

From: Beth Mohr
To: pob; Mark T. Baker
Subject: Meeting materials
Date: Thursday, June 11, 2015 1:40:13 PM
Attachments: [POB Agenda - 6-11-2015 FINAL.docx](#)
[CPOA Director - Hiring Process Timelines.xlsx](#)

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

ASAP - Schedule to Select an Executive Director for the CPOA

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

Regular - Schedule to Select an Executive Director for the CPOA

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

Total time to hire

170

From: [Leonard Waites](#)
To: [Beth Mohr](#)
Subject: Re: Meeting materials
Date: Thursday, June 11, 2015 3:13:12 PM

Meeting time 4 o'clock or 5 o'clock

On Jun 11, 2015 1:40 PM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:

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

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Albuquerque Police Oversight Board

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From: Beth A. Mohr
To: Leonard Waites
Subject: Re: Meeting materials
Date: Thursday, June 11, 2015 3:15:09 PM

Meeting at 4 pm.

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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Leonard Waites <phamason.lw@gmail.com> wrote:

Meeting time 4 o'clock or 5 o'clock

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From: Leonard Waites
To: Beth Mohr
Subject: Re: Meeting materials
Date: Thursday, June 11, 2015 3:17:35 PM

Cool, I just left the Academy I wasn't sure

On Jun 11, 2015 3:15 PM, "Beth A. Mohr" <cabq.pob.mohr@gmail.com> wrote:
Meeting at 4 pm.

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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From: Charles Arasim
To: POB@cabq.gov; lroller@nmac.gov; PMRinc@mac.com; Martinez, Elizabeth (USANM); Zaman, Jon K.; Garduno, Rey; kensanchez; danlewis; Gibson, Diane G.; Pena, Klarissa J.
Subject: Inspection of Public Records request (shadow email account) 6-8-15
Date: Monday, June 08, 2015 8:40:43 AM

Board Members,

On June 5th 2015 while waiting for the POB Policy and Procedure Review Subcommittee to come to order, meeting was eventually called off due to a failure to convene a quorum, I witnessed a conversation between your acting Executive Director Robin Hammer (who acted as if she was aware/in the loop), Board member Scott Wilson and POB Chairman Leonard Waites.

During that discussion the subject of POB email IPRA requests came up and it was revealed that the CPOA has established a, for lack of a better term, 'shadow' email account for the IPRA clerk inside the ABQ City Clerk's office.

I believe that the "Independent" CPOA has now removed its responsibility to maintain an internal records custodian and placed it in the hands of a third party who has already admitted to be operating under secret IPRA request policies and has failed to respond to a verbal IPRA request for those policies as evidenced here:

<https://www.youtube.com/watch?v=qj75PvZewVM>

Under the NM Inspection of Public Records Act I request the following documents:

1. The CPOA ABQ City Council approved policies and procedures concerning the CPOA maintaining, or not, an internal records custodian. This is to include any POB meeting or POB subcommittee meeting minutes (even if only in draft form) where public comments were allowed to address these policies.
2. Any communications, including private phone records (dates/times of conversations or messages/texting), concerning this topic between any CPOA Investigative/Office Staff/POB Member, the acting Executive Director, the City Clerk/Staff, any other member of the City Legislative/Staff or Administrative/Staff branches, any member of the ABQ DOJ Team/Staff, any member of Mr. Ginger's Team/Staff or Federal Court Judge Robert Brack's Staff.
3. Any documents showing these actions by the CPOA/POB/City Clerk fall within the requirements of the NM Inspection of Public Records Act.

Respectfully,
Mr. Charles Arasin

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From: Moira Amado-McCoy
To: Charles Arasim
Cc: POB@cabq.gov; lroller@nmag.gov; PMRinc@mac.com; Martinez, Elizabeth (USANM); Zaman, Jon K.; Garduno, Rey; kensanchez; danlewis; Gibson, Diane G.; Pena, Klarissa J.
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
Date: Monday, June 08, 2015 10:01:30 AM

Dear Mr. Arasim --

I am the Chair of the Case Review Committee, and it was my unfortunate absence that caused a lack of quorum at the meeting you refer to.

I am not sure what you overheard exactly, but I believe I can clear up any misunderstanding very easily. If Mr. Wilson and Mr. Waits were discussing the IPRA requests, I can assure you that the conversation revolved around how best to respond to this part of our duty, and most likely, to our need to set up separate POB-specific email accounts in order to facilitate, not dodge, this responsibility.

Responding to these request was something we were not first, as a Board, prepared for, and the request came so quickly that as we were finding a way to organize ourselves during the first two months, we struggled individually and as a group, regarding the best way to get all emails to the right place.

I can assure you, most genuinely, that this is all the Board has worked toward in relation to these requests: how best and most efficiently to respond. We had to figure out how to get the early emails out of our private accounts, before most of us had created POB-specific email accounts -- not "shadow" accounts, but rather, the very opposite: accounts that would in the future not be commingled with our personal accounts, so that we could very quickly respond to IPRA requests in the future.

Speaking for myself, for instance (and I know each of the Board members had their own individual struggles, though some were more experienced with the process itself than others), I wasn't quickly able to export the file folder in which I had placed all my POB related email, within my private account. Since hiring Attorney Baker (just a few weeks ago, as I know you'll remember), I have learned something about "MFiles" and how to export and convert them. Mr. Baker's office will actually be helping me to complete that even now.

I do apologize for the extra time this has taken me/us, but please understand that everything we've tried to do so far has taken us "extra time" -- it is simply a function of starting from scratch on many things and of having to unravel many administrative problems.

What we've now come to, as we all tried to fulfill these requests at our own desks, is that we each created a separate email account for POB email only. This was suggested on the first day we met for training, but some of us were slower than others to figure out the wisdom of that method (I count myself as one of the slower responders). We now, I believe, all have POB specific email accounts.

These are the ONLY second accounts that anyone on the Board has for POB business, and they really can't even fairly be considered "second accounts," as they are the only accounts we ever set up for POB business. So, they would be the only

accounts Mr. Waits and Mr. Wilson could have been speaking about before the meeting you refer to, and they were created to facilitate the IPRA request process.

We are doing our absolute best to assure that we comply with each IPRA request, and that we do it efficiently. We've made some progress in that direction, and as I understand it, we will solve some more issues related to access to our POB-specific email accounts during Thursday's meeting, with the help of our new attorney. I will be glad to see you at our next meeting, and glad to address any further questions you have on this issue, to the best of my ability.

But, again, I do assure you with great confidence, that Mr. Waits and Mr. Wilson could only have been speaking about the POB-specific email address that we've all set up now to facilitate IPRA requests. We have absolutely no reason to try to hide or obfuscate our work; in fact, we have been working diligently and without stop to set an example for transparency.

Thank you for your interest in our work. Please know that we are doing our best to get firmly on our feet so that we can best serve the entire Albuquerque community in the capacity they have entrusted to us.

Best,

Moir

Moir Amado-McCoy
POB Member
Chair, Case Review Committee
505-553-1818

On Mon, Jun 8, 2015 at 8:40 AM, Charles Arasim <crarasim@gmail.com> wrote:
Board Members,

On June 5th 2015 while waiting for the POB Policy and Procedure Review Subcommittee to come to order, meeting was eventually called off due to a failure to convene a quorum, I witnessed a conversation between your acting Executive Director Robin Hammer (who acted as if she was aware/in the loop), Board member Scott Wilson and POB Chairman Leonard Waites.

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From: [Beth A. Mohr](#)
To: [Moira Amado-McCoy](#)
Cc: [POB@cabq.gov](#); [Mark T. Baker](#)
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
Date: Monday, June 08, 2015 10:21:59 AM

POB members,

Please do not respond to these emails on behalf of the POB. You have no authority to do so, as this matter is being handled by our attorney and the City Attorney.

As you saw on our agenda for June 11th, we have this matter for discussion with our attorney. We will ensure a proper and legal response, but this cannot be done individually. No matter how good your intentions, all of these individual responses just make more work for our lawyer.

Thanks, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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Moira Amado-McCoy <amadomccoy.pob@gmail.com> wrote:

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M002935

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POB Member
Chair, Case Review Committee
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M002938

From: Charles Arasim
To: POB@cabq.gov; lroller@nmap.gov; PMRinc@mac.com; Martinez, Elizabeth (USANM); Zaman, Jon K.; Garduno, Rey; kensanchez; danlewis; Gibson, Diane G.; Pena, Klarissa J.
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
Date: Friday, June 12, 2015 10:29:43 AM

POB Members,

My IPRA request was sent out 4 days ago and I have yet to, even, receive a proper response in accordance with the IPRA.

Please explain ASAP...

C. Arasim

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On Mon, Jun 8, 2015 at 11:18 PM, Charles Arasim <crarasim@gmail.com> wrote:
Mr. Ginger,

Thanks for getting back to me on this.

I have received a couple of responses from POB members and they seem to be missing a big part of the puzzle.

This was my response...

POB Members,

I believe the CPOA/POB falls under the court ordered stipulations, similar to the 1999 injunction, contained in my successful civil rights lawsuit.

Perhaps it would be best for you to read that settlement agreement, that predates all others, and/or contact the NM ACLU attorney that represented me. Her name is Alexandra Smith.

C. Arasim

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On Mon, Jun 8, 2015 at 9:25 AM, JAMES GINGER <pmrinc@mac.com> wrote:
Mr. Arasim:

M002939

Thank you for keeping me in the loop on this. I'll review the Settlement Agreement for any potential conflicts with that document, and will enquire as to the reason for the need of such an account.

Jim Ginger

On Jun 8, 2015, at 10:40 AM, Charles Arasim <crarasim@gmail.com> wrote:

Board Members,

On June 5th 2015 while waiting for the POB Policy and Procedure Review Subcommittee to come to order, meeting was eventually called off due to a failure to convene a quorum, I witnessed a conversation between your acting Executive Director Robin Hammer (who acted as if she was aware/in the loop), Board member Scott Wilson and POB Chairman Leonard Waites.

During that discussion the subject of POB email IPRA requests came up and it was revealed that the CPOA has established a, for lack of a better term, 'shadow' email account for the IPRA clerk inside the ABQ City Clerk's office.

I believe that the "Independent" CPOA has now removed its responsibility to maintain an internal records custodian and placed it in the hands of a third party who has already admitted to be operating under secret IPRA request policies and has failed to respond to a verbal IPRA request for those policies as evidenced here:

<https://www.youtube.com/watch?v=aj75PvZewVM>

Under the NM Inspection of Public Records Act I request the following documents:

1. The CPOA ABQ City Council approved policies and procedures concerning the CPOA maintaining, or not, an internal records custodian. This is to include any POB meeting or POB subcommittee meeting minutes (even if only in draft form) where public comments were allowed to address these policies.
2. Any communications, including private phone records (dates/times of conversations or messages/texting), concerning this topic between any CPOA Investigative/Office Staff/POB

Member, the acting Executive Director, the City Clerk/Staff, any other member of the City Legislative/Staff or Administrative/Staff branches, any member of the ABQ DOJ Team/Staff, any member of Mr. Ginger's Team/Staff or Federal Court Judge Robert Brack's Staff.

3. Any documents showing these actions by the CPOA/POB/City Clerk fall within the requirements of the NM Inspection of Public Records Act.

Respectfully,
Mr. Charles Arasim

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

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

Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15

From: Charles Arasim <crarasim@gmail.com>

To: POB@cabq.gov, lroller@nmag.gov, PMRinc@mac.com, "Martinez, Elizabeth (USANM)" <elizabeth.martinez@usdoj.gov>, "Zaman, Jon K. "

<jzaman@cabq.gov>, "Garduno, Rey" <reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>, danlewis <danlewis@cabq.gov>, "Gibson, Diane G. " <dgibson@cabq.gov>, "Pena, Klarissa J." <kpena@cabq.gov>

CC:

POB Members,

My IPRA request was sent out 4 days ago and I have yet to, even, receive a proper response in accordance with the IPRA.

Please explain ASAP...

C. Arasim

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

On Mon, Jun 8, 2015 at 11:18 PM, Charles Arasim <crarasim@gmail.com> wrote:

Mr. Ginger,

Thanks for getting back to me on this.

I have received a couple of responses from POB members and they seem to be missing a big part of the puzzle.

This was my response...

POB Members,

I believe the CPOA/POB falls under the court ordered stipulations, similar to the 1999 injunction, contained in my successful civil rights lawsuit.

Perhaps it would be best for you to read that settlement agreement, that predates all others, and/or contact the NM ACLU attorney that represented me. Her name is Alexandra Smith.

C. Arasim

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On Mon, Jun 8, 2015 at 9:25 AM, JAMES GINGER <pmrinc@mac.com> wrote:
Mr. Arasim:

Thank you for keeping me in the loop on this. I'll review the Settlement Agreement for any potential conflicts with that document, and will enquire as to the reason for the need of such an account.

Jim Ginger

On Jun 8, 2015, at 10:40 AM, Charles Arasim <crarasim@gmail.com> wrote:

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2. Any communications, including private phone records (dates/times of conversations or messages/texting), concerning this topic between any CPOA Investigative/Office Staff/POB Member, the acting Executive Director, the City Clerk/Staff, any other member of the City Legislative/Staff or Administrative/Staff branches, any member of the ABQ DOJ Team/Staff, any member of Mr. Ginger's Team/Staff or Federal Court Judge Robert Brack's Staff.
3. Any documents showing these actions by the CPOA/POB/City Clerk fall within the requirements of the NM Inspection of Public Records Act.

Respectfully,
Mr. Charles Arasim

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From: Beth Mohr
To: alangreen@cabq.gov; Hammer, Robin; pob; vyermal@cabq.gov; Mark T. Baker; mscott@cabq.gov
Subject: Writing assignment - ad to CPOA Director Posting
Date: Friday, June 12, 2015 1:03:03 PM
Attachments: [Approved Writing Assignment for CPOA Director Applicants.docx](#)

Mr. Green & Mr. Yermal,

Attached is the writing assignment/questionnaire for the CPOA Director position. Please attach this so that it goes to all future applicants for the job, and send it to anyone who has already applied. The deadline is the same as the closing date for the position. I have also attached the timeline for you, Mr. Green, because my guess at your email using the typical city naming convention failed, so you missed that email.

In order to avoid a huge glut of work for HR on July 17th and July 19th, let's coordinate so that I can pick up the applications and assignments every week or so, or you can upload them to a website that I can create to which the entire POB will be given access. This way we can at least skim the applications and assignments as they come in, and you'll only have a few left to push to us when the position closes.

Additionally, we'll need to come up with a release form that allows the POB to conduct our own reference and background checks, in addition to whatever City HR would perform, unless you think that the Board would be included in whatever release is part of the City's application process.

The initial delay in job posting was most distressing to the Board, so we want to ensure that we can stick to a schedule now that we have one.

Please call me with any questions. I am taking responsibility for this process, as Chair of the Personnel Subcommittee, and will absolutely ensure its success, so just let me know what you need from me so we can all stay on schedule.

Thanks much, -B

Beth A. Mohr
Albuquerque Police Oversight Board

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

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

City of Albuquerque Police Oversight Board
Questionnaire for Director of Civilian Police Oversight Agency Applicants
Due July 17, 2015

You may add your answers to this document, or format your answers separately; please send your completed questionnaire as a PDF to CITY HR TO BE INSERTED. Completed questionnaire is required or application is not complete and candidate will not be considered.

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.

Please provide the following information:

Name:
Firm/Employer:
Address:
Phone:

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?
2. Please provide a specific example of an ethical conflict you encountered, how you handled it, and why, as well as the outcome.
3. Give one or more examples of a challenge you encountered as a manager/supervisor, how you dealt with it and why.
4. Which of your legal cases are you the most proud of and why?
5. Describe your investigative philosophy.
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?
7. What is your vision for the CPOA?
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.
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.

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.

Settlement agreement/Consent Decree and related documents are available at <http://www.cabq.gov/cpoa> or <http://www.cabq.gov/police> or <http://www.justice.gov/crt/about/spl/findsettle.php#newmexico>

From: Green, Alan
To: Beth Mohr; Hammer, Robin; POB; Yermal, Vincent A.; Mark T. Baker; Scott, Mary L.
Subject: RE: Writing assignment - ad to CPOA Director Posting
Date: Friday, June 12, 2015 2:37:41 PM

Ms. Mohr,

At this point we have received three applicants for the CPOA Director position. None of them meet the minimum requirements of the position. An option is to only send the written assignments to applicants meeting minimum requirements. Please advise.

