico 87102
505-222-9353

Hours worked per week: 55

Monthly Salary: \$0.00

of Employees Supervised: 3

Name of Supervisor: Randall Roybal
- Executive Director

May we contact this employer? Yes

Duties

Investigated complaints against New Mexico judges for violations of the Code of Judicial Conduct. Assisted in identifying deficiencies in New Mexico's judicial system competencies, such as decreased skills, improper behaviors, and attitudes which impaired the judicial system's performance. Researched, drafted, and argued petitions before the New Mexico Supreme Court. Worked with courthouse staff members across the state to review judicial performance. Litigated complex cases in which nine judges resigned or were removed within a 12-month period, which constituted one-third of all removal/resignations nationwide during that time period.

Reason for Leaving

Career Advancement

Deputy District Attorney

11/1999 - 3/2010

Office of the District Attorney
520 Lomas NW
Albuquerque, New Mexico 87102
(505) 841-7100

Hours worked per week: 55

Monthly Salary: \$0.00

of Employees Supervised: 7

Name of Supervisor: Gary Cade -
Chief Deputy District Attorney

May we contact this employer? Yes

Duties

Deputy in charge of the Economic and Organized Crime Divisions. Supervised a staff of eight to prosecute highly complex business-related crimes. Partnered with numerous business managers of varying sizes to identify employees who committed internal fraud.

Reason for Leaving

Better position at Judicial Standards

Adjunct Faculty

5/2002 - 7/2002

TECHNICAL VOCATIONAL INSTITUTE/CENTRAL NEW MEXICO
www.cnm.edu
525 Buena Vista Dr SE
Albuquerque, New Mexico 87106
505-224-3000

Hours worked per week: 6

Monthly Salary: \$0.00

May we contact this employer? Yes

Duties

Taught Evidence course to Paralegal Studies majors. Drafted original project and writing assignments based upon reported cases which I had prosecuted. Received very positive feedback from all students.

Reason for Leaving

Term position

Deputy District Attorney

8/1997 - 11/1999

Office of the District Attorney
Santa Fe, New Mexico 87501
505-660-6446

Hours worked per week: 50

Monthly Salary: \$0.00

of Employees Supervised: 8

Name of Supervisor: Henry Valdez -
District Attorney

May we contact this employer? Yes

Duties

Managed the Family Violence Unit. Supervised staff of eight to prosecute all domestic violence cases and crimes against children in Santa Fe, Rio Arriba, and Los Alamos counties. Trained over 300 area law enforcement officers to effectively investigate domestic violence cases. In addition, carried a caseload of over 45 complex felonies. Tried over 10 felony trials, with no acquittals. Tried a rape case televised on Court TV.

Reason for Leaving

Wished to work in Albuquerque

Contract Attorney

3/1997 - 1/1998

Administrative Office of the Courts
Santa Fe, New Mexico 87501

Hours worked per week: 25

Monthly Salary: \$0.00

Name of Supervisor: Hon. Nan Nash
- Judge

May we contact this employer? Yes

Duties

Reviewed judicial practices statewide in state, municipal, magistrate, and tribal courts regarding issuance of Domestic Violence Orders of Protection. Organized committee which included tribal judges, law enforcement officers, district attorneys, district court judges, and victim advocates from across the state to determine best practices. Drafted standardized form petitions for Orders of Protection, Temporary Orders, and Final Orders of Protection based upon review of systems.

Reason for Leaving

Better position at Santa Fe DA's

Assistant City Attorney

8/1994 - 8/1996

Office of the District Attorney
335 S Miller Ave
Farmington, New Mexico 87401
505-599-9810

Hours worked per week: 55

Monthly Salary: \$3,333.00

of Employees Supervised: 2

Name of Supervisor: Darryl Jiles -
Deputy District Attorney

May we contact this employer? Yes

Duties

Rapidly advanced to prosecuting the most serious and complex felonies in State District Court, which involved preparing for and participating in formal hearings and trials. Tried numerous felony cases and presented dozens of felony Preliminary Hearings in local Magistrate Court. After a four week trial, convicted and obtained the death penalty against a defendant who raped and murdered a teenager. Successfully tried serial rapist whose identity was based only upon DNA evidence. Responsible for legal research and writing for a continuing case load of approximately 250 cases. Lead trial attorney for half of Career Criminal Unit cases; second chair in the remaining ones.

Reason for Leaving

Relocated to Albuquerque

Certificates and Licenses

Type: Member of the State Bar of Indiana (Inactive)

Number: [REDACTED]

Issued by: Indiana Supreme Court

Date Issued: 1 /1993 Date Expires:

Type: Member of State Bar of Colorado (Inactive)

Number: [REDACTED]

Issued by: Supreme Court of Colorado

Date Issued: 6 /1995 Date Expires:

Type: Member of State Bar of New Mexico

Number: [REDACTED]

Issued by: State Bar of New Mexico

Date Issued: 9 /1992 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

References

Professional

Cameron, David

Pastor, Former Chair Police Oversight Commission

Albuquerque, New Mexico 87106

Professional

Brody, Ph.D., CPA, CFE, CFF, CGMA, FCPA, Rich

Douglas Minge Brown Professor of Accounting, Daniels Fund

Business Ethics Fellow

University of New Mexico

Albuquerque, New Mexico 87106

(505) 277-7258

brody@mgt.unm.edu

Professional

Perlman, PhD, Bruce

Professor of Public Administration

University of New Mexico

Albuquerque, New Mexico 87106

bperlman@unm.edu

Resume

Text Resume

Attachments

Attachment	File Name	File Type
R Hammer Resume 2015.pdf	R Hammer Resume 2015.pdf	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A: E31754

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Maurer School of Law, Indiana University, Bloomington, IN

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I worked as a Deputy District Attorney and Assistant District Attorney in Albuquerque, Santa Fe and Farmington District Attorney Offices. I prosecuted all types of crimes, including violent, white collar, drug, domestic violence, property and drugs.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: At the Independent Review Office and Civilian Police Oversight Agency, I have been the supervised administrative investigations of police officers and made recommended findings. As Senior Trial Investigative Trial Counsel the NM Judicial Standards Commission, I investigated and prosecuted administrative actions against New Mexico judges and argued before the NM Supreme Court. I was a member of the Supreme Court's Criminal Procedures Rules Committee to develop and amend criminal procedural rules for New Mexico District Courts. As a prosecutor, I became very familiar with judicial processes, policies and procedures.

Robin S. Hammer

Albuquerque, NM 87107

Professional Awards and Associations

Awarded "Prosecutor with the Most Legal Impact," 1995 by New Mexico Prosecutors Assoc.
Member of the State Bars of New Mexico, Colorado (inactive), and Indiana (inactive)
Member National Association for Civilian Oversight of Law Enforcement

Education

J.D., Indiana University, *Cum laude*, May 1992.
Assistant Editor-in-Chief of *The Adelpia Law Journal*.
Recipient of the Gordon S. Eslick Fellowship.
Ranked in top 25% of class; Dean's List.
B.A., Indiana University, School of Arts and Sciences, May 1984.

Legal Experience

Acting Executive Director/ Independent Review Officer	CIVILIAN POLICE OVERSIGHT AGENCY/ INDEPENDENT REVIEW OFFICE September 2012 through present In charge of investigating and proposing findings on all citizen complaints filed against the Albuquerque Police Department (APD). Lead an administrative staff of investigators and support staff. Review the administrative investigations of all Officer-Involved-Shooting cases and make findings regarding whether the officers' use of force conformed to Standard Operating Procedures. Present my findings in all cases to the Police Oversight Board at a monthly televised public meeting. Make policy recommendations to the APD Chief of Police.	Albuquerque, NM
Senior Investigative Trial Counsel	JUDICIAL STANDARDS COMMISSION March 2010 through September 2012 Investigated complaints against New Mexico judges for violations of the Code of Judicial Conduct. Prepared and presented trials on the merit to the Judicial Standards Commission. Researched, drafted and argued petitions on behalf of the Commission before the New Mexico Supreme Court. Litigated cases in which nine judges resigned or were removed within a 12 month period, which constituted one-third of all removal/resignations nationwide during that time period.	Albuquerque, NM
Deputy District Attorney	OFFICE OF THE DISTRICT ATTORNEY November 1999 through March 2010 Deputy in charge of the Organized Crime Division. Selected to prosecute the most complex non-violent crimes in the office. My case load included Racketeering prosecutions involving various criminal schemes. Also in charge of the Economic Crimes Division. Prosecuted violent and gang crimes, including drug, murder, rape and vehicular homicide cases. Researched, drafted and argued dozens of complex legal motions.	Albuquerque, NM
Committee Member	CRIMINAL PROCEDURE RULES COMMITTEE January 2004-January 2009 Selected by the N.M. Supreme Court to assist in the drafting of rules for criminal practice in state district courts. Participated in several significant changes to the Rules of Criminal Procedure.	Albuquerque, NM

Part-time Instructor	TECHNICAL VOCATIONAL INSTITUTE	Albuquerque, NM
	May 2002 - July 2002	
	<p>Taught Evidence course to Paralegal Studies majors. Drafted original project and writing assignments based upon reported cases which I had prosecuted. Received positive feedback from all students.</p>	

Deputy District Attorney	OFFICE OF THE DISTRICT ATTORNEY August 1997 - November 1999 Managed the Family Violence Unit. Supervised four attorneys prosecuting all domestic violence cases and crimes against children in Santa Fe, Rio Arriba and Los Alamos counties. In addition, carried a case load of over 45 complex felonies. Tried over 10 felony trials, with no acquittals. Trained over 300 area law enforcement officers to effectively investigate domestic violence cases. Tried a rape case televised on <i>Court TV</i> .	Santa Fe, NM
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Contract Attorney	ADMINISTRATIVE OFFICE OF THE COURTS March 1997 - January 1998 Staff Attorney to Committee to Standardize Domestic Violence Order of Protection Forms. Organized committee that included tribal officials, law enforcement officers, district attorneys, district court judges, and victim advocates from across the state. Drafted standardized form petitions for Orders of Protection, Temporary Orders and Final Orders of Protection.	Santa Fe, NM
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Contract Attorney	MADISON, HARBOUR, MROZ & BRENNAN February 1997 - August 1997 In charge of organizing all discovery for a complex product liability and construction civil suit involving several thousand documents. Prepared for the taking of numerous depositions and assisted with discovery matters.	Albuquerque, NM
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Assistant District Attorney	OFFICE OF THE DISTRICT ATTORNEY August 1993 - January 1994; August 1994 - August 1996 Rapidly advanced to prosecuting the most serious and complex felonies in the office as one of two Career Criminal Unit prosecutors. After a four week trial, convicted and obtained the death penalty against a defendant who raped and murdered a teenager. Convicted serial rapist whose identity was based only upon DNA evidence. Responsible for legal research and writing for a continuing case load of approximately 250 cases. Lead trial attorney for half of Career Criminal Unit cases; second chair in the remaining ones.	Farmington, NM
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Assistant District Attorney	OFFICE OF THE DISTRICT ATTORNEY	Albuquerque, NM
	January 1994 - August 1994	
	Prosecuted misdemeanor cases in Albuquerque's Metropolitan Court. Responsible for prosecuting docket of over 100 cases a week, including DWI, domestic violence and stalking. Trained junior attorneys in trial practice and case management.	

Robin Hammer

Contract Attorney

Albuquerque, NM

October 1992 - July 1993

Researched various legal issues on a contract basis, including jurisdiction, civil procedure, and insurance law. In charge of an appeal assessment of state estate tax liability. Took or defended over 45 depositions on a wide range of matters.

Paralegal

CRAVATH, SWAINE & MOORE

New York, NY

November 1988 - August 1989

Contract paralegal case manager at 400 attorney firm. Main case involvement was in *General Motors v. Perot*, a contract action involving large multi-national companies. In charge of a team of paralegals which prepared the case for trial. Billed over 1800 hours in six months.