In reference to the written assignment your email includes, "The deadline is the same as the closing date for the position". Later you indicate, "I can pick up the applications and assignments every week or so". To be consistent we could give each qualified applicant one week from distribution of the emailed written assignment to complete and return. Please advise.

I can print or email the applications, attachments, and returned written assignments on a weekly bases.

A Release form is not needed for references. There is an acceptance statement presented for all applicants at the time of application that covers this. I can provide a background check authorization form. Typically these are given to the few that are selected to participate in an interview.

Mr. Yermal has forwarded the timeline document to me.

Thank you for information and please contact me if you have questions.

Alan Green
768-3715

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Friday, June 12, 2015 1:03 PM
To: Green, Alan; Hammer, Robin; POB; Yermal, Vincent A.; Mark T. Baker; Scott, Mary L.
Subject: Writing assignment - ad to CPOA Director Posting

Mr. Green & Mr. Yermal,

Attached is the writing assignment/questionnaire for the CPOA Director position. Please attach this so that it goes to all future applicants for the job, and send it to anyone who has already applied. The deadline is the same as the closing date for the position. I have also attached the timeline for you, Mr. Green, because my guess at your email using the typical city naming convention failed, so you missed that email.

In order to avoid a huge glut of work for HR on July 17th and July 19th, let's coordinate so that I can pick up the applications and assignments every week or so, or you can upload them to a website that I can create to which the entire POB will be given access. This way we can at least skim the applications and assignments as they come in, and you'll only have a few left to push to us when the position closes.

M002948

Additionally, we'll need to come up with a release form that allows the POB to conduct our own reference and background checks, in addition to whatever City HR would perform, unless you think that the Board would be included in whatever release is part of the City's application process.

The initial delay in job posting was most distressing to the Board, so we want to ensure that we can stick to a schedule now that we have one.

Please call me with any questions. I am taking responsibility for this process, as Chair of the Personnel Subcommittee, and will absolutely ensure its success, so just let me know what you need from me so we can all stay on schedule.

Thanks much, -B

Beth A. Mohr
Albuquerque Police Oversight Board

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

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From: [NACOLE](#)
To: [Leonard](#)
Subject: NACOLE Summer Newsletter Now Available
Date: Monday, June 15, 2015 7:59:59 AM

Summer 2015 NACOLE Newsletter Now Available

[View this email in your browser](#)



2015 Summer Edition of the NACOLE Review is Now Available

The 2015 Summer edition of the *NACOLE Review* is now available! To view the latest edition, visit our website, www.nacole.org, or click [HERE](#) to download the newsletter directly.

NACOLE welcomes your feedback! Please send any comments, questions, article suggestions or concerns to Karen Williams, NACOLE Newsletter Committee Chair, at NACOLEnewsletter@gmail.com or williams@nacole.org

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You are receiving this email because you are a member of the National Association for Civilian Oversight of Law Enforcement.

Our mailing address is:

NACOLE
P.O. Box 87227
Tucson, AZ 85754

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)



From: Beth Mohr
To: Hammer, Robin; jmoyna@cabq.gov; Mark T. Baker; jzaman@cabq.gov; pob; mscott@cabq.gov; yvermal@cabq.gov; Jessica Hernandez; pcash@cabq.gov; mcontreras@cabq.gov; pskotchdopole@cabq.gov; dmcdermott@cabq.gov; eonell@cabq.gov; christopherdavidson@cabq.gov; agreen@cabq.gov
Subject: Approved process and timeline for hiring of CPOA Director
Date: Friday, June 12, 2015 11:28:41 AM
Attachments: CPOA Director - Approved Hiring Process Timelines.pdf

All: Please find the enclosed document which is the hiring process and timeline for the selection and hire of the permanent Executive Director of the CPOA Office. This was approved in the POB meeting last evening.

Please note that this plan requires successful coordination between the POB, CPOA, City HR and City Council. The first step of the process, the initial posting of the job description, took much longer than expected, which is to say 20 days, rather than the anticipated 2 days. Please assist me in planning ahead to ensure we do not have similar issues as we move forward.

We need to have Council Chambers reserved, with live Gov-TV broadcast, for a Special POB meeting on July 29, 2015, preferably at 5:30 pm. Mr. Moya, if you could assist Ms. Hammer with this process. Please let everyone know as soon as this room is reserved, along with the appropriate additional functions. If such reservations are not confirmed by Tuesday, June 16th, I am happy to assist with moving that process forward.

We will also have a Personnel Subcommittee meeting on July 24th, and we will need a public meeting room reserved for that day, as well as for the already-scheduled Personnel Subcommittee meeting on June 25th at 1:30. Again, please communicate that these rooms are reserved, as well as the specific information about locations and times.

If you have questions, please feel free to contact me directly. This entire process is my responsibility, as Chair of the Personnel Subcommittee, and I am pleased to help ensure the Board's success in this area. I anticipate the effective communication and cooperation from all parties involved.

Thanks in advance,

Beth A. Mohr
Albuquerque Police Oversight Board

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

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Schedule to Select an Executive Director for the CPOA
Approved by POB - 6/11/2015

Date	Day	Description	Tasks	People	Public Meeting Required	Comments	Number of Days
5/19/2015	Tuesday	Regular POB Meeting	Approve Director job description & posting	POB - Approved	Yes	Completed	
6/8/2015	Monday	Job Posted by City HR	Job posted online, advertised in NM Bar Bulletin, NACOLE, NM Municipal League, etc.	City HR/Allen Green & Vince Yermal	No	Completed	20
6/11/2015	Thursday	Regular POB Meeting	POB approves process, schedule & writing assignment/questionnaire	POB	Yes	Completed	3
7/17/2015	Friday	HR collects applications & writing assignment/questionnaires	All applicants will get writing assignment/questionnaire at the time of their application or immediately thereafter; assignment is due on closing date	City HR/Allen Green & Vince Yermal	No	In Process	36
7/17/2015	Friday	Closing date of job posting	Applications available to POB "within a short time"	City HR/Personnel Subcommittee	No		0
7/21/2015	Tuesday	Receive applications	Pick up/receive applications from City HR.	City HR/Personnel Subcommittee	No	Requires quick turnaround from City HR	4
7/24/2015	Friday	Review applications - first cut	Personnel Subcommittee takes first cut at applications, divides into "Yes, Maybe and No" groups, based on applications, CVs and writing assignment/questionnaire	Personnel Subcommittee, Independent Counsel	Yes, not televised		3
7/29/2015	Wednesday	Special POB Meeting	Special Meeting - Applicants are interviewed	POB, Applicants	Yes, in Council Chambers	Requires reservation of Council Chambers, pay for TV, CCTV, advance public meeting requirements.	5
7/30/2015	Thursday	Personnel Subcommittee working independently	Background checks and reference checks completed before Council meeting	Personnel Subcommittee, Independent Counsel	No		1
8/3/2015	Monday	City Council Meeting	Council could move for immediate action to appoint Director	City Council	Council Meeting	Council will select among the three candidates selected and ranked by the POB.	4
8/10/2015	Monday	New Director reports to work.	New Director's first day at CPOA	Newly appointed Director	No	Dependent upon notice requirements for new Director to previous obligations.	7
Total days to hire from approval of job description							83
Number of days to hire from POB approval of timeline							60

From: Cash, Paul
To: Beth Mohr; Hammer, Robin; Mark T. Baker; POB; Contreras, Michelle; Skotchdopole, Paul A.; McDermott, Diane L.; O'Neil, Erin; Davidson, Christopher
Subject: RE: Approved process and timeline for hiring of CPOA Director
Date: Monday, June 15, 2015 9:00:59 AM

Ms. Mohr:

The following meetings/trainings have been scheduled:

June 24, 2015: 6:00-8:30 Training will be held in the Plaza del Sol Basement Hearing Room.
June 25, 2015: 1:30 Personnel Meeting will be held in the Plaza del Sol Basement Hearing Room.
July 24, 2015: 1:30 Personnel Meeting will be held in the Plaza del Sol Basement Hearing Room.
July 29, 2015: 5:30 Special Meeting for ED Interviews: The City Council chambers has been booked for the afternoon of July 29, 2015, GovTV is scheduled to broadcast the meeting at 5:30, and closed captioning has been called and a message was left concerning the meeting.

Paul

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Friday, June 12, 2015 11:29 AM
To: Hammer, Robin; Macias, Janie; Mark T. Baker; Zaman, Jon K.; POB; Scott, Mary L.; Yermal, Vincent A.; Hernandez, Jessica M.; Cash, Paul; Contreras, Michelle; Skotchdopole, Paul A.; McDermott, Diane L.; O'Neil, Erin; Davidson, Christopher; agreen@cabq.gov
Subject: Approved process and timeline for hiring of CPOA Director

All: Please find the enclosed document which is the hiring process and timeline for the selection and hire of the permanent Executive Director of the CPOA Office. This was approved in the POB meeting last evening.

Please note that this plan requires successful coordination between the POB, CPOA, City HR and City Council. The first step of the process, the initial posting of the job description, took much longer than expected, which is to say 20 days, rather than the anticipated 2 days. Please assist me in planning ahead to ensure we do not have similar issues as we move forward.

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M002953

Thanks in advance,

Beth A. Mohr
Albuquerque Police Oversight Board

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From: [Hammer, Robin](#)
To: [Leonard Waites](#)
Subject: Fwd: Approved process and timeline for hiring of CPOA Director
Date: Monday, June 15, 2015 9:16:22 AM

Fyi

Robin S. Hammer, Esq.
Acting Executive Director
Civilian Police Oversight Agency

Sent from my iPhone

Begin forwarded message:

From: "Cash, Paul" <pcash@cabq.gov>
Date: June 15, 2015 at 9:00:54 AM MDT
To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, POB <pob@cabq.gov>, "Contreras, Michelle" <mcontreras@cabq.gov>, "Skotchdopole, Paul A." <pskotchdopole@cabq.gov>, "McDermott, Diane L." <dmcdermott@cabq.gov>, "O'Neil, Erin" <eonil@cabq.gov>, "Davidson, Christopher" <christopherdavidson@cabq.gov>
Subject: **RE: Approved process and timeline for hiring of CPOA Director**

Ms. Mohr:

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Paul

From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]
Sent: Friday, June 12, 2015 11:29 AM
To: Hammer, Robin; Macias, Janie; Mark T. Baker; Zaman, Jon K.; POB; Scott, Mary L.; Yermal, Vincent A.; Hernandez, Jessica M.; Cash, Paul; Contreras, Michelle; Skotchdopole, Paul A.; McDermott, Diane L.; O'Neil, Erin; Davidson, Christopher; agreen@cabq.gov
Subject: Approved process and timeline for hiring of CPOA Director

M002955

All: Please find the enclosed document which is the hiring process and timeline for the selection and hire of the permanent Executive Director of the CPOA Office. This was approved in the POB meeting last evening.

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Thanks in advance,

Beth A. Mohr
Albuquerque Police Oversight Board

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~ Edmund Burke

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From: [Beth Mohr](#)
To: LGIPOBAF@cabq.gov
Subject: Thank-you for your email Re: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thursday, June 11, 2015 7:48:14 AM

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

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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From: Leonard Waites
To: Beth Mohr
Subject: Re: Thank-you for your email Re: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thursday, June 11, 2015 12:23:00 PM

Is everything set up for me to call into the meeting?

On Jun 11, 2015 7:48 AM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:
Thank-you for your email. I am a Police Oversight Board member; this is a volunteer position for which I have limited availability. If your email requires a response from me, I will endeavor to do so within 72 hours. Thank-you for your patience.

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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From: Beth Mohr
To: Leonard Waites
Subject: Re: Thank-you for your email Re: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thursday, June 11, 2015 12:40:55 PM

I am told that it is, but given the state of the CPOA agency I have no sense of whether or not that will really happen. If they have nothing else, I will text you the call-in number for my teleconference bridge. Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

On Thu, Jun 11, 2015 at 12:23 PM, Leonard Waites <phamason.lw@gmail.com> wrote:

Is everything set up for me to call into the meeting?

On Jun 11, 2015 7:48 AM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:
Thank-you for your email. I am a Police Oversight Board member; this is a volunteer position for which I have limited availability. If your email requires a response from me, I will endeavor to do so within 72 hours. Thank-you for your patience.

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

From: Charles Arasim
To: POB@cabq.gov; PMRinc@mac.com; Martinez, Elizabeth (USANM); irdier@nmao.gov
Subject: Pending cases???
Date: Monday, June 15, 2015 10:46:01 AM

Board Members,

I do not wish to compromise my options by sharing any more information with you on cases I have pending, but due to the lack of information coming from your acting Executive Director I feel I must now put you in the loop.

If you would, please direct Ms. Hammer to answer my questions ASAP.

Thank You,
Charles Arasim

This is the email conversation:

Jun 2 (13 days ago)
Ms. Hammer,

I interviewed with your investigator concerning the 3 complaints I have in your office.

Can you give me any information as to their status?

Thanks,
Charlie Arasim

Jun 5 (10 days ago)



Mr. Arasim:

The Complaints you filed which alleged traffic code violations were referred to APD for review for further investigation to determine if there were any violations of the traffic code.

Please let me know if have any other questions.

All the best,
Robin

Robin S. Hammer, Esq.

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

Jun 6 (9 days ago)



Robin,

Please identify the CPC numbers, dates they came to your office, dates they where sent to APD, the APD personnel/information I may contact and what your office is doing in respect to its investigation and identification of/to administrative policy (SOP - General Orders - Chief's Special Orders) violations.

Thanks,
Charlie Arasim

M002960

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

From: Maira Amado-McCoy
To: Hammer, Robin; Mark Baker; Beth A. Mohr; Scott Wilson; Leonard Waites; Cash, Paul; Jeannette Baca; Joanne Fine; Eric H. Cruz; Contreras, Michelle; Rev. Dr. David Z. Ring, III
Subject: CRC
Date: Monday, June 08, 2015 7:54:23 AM

Ms. Hammer --

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

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

Please advise.

Maira Amado-McCoy

From: Hammer, Robin
To: Moira Amado-McCoy; "Mark Baker"; Beth Mohr; Scott S. Wilson; Leonard Waites; Cash, Paul; Jeannette V. Baca; Joanne Fine; Eric H. Cruz; Contreras, Michelle; David Ring
Subject: RE: CRC
Date: Monday, June 08, 2015 8:01:34 AM
Attachments: 6-2-15 Case Review Subcommittee Agenda-.pdf

Moira,

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

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

Thanks,
Robin

Robin S. Hammer, Esq.

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

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Monday, June 08, 2015 7:54 AM
To: Hammer, Robin; Mark Baker; Beth Mohr; Scott S. Wilson; Leonard Waites; Cash, Paul; Jeannette V. Baca; Joanne Fine; Eric H. Cruz; Contreras, Michelle; David Ring
Subject: CRC

Ms. Hammer --

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

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

Please advise.

Moira Amado-McCoy

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

Moira Amado-McCoy, Chair *Leonard Waits*
Jeffery Scott Wilson
Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE
Tuesday, June 9, 2015 – 9:30 am
Plaza del Sol, 600 2nd Street NW –
Basement Hearing Room, #160**

A G E N D A

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

From: [Maira Amado-McCoy](#)
To: [Scott Wilson](#); [Leonard Waites](#)
Subject: CRC Agenda Items
Date: Thursday, June 04, 2015 8:40:53 PM

Dear Scott and Leonard --

Do these seem right to you for the agenda items next week? Very open to suggestion AND correction.

Review of Internal Case Procedures
Discussion of Procedures Once Delivered to POB
Consideration of Written Rules for POB Review

Please let me know what you think, ASAP. Note: We'd talked about not reviewing the items we finished last month -- internal procedures. However, Beth has encouraged me to go back to a couple of things we didn't have time to finish with, and I think she's right, considering a likely action by RH in the near future. We want to get a couple of things on record.

I would like to keep the meeting to 2 hours, max.

Mark Baker can come, btw.

Thanks for your help, insight, and collaboration,

Maira

From: [Silvio Dell'Angela](#)
To: [Silvio Dell'Angela](#)
Subject: Ken Sanchez and Trudy Jones-two disgraceful Councilors and more
Date: Thursday, May 21, 2015 2:54:24 PM
Attachments: [5-21-15JnlChiefs.doc](#)
[3-23-15EYE.doc](#)

ALL

I read with amusement today's Journal article-attached with the comments by both Trudy Jones and Ken Sanchez that insulted the intelligence of all voters.

See my comments to it in red to what both Sanchez and Jones said as if they considered us readers idiots. While demanding that President Garduno force me to take down the upside down American flag that was an approved symbol of distress, Sanchez would then parrot DA Brandenburg's words that the city was in crisis.

Rey Garduno had previously invited me to show my flag and then bowed to Sanchez's demands to have it removed. Sanchez is a flaming hypocrite!

If history is any indication this attempt by both Sanchez and also Ike Benton to now try to make the Councilors part of the selection process for the next APD and AFD chief will be fruitless as there won't be six or more votes for it. Trudy's Mayor will veto any mere majority vote like this one that he dislikes-as he has done in the past.

The Council also really has no real interest in vetting Berry nominees as proven recently with the blessing of long time city bureaucrat Ms. Howard as clerk rather than an outside attorney likely blessed by the NM FOG who was an expert in the NM IPRA and also voting procedures.

Six cowardly councilors Monday also allowed a federal judge and the DOJ to usurp their power as our legislative branch of government by telling them that that we taxpayers had to waste over \$4.5 million over the next four years on a powerless monitor. The six just voted to funding bill was "receipt be noted." That's approving it.

Six Councilors participated in an earlier closed to the public special meeting with Monitor James Ginger and others that was blatantly in defiance of the Open Meetings Act. Sanchez indicated he planned do go to this illegal meeting but claimed he has a scheduling conflict. Really? Councilor Lewis went just because "he was invited." There was no vetting done of Ginger or Schultz's TASER Inc buddy Greenwood by the six.

THE DISGRACEFUL TRUDY JONES AND FRIENDS

Too many in my District 8 have not been paying attention to the damage Trudy has done with buddy Berry and Perry since she was elected eight years ago. This included her unpunished/never investigated numerous conflicts of interest something Councilor Winter's constituent Sue Flynt pointed out at Monday's meeting. Re-electing Trudy would perpetuate the

culture of corruption here.

Sue mentioned other COIs including city attorney Burkhart also being one of NAIOP Board of Directors. He also represents the City on issues with NAIOP developers and knowingly has a blatant conflict of interest. Former city attorney Tourek didn't care and likely Berry's new personal attorney Ms. Hernandez doesn't either. She has been a disappointment.

Sue also mentioned Trudy's and Don Harris conflicts of interest in sponsoring legislation for developers claiming even that Trudy worked for the developer of the really a profitable four story apartment/condo project downtown foisted on taxpayers as just a supermarket project.

Another of Trudy's many conflicts of interest included sponsoring legislation giving the out of town developer free infrastructure on another tax wasting white elephant-Unser Crossing on the West side that her also previous employer Grubb-Ellis made a big killing selling the \$23 million of Unser family land to.

Trudy is bought and paid for by those in NAIOP and others who believes that her and her king-benefactor Berry believes the bulk of our tax dollars should go to developers in his "precious" downtown. She is despised by many in our District 8 and is not even invited to our or other NA meetings anymore. With big NAIOP campaign money and Berry's support, she intends to get re-elected this year. NAIOP should part ways with this corrupt Councilor if their members had any integrity.

Be assured that she will also be promoting yet another tax wasting white elephant like the failed work, live and play Mesa Del Sol by pushing for taxpayer concessions including a TIDD for New Urbanist (NU) developer Jim Strozier's Santolina that will also exhaust our limited water supply.

See Joe Monahan's comment on Santolina also urging its rejection. **The BERNCO Commissioners should give a big thumbs down to Santolina** but tax increases and giveaways seem to be a habit with the Commissioner.

Did they really need to give tens of millions of our tax dollars to the developer of a new hotel in Old Town when current hoteliers are struggling because of the management incompetence of the Albuquerque Convention Bureau-another Berry supporter.

Meanwhile BCSO's embarrassing/arrogant Sheriff Gonzales is pleading poverty when still refusing to buy body cameras for his deputies and the Commissioners don't care!

See the attached March 23 Eye on Albuquerque posting that at the time believed that Berry's other 2009 disgraceful appointee Darren White was running for the District 8 seat. Fearing he would lose Trudy's Council seat to an honest opponent, Berry likely urged Trudy to change her mind and run.

This March 23 Eye posting said, "Since our insiders in the R's are telling us Trudy

Jones is not going to run for re-election. This is a blessing because she reminds us of #1 in our book because you cannot get any closer to being a big fat Zero than number one.

Check out also the latest Eye and earlier postings on the culture of corruption here and bad appointees and elected leaders like Trudy, Eden and others.

IKE BENTON

Councilor Benton was also quoted in today's Journal article attached. This well meaning/honest Councilor unlike Jones and Sanchez, seemingly only real purpose on the Council is to further add to our traffic congestion by putting as many bike lanes on as many streets in and around this city as possible and also waste our tax dollars on unjustified roundabouts.

He also seems obsessed with promoting pet projects that will waste as much of our tax dollars to his and his Mayor's and Trudy's downtown as possible believing his downtown is the center of the universe here. It is NOT.

This includes more waste of our tax dollars to benefit Planning Department Director's Ms. Lubar's former employer Paul Silverman the CEO of Geltmore who is ripping off taxpayers building primarily a four story condo/apartment complex justified as only a grocery store-something Trudy also promoted.

There are also other tax w" projects and many others to rip off taxpayers while our roads continue to be in disrepair and will remain so.

Automobiles are his and his fellow NUs' apparent enemy-as he is supporting the small minority-tail (bike riders who we rarely see using the bike lanes) wagging the majority of us-the dog.

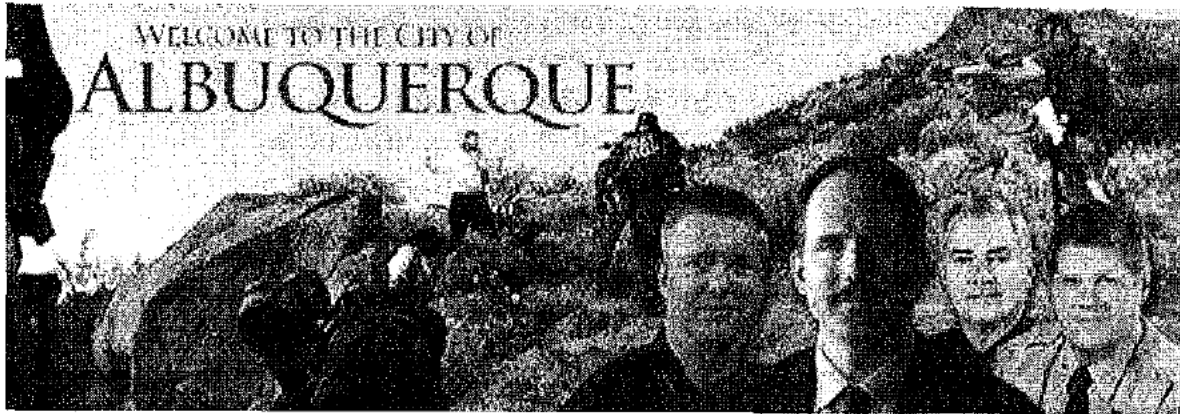
But our tax dollars, unlike his own earned income, are deemed just play or fun money to be wasted indiscriminately on pet projects.

More on APD later including Eden's little APD disgraceful liar/spokesman Tanner Tixier's attempt to justify the 9 hour shut down of a neighborhood for no reason.

See today's EYE posting "Is this start of the END for APD" that discusses the lawsuit against both Eden and Wolf for their retaliation against a former APD Law Enforcement Academy cop.

I'm also looking forward to seeing the new ABQ Free Press who unlike the Berry Journal will also tell us the truth.

Silvio
For WE THE PEOPLE



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

Voters may decide hiring, firing powers regarding chiefs

By Vik Jolly / The Associated Press PUBLISHED: Thursday, May 21, 2015 at 12:05 am

Albuquerque voters could decide whether city councilors have more say in the hiring and firing of the police and fire chiefs under a proposal considered by the City Council. The panel discussed the proposal at its meeting Monday and is expected to take a vote on it next month. If approved, the measure would wind up in an election resolution and after another vote on the October ballot.

The proposal comes as Albuquerque works to reform its troubled police department. The city and the U.S. Department of Justice agreed to a settlement after a scathing federal report last year outlined a pattern of excessive force by the police department. According to the report, officers too frequently used deadly force on people who posed a minimal threat and used a higher level of force too often on those with mental illness.

A similar city charter amendment was previously approved by the council last year, but Bernalillo County did not put it on the general election ballot. So, some council members are trying again and if the council majority agrees, the question will be put to voters. Mayor will veto if only a majority-just five votes.

"Especially with the crisis that we're in," said Councilor Ken Sanchez before the council meeting, "It will help (with police) reform in that when the name is brought before the council, we can ask questions about potential nominees that the mayor has brought forward" to ensure that the right person for the job is tapped to deal with changes to be implemented at the Albuquerque Police Department. Crisis is how DA Brandenburg described current situation. My upside down flag that this same disingenuous, embarrassing/ lip service only councilor banned Monday signifies that we are a city in distress." What an embarrassment!

Currently the mayor does not need council approval to appoint the police and fire chiefs.

The proposal to change that came from Councilors Sanchez and Isaac Benton, although the latter did not want to include the fire chief in the charter amendment but failed to muster enough votes to exclude the position. Sanchez said it was best to include both chiefs as they're both part of public safety.

Calling it a "slippery slope," Councilor Trudy Jones said she would not support a charter amendment to undo a decades-long practice that has worked. Worked? My embarrassing District 8 councilor thinks we all are stupid. First Berry in 2009 rehired the disgraceful Schultz after assuring former APD Sergeant Heh he would not do so. The Councilors blessed this horrible bureaucrat who a Berry Journal called 'the best man for the job.'. Then after interim Chief Banks, one almost as bad as Schultz, berry hired the knowingly unqualified incompetent Eden who the Councilors also welcomed with open arms and never card the mayor wasted tons of our money having a contractor to conduct a sham APD Chief recruitment process

rejecting over 30 highly qualified –some minority applicants and instead took this Martinez embarrassing throwaway

If put to the voters and approved by the electorate, the proposal would require the mayor to get confirmation of his nominee within 45 days of the mayor taking office or after a vacant appointed position is filled. If the council does not confirm an appointee, the mayor will then have 60 days to tap someone else and go through the process again.

Removal of a police or fire chief would require agreement of two-thirds of the council or six of the nine councilors. The council has supported Mayor Richard Berry's past appointments and the change in the charter to include the chiefs is not designed to curb his authority, Sanchez said. "But again there's a confirmation process; especially with public safety, you've got nine other people who get to have their say on the appointee" and thoroughly vet the person, he said. Does Sanchez-like Trudy also think we are stupid? They have NEVER thoroughly vetted or rejected a Berry nominee. Latest is Natalie Howard, an unqualified selection for city clerk a position that should require an attorney like previous ones, and a long time City bureaucrat who also ripped off taxpayers for almost \$1.9 million over the past seven years running this bogus secret Public Service University.

"Days of Darren; Again!" His Target is the Mayor's Office

Soul for Sale! You heard it right; the nefarious Darren White has reared his ugliness again. And this time his ultimate target is the Mayor's Office. You see White can't make it here in the Duke city without having some type of political power. So his strategy is to run for city council and then for Mayor when Curly leaves. If you recall, the nefarious Darren White was once elected as Sheriff of the Bernalillo County Sheriff's Department. Folks this is the difference; White was the "Sheriff"; he was not Darren White who happened to be elected to Sheriff. He desperately needs a political office in order to be someone otherwise is he a no-body. Being able to hold an office clearly defines Darren White. White is best suited to be Susana's Little Tidy Bowl Man or a parking attendant in Lordsburg, NM. In other words, he needs to stick with what he knows.

Since our insiders in the R's are telling us Trudy Jones is not going to run for re-election. This is a blessing because she reminds us of #1 in our book because you cannot get any closer to being a big fat Zero than number one. White has been trying desperately to gather signatures to get on the ballot but our Eyes are telling us it is not going as expeditiously as White was hoping. So we are wondering if White has already started to make certain people promises as act of desperation.

We all remember White resigning in disgrace and taking off to Suffolk, NY. This was after the alleged DUI crash involving his wife. As you recall White went out to the crash on City time as the Chief Public Safety Officer using emergency equipment; he muscled his wife out of the DUI using his political position. Remember Kathy White admitted to popping pills and having blurred vision when she crashed? The nefarious Darren White's responded to the Journal by stating, "People are using my wife's medical condition for cheap political attacks." Berry has called for an independent investigation into this matter. Guess what the results were...

Remember Tru-Touch? The \$1,000,000.00 DWI machines White said were working great; only to learn when Houston took over the machines were never used and were merely paperweights in a closet at the Sheriff's Office. Anyone remember Brad Ahrensfield? Darren promised him he would handle the entire FBI persecution of Ahrensfield. When it came right down to it White put his tail between his legs and hid. The entire DOJ fiasco started when White was at the helm as the public safety director. We all know how that is playing out. And remember Darren White tramping through the crime scene of Civil Right Attorney Mary Han? He had absolutely no business there! White did not respect the dead and now he wants to go back into public office? Remember when White was being a tattletale and acted childish and decided to report ADA Drager for a post that she placed on the "Fans of APD" Facebook page. Starting a fight with the DA's office? Yes, it is true.

Remember Sam Costales who was a whistle blower on the conduct of the Bernalillo County Sheriff's Department mistreatment of one of the Unser family members. Darren White asked Ray Schultz to harass Costales which resulted in a settlement of over \$300,000.00 from BCSO on behalf of White and an additional nearly \$600,000.00 from APD. And one of the most slanted people we are told in the Republican party is Jason McCleskey. Guess who is operating behind the scenes for White.

These are only a partial list. As time moves forward we will expose many more items to show the public the truth. People need to know the facts before they decide who they want in City Council. As the snakes start slithering out to feed we will point them out to you.

Posted by [Stealth](#) at [3/23/2015 08:29:00 AM](#) 35 comments: [🔗](#) [Links to this post](#)

From: Hammer, Robin
To: David Ring; Jeannette V. Baca; Leonard Waites
Subject: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 10:43:39 AM
Attachments: May 26 2015 Outreach Agenda-Draft.docx

Jeannette, Dave and Leonard,

Sorry for the tardiness of this. Attached is a draft Agenda for Tuesday's Outreach Meeting. I will get with Jeannette at the end of the day for a final Agenda. We will need to post the Agenda tomorrow.

Thanks,
Robin

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

From: Jeannette Baca
To: Hammer, Robin
Cc: David Ring; Leonard Waites
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 11:36:27 AM

Hi Robin,

Thanks for sending the agenda; I am getting a blank page when I try to open the document. Any recommendations?

Jeannette

On Thu, May 21, 2015 at 10:43 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Jeannette, Dave and Leonard,

Sorry for the tardiness of this. Attached is a draft Agenda for Tuesday's Outreach Meeting. I will get with Jeannette at the end of the day for a final Agenda. We will need to post the Agenda tomorrow.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: [Dave Ring](#)
To: rhammer@cabq.gov
Cc: jvbaca.pob@gmail.com; phamason.lw@gmail.com
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 11:43:38 AM

Robin, This is weird. The attached file opens just fine for me -- to reveal a totally blank page. -- Dave Ring

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<http://thirdpartyoffers.juno.com/TGL3141/555e1945e689a19457690st04vuc>

From: [Jeannette Baca](#)
To: [Dave Ring](#)
Cc: [Hammer, Robin](#); [Leonard Waites](#)
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 1:10:12 PM

Yes, that is exactly what happened when I opened the document; blank page!
JB

On Thu, May 21, 2015 at 11:42 AM, Dave Ring <dzr3@juno.com> wrote:
Robin, This is weird. The attached file opens just fine for me -- to reveal a totally blank page. -- Dave Ring

Old School Yearbook Pics

View Class Yearbooks Online Free. Search by School & Year. Look Now!