Selected Prior Business Experience

**Operations Manager,
Company Manager**

MCHUGH, ROLLINS & ASSOCIATES

New York, NY

December 1986 - October 1987

In charge of business operations for New York's largest theatrical prop building shop. Also assisted in supervising crews to build props for Broadway shows, including *Les Miserables* and *Phantom of the Opera*.

Properties Department

SANTA FE OPERA

Santa Fe, NM

May-August 1983, 1984, 1986, 1988

Constructed theatrical properties for five world-class operas every opera season. Worked with world-renowned set designers and scenic artists.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 23792759**

Name: NAN E. ERDMAN Address: [REDACTED]
Rio Rancho, New Mexico 87144 US

Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Preference: Email
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Master's Degree

Preferences

Preferred Salary: \$90,000.00 per year
Are you willing to relocate? No

Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening

Objective

I have spent my entire career working to improve New Mexico, and I intend to continue to work toward that goal. Working for Paul Kennedy I have filed numerous lawsuits against City of Albuquerque, the State of New Mexico and various counties in an effort to help those that have had their constitutional rights violated by state actors. My goal is to take on a role that helps bring law enforcement and the community together to work toward the elimination of the use of excessive force.

Education**Professional**

UNIVERSITY OF NEW MEXICO SCHOOL OF LAW
8/2002 - 5/2005
Albuquerque, New Mexico

Did you graduate: Yes
College Major/Minor: Clinical
Degree Received: Professional

College

UNIVERSITY OF NEW MEXICO
9/1983 - 7/2002
Albuquerque, New Mexico

Did you graduate: Yes
College Major/Minor: English
Literature/Philosophy
Units Completed: 142 Semester
Degree Received: Bachelor's

Work Experience**ASSOCIATE ATTORNEY**

1/2013 - 6/2015

PAUL KENNEDY & ASSOCIATES
201 Twelfth Street, NW
Albuquerque, New Mexico 87102
505-842-8662

Hours worked per week: 40
Monthly Salary: \$6,800.00
of Employees Supervised: 0
Name of Supervisor: Paul J. Kennedy - Senior Partner
May we contact this employer? No

Duties

Responsible for all aspects of plaintiff civil rights litigation, including client intake, writing complaint, discovery, motion practice, settlement negotiations and trial preparation. Practice primarily in federal court, with some cases in state court. Case load also includes complex insurance fraud and personal injury matters.

Reason for Leaving

Firm did not pay payroll taxes for 2013 or 2014

ASSISTANT ATTORNEY GENERAL, LITIGATION DIVISION

9/2007 - 1/2013

OFFICE OF THE NEW MEXICO ATTORNEY GENERAL
www.nmag.gov
408 Galisteo
Santa Fe, New Mexico 87501
505-827-6088

Hours worked per week: 40

Monthly Salary: \$5,416.00

of Employees Supervised: 0

Name of Supervisor: David Thomson -
Deputy Attorney General

May we contact this employer? Yes

Duties

Responsible for all aspects of complex litigation on behalf of the state, and primary attorney representing New Mexico in the national Tobacco Master Settlement Agreement litigation as well actions against pharmaceutical and securities companies in fraud, consumer protection and statute-based claims on behalf of the state. Extensive legislative experience including hearing testimony, bill drafting, bill analysis and lobbying, representing judges and state agencies on writs to the Supreme Court, including oral argument, and working with state agency counsel.

Reason for Leaving

To return to work for Paul Kennedy, who had just come off the Supreme Court bench and needed an associate in his firm.

ASSOCIATE ATTORNEY

9/2005 - 9/2007

KENNEDY & HAN, P.C
201 Twelfth Street, NW
Albuquerque, New Mexico 87102
505-867-6747

Hours worked per week: 40

Monthly Salary: \$4,800.00

of Employees Supervised: 0

Name of Supervisor: Mary Y.C. Han -
Partner

May we contact this employer? No

Duties

Responsible for all aspects of plaintiff civil rights litigation, including drafting complaints, conducting discovery, taking and defending depositions, motion practice, hearings, trial preparation and settlement negotiation, and appellate briefs. Additional experience in criminal defense, personal injury, medical malpractice, employment rights, and domestic relations.

Reason for Leaving

Wanted to obtain a broader range of experience.

PROFESSOR NORMAN BAY - TUTOR, RESEARCH ASSISTANT

7/2003 - 7/2005

University of New Mexico School of Law
1117 Stanford, NE
Albuquerque, New Mexico 87131
505-277-0068

Hours worked per week: 15

Monthly Salary: \$510.00

of Employees Supervised: 0

Name of Supervisor: Norman C. Bay -
Professor of Law

May we contact this employer? Yes

Duties

Tutor for criminal law classes, research in advocacy for incarcerated individuals with innocence claims.

Reason for Leaving

Graduated from Law School

RESEARCH ASSISTANT

Hours worked per week: 15

11/2003 - 7/2005

University of New Mexico School of Law
1117 Stanford, NE
Albuquerque, New Mexico 87131
505-277-0068

Monthly Salary: \$510.00
of Employees Supervised: 0
Name of Supervisor: James W. Ellis -
Professor of Law
May we contact this employer? Yes

Duties

Research assistant and student team leader for four amicus briefs on issues related to criminal sentencing of persons with mental disabilities.

Reason for Leaving

Graduated from Law School

**JUVENILE JUSTICE OMBUDSMAN PROJECT -
EXTERNSHIP**

9/2004 - 5/2005

University of New Mexico School of Law
1117 Stanford, NE
Albuquerque, New Mexico 87131
505-277-0068

Hours worked per week: 15
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Peter Cubra -
Attorney
May we contact this employer? Yes

Duties

Assisted attorney Peter Cubra with his work regarding state juvenile detention facilities, continued with project in clinical practicum with Professor April Land.

Reason for Leaving

Graduated from Law School

CHILDREN'S CODE TASK FORCE - EXTERNSHIP

9/2004 - 2/2005

University of New Mexico School of Law
1117 Stanford, NE
Albuquerque, New Mexico 87131
505-277-2146

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: April Land -
Professor of Law
May we contact this employer? Yes

Duties

Assisted Task Force in preparing proposed amendments to the New Mexico Children's Code sections on abuse and neglect.

Reason for Leaving

Position was only for one legislative session

Paralegal

1/1981 - 6/1988

LITIGATION PARALEGAL VARIOUS FIRMS
PHOENIX, Arizona

Hours worked per week: 40
Monthly Salary: \$3,000.00
of Employees Supervised: 0
May we contact this employer?

Duties

Experience in patent infringement, breach of contract, forfeiture, antitrust and contract cases. Organized and managed discovery in large document cases, supervised computerization of discovery documents, drafted discovery, deposition preparation and abstraction, trial preparation and assistance.

Reason for Leaving

Became a stay-at-home parent, went to college, then law school.

Certificates and Licenses

Type: New Mexico State Law License

Number: 23124

Issued by: New Mexico State Bar

Date Issued: 9 /2005 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Honors & Awards

Juris Doctor, Cum Laude

Honors & Awards

Atkinson Kelsey Award for Excellence, Award for Clinical Honors

References

Professional

Ellis, James E.

Professor, University of New Mexico School of Law

Albuquerque, New Mexico 87131

Professional

Thomson, David K.

Deputy Attorney General/now Judge

225 Montezuma Ave

Santa Fe, New Mexico 87504

505-455-8250

Professional

Fuqua, Scott

New Mexico Attorney General Litigation Division Director/

now Fuqua Law & Policy

Fuqua Law & Policy, P.C.

PO Box 32015

Santa Fe, New Mexico 87594

(505) 982-0961

scott@fuqualawpolicy.com

Resume

Text Resume

Attachments

Attachment	File Name	File Type
Resume Nan E Erdman 06.2015 (1) (1).pdf	Resume Nan E Erdman 06.2015 (1) (1).pdf	Resume
law school transcripts.pdf	law school transcripts.pdf	Transcripts

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of New Mexico School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 2 years to less than 3 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 9 years to less than 10 years

7. Q: Briefly describe your experience in criminal investigation.

A: In prosecuting cases for the New Mexico Attorney General's office against tobacco companies that did not comply with state statutes, I worked with an investigator to gather information and evidence. I also worked with an investigator while prosecuting law enforcement officers under the Law Enforcement Academy Board.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: During the four and 1/2 years I worked for Paul Kennedy, I had nearly a full docket of plaintiff's civil rights cases. I worked on those cases from intake to trial, working closely with the clients, primarily in Federal Court, but also in state court. These cases involve a great deal of motion practice, since many defendants file motions to dismiss or motions for summary judgment based on qualified immunity. While at the Attorney General's Office, I did administrative prosecutions for numerous state boards, including the Law Enforcement Academy Board. In that capacity, I also reviewed the Board's policy making procedures to ensure that they were both legal and functional. I also made recommendations for rule and statutory changes. Working on the Tobacco enforcement I drafted statute amendments, testified before numerous legislative committees and lobbied on behalf of bills proposed by the

Attorney General.

NAN E. ERDMAN

[REDACTED], New Mexico 87144
[REDACTED]

EDUCATION

MAY 2005 UNIVERSITY OF NEW MEXICO SCHOOL OF LAW, Albuquerque, New Mexico
Juris Doctor, Cum Laude
Atkinson Kelsey Award for Excellence, Award for Clinical Honors

JULY 2002 UNIVERSITY OF NEW MEXICO, Albuquerque, New Mexico
Bachelor of Arts, English Literature, Philosophy Minor, GPA: 3.9/4.0

ADMITTED TO PRACTICE

State of New Mexico

United States District Court for the District of New Mexico

Tenth Circuit Court of Appeals

LEGAL EXPERIENCE

January 2013 PAUL KENNEDY & ASSOCIATES, P.C. ASSOCIATE ATTORNEY
to Present Responsible for all aspects of plaintiff civil rights litigation in the areas
of Fourth and Fourteenth Amendment claims and employment claims.
Responsibilities include client intake, researching claims, preparing the
complaint, discovery, motion practice, settlement negotiations and trial
preparation. Practice in federal and state court. Case load also includes
complex insurance fraud and personal injury matters.

September 2007 OFFICE OF THE NEW MEXICO ATTORNEY GENERAL
to January 2013 ASSISTANT ATTORNEY GENERAL, LITIGATION DIVISION
Responsible for all aspects of complex litigation on behalf of the state,
and primary attorney representing New Mexico in the national
Tobacco Master Settlement Agreement litigation as well actions
against pharmaceutical and securities companies in fraud, consumer
protection and statute-based claims on behalf of the state. Extensive
legislative experience including hearing testimony, bill drafting, bill
analysis and lobbying, representing judges and state agencies on writs
to the Supreme Court, including oral argument, and working with state
agency counsel.

October 2005 KENNEDY & HAN, P.C. ASSOCIATE ATTORNEY
to Sept. 2007 Responsible for all aspects of plaintiff civil rights litigation, including
drafting complaints, conducting discovery, taking and defending
depositions, motion practice, hearings, trial preparation and settlement
negotiation, and appellate briefs. Additional experience in criminal

law, personal injury, medical malpractice, employment rights, and domestic relations.

July 2003 to July 2005	PROFESSOR NORMAN BAY – TUTOR, RESEARCH ASSISTANT Tutor for criminal law classes, research in advocacy for incarcerated individuals with innocence claims.
Nov. 2003 to July 2005	PROFESSOR JAMES W. ELLIS – RESEARCH ASSISTANT - Research assistant and student team leader for four amicus briefs on issues related to criminal sentencing of persons with mental disabilities.
Sept. 2004 to Feb. 2005	CHILDREN’S CODE TASK FORCE - EXTERNSHIP Assisted Task Force in preparing proposed amendments to the New Mexico Children’s Code sections on abuse and neglect.
Sept. 2004 to May 2005	JUVENILE JUSTICE OMBUDSMAN PROJECT – EXTERNSHIP / CLINIC Assisted attorney Peter Cubra with his work regarding state juvenile detention facilities. Continued with project in clinical practicum with Professor April Land.