<http://thirdpartyoffers.juno.com/TGL3141/555e1945cf51c1945127fst02vuc>

From: [Hammer, Robin](#)
To: [Jeannette V. Baca](#); [David Ring](#)
Cc: [Leonard Waites](#)
Subject: RE: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 1:15:06 PM
Attachments: [May 26 2015 Outreach Agenda-Draft.docx](#)

The City as a whole has been having problems with its computer systems. I'll try again.

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103
(505) 924-3770
Fax: (505) 924-3775
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From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Thursday, May 21, 2015 1:10 PM
To: David Ring
Cc: Hammer, Robin; Leonard Waites
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015

Yes, that is exactly what happened when I opened the document; blank page!
JB

On Thu, May 21, 2015 at 11:42 AM, Dave Ring <dzt3@juno.com> wrote:
Robin, This is weird. The attached file opens just fine for me -- to reveal a totally blank page. -- Dave Ring

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**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
OUTREACH SUB-COMMITTEE**

Dr. Jeannette Baca, Chair Rev. Dr. David Z. Ring III

Leonard Waites

Robin S. Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
OUTREACH SUBCOMMITTEE**

**Tuesday May 26, 2015 – 2:00PM
Plaza del Sol, 600 2nd Street NW –
Basement, Hearing Room 160**

A G E N D A

- I. Welcome and Call to Order: *Chair Dr. Jeannette Baca***
- II. Public Comments**
- III. Approval of the Minutes**
- IV. Presentation from New Mexico Youth Forum-
*Adrian Carver***
- V. Discussion of Outreach Coordinator Job Description and
Responsibilities- *City HR***
- VI. Discussion of Projects for Outreach Subcommittee and
Outreach of Police Oversight Board as a whole**
- VII. Other Business & Committee Recommendations:**
- VIII. Next Meeting date to be determined at meeting**
- IX. Adjournment**

From: Jeannette Baca
To: Hammer, Robin
Cc: David Ring; Leonard Waites
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 2:40:15 PM

Okay, I got it, thanks.

I see Mr. Carver will be presenting; is this a follow-up from our last meeting to share the mission, goals, values and priorities of the NM Youth Forum ? Will HR send a representative or have they sent you a draft copy of the job description we discussed at our last meeting? I suppose we can talk about the business cards under projects, right?

Thanks,
Jeannette

On Thu, May 21, 2015 at 1:15 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

The City as a whole has been having problems with its computer systems. I'll try again.

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: Jeannette Baca [<mailto:jvbaca.pob@gmail.com>]
Sent: Thursday, May 21, 2015 1:10 PM
To: David Ring
Cc: Hammer, Robin; Leonard Waites

M002979

Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015

Yes, that is exactly what happened when I opened the document; blank page!

JB

On Thu, May 21, 2015 at 11:42 AM, Dave Ring <dzt3@juno.com> wrote:

Robin, This is weird. The attached file opens just fine for me -- to reveal a totally blank page. -- Dave Ring

Old School Yearbook Pics

View Class Yearbooks Online Free. Search by School & Year. Look Now!

<http://thirdpartyoffers.juno.com/TGL3141/555e1945cf51c1945127fst02vuc>

From: Hammer, Robin
To: Jeannette V. Baca
Cc: Leonard Waites; David Ring
Subject: RE: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 3:01:52 PM
Attachments: CPOA Community Engagement and Communication Specialist 051215.pdf
Outreach Projects and Planning.pdf
Outreach Subcommittee Minutes 4-27-2015 final.doc

Jeannette,

I attached a revised copy of the Minutes.

Regarding the Agenda, I confirmed with Adrian Carver. He will have a presentation regarding NM Youth Forum on Tuesday.

HR is sending Peter Hulsey to discuss the job description. Attached is the Job Description.

I attached a copy of your Projects and Planning sheet. We can make a special item on the Agenda for business cards, if you desire. It does fit under the Planning section without a label.

Is this Agenda OK, or do you wish to make a special item for business cards?

Thanks,
Robin

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

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Thursday, May 21, 2015 2:40 PM
To: Hammer, Robin
Cc: David Ring; Leonard Waites
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015

Okay, I got it, thanks.

I see Mr. Carver will be presenting; is this a follow-up from our last meeting to share the mission, goals, values and priorities of the NM Youth Forum? Will HR send a representative or have they sent you a draft copy of the job description we discussed at our last meeting? I suppose we can talk about the business cards under projects, right?

Thanks,
Jeannette

On Thu, May 21, 2015 at 1:15 PM, Hammer, Robin <rhammer@cabq.gov> wrote:
The City as a whole has been having problems with its computer systems. I'll try again.

Robin S. Hammer, Esq.

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

From: Jeannette Baca [<mailto:jvbaca.pob@gmail.com>]
Sent: Thursday, May 21, 2015 1:10 PM
To: David Ring
Cc: Hammer, Robin; Leonard Waites
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015

Yes, that is exactly what happened when I opened the document; blank page!
JB

On Thu, May 21, 2015 at 11:42 AM, Dave Ring <dzr3@juno.com> wrote:
Robin, This is weird. The attached file opens just fine for me -- to reveal a totally blank page. -- Dave Ring

Old School Yearbook Pics
View Class Yearbooks Online Free. Search by School & Year. Look Now!
<http://thirdpartyoffers.juno.com/TGL3141/555e1945cf51c1945127fst02vuc>



**CPOA COMMUNITY
ENGAGEMENT and
COMMUNICATION SPECIALIST**

Class Code:
TBD

Bargaining Unit: No Union

AN EQUAL OPPORTUNITY / REASONABLE ACCOMMODATION EMPLOYER

CITY OF ALBUQUERQUE
Established Date: May 11, 2015
Revision Date: May 11, 2015

SALARY RANGE

\$23.27 - \$36.99 Hourly
\$1,861.60 - \$2,959.20 Biweekly
\$4,033.47 - \$6,411.60 Monthly
\$48,401.60 - \$76,939.20 Annually

FLSA:

Exempt

POSITION SUMMARY:

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

The Civilian Police Oversight Agency (CPOA) is an independent City agency of civilian professional investigators and community members who receive, investigate and review complaints, as well as compliments, about the Albuquerque Police Department. The Agency also reviews APD policies, practices, and procedures, making recommendations to the Chief of Police, Mayor and City Council. City Ordinance and the Department of Justice's Settlement Agreement require that the CPOA develop a program of community outreach to implement a program of community outreach aimed at soliciting public input from broad segments of the community in terms of geography, race, ethnicity, and socio-economic status.

Under general direction of the CPOA Executive Director, develop and carry out a comprehensive community outreach and engagement plan, as well as communications strategy to inform and engage community members and the media of CPOA updates and activities.

SUPERVISION RECEIVED AND EXERCISED:

Receive general direction from higher level management staff.

May exercise direct supervision over lower level staff.

ESSENTIAL AND SUPPLEMENTAL FUNCTIONS:

ESSENTIAL FUNCTIONS: (Essential functions may include, but are not limited to the functions listed below)

1. Leverage a communications strategy to engage affected communities, including homeless, racial, ethnic and immigrant communities, those with physical and mental disabilities, those with limited English proficiency, low-income individuals,

youth, LGBT communities, and individuals with substance abuse issues.

2. Respond to and work directly with the media on all inquiries relating to the CPOA; at the direction of the Executive Director, serve as department spokesperson.
3. Write and/or edit speeches, press releases, brochures, reports, fact sheets, newsletters, correspondence and relevant meeting agenda items for assigned department.

SUPPLEMENTAL FUNCTIONS:

1. Attend Police Oversight Board Meetings
2. Stay abreast of new trends and innovations in the field of media/public relations and community outreach
3. Perform related duties and responsibilities as required

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Related education and experience may be interchangeable on a year for year basis.

Bachelor's degree in sociology, journalism, communications, planning, public administration or a related field, plus four (4) years experience in communications or public relations, and one (1) year of community outreach experience.

ADDITIONAL REQUIREMENTS:

Possession of a New Mexico Driver's License (Class D) or the ability obtain by date of hire
Possession of City Operator's Permit (COP) within 6 months from date of hire

PREFERRED KNOWLEDGE:

- Principles and practices of community outreach
- Principles, practices and methods evaluating police services
- Principles and practices of laws related to criminal, employment civil rights
- Principles and practices of local city, state, federal and private services providers and funding sources
- Principles and practices of community organizing and neighborhood development techniques

PREFERRED SKILLS AND ABILITY:

- Public relations and customer service techniques
- Public speaking techniques
- Ability to work with diverse groups and individuals and to maintain fairness and manage situations where controversy is common
- Excellent writing and oral communications skills
- Project management experience and strong organizational skills
- Analyze and synthesize information with attention to detail and accuracy
- Prepare clear and concise reports and correspondence
- Perform the essential functions of the job with or without reasonable accommodation
- Establish and maintain effective working relationships with those contacted in the course of work

WORKING CONDITIONS:

Environmental:

Office environment, exposure to computer screens; certain assignments and projects may require outdoor and/or off-site exposure.

Physical:

Essential and supplemental functions may require physical condition necessary for walking, standing or sitting for prolonged periods of time.

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
OUTREACH SUB-COMMITTEE**

*Dr. Jeannette Baca, Chair
Rev. Dr. David Z. Ring III
Leonard Waites*

Robin S. Hammer, Acting Executive Director

OUTREACH SUB-COMMITTEE PROJECTS AND PLANNING [DISCUSSION POINTS]

Goal 1: An outreach program will be developed to ensure the Albuquerque community is aware of the procedures to make civilian complaints against APD personnel and the availability of effective mechanisms for making civilian complaints. (P.164)

Goal 2: A community outreach program will be implemented to solicit public input from stakeholders that embrace broad segments of the community, agencies and organizations. These include, but are not limited to appropriate government properties, including APD headquarters, Area stations, APD and City websites, City Hall, public libraries, community centers, and the office of the Civilian Police Oversight Agency. (p. 165)

Discussion: Add...

Other target audiences may include:

- Advocacy groups
- City council
- Community and business organizations
- Community and Church groups
- Ethnic and immigrant support groups
- LGBT communities
- Media
- *Neighborhood Associations*
- Neighborhood crime prevention specialists
- Victims Advocacy Groups
- Social Service Providers to the developmentally disabled, homeless, mentally ill and youth

Discussion: Goal 3: Outreach activities that "Reach out" to APD and officers will be developed in an effort to solicit input regarding their concerns about citizen perception and recommendations.

Outreach Activities Timeline

(0-3 months)

1. Create promotional materials that provide information to the public describing the civilian complaint process. These materials include brochures, posters and an updated web site.
 - a. ***Discussion: create business cards for POB members to use as they engage in community outreach activities.***
 - b. ***Discussion: Create a "tag line" that can be used on all outreach materials; e.g. Let's put "Community" back into Community Policing.***
2. Develop a job announcement for a full-time Community Outreach Coordinator; begin advertisement for position to begin in July.
3. Determine all efforts currently underway in regards to community outreach and engagement (calendar).
APD: Collaborative on Community-Police Relations, Community Police Councils, *Talk With a Cop* website, Coffee with a Cop. *Already?*
4. Develop an outreach plan that clearly articulates the role, priorities, goals and activities of the POB.
 - a. POB members will identify and visit with their respective *Neighborhood Associations*.

(3-6 months)

1. Hire Community Outreach Coordinator
 - a. Formulate comprehensive plan that will address how community outreach can support the efforts of POB and CPOA. Create strategy timeline.
2. Implement outreach communication strategies and activities.

POLICE OVERSIGHT BOARD OUTREACH SUBCOMMITTEE

**Monday, April 27, 2015 – 9:30 a.m.
Plaza Del Sol Hearing Room, #160,
600 2nd St. NW Albuquerque, New Mexico**

Members Present

Dr. Jeannette Baca (Chair)
Dr. David Z. Ring III

Members Absent:

Leonard Waites

Others Present

Robin S. Hammer, CPOA
Paul Cash, CPOA
Michelle Contreras, CPOA
Diane McDermott, CPOA
Adrian Carver, NM Forum for Youth
Darlene Herrera, Human Resources

MINUTES

- I. WELCOME AND CALL TO ORDER:** Chair Baca called the meeting to order at 9:30 a.m.
- II. PUBLIC COMMENTS:** None.
- III. a. APPROVAL OF THE MINUTES.** Dr. Ring moved to approve the minutes with corrections made by Chair Baca. Chair Baca seconded the motion. Passed
- For: 2 – Baca, Ring
- b. APPROVAL OF AGENDA.** Chair Baca discussed with the Subcommittee that Item Six to follow Item Four as the HR Representative, who is scheduled on the agenda as item V, won't be here until after 10:15 a.m. Dr. Ring moved to approve the Agenda with these changes. Chair Baca seconded the motion. Passed.
- For: 2 – Baca, Ring
- IV. PRESENTATION FROM NEW MEXICO YOUTH FORUM –:**
A discussion was had with Adrian Carver from New Mexico Youth Forum regarding the Youth Advisory Council. Chair Baca recommended that the New Mexico Youth Forum present ideas for more outreach and educational pieces to their proposal. Chair Baca requested New Mexico Youth Forum to continue to work with the Outreach Subcommittee. The Subcommittee recommended that Mr. Carver bring to the Subcommittee a proposal to include mission, goals, values and priorities of a Youth Advisory Council.

V. Discussion of Outreach Coordinator Job Description and Responsibilities -City HR.

A discussion was had with Human Resource Class and Compensation Manager Darlene Herrera regarding the Civilian Police Oversight Agency's Outreach Coordinator job description and responsibilities. Subcommittee Member Dr. Ring motioned that the Outreach Coordinator position title be formally called *Community Engagement and Communications Specialist*, which will be used in the job description and advertisement. Chair Baca seconded the motion. Passed.

For: 2 – Baca, Ring

After the motion, a continuation of the discussion with Ms. Herrera and Ms. Hammer and a timeline was established for the drafting and posting of the job description is as follows:

- a. Ms. Hammer recommended that the draft of the job description be presented at the May 26th Outreach Subcommittee meeting;
- b. After the drafting of the final job description and final approval from the Outreach Subcommittee and the CPOA's budget by City Council in the middle of May, the advertisement will be posted on the City's website, NACOLE, at the University of New Mexico, School of Journalism and other venues.

VI. Discussion of Projects for Outreach Subcommittee and Outreach of Police Oversight Board as a whole.

A discussion was had regarding the goal/timeline document created and provided by Chair Baca, which outlines the goals and timeline of the Outreach Subcommittee projects and planning.

A discussion was had regarding the creation of the CPOA's poster and brochure which would detail the process to file a complaint and compliment about the Albuquerque Police Department. Subcommittee members agreed that the wording should be simplified but remain compliant with the DOJ's settlement agreement.

Chair Baca recommended to the Committee that all the Board Members be active within their Neighborhood Associations and has requested that the Board Members be issued business cards in effort to be available to the public at public events.

VII. Other Business and Subcommittee Recommendations: None.

VIII. Next Meeting, Tuesday, May 26, 2015 at 2:00 p.m.

IX. Adjournment: The meeting adjourned at 11:02 a.m.

Dr. Jeannette Baca, Chair

Date

cc: Julian Moya, City Council
Trina Gurule, Acting City Clerk
Rey Garduño, City Council President

From: Jeannette Baca
To: Hammer, Robin
Cc: Leonard Waites; David Ring
Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015
Date: Thursday, May 21, 2015 3:57:17 PM

Okay, this looks good; no need to revise the agenda. Thanks!

See you tomorrow,
Jeannette

On Thu, May 21, 2015 at 3:01 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Jeannette,

I attached a revised copy of the Minutes.

Regarding the Agenda, I confirmed with Adrian Carver. He will have a presentation regarding NM Youth Forum on Tuesday.

HR is sending Peter Hulsey to discuss the job description. Attached is the Job Description.

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Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M002990

P.O. Box 1293

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Fax: (505) 924-3775

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

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Sent: Thursday, May 21, 2015 2:40 PM

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Cc: David Ring; Leonard Waites

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M002991

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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Cc: Hammer, Robin; Leonard Waites

Subject: Re: Draft Agenda for next Outreach Subcommittee Meeting, Tuesday, May 26, 2015

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Old School Yearbook Pics

View Class Yearbooks Online Free. Search by School & Year. Look Now!