RELEVANT WORK EXPERIENCE

Jan. 1981 to June 1988	LITIGATION PARALEGAL VARIOUS FIRMS, PHOENIX ARIZONA Experience in patent infringement, breach of contract, forfeiture, antitrust and contract cases. Organized and managed discovery in large document cases, supervised computerization of discovery documents, drafted discovery, deposition preparation and abstraction, trial preparation and assistance.
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REFERENCES

Honorable David K. Thomson, former New Mexico Assistant Deputy Attorney General
Scott Fuqua, former Litigation Division Director, New Mexico Attorney General
James W. Ellis, Professor, University of New Mexico School of Law
April Land, Associate Dean of the University of New Mexico School of Law Clinic
Norman C. Bay, Commission Chairman, Federal Energy Regulatory Commission

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 25049919**

Name: Michael Timm Address: [REDACTED]
Albuquerque, New Mexico 87112 US

Home Phone: [REDACTED] Alternate Phone:
Email: [REDACTED] Notification Email
Preference:
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico, [REDACTED]
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? No

Types of positions you will accept: Regular
Types of work you will accept: Full Time
Day , Evening ,
Types of shifts you will accept: Night , Rotating ,
Weekends , On Call
(as needed)

Objective

I seek to assist the Police Oversight Board in its duties. As a civil rights attorney and the son of a retired Albuquerque Police Department Officer I am uniquely qualified to hold this position. I will empathize with both officers and the citizens involved in the complaints and assist in the objective review of any allegations. My work on police misconduct cases has also made me familiar with state and federal law and APD's standard operating procedures.

Education

Professional <i>University of New Mexico School of Law</i> 8/2011 - 5/2014 Albuquerque, New Mexico	Did you graduate: Yes College Major/Minor: Law, Magna Cum Laude Degree Received: Professional
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College <i>University of New Mexico</i> 8/2007 - 5/2011 Albuquerque, New Mexico	Did you graduate: Yes College Major/Minor: Double Major - Philosophy & Political Science Degree Received: Bachelor's
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Work Experience

Associate Attorney 9/2014 - Present Kennedy Kennedy & Ives, LLC Albuquerque, New Mexico	Hours worked per week: 55 Monthly Salary: \$5,000.00 # of Employees Supervised: 3 Name of Supervisor: Joseph Kennedy - Partner May we contact this employer? No
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Duties

I handle all aspects of litigating civil rights cases before trial and appellate courts.

Reason for Leaving

Have not left yet

Law Clerk
12/2012 - 9/2014

Kennedy Kennedy & Ives, LLC
1000 Second ST NW
ALBUQUERQUE, New Mexico 87102
5052441400

Hours worked per week: 25
Monthly Salary: \$1,250.00
of Employees Supervised: 0
Name of Supervisor: Joseph Kennedy - Partner
May we contact this employer? No

Duties

During law school and while studying for the bar exam I drafted dispositive motions, motions in limine, jury instructions, bench briefs, pleadings, and assisted with appellate briefing. I also assisted in preparing CLE materials.

Reason for Leaving

did not leave, was hired as an associate

Judicial Extern to Senior Judges James Parker and C. Leroy Hansen
1/2013 - 5/2013

United States District Court, District of New Mexico
Albuquerque, New Mexico

Hours worked per week: 20
Monthly Salary: \$0.00
Name of Supervisor: Virginia Loman - Career Clerk
May we contact this employer? Yes

Duties

As an extern I drafted legal memoranda for chambers clerks which were later used to draft Memorandum Opinion Orders on dispositive issues. I also drafted jury instructions and observed trials and hearings. Most importantly, I become comfortable with the district courts in Albuquerque and the CM/ECF system.

Reason for Leaving

end of internship

Judicial Extern to The Honorable Alan M. Malott
5/2012 - 7/2012

New Mexico State Court, Second Judicial District
Albuquerque, New Mexico

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Alan Malott - Judge
May we contact this employer? Yes

Duties

As an extern I observed trials and hearings and assisted with general chambers functions, even serving as bailiff on one occasion.

Reason for Leaving

end of externship

Legal Assistant; Law Clerk when I got into law school
7/2010 - 5/2012

The Davis Law Firm, LLC & Parnall Law Offices
ALBUQUERQUE, New Mexico

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Ben Davis - Attorney
May we contact this employer? Yes

Duties

During my first year of law school I drafted pleadings, discovery and legal memoranda. I also wrote firm website and blogging content.

As a legal assistant I regularly handled a variety of legal drafting and administrative assignments. I also gained a working knowledge of Microsoft Word and Adobe Professional by compiling notebooks and demonstrative exhibits for use at trial.

Reason for Leaving

law school commitments

Office Assistant/Courier
12/2009 - 7/2010

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Slease and Martinez, P.A
Albuquerque, New Mexico

Duties

As an office assistant I filed and delivered documents to the association of counties, Bernalillo County, the City of Albuquerque and various courts. I also performed other administrative duties.

Sales Lead
10/2007 - 11/2009

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer? Yes

Buckle, Inc
Albuquerque, New Mexico

Duties

Sold high-end denim and fashion products on commission.
Received teammate excellence award for sales and management contributions.
Assisted in the management of teams ranging from 2-10 employees, participated in store planning and direct customer service, closing tasks and receipt of freight from corporate.
Contributed to opening of a new store (May 2008).

dual store responsibility (January 2009
1/2009 - 10/2009

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer? Yes

Sears
Albuquerque, New Mexico

Duties

sold lawn and garden equipment and tools

Reason for Leaving
better opportunity

Legal Assistant
2/2009 - 10/2009

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Whitener Law Firm, P.A
Albuquerque, New Mexico

Duties

As a legal assistant my primary role was to meet with clients, gather supporting evidence, and draft pre-litigation demand letters.
Non-legal Work Experience:

Event Sales
3/2006 - 3/2007

Hours worked per week: 40
Monthly Salary: \$0.00
May we contact this employer?

Zia Graphics/ Graphic Industries Inc
Albuquerque, New Mexico

Duties

sold memorabilia at various locations and events

Certificates and Licenses

Type: Bar Admission

Number:

Issued by: State Bar of New Mexico

Date Issued: 9 /2014 Date Expires: 9 /2025

Type: Bar Admission

Number:

Issued by: United States Court of Appeals for the Tenth Circuit

Date Issued: 10 /2014 Date Expires: 10 /2025

Type: Bar Admission

Number:

Issued by: United States District Court for the District of New Mexico

Date Issued: 11 /2014 Date Expires: 11 /2025

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Associations

New Mexico Trial Lawyers' Association

Professional Associations

New Mexico Criminal Defense Lawyers' Association

Professional Associations

State Bar of New Mexico (student committee membership)

Honors & Awards

Juris Doctor, magna cum laude, May 2014

Honors & Awards

Honors: Tort Scholar Award (2014)

Honors & Awards

CALI Award: Torts (Fall 2011)

Honors & Awards

CALI Award: Contracts I (Fall 2011)

Honors & Awards

CALI Award: Federal Motions Practice (Fall 2013)

Honors & Awards

Catron Family Merit Scholarship (Fall 2012)

Honors & Awards

Bachelor of Arts, Philosophy & Political Science, magna cum laude, May 2011

Honors & Awards

UNM; Dean's List

Honors & Awards

Received teammate excellence award for sales and customer service

Honors & Awards

Tort Scholar Award (2014)

Honors & Awards

New Mexico Law Review (2012-14)

Honors & Awards

UNM; Presidential Scholar

Professional Associations

Lawyers Professional Liability and Insurance Committee, State Bar of NM

Honors & Awards

UNM; Henry R. Johnston and Frances Lee Memorial Scholarships

References

Professional
Malott, Alan
Judge
[REDACTED]

Professional
Bach, George
Professor of Law
[REDACTED]

Resume**Text Resume****Attachments**

Attachment	File Name	File Type
Resume - MT - 7.10.15.pdf	Resume - MT - 7.10.15.pdf	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of New Mexico

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 2 years to less than 3 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 5 years to less than 6 years

7. Q: Briefly describe your experience in criminal investigation.

A: I investigate and coordinate the investigation of criminal defense and plaintiffs civil rights cases.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I file briefs with federal and state trial and appellate courts and I appear in front of the same. I also often review APD internal documents including SOPs in litigating our cases.

Education:

University of New Mexico School of Law, Albuquerque, NM

Juris Doctor, magna cum laude, May 2014

GPA: 3.60

Honors: Tort Scholar Award (2014)

New Mexico Law Review (2012-14)

CALI Award: Torts (Fall 2011)

CALI Award: Contracts I (Fall 2011)

CALI Award: Federal Motions Practice (Fall 2013)

Tutor: Evidence and Trial Practice (Fall 2013)

Catron Family Merit Scholarship (Fall 2012)

University of New Mexico, Albuquerque, NM

Bachelor of Arts, Philosophy & Political Science, magna cum laude, May 2011

GPA: 3.81

Honors: Presidential Scholar; Henry R. Johnston and Frances Lee Memorial
Scholarship; Dean's List

Legal Experience

Kennedy Kennedy & Ives, LLC, Albuquerque, NM

Associate Attorney: September 2014 – present.

- I handle all aspects of litigating civil rights cases before trial and appellate courts.
- I also maintain my own clientele of tattoo artists for whom I do contract work.

Law Clerk: December 2012 – September 2014

- During law school and while studying for the bar exam I drafted dispositive motions, motions in limine, jury instructions, bench briefs, pleadings, and assisted with appellate briefing. I also assisted in preparing CLE materials.

United States District Court, District of New Mexico, Albuquerque, NM

January 2013 – May 2013

Judicial Extern to Senior Judges James Parker and C. Leroy Hansen

- As an extern I drafted legal memoranda for chambers clerks which were later used to draft Memorandum Opinion Orders on dispositive issues. I also drafted jury instructions and observed trials and hearings. Most importantly, I become comfortable with the district courts in Albuquerque and the CM/ECF system.

New Mexico State Court, Second Judicial District, Albuquerque, NM

May 2012-July 2012

Judicial Extern to The Honorable Alan M. Malott (civil division)

- As an extern I observed trials and hearings and assisted with general chambers functions, even serving as bailiff on one occasion.

The Davis Law Firm, LLC & Parnall Law Offices, Albuquerque, NM

July 2010-November 2012

Law Clerk - Davis firm (August 2011-May 2012)

- During my first year of law school I drafted pleadings, discovery and legal memoranda. I also wrote firm website and blogging content.

Legal Assistant - Parnall and Davis firms (July 2010-August 2011)

- As a legal assistant I regularly handled a variety of legal drafting and administrative assignments. I also gained a working knowledge of Microsoft Word and Adobe Professional by compiling notebooks and demonstrative exhibits for use at trial.

Slease and Martinez, P.A., Albuquerque, NM

December 2009-July 2010

Office Assistant/Courier

- As an office assistant I filed and delivered documents to the association of counties, Bernalillo County, the City of Albuquerque and various courts. I also performed other administrative duties.

Whitener Law Firm, P.A., Albuquerque, NM

February 2009-October 2009

Legal Assistant

- As a legal assistant my primary role was to meet with clients, gather supporting evidence, and draft pre-litigation demand letters.

Non-legal Work Experience:

Buckle, Inc., Albuquerque, NM

October 2007- November 2009

Sales Teammate

- Sold high-end denim and fashion products on commission.
- Received teammate excellence award for sales and management contributions.

Sales Lead

- Assisted in the management of teams ranging from 2-10 employees, participated in store planning and direct customer service, closing tasks and receipt of freight from corporate.
- Contributed to opening of a new store (May 2008).
- Promoted to dual store responsibility (January 2009).

Sears, Albuquerque, NM

March 2007- October 2007

Sales Associate in Tools and Law and Garden - sold products and insurance plans

Zia Graphics/ Graphic Industries Inc., Albuquerque NM

March 2006- March 2007

Event Sales - sold memorabilia at various locations and events

Professional Associations:

Bar Memberships:

- State Bar of New Mexico
- United States District Court for the District of New Mexico
- United States Court of Appeals for the Tenth Circuit

State Bar of New Mexico, Lawyers' Professional Liability and Insurance Committee

- Member (September 2014 - present)
- Chair, Subcommittee on Insurance Best Practices (December 2014-present)

American Association for Justice, member (September 2014-present)

- Attended Depositions College from September 19-21, 2014.

New Mexico Trial Lawyers' Association, member (September 2014-present)

- Content editor and columnist (March 2015-present)

New Mexico Criminal Defense Lawyers' Association, member (March 2015-present)

- Attended Trial Skills College from March 27-28, 2015.

New Mexico Trial Lawyer's Association, student member (January 2013-present)

- Federal Practice Seminar Attendee, Albuquerque NM (6 CLE credits)

State Bar of New Mexico (student committee membership)

- Law Practice Management Committee (February, 2012-February, 2013)
- Professional Liability and Insurance Committee (March, 2012-September 2014)

State of New Mexico Notary Public (commission expires February 17, 2019)

Non-legal Work Experience:

Buckle, Inc., Albuquerque, NM

October 2007- November 2009

- Received teammate excellence award for sales and customer service.
- Managed teams ranging from 2-10 employees and participated in store planning.

Sears, Albuquerque, NM

March 2007- October 2007

Sales Associate - Tools and Law and Garden

Zia Graphics/ Graphic Industries Inc., Albuquerque NM

March 2006- March 2007

Event Sales - assisted in setting up and selling memorabilia at various locations and events

Publications:

Michael L. Timm Jr., "Federal Prohibition of Medical Marijuana in Pain Management: Undue, Unimportant, and Irrational," 17 HOLY CROSS J. L. & PUB. POL'Y 78 (Spring 2013).

Michael L. Timm, Jr., "Redefining Duty: The Future of New Mexico Negligence Law and Wrongful Conception After *Provencio v. Wenrich*," 44 N.M. L. REV. 253 (Spring 2014).

Michael L. Timm, Jr., "Defense and Indemnification of Commissioned Deputies under the Tort Claims Act." New Mexico Trial Lawyer, Vol. XXXXVI No. 3 (May/June 2015)

Athletic Accolades:

St. Pius X High School (Football) – 2003-2007)

- Coach-appointed captain; Wendy's® High School Heisman; State of New Mexico North-South All-star team; first-team all-state, first-team all-metro, first-team all-district (defensive end); Albuquerque metro area all-academic team.

Hobbies & Interests:

Spending quality time with my wife and daughter; trail running and hiking; weight and spin-bike training; college football; music; alternative and tattoo art; classical philosophy; target shooting; and amateur digital photography.

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 18, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to alangreen@cabq.gov. The completed questionnaire must be submitted by end of day on the due date or the candidate will not be considered.

For this Written Assignment refer to the Settlement agreement/Consent Decree and related documents available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

Please provide the following information:

Name: Michael L. Timm, Jr.
Firm/Employer: Kennedy Kennedy & Ives, LLC
Address: [REDACTED] Albuquerque NM 87112
Phone: [REDACTED]

1. After reviewing the City of Albuquerque 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?

The goals of the settlement agreement between the City and the Department of Justice are to ensure police integrity, increase transparency and accountability on the use of force, promote more effective law enforcement, and strengthen public confidence in the Albuquerque Police Department. The CPOA's duty is to aid the City and APD achieve these goals. With this in mind, over the next 12 months the CPOA must reach out to the community to ensure it is aware of the procedures to make civilian complaints; ensure that forms and information pertinent to the complaint process are readily available; track trends of officer interaction with various demographics; and independently and objectively investigate allegations of officer misconduct in a timely manner. The CPOA must also work closely with APD brass to ensure that officers who commit misconduct are held accountable through fair and appropriate discipline. Finally, the CPOA must work closely with officers to build trust and empower ethical officers to assist the CPOA increase accountability within the department through recommendations for policy changes and training.

2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.

While I was working for the Buckle, Inc. as a sales lead I discovered that the store's assistant manager was giving out his employee discount to various friends and family members contrary to corporate policy. I reported the misconduct to my manager, which was difficult because my assistant manager was good friends with the manager and was also someone I considered a close friend. When no action was taken, another lead and I went to corporate. Our reporting resulted in some minor discipline of our manager and assistant manager.

3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.

As an associate attorney at the Kennedy Kennedy and Ives, LLC law firm I am responsible for all aspects of district court litigation and for briefing our appeals. After a period of transition we were left horribly understaffed. New paralegals and legal assistants were eventually hired, and I asked them to interview clients and help them complete discovery questionnaires, and prepare appellate documents and appendices for filing. After demonstrating how to complete these tasks, I made sure that none had any questions. I then periodically checked

in on these tasks for weeks to ensure they were proceeding smoothly. Nonetheless, when the documents came due, the tasks were incomplete. Rather than getting frustrated, I took it upon myself to stay late to support the staff members and make sure that the work got done, and thereafter counseled them on how to effectively complete the tasks in the future. I chose this course of action in the interest of fostering the staff members' trust in me and willingness to more openly communicate difficulties in completing assignments in the future.

4. Which of your legal cases are you the most proud of and why?

When I first started working for the Kennedy firm I was in my second year in law school and was hired as a law clerk. During that time the firm was months away from the trial involving the shooting of Iraqi war veteran Kenneth Ellis III by Albuquerque Police Officer Brett Lampiris-Tremba. The facts underlying this shooting are summarized on page 13 of the Department of Justice's findings letter related to the Albuquerque Police Department. The case was controversial because, even though a state judge found the shooting to be unlawful, Mr. Ellis had been pointing a gun at his head throughout the encounter. The firm partners had just fired the firm's only associate and I was heavily relied on to complete trial motions and memoranda on our claims and the damages portion of the case. Ultimately, we were successful at trial and in staving off post-trial motions; we then settled the City's appeal in the case for over 8 million dollars.

I am proud of the case for three reasons. I am proud that we took a controversial shooting case and held the officer accountable for his actions through the civil justice system. I am proud that the firm was able to recognize a legally unjustified shooting. And I am proud that we were able to bring awareness to the recklessness with which APD was approaching mentally ill persons at the time. The knowledge we gained as a firm during the Ellis case provided us with vital skills that were later employed to achieve a positive result for the family of James Boyd, the homeless camper whose shooting sparked calls for reform of the department's use of force policies.

5. Describe your investigative philosophy.

My investigative philosophy is to approach each case with an objective eye and to thoroughly review available evidence, policy and law in reaching qualitative conclusions. I have employed this philosophy to review potential cases at the request of the firm partners.

6. 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?

When I was hired as a legal assistant at the Whitener Law Firm and later at the Davis Law Firm there were a large number of dated cases that had not been reviewed or worked on since the signing of a retainer agreement. I identified these cases and coordinated our efforts to resolve and organize them, including directing another legal assistant in the course of investigating the cases and compiling evidence into settlement demand letters with overview of our legal position and demands for payment. I am confident that I could resolve the CPOA case backlog in the same manner.

7. What is your vision for the CPOA?

My vision is that the CPOA will foster and rebuild trust between the Albuquerque Police Department and the citizens of Albuquerque through providing impartial review and fair adjudication of complaints. I also envision the CPOA as a valuable asset to the Department by supporting officers through providing training, resources, and suggestions for the Department's continued improvement.

8. 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.

I believe my strongest assets come from my varied life experience. I was born and raised in Albuquerque and attended the University of New Mexico in pursuance of my undergraduate and law degrees. As an

Albuquerque native, I understand the heart and soul of this city and have an appreciation of its best and worst qualities. I am also the son of a retired APD officers who served in the schools, on SWAT, and as a detective. By virtue of my childhood I grew up respecting police officers and have a real understanding of the sacrifice officers and their families must endure in their pursuit of public service. As a civil rights lawyer, I have worked on cases involving various police agencies, including APD. By virtue of my upbringing and doing this work I have gained an understanding of the tools and tactics employed by APD officers. I have also gained a thorough understanding of the law applicable to excessive force, as well as the Department's standard operating procedures and policies. All of this life experience and knowledge will benefit the CPOA because it allows me to objectively assess complaints in light of pertinent law and rules, while remaining sympathetic to both the complainant and officer under investigation.

My final positive trait is also one that poses the greatest challenge for me and that I am working to improve. At times, I can be overly-thorough and thoughtful about projects, which can delay their completion. This trait will benefit the CPOA because I will do everything in my power to make sure that all cases brought before me have been investigated to the fullest extent. On the other hand, I will work to improve on this trait to make sure that it does not interfere with the CPOA's duty to resolve complaints in a timely manner.

9. This position requires working with diverse groups of stakeholders, such as community groups, union officials, elected officials, Department of Justice attorneys, a DOJ monitor, and others. 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. 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.

My job as an attorney causes me to interact with the described groups on a regular basis. Our law firm is in contact with outreach groups associated with the homeless, and communicated with the Department of Justice attorneys while it was investigating APD and proposing policy changes. I also regularly interact with elected judges and stakeholders in the legal community as a member of various professional associations, such as the Lawyer's Professional Liability and Insurance Committee of the State Bar of New Mexico.

As the youngest member of the Committee, I often reserve my comments and concerns in deference to more senior members. However, at one time I was forced to step in and suggest resolution of a conflict between the civil defense bar and the trial lawyers resulting from an article published by the committee. In the end, I convinced these senior attorneys to put aside their differences and focus on the common goal which, at the time, was providing all members of the bar with information about malpractice liability.

10. 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.

I believe that the questions were adequately stated and, coupled with my resume, provide you with an understanding of my background any qualifications for the position.

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.

George L. Bach Jr., Partner
Garcia Ives Nowara LLC
201 3rd St NW Ste 480
Albuquerque, NM 87102-3484
(505) 899-1030
george@ginlawfirm.com

Mr. Bach was a professor of mine while I was in law school. He supervised and facilitated my first publication, and was my supervisor when I served as a tutor for the school's evidence and trial practice class.

Carolyn Nichols, Partner
Rothstein Donatelli Hughes Dahlstrom Schoenburg & Bienvenu LLP
500 4th St NW Ste 400
Albuquerque, NM 87102-2174
(505) 243-1443
cmnichols@rothsteinlaw.com

Ms. Nichols is my official mentor for the State Bar's Bridge the Gap program. Because we work in the same area of law, I have worked collaboratively with her and she has a general understanding of the quality of my work.

Alan M. Malott
Second Judicial District Court
PO Box 488
Albuquerque, NM 87103-0488
(505) 841-7474
albdamm@nmcourts.gov

Judge Malott has been a mentor of mine since I served as an intern in his chambers during law school. He can speak to my professionalism and dedication to the pursuit of justice.