<http://thirdpartyoffers.juno.com/TGL3141/555e1945cf51c1945127fst02vuc>

From: Hammer, Robin
To: David Ring; Jeannette V. Baca; Leonard Waites
Subject: FW: Scanned Documents from HR
Date: Thursday, May 21, 2015 4:11:17 PM
Attachments: 1534_001.pdf

Jeannette, Leonard and Dave,

For your information, I am forwarding documents from HR, which the City uses to create a new position. These need not be discussed on Tuesday, but thought you might want to see some of the process.

Have a good weekend. I am taking tomorrow off to travel to Phoenix for my son's baseball tournament. If you have questions, please call me on my cell phone, 505-205-6169.

All the best,
Robin

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

From: Hulse, Peter
Sent: Thursday, May 21, 2015 3:56 PM
To: Hammer, Robin
Cc: Pino, Patsy R.; Herrera, Darlene H.; Lopez-Sawyer, Rebecca L.
Subject: Scanned Documents

As requested I am scanning you the final packet to be submitted through the approval process: : B3 (COA-03), Action Justification Form, Position Questionnaire, and organizational charts. Also you already have the draft CPOA Community Engagement & Communication Specialist Job Description that has been completed. I am going to drop off entire packet now for Patsy in Budget for her review and she is going to be so kind to generated the Fiscal Impact form for you.

I understand the POB Outreach Sub-Committee is scheduled for next Tuesday May 26th at 2pm. If you have any questions or need additional information for your upcoming meeting, please do not hesitate to contact us. Rebecca and I will be at meeting in case questions are asked since Darlene has scheduled time off.

Thank you!

M002993

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

From: noreply@cabq.gov [<mailto:noreply@cabq.gov>]
Sent: Thursday, May 21, 2015 2:37 PM
To: Hulsey, Peter
Subject: Attached Image

PREPARED BY:

NAME Robin Hammer, Esq.

PHONE 505-924-3774

DATE 05/19/15

DEPARTMENT Civilian Policy Oversight Agency (CPOA)

POSITION CONTROL FORM (B-3)

A. TYPE OF ACTION

1. Create New Position ☒ 2. Modify Position Data ☐ 3. Reclass Vacant ☐
Filled ☐

B. CURRENT

REG ☐ TEMP ☐
FT ☐ PT ☐

20 ☐ 30 ☐ 40 ☐
42 ☐ 56 ☐

1. JOB CODE
2. POSITION NUMBER
3. POSITION TITLE
4. DEPARTMENT #
5. TYPE
6. UNION
7. GRADE
8. HRS
9. LOCATION
10. REPORTS TO (POS #)

PROPOSED

CPOA COMMUNITY ENGAGEMENT + COMMUNICATIONS
~~CPOA COMMUNITY ENGAGEMENT~~ ~~LEAD SPEC~~
3922000
REG ☒ TEMP ☐
FT ☒ PT ☐
NU - NON-UNION
E16
20 ☐ 30 ☐ 40 ☒
42 ☐ 56 ☐
11000
10005766

C. HUMAN RESOURCES USE ONLY

11. EEOC CATEGORY 2 - Professionals
12. EXEMPT/NON-EXEMPT Professional - Exempt
13. SALARY ADMIN PLAN 8000 - E Series

D. DEPARTMENT JUSTIFICATION

Position will be responsible for creating and implementing community engagement program for the Civilian Police Oversight Agency (CPOA) to include communication strategy.

F. BUDGET OFFICE USE ONLY

POSITION AUTHORIZED
YES ☐ NO ☐

POSITION BUDGETED
YES ☐ NO ☐

BUDGET JUSTIFICATION

REVIEWED BY:

Signature

Date

E.


Department Director Signature

5-20-15
Date

H.

Approved

Disapproved

CAO Signature

Date

G. HUMAN RESOURCES


HR Director Signature

Date

I.

HUMAN RESOURCES CLASS/COMP

Signature

Date

10/11

CAO 3

M002995

POSITION CONTROL ACTION JUSTIFICATION

1. What will this personnel action do? (Summarize the action proposed by this B-3. Be specific as to the number of positions deleted, changed, added, or created or for which a classification review is requested.)

Create one new position within the Civilian Police Oversight Agency (CPOA) for a Community Engagement and Communication Specialist.

2. Why is this action needed? How will your operations and services change based on this action? (Present a fact-based justification.)

The DOJ Settlement Agreement and City ordinance require the CPOA to create a Community Outreach program aimed at soliciting public input from broad segments of the community in terms of geography, race, ethnicity, and socio-economic status. The position will lead the CPOA's efforts to engage the public and create a communication strategy to do so.



Attach the Fiscal Impact Form (FIA)



Appropriate organization chart(s) attached



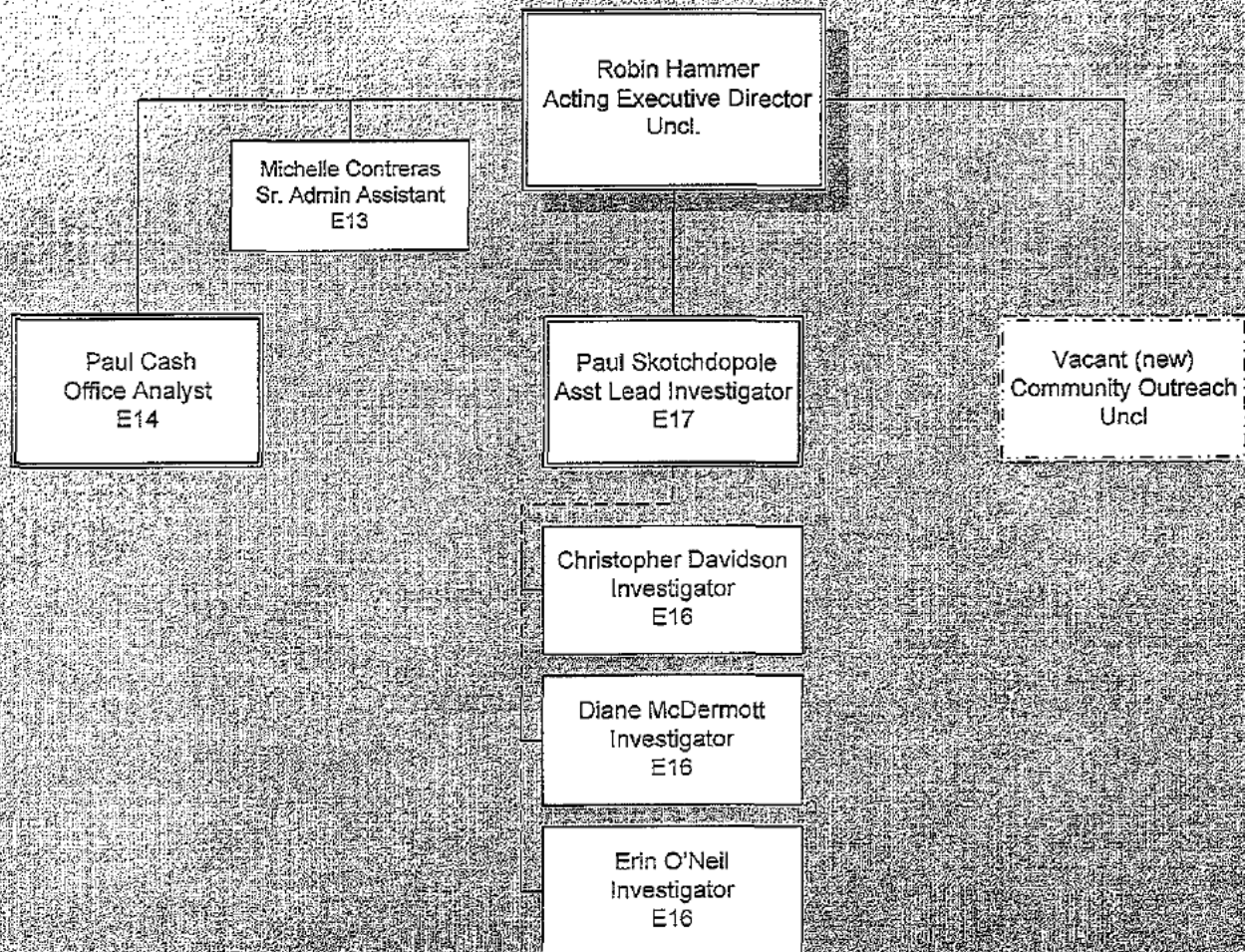
Department Director Signature

5-21-15

Date

Revised 5/5/2015

Civilian Police Oversight Agency



FY16 Proposed FTEs - 8 General Fund 110
Program 1500001 Department ID 1510000

Attachment A

POSITION CLASSIFICATION REVIEW FORM

M002998

Essential Functions	Frequency Code	% of Time
1. Develop and implement community outreach strategy for Civilian Police Oversight Agency (CPOA).	D	30
2. Develop and implement communication strategy for Civilian Police Oversight Agency	D	30
3. Write and edit non-case-related materials for CPOA, i.e. brochures, posters, report, facts sheet, speeches, newsletters	D	25
4. Respond to media and Inspection of Public Records Act inquiries	W	10
5. Attend Police Oversight Board and Subcommittee Meetings	W	5
6.		
7.		
8.		
9.		

*If additional space is needed, please attach separate sheet

2. Please check the minimum *recommended* educational level for the position:
(Not the current level of the incumbent, if filled)

No High School Diploma/GED Required ☐ High School Graduate/GED ☐

Associates ☐

Bachelors ☒

Masters ☐

Doctorate ☐

Specify the positions field of study.

Journalism, Sociology, Communications, Planning, Public Administration, or Business Marketing

Specify the type of experience needed and the total number of years required for the position.

Four Years or more experience in communications or public relations or related areas and one year of community outreach or related areas

Specify any specialized training needed for the position.

Highly proficient use of all programs in Microsoft Office Suite, knowledge of principles of community outreach and organizing, knowledge of police procedures and criminal law, civil rights law,

List the licenses, registrations and certifications that are required for the position.

☐ At the time of hire

☒ Within 6 months
from date of hire

☐ Other

NM Driver's License

☐ At the time of hire

☐ Within 6 months
from date of hire

☐ Other

☐ At the time of hire

☐ Within 6 months
from date of hire

☐ Other

4. Please indicate if the position is required to:

☐ Supervise (i.e., assign and evaluates work; recommend hire, discipline and termination)

☐ Lead (i.e., monitor workflow; review and correct work)

☒ None (i.e., no supervision/lead is required)

Title of Position Supervised	Grade of Position Supervised	Number of Employees

5. List the type of contacts this position will have and the purpose of these contacts.

Contact Name/Title

Office/Agency

A. Robin Hammer/Acting Executive Director CPOA

Purpose: Division Director/Direct Supervisor

B. Leonard Waites, Chair Police Oversight Board

Purpose: Responds to needs of Police Oversight Board

C. Paul Skotchdopole, Assist. Lead Investigator CPOA

Purpose: Assistant to CPOA Executive Director in leading office

D. Paul Cash, CPOA Analyst CPOA

Purpose: Generate Semi-Annual Reports, which will require assistance from this position.

E. Michelle Contreras, Senior Executive Admin. Asst. CPOA

Purpose: Work with support staff to create and discriminate information

6. What type of supervision will the position receive?

Executive Director will provide general assignments with deadlines, but will leave execution to employee. Employee on must be able to work well on their own without substantial amounts of daily direction.

7. Indicate the impact of this position's decision making on the organization, the department and/or the services provided.

Position will be responsible for creating and implementing community engagement program for the the Civilian Police Oversight Agency under the direction of the Executive Director. Position's impact of decision making on the CPOA's outreach and communication programs will be great. Position will have decision making authority to design and carry out the outreach mission of the CPOA under the direction of the Executive Director. Position will also impact the CPOA through its input in all written communications which will come out of the office.

8. Please describe the work environment: For example, general office, field, etc.

Primary work environment will be a office setting, however the position will be required to conduct many presentations throughout the City to community and civic organizations.

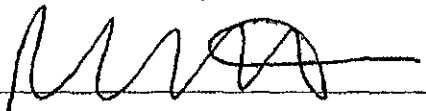
9. List physical requirements of the position:

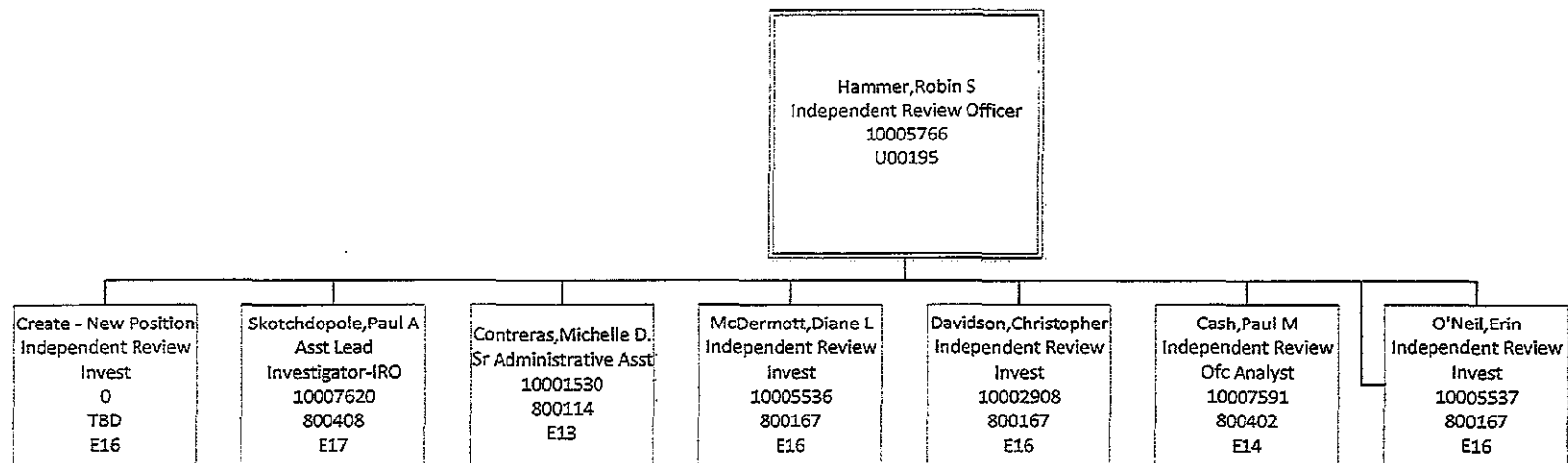
Ability to work in an office, sitting at a desk in front of a computer, as well as travel throughout the City to give presentations to groups.

10. Employee Signature _____ Date _____
(IF POSITION IS FILLED)

11. Supervisor Comments:

Position requires self-starter who is very organized and self-disciplined.

12. Supervisor Signature  Date 5-18-15



From: Hammer, Robin
To: Roseman, William G.
Cc: Saavedra, Sharon L.; Rodgers, Shane; Beth Mohr; David Ring; Eric H. Cruz; Hammer, Robin; Jeannette V. Baca; Joanne Fine; Leonard Waites; Maira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Police Oversight Board Members Ride-Alongs
Date: Thursday, May 21, 2015 3:43:42 PM

Deputy Chief Roseman:

At its May 19, 2015 Police Oversight Board Meeting, the Board decided that it desired for Board Members to be permitted to ride-along with any APD Officer, without restriction as to whether an officer had a pending matter before the Police Oversight Board. The Board agreed that the CPOA would list the names of APD officers with whom the Board Members went on the required ride-alongs. Therefore, the Board would like any prior restrictions as to riding along with officers who have pending Officer-Involved Shooting cases to be lifted.

Please let me know if you have any questions.

All the best,
Robin Hammer

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

From: Roseman, William G.
To: Hammer, Robin
Cc: Saavedra, Sharon L.; Rodgers, Shane; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Maira Amado-McCoy; Scott S. Wilson; Susanne Brown; Hernandez, Jessica M.; Levy, Kathryn
Subject: Re: Police Oversight Board Members Ride-Alongs
Date: Thursday, May 21, 2015 4:20:29 PM

We will need to have city legal review this request. Once they have completed their review, we will get back with you.