Notice - If selected as a finalist for this position:

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 Gov-TV. You must be willing and able to participate in the job interview on Gov-TV in order to be considered for this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 16378237**

Name: Karen K Summers Address: [REDACTED]
Albuquerque, New Mexico 87108 US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Email: [REDACTED]

Former Last Name: [REDACTED] Preference: [REDACTED]

Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico , 029027391 , Class D

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Doctorate

Preferences

Preferred Salary: [REDACTED]

Are you willing to relocate? Maybe

Albuquerque or Santa Fe

Types of positions you will accept: Regular , Temporary

Types of work you will accept: Full Time , Part Time , Per Diem

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective

J.D. Specializing in health care administration

Education

College

University of New Mexico
www.unm.edu
8/2002 - 7/2015
Albuquerque, New Mexico

Did you graduate: Yes
College Major/Minor: J.D. and Masters
Public/Health Administration
Units Completed: 40 Semester
Degree Received: Other

Work Experience

Self Employed J.D. Graphic Designer
1/2008 - 6/2015

Summers Law
5600 Gibson Blvd SE 477
Albuquerque, New Mexico 87108
5053017243

Hours worked per week: 40
Monthly Salary: \$3,000.00
of Employees Supervised: 2
Name of Supervisor: Karen Summers - owner
May we contact this employer? Yes

Duties

Attorney

Reason for Leaving

Self-employed attorney

Certificates and Licenses

Type: Licensed New Mexico attorney - State Bar of New Mexico [REDACTED]

Number: [REDACTED]

Issued by: State Bar of New Mexico

Date Issued: 9 /2014 Date Expires:

Skills

Office Skills

Typing: 70

Data Entry: 80

Other Skills

J. D. and Masters Health Administration Expert - 10 years
and 0 months

Additional Information

Additional Information

Education:

Licensed NM Attorney 2014

University Of New Mexico Masters in Health Administration

University Of New Mexico School Of Law, Juris Doctorate 2011

University Of New Mexico, B. A., Psychology, Cum Laude, 2007

Experience:

Intern UNM Management/Administration 2014

Extern Judge Michael E. Vigil's Office, New Mexico Court of Appeals 2010

Intern Senator Jeff Bingaman's Office, Albuquerque Fall 2007

Governor Richardson's New Mexico Fellow, Human Services, Santa Fe, Summer 2005

Modrall, Sperling, Roehl, Harris & Sisk, P.A. (Legal Assistant)

City of Albuquerque, Legal Department - Paralegal Public Safety

Charles Berry, Trial Paralegal

Skills, Awards, Certificates:

Winner of the Fred M. Hart Prize for Excellence In Commercial Law (2011)

State Bar NM Alternative Dispute Resolut

References

Professional

Aldrich, Ron

Program Director

UNM MHA program

Albuquerque, New Mexico 87131

[REDACTED]

Resume

Text Resume

Attachments

Attachment	File Name	File Type
KAREN KRISTINE SUMMERS B.docx	KAREN KRISTINE SUMMERS B.docx	Resume
coverlettercity.pdf	coverlettercity.pdf	Cover Letter

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and

attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: 2000

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: UNM School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 5 years to less than 6 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 5 years to less than 6 years

7. Q: Briefly describe your experience in criminal investigation.

A: As paralegal for City of Albuquerque Legal Department participated in criminal investigations re APD

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: Twenty years experience (see resume) with administrative and judicial processes, policies, and procedures

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 25109194**

Name: JAMES RICHARD BROWN Address: [REDACTED]
Albuquerque, New Mexico 87106 US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Preference: Email

Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico [REDACTED]

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Doctorate

Preferences

Preferred Salary: [REDACTED]

Are you willing to relocate? I live in Albuquerque.

Types of positions you will accept: Regular

Types of work you will accept: Full Time , Part Time , Per Diem

Types of shifts you will accept: [REDACTED]

Objective**Education**

College Did you graduate: Yes
University of New Mexico School of Law College Major/Minor: Juris Doctorate
<http://lawschool.unm.edu/> Units Completed: 6 Semester
8/1988 - 5/1991 Degree Received: Other
Albuquerque, New Mexico

College Did you graduate: Yes
University of New Mexico College Major/Minor: Biology
<http://www.unm.edu/> Units Completed: 8 Semester
[Unspecified Start] - 12/1977 Degree Received: Bachelor's
Albuquerque, New Mexico

Work Experience

State District Court Judge Hours worked per week: 40
8/2006 - 12/2012 Monthly Salary: \$0.00
Name of Supervisor: Gary Clingman -
Fifth Judicial District Court in Eddy County Chief District Judge (Lea County
<http://www.fifthdistrictcourt.com/contact.htm> Courthouse)
102 N. Canal May we contact this employer? Yes
Carlsbad, New Mexico 88220
(575) 885-4740

Duties

2006 - 2012 State Trial Court Judge - general jurisdiction

I served as a trial judge in the state courts of New Mexico. I presided over bench and jury trials in the highest trial court level of the New Mexico Judiciary in the Fifth Judicial District Court in Eddy County, Carlsbad, New Mexico. The Fifth District Court is a state government court and has original jurisdiction of all felony criminal matters, domestic relations, probate/succession, adoption proceedings, child abuse and neglect, all serious or complex torts, contract, and property matters, and all other civil

proceedings. My caseload included cases from all of those areas.

With assistance from the Juvenile probation office, I started the Eddy County Juvenile Drug Court and served as the presiding judge for just over three years as part of my regular court duties. Drug courts are required to secure non-public funds preliminarily to demonstrate effectiveness. We received state funding after about a year of operation. The Court still operates currently with a successor judge.

I supervised the staff of the Drug Court as well as my courtroom staff. My involvement in personnel matters was pursuant to the NM Judicial Branch Personnel Rules and included procedures for step-wise discipline of staff. I was charged with developing the emergency and security plan for the courthouse.

The Chief Justice of the NM Supreme Court appointed me as Water Law Judge for the Fifth Judicial District. Along with the Chief District Judge and the other judges of the Fifth Judicial District I participated in the administration of the district's affairs. As one of three district judges in Eddy County, I was responsible for consulting with local, county and state agencies to ensure effective operation of the local judicial system.

I was appointed by Governor Bill Richardson in 2006 but then lost the subsequent partisan election. The Chief Justice of the New Mexico Supreme Court, Edward Chavez, reappointed me in 2007. I survived the next election in 2008.

Reason for Leaving

My wife took a position in New Zealand. We moved there and stayed for two years.

Fifth Judicial District Public Defender

7/2003 - 8/2006

Fifth Judicial District Public Defender - State of New Mexico
<http://www.lpdnm.us/index.php>
211 N. Canal
Carlsbad, New Mexico 88220
(575)887-0224

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 34

Name of Supervisor: John Bigelow -
Chief Public Defender for the State of
New Mexico

May we contact this employer? Yes

Duties

Before the creation of the current Law Offices of the Public Defender, I served as the Fifth Judicial District Public Defender, at that time one of eight state-level administrative appointments in the State of New Mexico Public Defender. The Fifth District office includes three large counties in Southeastern New Mexico with a combined population of over 175,000. I administered the district employees pursuant to the New Mexico personnel rules. The department was unionized and personnel management included a fair amount of labor relations work.

I managed the four district law offices; I supervised 14 attorneys and 20 support-staff members. With this staff, I was charged with providing professional legal representation for indigent criminal defendants (roughly 90% of all criminal defendants in the District) in three district courts (New Mexico's highest trial court) with ten district judges, and seven magistrate courts with nine magistrates. I was responsible for recruiting and training the attorneys and staff and for managing the department's mentoring program for the development of inexperienced attorneys. I was also responsible for my own full caseload and handled many of the most serious cases in the district.

I was responsible for investigating several hundred criminal cases each year that ranged from very simple misdemeanor cases with few witnesses to very complex, serious felony cases with dozens of witnesses and items of evidence. I was charged with working with the three investigators in the District to develop policies and procedures for conducting investigations. I trained new attorneys in the proper methods for investigations and monitored them for compliance. I was responsible for administering the Public Defender training and mentoring procedures for all attorneys in the District.

Annually, I defended 20 or more felony jury trials, conducted hundreds of hearings, and represented as many as 250 clients with cases of varying degrees of seriousness. I was responsible for initiating the appellate process for my clients when appropriate. I represented juvenile defendants, misdemeanants, and felons (including one death penalty eligible client).

As one of eight District Defenders statewide, I participated in the administration and management of the New Mexico Public Defender, a cabinet-level department of New Mexico state government. I answered to Chief Public Defender and served at the pleasure of the Governor. My duties in that role included participating in the development of statewide policy and procedures, planning and executing training workshops, and liaising with members of the New Mexico legislature, local governments, community groups and civic leaders. I was appointed District Defender by Governor Bill Richardson and

served in this role until he appointed me to the judgeship described above.

Reason for Leaving

I was appointed District Judge.

Managing Attorney

7/1997 - 6/2003

New Mexico Public Defender
<http://www.lopdnm.us/index.php>
211 N. Canal
Carlsbad, New Mexico 88220
(575)887-0224

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 9
Name of Supervisor: Rebecca Reese -
Fifth Judicial District Public Defender
May we contact this employer? Yes

Duties

I served as the managing attorney for the Eddy County district office of the New Mexico Public Defender in Carlsbad, New Mexico. I supervised three attorneys and a support staff of five. Using this staff, I was charged with providing professional legal representation for indigent criminal defendants in the Fifth Judicial District Court in Carlsbad (district courts are the highest trial courts in New Mexico). Additionally, I was responsible for ensuring professional representation of misdemeanants in the magistrate courts.

I assisted the District Defender in recruiting and training attorneys, and in managing a mentoring program for the development of inexperienced attorneys. I was also responsible for my own caseload and handled the most serious cases in Eddy County. Annually, I defended 20 or more felony jury trials, conducted hundreds of hearings, and represented as many as 250 clients with cases of varying degrees of seriousness. I was responsible for initiating the appellate process for my clients when appropriate. I represented juvenile defendants, misdemeanants, and felons.

As a managing attorney, I worked with the District Defenders and other managing attorneys statewide in the administration and management of the New Mexico Public Defender as a cabinet -level department of New Mexico government. I was responsible for managing the staff of the Carlsbad district office pursuant to the New Mexico personnel rules. The department was unionized and personnel management included a fair amount of labor relations work.

Reason for Leaving

I was appointed Fifth Judicial District Public Defender

Trial Attorney

1/1991 - 6/1997

New Mexico Public Defender
505 Marquette NW
Albuquerque, New Mexico 87102
(505) 369-3600

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Ralph Odenwald -
Second Judicial District Public Defender
May we contact this employer? Yes

Duties

I worked as an attorney for the New Mexico Public Defender in Albuquerque, New Mexico. I provided legal representation for indigent criminal defendants in several capacities across seven years. I began in a busy metropolitan misdemeanor court representing 80 - 100 clients per week in cases involving DWI, domestic violence, petty theft, simple assault and battery, and other minor crimes.

Over the course of about the first three years, I conducted dozens of six-person jury trials, hundreds of bench trials, and countless miscellaneous hearings. I later represented convicted misdemeanants in the first level of their appeals. Part of effective representation of criminal defendants is case investigation. I investigated several hundred criminal cases annually. Investigations included scene visits, review of reports, photos and videos, interviews of witnesses and consultation with other attorneys and expert witnesses. Additionally, in about two years time, I completed dozens of formal, written appellate proceedings.

As one of the first attorneys to use the new Metropolitan Court on-record appeals process, I participated in developing the procedures for handling the new procedures. On-record appeals required detailed briefing that was submitted to the District Court for an appellate decision.

In the last roughly four years time at this post, I provided legal representation for clients accused with felonies. I served as first-chair in over 25 jury trials, second-chair in dozens of others, and defended

dozens of clients in bench trials. I handled moderate to serious felony cases. I was also responsible for initiating appeals for clients when appropriate. Once again, I was required to conduct dozens of investigations annually to effectively represent my clients.

Reason for Leaving

I was promoted to managing attorney of the Carlsbad district office.

Technician, Pathologist's Assistant, Laboratory Manager

4/1982 - 7/1988

NM Office of the Medical Investigator
<http://omi.unm.edu/>
MSC07 4040; 1 University of New Mexico
Albuquerque, New Mexico 87131-0001
(505) 272-3053

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 11

Name of Supervisor: Suzanne Fetsco -
COO

May we contact this employer? Yes

Duties

I worked in the Morphology Laboratory at the New Mexico Office of the Medical Investigator (OMI) for six years. OMI is the New Mexico government facility that conducts all forensic autopsies in the state and is associated with the University of New Mexico, School of Medicine.

In the first two years I worked as a technician providing histology support for the forensic autopsy service. The histology technician processed tissues and prepared thin sections cut from paraffin embedded specimens suitable for light microscope analysis by the pathologists. From time to time we were required to produce frozen sections.

In addition to my work as a histology technician, I assisted the pathologists at autopsy. In the six years I spent there, I assisted at over 1,000 forensic autopsies and over 200 hospital autopsies.

The last four years of my time at OMI I served as the manager of the morphology laboratory. I managed a staff of 11 pathologists' assistants and histology technicians. I was responsible for the recruiting, hiring, training, and supervising of all employees of the laboratory. I administered the materials budget for the laboratory. I archived the photographs taken at autopsy and the related field photography. I was responsible for the chain-of-custody of forensic evidence collected at autopsy and its delivery to appropriate federal, state, and local law enforcement agencies.

I was part of a team that trained the field investigators statewide in the procedures to follow at external examinations, when securing chain-of-custody integrity, and when photographing the forensic scenes in the field. In my role as manager of one of OMI's departments, I participated in developing policies and procedures in the pathology laboratory, the administrative office, and the field.

Reason for Leaving

To attend law school.

Certificates and Licenses**Skills**

Office Skills

Typing:

Data Entry:

Additional Information**References**

Professional
Shuler Gray, Jane
District Judge
Fifth Judicial District Court
102 N. Canal
Carlsbad, New Mexico 88220
(575) 887-7101

Professional
Pugh, Richard

Second Judicial District Public Defender
Law Offices of the Public Defender
505 Marquette NW
Albuquerque, 87102
(505) 400-9535

Personal
McEntee, Mike

Resume

Text Resume

Attachments

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Retired from another PERA entity

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of New Mexico School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: As a criminal defense lawyer, I investigated thousands of criminal complaints against my clients. Case investigation by a defense lawyer is different in a several ways from the investigations carried out by the primary police authorities but is every bit as rigorous. My investigations included, where appropriate, scene visits, review of reports, interviews of witnesses, review of video and audio recordings, examination of physical evidence, consultation with relevant experts, and documenting findings and conclusions.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I worked for over 15 years in the NM Public Defender and roughly half of that time I was in administrative positions. My work with the PD involved state-wide policy development as one of eight senior administrators in the Department. As a NM district judge for roughly six years I handled hundreds of civil and criminal cases including many cases of the highest complexity. Four of my six years at the NM Office of the Medical Investigator I was the manager of the Morphology Laboratory. At OMI, the Public Defender, and as a district judge, I spent over 13 years as a manager involved in development and administration of policies and procedures and personnel administration.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 21711269**

Name: ROGER A. STANSBURY Address: Albuquerque, New Mexico US
Home Phone: Alternate Phone:
Email: Notification Preference: Paper
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Master's Degree

Preferences

Preferred Salary: per year
Are you willing to relocate? No
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , Night , Weekends , On Call (as needed)

Objective

My objective is to be selected for the City of Albuquerque Civilian Police Oversight Agency Director. I believe that I possess the skill set necessary to successfully perform the varied duties of this position.

Education

Professional Did you graduate: Yes
De Paul University College of Law College Major/Minor: Law
8/1986 - 6/1989 Degree Received: Professional
Chicago, Illinois

Graduate School Did you graduate: Yes
Keller Graduate School of Management College Major/Minor: Accounting
4/1983 - 4/1986 Units Completed: 64 Quarter
Chicago, Illinois Degree Received: Master's

College Did you graduate: Yes
Loyola University of Chicago College Major/Minor: Production Management
9/1974 - 6/1981 Units Completed: 128 Semester
Chicago, Illinois Degree Received: Bachelor's

Work Experience

Owner and Sole Proprietor Hours worked per week: 40
9/1995 - Present Monthly Salary: \$
The Law Office of Roger A. Stansbury # of Employees Supervised: 0
Albuquerque, New Mexico Name of Supervisor: Roger A. Stansbury - owner
May we contact this employer? Yes

Duties

Private practice law firm. Represent and counsel clients in complex business litigation and commercial transactions. Create and negotiate business contracts and prepare legal documents. Arbitrate civil disputes and mediate out-of-court and alternate dispute resolution. Counsel clients in estate planning. Managed all aspects of the law office, including office accounting, taxes and regulatory compliance.

Duties

Planned, developed, and implemented medium and long range Divisional facilities requirements aimed at reducing manufacturing overhead and final product costs. Oversaw fire suppression improvement projects. Implemented Statistical Process Control training for production employees.

Project Manager - Managed \$50 million annual in-house construction and plant expansion projects, including a new paint facility and testing facility. Tracked project time-lines, tasks and coordinated equipment and materials deliveries between multiple departments. Measured actual cost performance of construction projects against budgeted forecasts..

Purchasing and Plant Engineering Liaison - Interfaced between Plant Engineering and Purchasing Departments to ensure accurate forecasts, order placement, and timely receipt of construction materials. Taught on-site classes to engineers and materials management personnel in MRP II (Manufacturing Resource Planning).

Buyer - Purchasing Agent for critical electrical components for machine repairs and maintenance of locomotive diesel engine production equipment. Purchased precision parts on numerically controlled machines, including circuit boards, wire harnesses, and relays.

Reason for Leaving

I left EMD to pursue a law degree and to pursue a legal career.

Certificates and Licenses

Type: New Mexico Law License

Number:

Issued by: State Bar of New Mexico

Date Issued: 9 /1989 Date Expires: 1 /2016

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Professional Associations

American Production and Inventory Control Society, Chicago, Illinois

References

Professional

Adams, Colin

Attorney at Law

Albuquerque, New Mexico

Professional

Vaughn, Brad

Attorney at Law

Albuquerque, New Mexico

Personal

Mucek, Brad

UNM Cancer Research Center CFO

Albuquerque, New Mexico

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: Investigated First Party Insurance claims at Sager, Curran Sturges and Tepper, PC. These claims were suspicious fire casualty claims with intentionally set fires to collect the insurance payouts. Despite their suspicious nature, arson charges were not pending. My job was to obtain financial records and telephone records, question witnesses, verify alibis, review the fire scene photos and arson investigator's reports, question the insured under oath to determine if the Insured has committed insurance fraud and intentional fire starting. I would then determine if it was more likely that not that the insured intentionally caused the fire to be set and recommend to the insurance company that the claim be denied. I also investigated some high-end art theft claims for the insurance companies,

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have much experience representing clients in administrative hearings for worker's compensation as well as EEOC hearings. I have brought Tort Claims Act cases against the Federal Government, and appealed administrative decisions to the Federal District Court. The majority of my litigation experience has been in the New Mexico District Courts throughout the state. I also have practiced before the Metropolitan Court in Albuquerque, as well as Municipal Courts throughout the state. I prosecuted DWI and Misdemeanors on a contract basis, for the City of Sunland Park New Mexico. I am well versed in the New Mexico Criminal Code, the New Mexico Code of Civil Procedures, Open Meetings Act, traffic laws, and other pertinent laws, procedures and policies impacting this position.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24780430**

Name:	ANTHONY SALAZAR	Address:	New Mexico
Home Phone:		Alternate Phone:	
Email:		Notification Preference:	Email
Former Last Name:		Month and Day of Birth:	

Personal Information

Driver's License:	Yes, New Mexico
Can you, after employment, submit proof of your legal right to work in the United States?	Yes
What is your highest level of education?	Doctorate

Preferences

Preferred Salary:
Are you willing to relocate?

Types of positions you will accept:
Types of work you will accept:
Types of shifts you will accept:

Objective**Education**

Professional UNIVERSITY OF NEW MEXICO SCHOOL OF LAW 8/1990 - 5/1993 ALBUQUERQUE, New Mexico	Did you graduate: Yes College Major/Minor: LAW Degree Received: Professional
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Work Experience

President/Owner 2/2010 - 6/2015 SALAZAR LAW OFFICES, P.C. New Mexico	Hours worked per week: 60 Monthly Salary: # of Employees Supervised: 2 Name of Supervisor: self May we contact this employer? Yes
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Duties

Sole Practitioner. Run all aspects of a busy law office.

Reason for Leaving

Still employed

Certificates and Licenses**Skills**

Office Skills

Typing:
Data Entry:

Languages

Spanish - Speak, Read, Write

Additional Information**References**

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I am experienced in criminal investigation both as a former prosecutor and as a criminal defense attorney.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I represent clients in administrative and judicial (court) proceedings. I have worked for many years with creating and interpreting policies and procedures.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 24919922**

Name: Jennifer E. Romero Address: Albuquerque, New Mexico US
Home Phone: Alternate Phone:
Email: Notification Preference: Email
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes, New Mexico
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? No
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective**Education**

Professional Did you graduate: Yes
University of New Mexico School of Law College Major/Minor:
8/1999 - 5/2002 Degree Received: Professional
Albuquerque, New Mexico

Work Experience

Deputy Chief Public Defender, Litigation Services Hours worked per week: 40
12/2014 - 5/2015 Monthly Salary: \$0.00
Name of Supervisor: Jorge Alvarado - Chief Public Defender
Law Offices of the Public Defender May we contact this employer? Yes
Santa Fe, New Mexico

Duties

Acting District Defender, 5th Judicial District
Job Description: Supervise District Defenders, Managing Attorneys, trial attorneys and staff in the eleven public defender offices throughout the state, working more closely with the 5th Judicial District as acting District Defender. Provide feedback on bills having an impact on LOPD during legislative session.

Reason for Leaving

None given. Letter of separation available on request.

Staff Attorney Hours worked per week: 40
3/2014 - 12/2014 Monthly Salary: \$0.00
Name of Supervisor: Crystal Hyer - Deputy Court Executive Officer
May we contact this employer? Yes
Thirteenth Judicial District Court
Bernalillo, New Mexico

experience including participation in settlement conferences. Preparation of docketing statements and statement of issues on appeal cases. Approximate caseload of 100 cases at any given time, supervision of attorneys with similar caseloads. Statewide training of attorneys and staff with the New Mexico Public Defender Department.

Reason for Leaving

Ran for office (District Attorney), opened private practice.

Criminal Law in Practice Supervisor/Adjunct Professor

9/2007 - 12/2011

University of New Mexico School of Law

Albuquerque, New Mexico

Hours worked per week: 12

Monthly Salary: \$0.00

Name of Supervisor: Leo Romero - Professor

May we contact this employer? Yes

Duties

Job description: Supervision of one student each semester as part of the Criminal Law in Practice Course (CLIP) and instruction of all CLIP students.

Reason for Leaving

Left the New Mexico Public Defender Department, this class was taught through the NMPDD.

Associate Attorney

2/2003 - 7/2003

Rose Little & Associates

Albuquerque, New Mexico

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Rose Little

May we contact this employer? Yes

Duties

Job description: Represented creditors in bankruptcy and real estate matters including foreclosure and eviction. Hearings and motion practice in Bankruptcy Court and District Court. Supervision of approximately 12 staff members.

Reason for Leaving

Accepted a job with the New Mexico Public Defender

Associate Attorney

8/2002 - 2/2003

The Behles Law Firm

Albuquerque, New Mexico

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Jennie Behles

May we contact this employer? Yes

Duties

Job description: Represented individuals and small businesses in consumer bankruptcy and general civil litigation. Extensive writing of appellate briefs, legal memos and motions. Supervision of approximately 6 staff members.

Reason for Leaving

Accepted a job with another firm.