Deputy Chief William Roseman
Special Services Bureau
Albuquerque Police Department

On May 21, 2015, at 3:43 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Deputy Chief Roseman:

At its May 19, 2015 Police Oversight Board Meeting, the Board decided that it desired for Board Members to be permitted to ride-along with any APD Officer, without restriction as to whether an officer had a pending matter before the Police Oversight Board. The Board agreed that the CPOA would list the names of APD officers with whom the Board Members went on the required ride-alongs. Therefore, the Board would like any prior restrictions as to riding along with officers who have pending Officer-Involved Shooting cases to be lifted.

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All the best,
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From: Silvio Dell'Angela
To: kwaltz@abqjournal.com; kmoses@abqjournal.com
Cc: "D'Val Westphal"; RRosales@abqjournal.com; mcoleman@abqjournal.com; DMcKay@abqjournal.com
Subject: Kudos to the awarded Journal staffers, today's front page reported ACVB misrepresented survey results and more Berry propaganda/damning of his critics.
Date: Sunday, May 24, 2015 3:56:58 PM
Attachments: [image002.png](#)
[5-23-15toAPDForward.doc](#)

Kent, Karen

Info to others shown and not shown

KUDOS TO YOUR HONORED STAFFERS

Kudos to the 21 Journal staffers who received Excellence in Journalism awards as reported in today's New Mexico section.

I expected Joline and several others to also be recipients. Maybe next year. Some others who have disappointed us included your Dan McKay. He, who likely was given his marching orders from you or others above saying what he could and could not report could have taken tips from those who write for the ABQ Free Press whose current May 20 edition is mandatory reading for all.

THE MISREPRESENTED ACVB SURVEY RESULTS ON THE FRONT PAGE

It was more than misleading to claim the unnamed and not revealed numbers of out-of state professionals "who know us and like us"/this City that has been racked with scandal not only because its blatant mismanagement, waste of tax dollars but also our dangerous police force but our far too many no-bid and rigged high value procurements-not the least of which is Schultz and Taser Inc.-our TASERGATE.

A former NM Governor is allegedly quoted as saying to a business owner who was considering moving here, in New Mexico, you have to pay to play-thus openly acknowledging the culture of corruption this State and particularly this city is noted for nationwide.

Look who the Journal's Mayor had to do the survey. It was the ACVB, the recipient of a rigged contract renewal whose performance in getting conventions here has been nothing less than disgraceful. The Convention Center is getting further and further in debt because of its current mismanagement.

The reality here is if we didn't have the feds pouring in tons of our tax dollars to keep Kirtland AFB and Sandia Lab here with all of their highly skilled government employees and contractors supporting them, the local economy would be even worse than it now is.

Even though the wrong or improperly worded questions were intentionally asked, getting only 8-14% of the responders who said they strongly agreed with them can hardly be called a vote of

confidence. In fact, it was a vote of no confidence. Also significant are the 39-47% surveyed who had no opinion. Was this the result of apathy or fear of retaliation?

I find the article below the survey results saying NM grads choose the easy liberal arts degree over technical degrees that have significantly greater job prospects as contradicting even the 13% who strongly agree that we have a high quality work-force. Our deplorable public education system that hopefully will improve under Dr. Luis Valentino, our-(for the first time non-Anglo new superintendent here) if Ms. Hanna Skandera (who has never been a teacher) lets him do his job.

Winston Brooks and his deputy and later APS interim Superintendent (also Councilor) Brad Winter have both made a mess of APS. See the 5-21 KOB report saying African-American Sandia HS Basketball coach Alvin Broussard is suing Winter's buddy/never charged former Sandia HS AD Tom Knauber and APS, *"Coach sues APS, former Sandia High AD over planted pot paraphernalia claims."*

The reality here is if we didn't have the feds pouring in tons of our tax dollars to keep Kirtland AFB and Sandia Lab here, with all of their highly skilled government employees and contractors supporting them the local economy would be even worse than it now is. Also significant are the 39-47% who had no opinion. Was this the result of apathy or fear of retaliation or thinking the questions were stupid?

What appears to be more outrageous is Mayor Berry claiming that the survey *"gives us a definitive indicator that we should stop listening to naysayers and tell our story."* This no-confidence survey does not justify throwing a million more of our tax dollars down a rat hole lying to businesses. Likely our apathetic go-along Councilors will bless this added waste of our tax dollars.

You can put a dress or lipstick on a pig and it's still a pig. Those of us who want change are not the enemies of the people as our worst mayor in the city's history would have people believe.

R.J. to many is our equivalent of Hitler who hired Joseph Goebbels to brainwash the trusting masses with the big lie(s). He is a compulsive liar as he showed first when running in 2009 when promising *"a new era of transparency and accountability."*

While claiming to be an "independent" newspaper, the Journal has never been independent-only independently owned and is viewed by many as an integral part of this Mayor's propaganda team-particularly those who write the editorials that never manages to blame him for any of the problems here. Mississippi residents are now saying, thank God for New Mexico-who is corrupt *"Mexico True."*

WE DAMNED "NAYSAYERS" AND THE GOOD PEOPLE WITH APD FORWARD WHO SEEMINGLY HAVE GIVEN UP THE STRUGGLE FOR APD CHANGE

We naysayers (translated, those who see things as they really are and love this State and City and want change) include those likely frustrated good folks at APD Forward. See our recent e-mail exchange attached.

I am a Vietnam vet who served proudly under our flag as an Air Force officer for 22 years and even saw an Army comrade of mine die in Vietnam. Apparently the council somehow felt I had no right to show the US flag upside down (an approved US Flag Code sign of people in distress) at two 2014 and at last Monday's City Council meeting by Councilors Sanchez and President Garduno, all with the blessing of new Berry attorney Jessica Hernandez. DA Brandenburg said we are a City in a crisis-essentially the same thing.

President Garduno who prior to the May 4 meeting told me it was now OK to show my big flag upside down on the railing betrayed me and also allowed an uninformed vet later to humiliate me while claiming erroneously hanging the flag upside down was a Court Martial offense. When I objected to this Council Security escorted me from the Chamber but allowed that misguided vet to continue speaking.

I saw no comment later from the Mayor on that blatant denial of my First Amendment rights. That's Albuquerque. It's not right-but all we can expect here

Of all of the presentations put by speakers on the overhead projector, mine 8' x 10" one showing the upside down flag indicating it was not showing disrespect but approved by the US Flag Code was the only one not shown on GOV-TV.

That is also what the good people at APD Forward likely meant when they said it was the best we could ever expect here-so get used to it.

IT'S TIME TO BE PART OF THE SOLUTION AND NOT THE PROBLEM HERE-PUT BLAME ON THE MAYOR WHERE IT PROPERLY BELONGS

The reason more and more people are reading the ABQ Free Press (AFP), Joe Monahan's and the Eye on Albuquerque (EOA), La Jicarita's and other bloggers and rely on TV reporters is that we know that the Journal still is part of Berry's propaganda team. You will never acknowledge or blame him for the problems that has made this city the city and police force the disgrace of the nation.

Today's May 20 issue of the AFP found at Smith's Wal-Mart and other locations throughout the City (go to its website) is a must read. Also see the Eye's latest May 20 posting, *"Is this the start of the end for APD?"*

Regards

Silvio
For "WE THE PEOPLE"



From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]
Sent: Saturday, May 23, 2015 11:25 AM
To: 'APD Forward'

Subject: RE: Moving Forward with the Federal Monitor

Thank you but sorry-I don't buy it. So while this is not right, this is the best we can expect here so we should be happy. Is this what moving forward means to APD Forward? Complain and then give up?

Albeit a PhD (who cares-should we be impressed?), Ginger is more importantly a former cop as are most on his staff. While I know Ginger and his PMR Inc. crew were among the three companies you chose to be monitor, this is like Schultz picking/paying fellow members on the Police Executive Research Forum (PERF) to evaluate his APD but not allowing them to look at the record APD killings.

Is APD Forward OK with fact that Judge Brack, Scott Greenwood, the DOJ and others who negotiated agreement ignored APD Forward's January 15 *Amicus Curiae* recommendations? Is APD Forward also OK with giving the Streicher/Greenwood consulting company \$500K?

Is it also OK for the six councilors (not Garduno or Lewis) to abdicate their roles as our approval authority for all big expenditures and allow others (all appointees) to dictate how \$4.5+ million of our taxes to be spent for FOUR years?

Eden wasn't even allowed to participate in the negotiations for his own department but Berry had Tom Streicher a bad former Police Chief from Cincinnati do it. See Streicher's record attached

At what point do you and others stop compromising and finally say NO! I'm a pariah-and I love it for now being brutal with our corrupt leaders including the DOJ and judiciary.

It seems that new US AG Loretta Lynch is only concerned when fellow African-Americans are murdered by police throughout the US.

She seemingly ignores the fact that APD is an equal opportunity killer-kills Anglos and others of color, vets and the homeless viewing all a just human waste-to quote APD cop Trey Economidy who is still on the force.

Disappointed in your explanation -see my other comments in red below

Silvio
For WE THE PEOPLE-are you?

See the May 20 issue of the ABQ Free Press.

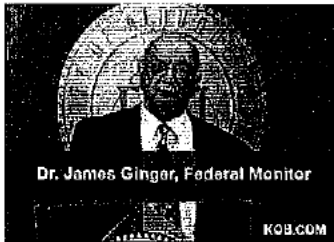
As one article says, in Mississippi (where I lived for two years while in the AF), they are now saying thank God for New Mexico-always on the bottom in the what's bad nationwide list-and no longer us.

Your agreement to look the other way is one reason we are on the bottom. We live in the land of hopelessness and apathy-corrupt Mexico True

From: APD Forward [<mailto:info@apdforward.com>]
Sent: Friday, May 22, 2015 2:54 PM
To: Silvio Dell'Angela
Subject: Moving Forward with the Federal Monitor



Silvio --



As you have probably heard by now, I MORE THAN HEARD there has been considerable controversy in recent weeks about the relationship between the Albuquerque City Council and Dr. James Ginger, the monitor overseeing the consent decree mandating reforms of the Albuquerque Police Department. We wanted to give you a quick update to catch you up on what we've been doing to ensure that this controversy doesn't derail the reform process.

At last Monday's City Council meeting, Adriann Barboa of Strong Families New Mexico, spoke on behalf of APD Forward in addressing this issue. During her presentation, Adriann emphasized that the council plays an important role in the reform process, but in the final analysis **Dr. Ginger answers to the federal court and to the court alone.** AS LONG AS WE HAVE A REPUBLIC/DEMOCRACY WITH A LEGISLATIVE BRANCH OF GOVERNMENT AND NOT A DICTATORSHIP THAT NOW SEEMS TO BE THE CASE HERE UNDER BERRY, THERE WAS NO EXCUSE TO HAVE NON-ELECTED PEOPLE LIKE BRACK, BERRY'S TWO HIRED \$350/HOUR MERCENARIES FROM CINCINNATI AND BERRY'S ATTORNEYS DO THE NEGOTIATIONS WITH THE APPOINTEES ON THE DOJ. THERE WAS NOT EVEN THE COUNCIL PRESIDENT'S SIGNATURE ON THE AGREEMENT AND COURT ORDER PAYING GINGER \$4.5 MILLION. Yet she added that in the interest of transparency and public education, APD Forward believes

Dr. Ginger should keep the council and the community at large informed of the monitoring process. Informed? HE WAS SO ARROGANT THAT HE NEVER FACED THE PUBLIC AT A COUNCIL MEETING BUT ONLY SPOKE BEHIND CLOSED DDORS AT A CLOSED TO THE PUBLIC IN DEFIANCE OF THE OPEN MEETINGS ACT MEETING WITH SIX COUNCILORS THAT BERRY NEW PERSONAL ATTORNEY HERNANDEZ BLESSED-NOT SURPRISINGLY. In particular,

Ginger should appear periodically before the council to provide updates and answer questions about the progress of reform. HE HAS NO POWER-CAN ONLY RECOMMEND CHANGES AND NOT FORCE THEM. IT'S TOO LATE NOW THAT HE KNOWS HE HAS \$4.5+ MILLION FOR FOUR YEARS.HE DOESN'T CARE WHAT WE THINK NOW THAT HE HAS HIS MONEY.

Although APD Forward understands the need for accountability over how tax dollars are spent, the money spent on Dr. Ginger's contract is money that we have to invest in this city's future. **This court-mandated process is the best opportunity our city has ever had to reform this troubled police department.** IT'S THE BEST THAT WE CAN EXPECT/ RIGHT?

Councilors and audience members seemed to appreciate Adriann's message. We need to overhaul this department. Success is far from certain, but failure will be certain if the reform process isn't properly funded – and that includes costs associated with the federal monitor.

Thank you for your continued support of APD Forward.

In Solidarity,

APD Forward

<http://www.apdforward.org/>

APD Forward · United States

This email was sent to dellansi@comcast.net. To stop receiving emails, [click here](#). You can also keep up with APD Forward on [Facebook](#).

Created with [NationBuilder](#), the essential toolkit for leaders.

From: [Beth Mohr](#)
To: LGPOBAF@cabq.gov
Subject: Thank-you for your email Re: Kudos to the awarded Journal staffers, today's front page reported ACVB misrepresented survey results and more Berry propaganda/damning of his critics.
Date: Sunday, May 24, 2015 3:57:07 PM

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

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

From: [Leonard Waites](#)
Date: Tuesday, May 26, 2015 9:28:45 AM
Attachments: [Get Started with Dropbox.pdf](#)

Learn how to get started with Dropbox:

1

Keep your
files safe

2

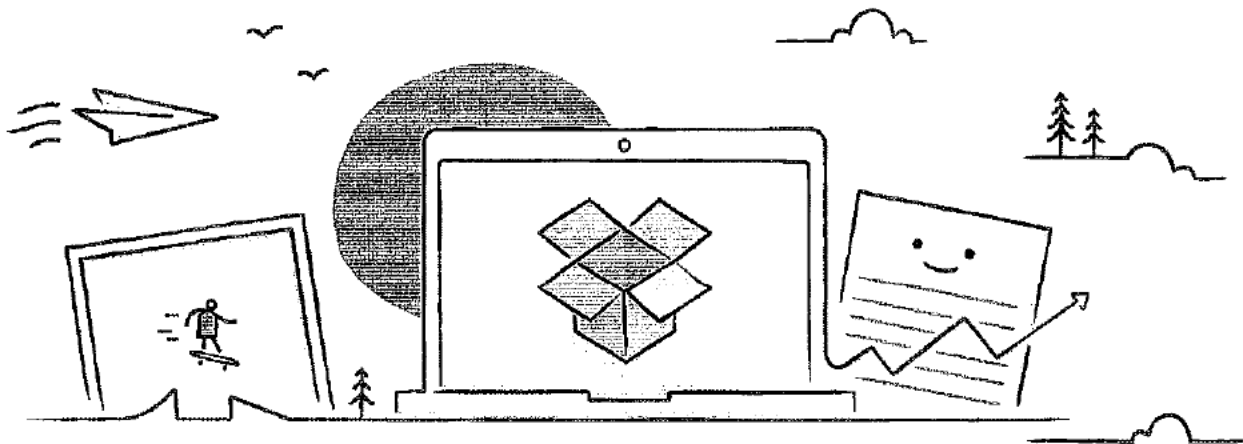
Take your stuff
anywhere

3

Send large
files

4

Work on files
together



Welcome to Dropbox!



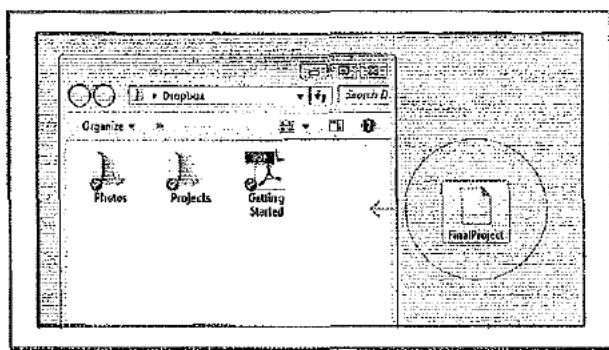
Keep your files safe

Dropbox lets you save docs, photos, videos, and other files — all in one place — and automatically backs up your stuff. So if your computer breaks down or you leave your phone on the train, your stuff is safe.