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: University of New Mexico School of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico

5. Q: How many years of management experience do you possess related to this position?

A: 5 years to less than 6 years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: As a defense attorney, I had to know every aspect of an investigation in order represent my clients. Working with investigators, I often conducted my own investigations as part of preparing a defense. As a prosecutor, I was on call to law enforcement during investigations to answer legal questions and approve warrants. I used my experiences as a defense attorney to help train law enforcement in effective investigation techniques. Knowing the constitutional limits on police investigations was crucial to my work as a defense attorney and as a prosecutor.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have been a trial attorney for most of my career and as a result am very familiar with the judicial process, from investigation and initiation of a case to trial and post trial (appeals, etc.).

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 14339353**

Name: jay r hone Address: Albuquerque, New Mexico US
Home Phone: Alternate Phone:
Email: Notification Preference: Email
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes, New Mexico
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: \$50.00 per hour;
Are you willing to relocate? No
I currently commute to Santa Fe.
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day , Evening

Objective**Education**

Professional Did you graduate: Yes
Duke University Law School College Major/Minor: Law
8/1974 - 5/1977 Degree Received: Professional
Durham, North Carolina

College Did you graduate: Yes
Otterbein College College Major/Minor: Government
9/1971 - 5/1974 Degree Received: Bachelor's
Westerville, Ohio

Work Experience

Counselor, Child Abuse and Neglect program Hours worked per week: 0
8/1982 - 11/2012 Monthly Salary: \$0.00
of Employees Supervised: 0
Name of Supervisor: Phil Bevins, inter alia - Council Executive
Boy Scouts of America, Great Southwest May we contact this employer? No
Council
Albuquerque, New Mexico

Duties

As a volunteer Scouter and lawyer, later also GAL and foster parent, advised professionals and volunteers on NM law compliance and BSA National Policy and procedures; trained youth and adult staff on these issues and policies.

Reason for Leaving

none

General Counsel Hours worked per week: 40
2/2011 - 11/2012 Monthly Salary: \$0.00
of Employees Supervised: 2
Name of Supervisor: Edwynn Burckle - Secretary, GSD
NM General Services Department May we contact this employer? Yes
Santa Fe, New Mexico

and defense attorneys.

Property and Casualty Bureau – like a commercial insurer with insurance lines of the same name, the adjusters try to properly evaluate the value of these claims and the liability exposure for state entities pursuant to the NM Tort Claim Act. New efforts: early evaluation and settlement offers.

Legal Bureau – Internal legal staff, total of 6 attorneys (all Gov Ex,) authorized, including Bureau Chief, and three legal assistants. Transition: our desire has been to convert from a roll of "supervising" the 48 law firms handling the state's tort litigation, to that role, like commercial insurers, being more of an "authorization" process with adjusters in PAC, and putting the lawyers employed in this bureau into actual litigation. (For the last year, I have also acted as Bureau Chief by default, when the occupant left. With the change in administration, we have been down to two other attorneys the whole time.) Note: The EBB Bureau Chief was vacant for more than a year, Finance Bureau Chief for nine months, and the Deputy Division Director for Finance for six months; leaving me as the primary on three bureaus for approximately half my tenure as Division Director, without the normal Deputy Director level over two of those Bureaus for half a year.

With a typical active litigation caseload for RMD of 330 at a time, and 20 new cases to be assigned a month, I have been the key assignor of cases to our contract attorneys, with input from the Legal Bureau and PAC Bureau Chief, for 21 months.

On average RMD needs to evaluate for court ordered mediation 14 cases per month, by a Claims Committee which I have and continue to chair in my capacity as GC and Legal Bureau Chief of RMD. This approval is required for every authorization exceeding \$25,000. Frequently the summary presented raises questions and directives to the contract attorney for more information or motion practice or discovery. In this way, I continue to supervise as needed the forty eight law firms handling these cases for us.

These included several cases based on allegations on acts and failure to act by CYFD.

Reason for Leaving
this opportunity, if at all

Senior Litigation Attorney
12/2008 - 2/2011

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 5
Name of Supervisor: Terry Guebert - owner
May we contact this employer? Yes

Duties

Senior Litigation Attorney. Managed multiple cases specializing in complex personal injury, wrongful, death, product liability, negligence, dram shop, electrocution, and bad faith insurance. Extensive experience in contractual and governmental liability, claims of fraud by governmental entities against bond attorneys, and a select few plaintiff personal injury cases. Responsible for mentoring associates and directing and planning strategy of litigation.

Reason for Leaving
to join new State Government administration

owner/managing attorney
3/1996 - 12/2008

Hours worked per week: 40
Monthly Salary: \$0.00
of Employees Supervised: 9
Name of Supervisor: NA - NA
May we contact this employer? No

The Hone Law Firm
Albuquerque, New Mexico

Duties

Established and led general civil litigation law firm from solo practice to six associates, primarily focused on insurance defense, including professional malpractice. Represented clients insured by CIGNA and its successor, ACE, among others. Significant residential and some commercial real estate practice.

Reason for Leaving
hired by another law firm

Guardian Ad Litem
6/1983 - 8/2007

Hours worked per week: 3
Monthly Salary: \$0.00
of Employees Supervised: 2

Duties

Foster Parent, Licensed in New Mexico from 1984; originally as a bachelor
Fostered 12 teenage boys and adopted one.
Inactive since 1995

Reason for Leaving

Conflict of interest

Litigator

5/1986 - 7/1991

Montgomery and Andrews
Albuquerque, New Mexico

Hours worked per week: 50

Monthly Salary: \$0.00

of Employees Supervised: 5

Name of Supervisor: William Madison - Managing
Partner, Albuquerque Office

May we contact this employer? Yes

Duties

Litigator. Primarily personal injury and general commercial litigation in State and Federal Court including medical, architectural and legal malpractice defense and patent ownership. Successfully challenged and defended bid proposals before administrative and political bodies under Public Purchase Code.

Reason for Leaving

hired by CIGNA; Increase in pay, manage own office

Litigation Associate

8/1982 - 5/1986

Rodey Law Firm
Albuquerque, New Mexico

Hours worked per week: 50

Monthly Salary: \$0.00

of Employees Supervised: 2

Name of Supervisor: W. Robert Lasater -
Partner/Shareholder

May we contact this employer? Yes

Duties

Associate litigator. Primarily medical malpractice defense, general tort litigation, workers compensation, landlord/tenant and other property rights litigation.

Reason for Leaving

hired by Montgomery and Andrews- increase

Instructor, Dept of Law, and Counselor

5/1981 - 7/1982

USAF Academy
Colorado Springs, Colorado

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 0

Name of Supervisor: Colonel Marcus Kinnevan - Chair,
Department of Law

May we contact this employer? No

Duties

Instructor of Law. Taught Criminal Law and Procedure, Evidence, Administrative Law, International Law (Law of Armed Conflict) and Personal Estate Planning to Air Force cadets. Faculty expert in Air Force criminal law. Edited criminal law chapters of the textbook. Provided legal assistance to faculty, staff and cadets on domestic relations, real estate, UCC, estate planning and consumer related problems. Counselor to Cadets facing honor or disciplinary hearings.

Reason for Leaving

end of active duty commitment

**Assistant Staff Judge Advocate; Area
Defense Counsel**

1/1978 - 5/1981

USAF - active duty
Kirtland AFB
Albuquerque, New Mexico

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 6

Name of Supervisor: Robert Bosser - Chief Circuit
Defense Counsel

May we contact this employer? Yes

A: NA

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A: NA

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A: NA

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Duke University, College of Law

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: NM

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: Three years full time criminal defense attorney, including challenging investigations by the prosecution and conducting defense investigations, as a "Circuit riding" area defense counsel at Kirtland, AFB. 27 more years commissioned service, (Reserve and NG) averaging approximately 15% of the time educating on criminal procedure, reviewing investigations, serving as an Article 32 Investigating Officer (like a grand jury of one,) prosecuting, defending, acting as legal advisor to boards, and reviewing records of trial. For the last five years, 5% of time perhaps on evaluating liability of civil suits against NM State Police for improper use of force or other civil rights violations, including choosing investigators to look into the allegations and incidents.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: 37 years as a litigator in NM and 30 years as an AF JAG. Chair of state Youth Authority Advisory committee. Court appointed Guardian ad litem for abused and neglected children. Foster parent for 12 sons over a 7 year period; adopted one. Primarily civil litigation all around the state, including a month long wrongful death trial on inter-agency chain of command among first responders. Input on processes through the Board of the NM Defense Lawyers Association for a decade.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 7233599**

Name:	Africa Gansallo	Address:	
Home Phone:		Alternate Phone:	
Email:		Notification Preference:	Email
Former Last Name:		Month and Day of Birth:	

Personal Information

Driver's License:	Yes, Illinois
Can you, after employment, submit proof of your legal right to work in the United States?	Yes
What is your highest level of education?	Doctorate

Preferences

Preferred Salary:	
Are you willing to relocate?	Yes
Types of positions you will accept:	Regular
Types of work you will accept:	Full Time
Types of shifts you will accept:	Day

Objective

Joining a dynamic team of advocates who are willing to work hard to ensure fair, efficient and accountable practices.

Education**Professional**

John Marshall Law School
jmls.edu
8/2001 - 5/2004
Chicago, Illinois

Did you graduate: Yes
College Major/Minor: JD
Units Completed: 90 Quarter
Degree Received: Professional

College

University of Washington
www.washington.edu
6/1996 - 5/2000
Seattle, Washington

Did you graduate: Yes
College Major/Minor: Sociology and Society & Justice
Units Completed: 180 Semester
Degree Received: Bachelor's

Work Experience**Policy Counsel/Investigator**

6/2014 - Present

Cook County Sheriff's Office

Chicago, Illinois

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Jim Roache - Inspector General
May we contact this employer? Yes

Duties

Plan, coordinate, and conduct investigations into criminal and non-criminal cases, with emphasis on violations of law pertaining to criminal violations, financial fraud and waste and abuse of financial resources. Conduct operational reviews of procedures, protocols and performance to assess efficiency and to determine compliance with local municipality's policies, statutes, judicial orders and consent decrees. Assess programs and operations, review existing procedures and policies and make recommendations in oral and written reports on procedures and policies designated to improve the safety and efficiency of operations and administration of programs.

Chief of Staff

9/2005 - 6/2014

Hours worked per week: 40
Monthly Salary: \$0.00
Name of Supervisor: Earlean Collins - Cook

Professional
Lockett, Angela

Professional
McKeivry, Teresa

Personal
Collins, Earlean
Former Cook County Board Commissioner

Resume

Text Resume

Attachments

Attachment	File Name	File Type
Civilian Police Oversight Agency Director.docx	Civilian Police Oversight Agency Director.docx	Cover Letter
Resume 2015.docx	Resume 2015.docx	Resume

City-Wide Questions

1. Q: Have you ever been convicted of a felony?

A: No

2. Q: Are you a military veteran discharged under honorable conditions, or in a current Active military, Guard, or Reserve status, or a spouse, widow(er), or parent of a deceased or disabled veteran? [Reminder: please include your military experience in your employment history, and attach your DD-214 or DD-215 and/or proof of current Active, Guard or Reserve enlistment.]

A: No

3. Q: Do you have relatives working for the City of Albuquerque?

A: No

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 14993964**

Name: Sandra Gardner Address: Albuquerque, New Mexico US
Home Phone: Alternate Phone:
Email: Notification Preference: Email
Former Last Name: Month and Day of Birth:

Personal Information

Driver's License: Yes, New Mexico ,
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary:
Are you willing to relocate? No
Types of positions you will accept: Regular
Types of work you will accept: Full Time
Types of shifts you will accept: Day

Objective**Education**

Graduate School
University of New Mexico School of Law
8/1991 - 5/1994
Albuquerque, New Mexico
Did you graduate: Yes
College Major/Minor: Law
Degree Received: Other

College
Northern Arizona University
1984 - 1988
Flagstaff, Arizona
Did you graduate: Yes
College Major/Minor: Psychology/Biology
Degree Received: Bachelor's

Work Experience

Children's Court Attorney
4/2013 - Present
State of NM, CYFD, Protective Services
Albuquerque, New Mexico
Hours worked per week: 40
Monthly Salary: # of Employees Supervised: 0
Name of Supervisor: Deborah Gray - Managing Attorney
May we contact this employer? Yes

Duties

Representing the Department in Abuse and Neglect cases in Children's Court.

Reason for Leaving

Currently employed

Owner - Attorney
1/2011 - 4/2013
Gardner Law Office
Albuquerque, New Mexico
Hours worked per week: 30
Monthly Salary:
of Employees Supervised: 0
Name of Supervisor: Self - Owner
May we contact this employer? Yes

Domestic Violence Legal Services Director
6/1999 - 4/2002

Resources, Inc. and Center for Civic Values
Albuquerque, New Mexico

Hours worked per week: 40
Monthly Salary:
of Employees Supervised: 0
Name of Supervisor: Shannon - Director
May we contact this employer? No

Duties

Supervised, scheduled and recruited volunteers, performed community outreach and training, coordinated with other domestic violence service providers, police and district attorneys, planned and implemented annual full-day training seminar and CLE for volunteer attorneys. Designed and distributed program materials state-wide, wrote grants, performed direct telephone contact with victims of domestic violence and represented victims in Protective Order hearings. Coordinated civil legal services project, including intake assessments with clients, assignments to attorneys representing them in their family law cases, follow-up with clients, and advice to attorneys when needed.

Reason for Leaving

Wanted to do less domestic violence work.

Owner - Attorney
1/1995 - 6/1999

Gardner Law Office
Albuquerque, New Mexico

Hours worked per week: 40
Monthly Salary:
of Employees Supervised: 3
May we contact this employer? Yes

Duties

All aspects of legal practice. Specifically, representation of clients in a variety of legal situations, primarily family law and landlord-tenant issues, supervision of staff and maintenance of client files. In addition, performed all duties required to run a private business, including filing of federal, state and employee taxes, maintaining business and trust accounts, purchasing supplies, etc.

Reason for Leaving

Wanted steady salary.

Certificates and Licenses

Type: License to practice law in New Mexico

Number:

Issued by: Supreme Court of New Mexico/State Bar of NM

Date Issued: 10 /1994 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

References

Professional
Jacobus, Torri
Director, Self Help Office 2nd Judicial District
Court

Albuquerque, New Mexico

Professional
O'Neill, Kelly
CYFD Appellate Attorney

Albuquerque, New Mexico

7. Q: Briefly describe your experience in criminal investigation.

A: I have not conducted criminal investigations myself, but have worked with law enforcement in various ways throughout my career.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: I have been an attorney for 20 years, and have dealt with administrative bodies in numerous different ways, including in my position with the Governor's Office, and on the Board of Directors with Haven House.

1501043 - CIVILIAN POLICE OVERSIGHT AGENCY DIRECTOR**Contact Information -- Person ID: 4624357**

Name: Jorge A Alvarado Address: Albuquerque, New Mexico US
Home Phone: Alternate Phone:
Email: Notification Preference: Email
Former Last Name: Month and Day of Birth: [REDACTED]

Personal Information

Driver's License: Yes
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Doctorate

Preferences

Preferred Salary: per year
Are you willing to relocate? Yes

Types of positions you will accept: Regular
Types of work you will accept: Full Time
Day , Evening ,
Night , Weekends ,
On Call (as needed)

Types of shifts you will accept:

Objective

I seek to have an opportunity to use my skills in successfully serving the citizens as the Director of the City of Albuquerque as the Civilian Police Oversight Agency. My unique experiences have prepared me to successfully carry out the important mission of this office. I have developed good working relationships with key stakeholders involved in the community and the justice system that will help ensure the ability to perform the duties of Director with success.

Education

Graduate School
Drake University Law School
www.law.drake.edu
8/1979 - 5/1982
Des Moines, Iowa

Did you graduate: Yes
College Major/Minor: General Law
Units Completed: 88 Semester
Degree Received: Doctorate

College
California State University, Northridge
www.csun.edu
8/1975 - 8/1979
Northridge, California

Did you graduate: Yes
College Major/Minor: Political Science
Units Completed: 316 Semester
Degree Received: Bachelor's

Work Experience

Chief Public Defender
11/2013 - Present

State of New Mexico, Law Offices of the Public Defender

Santa Fe, New Mexico

Hours worked per week: 40
Monthly Salary: \$
of Employees Supervised: 409
Name of Supervisor: Robert Mead
May we contact this employer? Yes

Duties

The Chief Executive Officer in the planning, organizing and directing the administration and operation of the Law Offices of the Public Defender (LOPD), State of New Mexico. Ensure the quality legal representation in criminal and juvenile matters in the state trial, appellate and Supreme Courts of the

and operation of the Public Defender's Office with over 150 lawyers and concomitant support staff; acted for the Public Defender during his absences or as directed; had the responsibility for administrative and technical supervision directly and through subordinate supervisors in the adult operations of the mid-county and eastern county divisions in addition to the county-wide juvenile division with abuse and neglect and delinquency matters, including the planning, organizing, creation and development of the Educational Rights and Mental Health Advocacy Programs. Participated in the formulation of departmental policies and procedures and development of the annual budget for the County Executive Office. Participated as liaison between the Office of the Public Defender with the County Administration as well as the Superior Courts. Participated and directed in the development of future staff growth needs and the development of new facilities for the above mentioned divisions.

Reason for Leaving

In a Executive Management restructure, I was released from my "at will" position. Within approximately one year four of the six Executive Management Team was replaced. The Public Defender continued to have problems with his team until he was finally discharged in November 2012.

Sole Practitioner

7/1988 - 12/1999

Law Offices of Jorge A. Alvarado

Hours worked per week: 40

Monthly Salary: \$

of Employees Supervised: 2

Name of Supervisor: Self - Sole Proprietor

May we contact this employer? Yes

Duties

Sole practitioner in an active criminal defense practice representing clients accused of crimes as a private attorney in the County of Ventura, California. Representation included all facets of criminal defense of misdemeanors and felonies including consultations, liaison with investigating law enforcement agencies, arraignments, preliminary hearings, jury trials and appellate/writ review where necessary in both state and federal courts. Representation in cases included jury trials to completion with charges including murders, sexual assaults, gang cases, sales and manufacturing of narcotic substances and juvenile delinquency matters including fitness/amenability hearings. Also represented clients in death penalty cases including to verdict on one trial. Served as a panel member providing court appointed criminal defense to the indigent in felony crimes with the Conflict Defense Associates in Ventura, California. Also represented parents in the abuse and neglect cases.

Reason for Leaving

Appointed as the Assistant Public Defender in Riverside County, California

Deputy Public Defender

1/1986 - 6/1988

Ventura County Public Defender's Office

Ventura, California

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 1

Name of Supervisor: Steve Lipson - Public Defender

May we contact this employer? Yes

Duties

As a Deputy Public Defender represented clients accused of misdemeanors, pre and post trial motions and completed jury trials to verdict. Successfully prosecuted several appeals while in the misdemeanor assignment. Represented parents in juvenile dependency (abuse and neglect) matters under the Welfare and Institutions Code section 300 as the sole attorney in an independent calendar with a caseload of over 350 active clients.

Reason for Leaving

Open my solo practice

Associate Attorney

7/1985 - 12/1985

Channel Counties Legal Services
Oxnard, California

Hours worked per week: 40

Monthly Salary: \$0.00

Name of Supervisor: Carmen Ramirez - Executive Director

May we contact this employer? Yes

Duties

Representing indigent clients in matters of housing, public assistance and employment.

Date Issued: 11 /2000 Date Expires:

Skills

Office Skills

Typing: 40

Data Entry: 20

Languages

Spanish - Speak, Read, Write

Additional Information

Honors & Awards

- Riverside Youth Court, special recognition for the dedication and commitment to the mission of the program.
- Ventura County Criminal Defense Bar Association - recipient of the "Joyce Yoshioka Award" for outstanding contributions to the Criminal Justice System on behalf of the criminal indigent.
- County of Ventura Board of Supervisors - recipient of a Commendation for Exemplary Record of Civic Involvement and Leadership.
- City of Oxnard, California - recipient of Board Resolution in recognition of leadership and community service for the County of Ventura.
- California State Legislature - recipient of acknowledgement for service to the community by State Assemblyman, John Benolt.

Professional Associations

- New Mexico Criminal Defense Lawyers Association
- New Mexico Supreme Court Access To Justice Commission - Member of the Legislative/Rules.
- New Mexico Second Judicial District Court, Pro Bono Committee
- New Mexico Coalition Against Domestic Violence, NMLA state-wide representative member; Legislative Committee member
- New Mexico Hispanic Bar Association, Member (Law Student Mentorship Program)
- California Attorneys for Criminal Justice, Board of Governors - Former Member (Board Member December 2006 to 2009 - previously 1993-1995) Member of the Executive Committee, the Legislative Committee and Co-Chair of the Seminars Committee.
- California Public Defenders Association - Member since 1985 to 2009. Basic Trial Skills Institute Faculty Member at University of San Diego since 2000 to 2009.

Additional Information

Experienced in planning, organizing, directing and implementation of policy for small, medium and large for profit and non-profit private as well as governmental organizations; development of strategic and collaborative alliances within and outside the organization with key stakeholders; organizational development and stewardship of mission goals and objectives; fiscal oversight and projection of resource needs and development; personal and professional development, supervisory and managerial experience and coordination of work of different departments. Have capacity to analyze administrative and fiscal issues, and make appropriate program recommendations on budgeting, staffing and administrative organization to ensure compliance with program funding and regulatory requirements and laws; develop and maintain cooperative working relationships with diverse clients, staff, government, business and community leaders.

References

Professional

Strouse, William

NMLA Executive Director (retired)

Albuquerque, New Mexico

Professional

Kuffer, Dorene

Attorney at Law

4. Q: If you are a current City of Albuquerque employee enter your employee ID.

A:

5. Q: If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

6. Q: If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

7. Q: Are you receiving a PERA pension?

A: Neither of these

Supplemental Questions

1. Q: Do you possess a professional law degree (J.D. or LL.B) from an ABA accredited law school?

A: Yes

2. Q: If you possess a professional law degree identify the accredited law school.

A: Drake University Law School, Des Moines, Iowa

3. Q: Are you an active member in good standing with the Bar Association of a US State or Territory, or the District of Columbia?

A: Yes

4. Q: If you are an active Bar Association member in good standing identify the state.

A: New Mexico and California

5. Q: How many years of management experience do you possess related to this position?

A: 6 or more years

6. Q: Select the number of years of work experience you possess which relate to this position.

A: 13 or more years

7. Q: Briefly describe your experience in criminal investigation.

A: I have been a licensed attorney for over 31 years. I have primarily been a criminal defense attorney handling cases from minor traffic matters through murders including death penalty cases. I have directed investigations of hundreds of cases. As the Chief Public Defender and during my tenure as the Assistant (Deputy Chief) Public Defender in California I was responsible for the quality of work for investigators in both offices.

8. Q: Briefly describe your experience with administrative and judicial processes, policies and procedures.

A: As the Chief Public Defender and during my tenure as the Assistant (Deputy Chief) Public Defender in California I have been instrumental in the development of policies and procedures for the smooth and efficient operation of large government agencies. I have also been involved in the development of court policies and rules to help increase the efficient administration of justice. In my private practice, while in administrations of both Public Defender Offices in California and New Mexico and during my employment with New Mexico Legal Aid, Inc. I have extensive experience in administrative processes in employment related issues. Finally, I have taken approximately 150 criminal cases to verdict by a jury and countless matters to trial by only a judge.