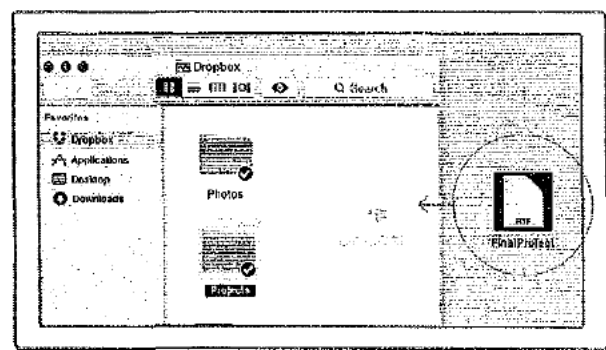
Add files to your Dropbox

On Windows or Mac

1. Make sure you've **installed the desktop app** on your computer.
2. Drag and drop files into the Dropbox folder. That's it!



WINDOWS



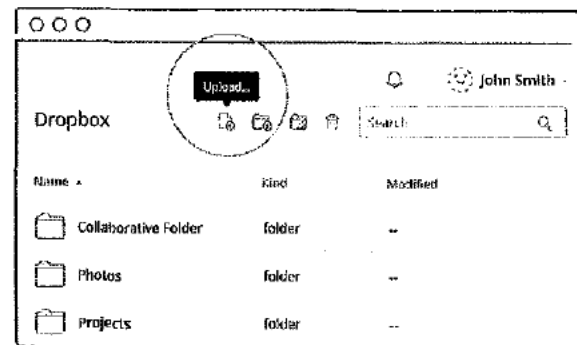
MAC

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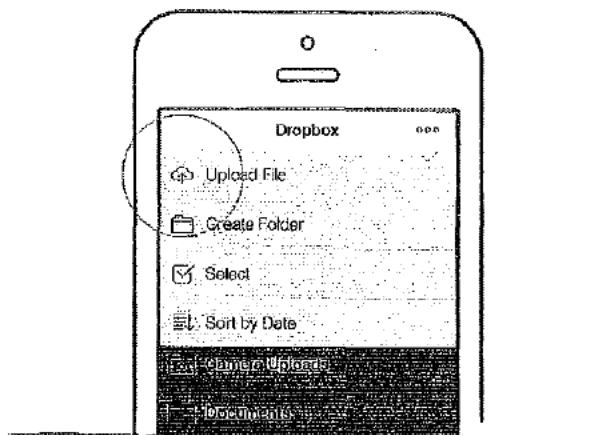
On dropbox.com

1. Sign in to dropbox.com.
2. Click the **Upload** button at the top of the window.
3. Choose the file you'd like to add, and click **Open**.
4. Or, just drag and drop files directly into your web browser.

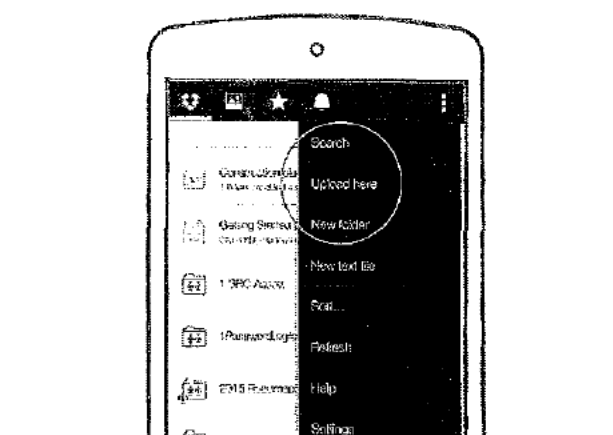


On iOS or Android

1. Tap the **More actions menu (...)** icon in the top-right corner.
2. Choose **Upload File** (in iOS) or **Upload here** (in Android).
3. Select the location you'd like to upload files from.
4. Select the files you'd like to add, and then tap **Upload**.



iOS



ANDROID

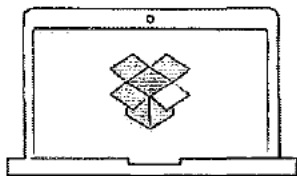
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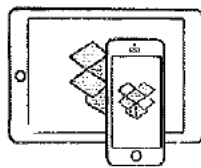
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Save your photos and docs to Dropbox, and access them on any computer, phone, or tablet with the Dropbox app. Every file you save to Dropbox is automatically synced to all your devices, so you can get to your stuff from anywhere.

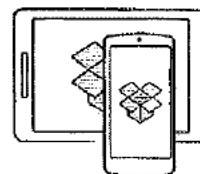
Install the desktop and mobile apps



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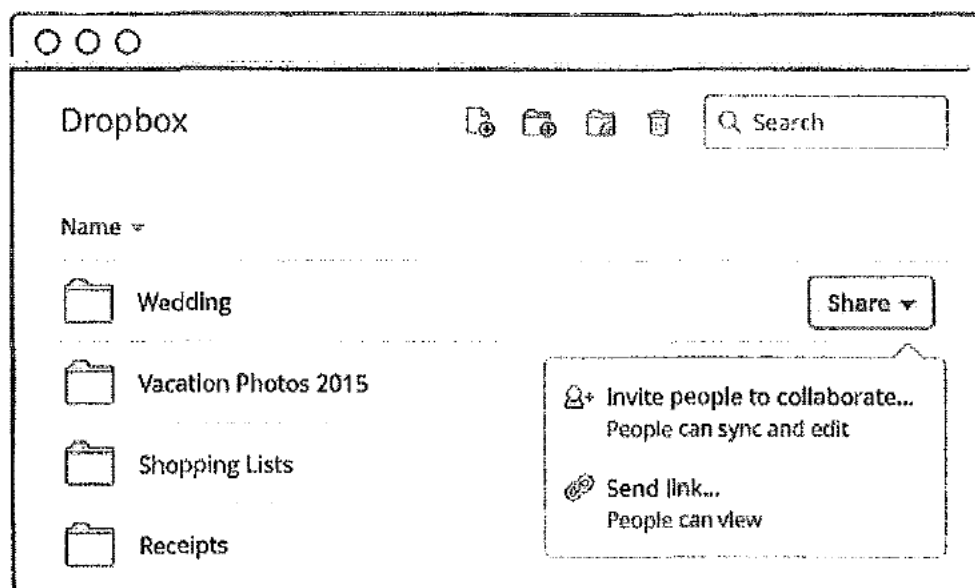
Send large files

Need to send a file? Just add it to your Dropbox, share a link to it, and you're done. No matter how large the file is, anyone with the link can view or download a copy — even if they don't have a Dropbox account.

Share a link to a file

On dropbox.com

1. Sign in to dropbox.com, and find the file or folder you'd like to share.
2. Hover over the file or folder, and click the **Share** button that appears.
(If you're sharing a folder, you'll see a drop-down menu. Choose **Send link**.)



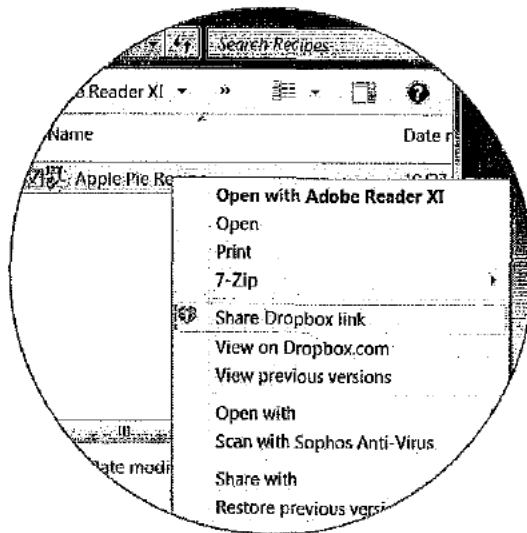
3. Enter the email addresses of the people you want to invite, and click **Send**. Or, copy and paste the link.

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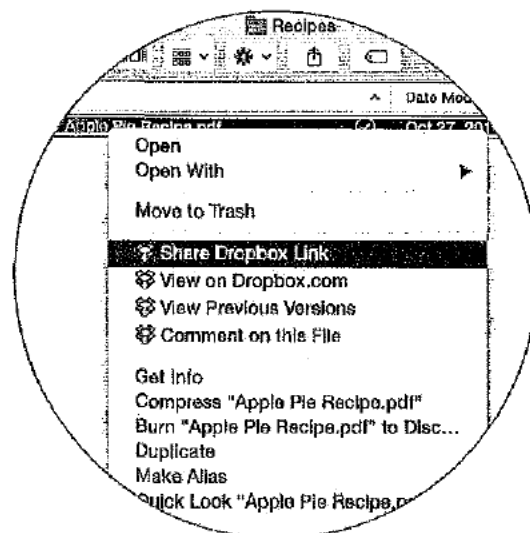


On Windows or Mac

1. **Install the Dropbox desktop app** if you haven't already.
2. Open your Dropbox folder, and find the file or folder you'd like to share.
3. Right-click on the file and select **Share Dropbox Link**. The link will be copied automatically. Just paste it into an email, instant message, or wherever you'd like people to access it.



WINDOWS



MAC

continued



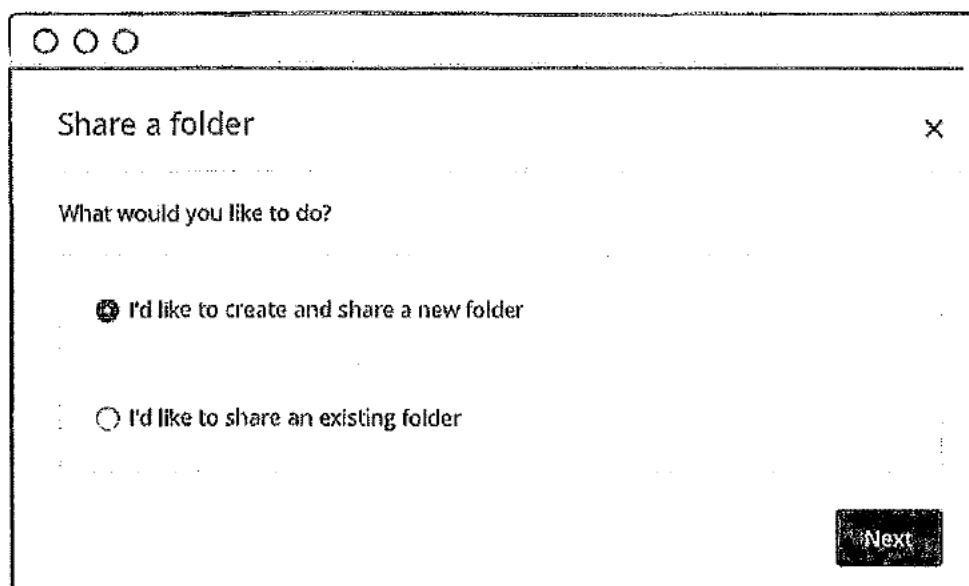
Work on files together

Collaborate on presentations and docs — without emailing files back and forth. Just create a shared folder and add other people to it. When you edit a file in a shared folder, everyone instantly gets the latest version on their devices.

Set up a shared folder

On dropbox.com

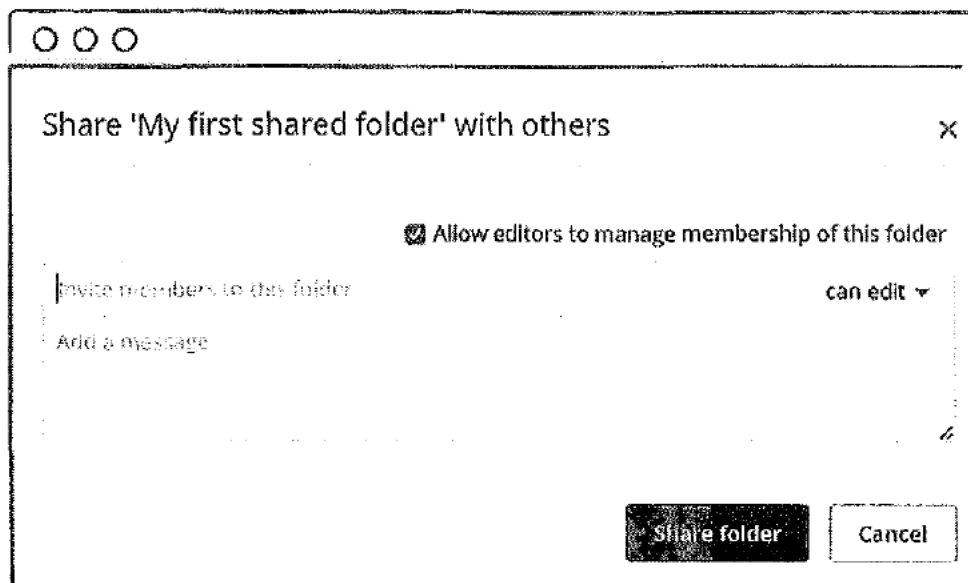
1. Sign in to dropbox.com, and click on **Share a folder...** at the top of the window.
2. Choose **I'd like to create and share a new folder**, click **Next**, and enter a name for your shared folder.



continued



3. Click **Next**, and enter the email addresses of the people you want to invite.
4. Add a personal message if you'd like, and click **Share folder**.



continued

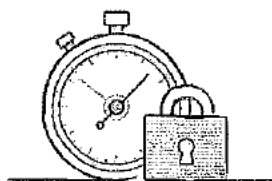


Hooray, now you're a Dropbox all-star!

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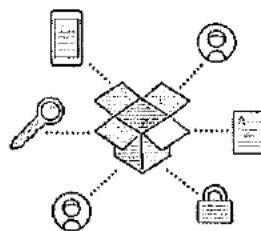
Check out our [Help Center](#) to learn how to recover old versions of files, save space on your computer with Selective Sync, and explore other advanced features.



Dropbox also includes a number of security tools to help you further protect your account and data. Visit our [Security page](#) to learn how to create a strong, unique password, enable two-step verification, and adjust your security settings.

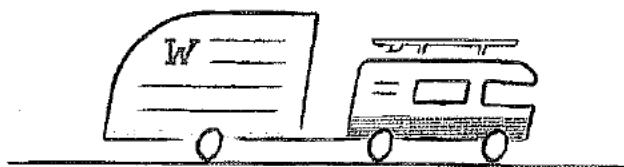
There's even more to Dropbox

Need more space or extra sharing controls? Check out [Dropbox Pro](#). Looking for a better way to collaborate at work? Check out [Dropbox for Business](#).



continued





Happy Dropboxing!



From: Silvio Dell"Angela
To: theeyeonalbuquerque@gmail.com
Cc: PMRinc@mac.com; "Tom Strelcher"; KBrandenburg@da2nd.state.nm.us; "Damon Martinez"; "Vanita Gupta";
reygarduno@cabq.gov; dharris@cabq.gov; kpena@cabq.gov; trudyjones@cabq.gov; dgibson@cabq.gov;
kensanchez@cabq.gov; ibenton@cabq.gov; bwinter@cabq.gov; danlewis@cabq.gov
Subject: The disgraceful May 26 Eye on Albuquerque posting on yesterday's killed Rio Rancho police officer that we all
also mourn
Date: Tuesday, May 26, 2015 3:45:42 PM
Attachments: Strelcher.doc
11-21KillologyMcGrane.doc
11-19KROEKillology.doc

To: "STEALTH" AT THE EYE ON ALBUQUERQUE

Info to those shown and not shown

While all us activists ("naysayers"-as our embarrassing Mayor calls us) for real change in APD, in the BCSO, and in other police departments nationwide also mourn the death of police officers at the hands of criminals, I find your May 26 posting today disgraceful.

It attempt to condemn our justified peaceful citizen protests merely to give all officers even the bad ones in the metro area a license to do whatever they wish without any fear of being held accountable by our DOJ, this Mayor and thus far our cowardly MIA City Councilors.

The posting conveniently omits the fact that this was the first officer in Rio Rancho killed there since 1981-thirty four years ago. Further insulting us, the Eye demonizes us peaceful activists here by saying that "There will be no riots or looting or civil disobedience over this police officers death." SHOULD THERE BE? "Our society has derogated to the point we should all be ashamed of ourselves." B.S.

Note to "Stealth," there has never been any looting or disobedience here to protest the record number of citizens murdered by APD and BCSO's officers or even the DOJ's US Marshals.

Apparently the EYE doesn't give one damn about our many military combat troops who died in

M003025

battle in foreign lands and felt a posting honoring them was not warranted on Memorial Day/yesterday. Those are apparently NOT the EYE's heroes! Has "Stealth" ever served? Likely not!

While APD's officers are told not to record their or their fellow officers' incriminating conduct, I saw nothing in the EYE ever criticizing BERNCO Sheriff Manny Gonzales' deputies or the US Marshals or the State police who don't want to even buy and carry and use body cameras. All believe-no recordings-no accountability. They even still seized citizen cell phones. DAs and the POB must believe the lies told by officers.

I also saw no EYE posting criticizing the hero designation given two local officers who killed themselves while driving recklessly-one on his motorcycle and another in his patrol car or one who died of a heart attack as if they could be compared to combat troops awarded POSTHUMOUSLY the Congressional Medal of Honor.

I also saw no damning by the Eye of APD Lt. Fernando Aragon whose city email account advertised a controversial "killology" class or ever criticized the father of good cop James McGrane who was slain in 2005 who was also promoting this killology course for local police officers.

See the killology course discussed in the attached 11-21-15 KRQE report and commented on in my 11-21-14 e-mail that also was sent to Eden and the US Attorney for NM Damon Martinez and also to the EYE as a Bcc addressee. Also see my comments to my e-mail shown in red.

Likely not concerned with critics of APD and this administration unless they are former APD cops who write to the EYE, I would have liked "stealth" to criticize the Councilors for denying me the right to display the American flag upside down as a US Flag Code indicator of a city in distress.

I served under this flag for 22 years-over one year in Vietnam. Nor did you damn the misguided/ignorant alleged vet Pete Lopez for ridiculing me at last Monday's council meeting for showing the flag upside down when saying it was a Court Martial offense..

Nor did Stealth care about reporting me being threatened by Schultz to "be careful" after I asked

too many questions about Bob Huntsman's SWAT trained killers of my neighbor Chris Hinz's in June 2010. Likely Schultz also warned Mary Han to "be careful" while good APD cops urged DA Brandenburg to do the same.

I saw no criticism in the Eye of the Mayor hiring Schultz's Taser Inc. buddies- the disgraceful former Cincinnati police chief Tom Streicher and his equally unethical partner/lawyer Scott Greenwood to help stonewall any real reform in APD or even allowing Streicher instead of Eden to participate in the negotiations with the DOJ. It took SIX years for the DOJ to claim all of the DOJ's required reform in Cincinnati was done.

While the initial contract with the disgraceful Streicher/Greenwood negotiating team was intentionally kept initially by Mayor Berry under the Council's approval authority the contract to the two was later amended to add \$170,000 more by the gutless councilors. They likely will next month approve adding another \$260,000 increasing the total to \$500,000. Or will the Council finally have the courage to reject it since Ginger has his own PNR Inc. attorney?

I saw nothing from the EYE ever opposing that or criticizing the DOJ for agreeing (under duress-a City threat of a lengthy and costly lawsuit) to sign a toothless reform agreement.

Nor did I read in the EYE anything opposing the \$4.5+ million that Judge Brack and the DOJ and city, all of whom were appointed-not elected officials demanded from us taxpayers. I guess we are lucky that the former cop James Ginger and his other toothless team of primarily former cops at PMR Inc. didn't demand that we taxpayers give him over \$10 million over ten years to complete his work.

What a rip-off of taxpayers by the cowardly James Ginger who didn't have the guts to appear before the public at a council meeting claiming the DOJ allowed him to ignore us. I would have liked to see what this demonstrated coward would do in a military uniform under combat conditions.

Instead Ginger and the equally embarrassing Greenwood agreed to only meet with councilors behind closed doors in a meeting attended by an embarrassing six that was clearly in defiance of the NM Open Meetings Act-something Berry's (not City) but new personal attorney Jessica Martinez claimed was legal.

Apparently believing training-not holding police accountable will solve all of the problems in every police department. This PMR Inc team of "monitors" apparently seemed unconcerned with cleaning up the still toothless police oversight process here or forcing APD to comply with the NM IPRA.

It would have been nice if they had even attended even one National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference before just talking over the phone to the also toothless new Police Oversight Board-thanks to the lies on the known never DOJ blessed oversight ordinance changes told the Council by Scott Greenwood.

I guess Ginger wasn't interested that NACOLE is a non-profit national organization that brings together individuals or agencies working to establish or improve oversight of police officers in the United States.

But much like Fraternal Order of Police President/former cop Bob Martinez, Ginger likely also opposes any real citizen police oversight and would like former police officers like himself and others on his team and APD's current leadership to police themselves. That's an insult to our intelligence!

The embarrassing Ginger also likely believes that the citizens on the POB like their citizen predecessors on the POC have to be brainwashed into believing "Garrity vs. NJ" Supreme Court ruling allows the names of the bad cops to be withheld from the public.

Also these citizens on the POB must be convinced by going through the Firearms Training Simulator (FATS) that cops must shoot first and also told that the Reactive Force/Control training justifies cops beating the hell out of citizens. Pre-scripted ride-alongs with selected officers must also convince POB members that it's tough being an APD officer.

Has the EYE ever criticized little cop Tanner Tixier, Jeremy Dear's accomplice in Dear's murder of Mary Hawkes to be one of Eden's disgraceful spokesperson now that disgusted with APD civilian PIO Janet Blair resigned in June 2014.

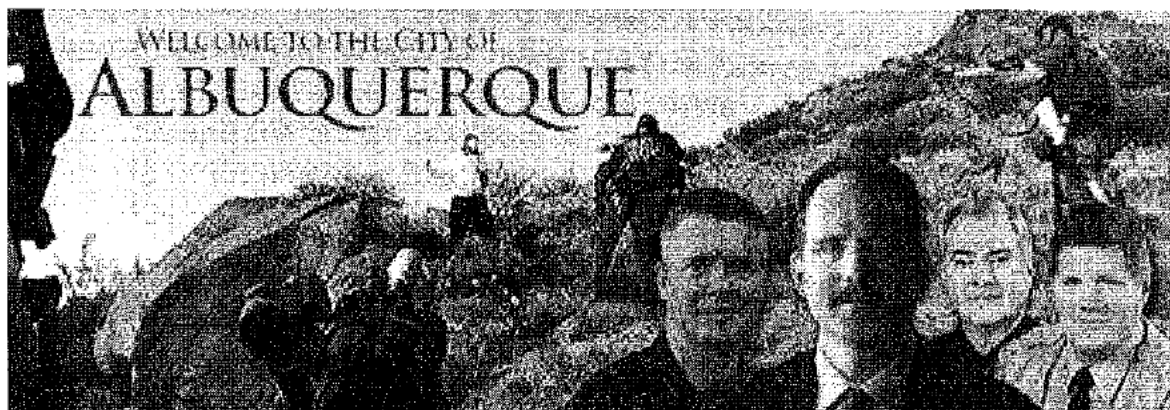
Maybe the EYE run by a former good cop should be renamed the "Former Police Officers' Eye on Albuquerque." Again, your posting below saying, "There will be no riots or looting or civil disobedience over this police officers death. Our society has derogated to the point we should all be ashamed of ourselves" was disgraceful.

The EYE owes all of its non-police readers-we "naysayers"-part of "the society" an apology along with an apology also to the military veterans both deceased and alive who they ignored on Memorial Day. Will "Stealth" do it? Doubtful.

-
Silvio

For WE THE PEOPLE

(INCLUDING JUST THE GOOD-NOT ALL COPS)




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

May 26, 2015 EYE ON ALBUQUERQUE Rio Rancho Police Officer Killed

A Rio Rancho Police Officer was murder late last night while performing his duties protecting Metro residents from the criminals who want what you have worked so hard for. This includes everything from money to the American way of life. There will be no riots or looting or civil disobedience over this police officers death. Our society has derogated to the point we should all be ashamed of ourselves. Take time today to reflect and be thankful for our law enforcement officers. Give your wife, husband, partner, child, grand-child, mother, father, friend and or anyone who is important to you a big hug and remember who has made it possible for them to

who they are there and that they are safely in your arms. Our hearts swelter and our prayers to the family of the officer. May God Bless.

Posted by Stealth at 5/26/2015 05:19:00 AM No comments:  Links to this post Labels: rio

rancho Pd

Police Chief's Horrid Reign Gets Whitewashed

BY KEVIN OSBORNE · MARCH 23RD, 2011 · PORKOPOLIS



5 Comments

Tags: [Cincinnati news](#), [Cincinnati politics](#), [Tom Streicher](#), [Cincinnati Enquirer-appointed stenographer](#), [romanticized history](#)

There's a tendency among many people to romanticize the past, and that's especially true of the mainstream media.

Unless a politician or other public official is convicted of a crime, virtually anyone is subject to the "rose-colored glasses" treatment upon his or her retirement or death. Maybe it's because it is easier to write puffery about someone than do serious, in-depth analysis of a long and complicated career.

This trend was in full display last weekend when *The Enquirer* ran a lengthy, glowing profile about Cincinnati Police Chief Thomas Streicher Jr., upon his retirement. The article, by reporter Jane Prendergast, included an interview with the chief under the headline, "Streicher leaves legacy of change." It included a videotaped interview and several flattering photographs.

Streicher, 57, of Green Township, is retiring after nearly 40 years with the department. He served 12 years as chief.

To hear Streicher tell it, via his *Enquirer*-appointed stenographer, he always supported the dozens of police reforms that resulted from the Collaborative Agreement. That was the catch-all name for an agreement with the U.S. Justice Department for improving police operations, along with a separate settlement of a class-action lawsuit that accused local police of harassing African Americans.

Although people tend to forget it now, the lawsuit already had been filed when on April 7, 2001, a police officer shot and killed Timothy Thomas, a 19-year-old, unarmed black man wanted only on misdemeanor warrants, during a foot chase down a dark Over-the-Rhine alley on a Saturday night.

Three days later, after Cincinnati Police refused to divulge any details about the shooting, scattered rioting broke out in parts of downtown and Over-the-Rhine.

Thomas was the 15th African-American killed by Cincinnati Police in five years, a period in which no white people had been killed in police encounters.

The lawsuit, meanwhile, had alleged a 30-year pattern of racially biased policing. Once riots erupted, city officials took a more conciliatory tone toward the suit, while also asking for a Justice Department review of the Police Department.

City officials eventually settled the lawsuit, although they didn't admit to any wrongdoing. As part of the deal, the city agreed to implement numerous changes in the department — with a federal court providing oversight for five years to make sure it was done.

Ultimately, the monitoring period lasted six years (2003-08) because of a slow start.

Which brings us back to Streicher.

According to the whitewashed version of his tenure as chief, which Streicher spoon-fed to the *Enquirer* reporter, his attitude toward making reforms was solidified one night in late 2001, while watching a TV show. A Middle Eastern man was debating the merits of his nation with a U.S. citizen and made the comment, "Well, at least we're not Cincinnati."

"I knew in my mind that we had to be advocates for this city, we had to be a total part of the effort," Streicher told *The Enquirer* for his profile. "I knew I had to commit myself and commit this entire agency to take on the challenge. I mean, my God. How could someone say that about Cincinnati?"

Nice try, Mr. Streicher, but your "memory" doesn't quite jibe with the historical record.

Streicher often was skeptical about the need for reforms during the initial phases of the process. In fact, the city tried to withdraw from the deal in April 2003 but a federal judge refused the request. (*The Enquirer* also wasn't so supportive back then: Its then-editorial page editor wrote that the Collaborative was "a hurry-up deal to settle bogus profiling lawsuits that were not even settled." My, how times have changed.)

The chief's actual history (read: resistance to change and oversight) briefly was mentioned but it also got altered from reality.

The profile stated: *"He didn't initially welcome the post-riots reforms sought by the U.S. Department of Justice, either. It felt to him 'like it was force-fed,' and 'You're going to do this or else.' No surprise, that method didn't exactly work with the leader of a paramilitary organization. But when DOJ officials assigned to the case changed, he felt the new ones actually listened. The pressure was off, too, with the election of President Bush, who was less interested in federal oversight of police departments than his predecessor Bill Clinton."*

Except Bush took office in January 2001 and the Collaborative was signed into effect spring 2002, almost 15 months later. Clinton had nothing to with any of it, except he remains a favorite punching bag for reactionary conservatives like Tommy.

And what about the time in March 2005 when a federal judge ruled that the city and its police department had breached the deal? Her ruling came after Streicher blocked a court-appointed monitoring team from viewing police training and accessing records at police headquarters. The team also complained that Streicher and his top assistant, Lt. Col. Richard Janke, were persistently rude and uncooperative.

The judge warned city officials to improve their behavior or face stricter oversight and the levying of fines.

For those keeping score, that was almost three years after the Collaborative was signed, and four years after Bush took office.

None of the facts that dispute Streicher's pleasant recollections, however, were cited by *The Enquirer*.

All of that is just the tip of the iceberg when it comes to Streicher's rocky reign. Other highlights included the domestic violence complaint lodged against Streicher by his then-wife Kathryn when she filed for divorce in 2001; his later marriage to a subordinate officer who was then granted disability retirement; and his reluctance to confront the slowdown in arrests that occurred after the riots.

In the 18 months following, adult arrests declined by 36 percent and juvenile arrests dropped by 28 percent. Arrests have since rebounded, but it took a few years.

Also, a study by a nationally renowned police expert in 2005 found officers had low morale not due to City Council but because of department leadership.

Conducted by John Linder, the study was ordered by then-Mayor Charlie Luken in summer 2005 and completed the following December. After badgering by *CityBeat* and other media, it finally was released publicly in June 2006.

Among its findings, the study stated rank-and-file officers felt ignored and treated unfairly by department leadership. It found that officers sharply mistrusted their supervisors, with only 28.1 percent believing that discipline within the department was fair and uniform.

Make no mistake, any manager in a private-sector company with that record would be fired.

Several City Council members privately grumbled about Streicher's performance over the years but were afraid of the political fallout if he was demoted.

With Streicher thankfully fading into the sunset, the more pressing question is why did *The Enquirer* allow the piece of journalistic fellatio to grace its pages?

Famed American writer Finley Peter Dunne once said that journalism's function is to "comfort the afflicted, afflict the comfortable." Based on how they kowtow to the powerful, managers at *The Enquirer* have a bad case of dyslexia.

03.23.2011 at 11:38 [Reply](#)



MrCincyCapell

Streicher's reign at the CPD has been a disaster. So many senior sergeants (the experienced supervisors who are the real leaders of the department out in the streets) retired during Streichers reign that it's left a real leadership vacuum in the department. Streicher should have lost his gun and hi badge for beating his Wife.

03.23.2011 at 06:28 [Reply](#)



Justin

Nice article! Thanks for setting the record straight.

03.23.2011 at 07:56 [Reply](#)



awm

CPD does a great job. Enjoy retirement chief

03.26.2011 at 12:37 [Reply](#)



dudereally

Your article hit the nail on the head about streicher until you interjected the race thing. Streicher was a horrible leader because of many other factors too many to name here...he was corrupt, 15 african american men killed and timothy thomas...really????? i so look foward to the day when cincinnati becomes so diverse that we no longer have to talk about black white issues...soooooo in the past. get a grip. i would love to have more hispanics, asians, middle eastern people living in cincinnati so i didn't have to hear about black white anymore....ahhhhhhhh enough all ready!!! i long for the day when either the police screw up because they did OR the bad person screwed up and he met his fate.....no matter what he looked like...quit with the race card it is played out.

04.27.2011 at 01:36 [Reply](#)



cinred

Jane Prendergast ought to have rode into the sunset with the Chief. Horrible reporting as usual for a horrible paper.

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

Sent: Friday, November 21, 2014 5:09 PM

To: 'kensanchez@cabq.gov'; 'lbenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'kpena@cabq.gov'; 'trudyjones@cabq.gov'; 'dgibson@cabq.gov'

Cc: 'Bill.Anderson@krqe.com'; 'tina.jensen@krqe.com'; 'Damon.Martinez@usdoj.gov'; 'geden7@cabq.gov'; '*'Mayor Richard J. Berry'

Subject: Jim McGrane's insulting comment to Tina Jensen's excellent report-attached. See the comments to it

Councilors

(info to all shown and not shown)

Tina Jensen-pass this to McGrane if you have his e-mail address. I'd like to say it to his face!

Reference my e-mail yesterday "ARE YOU AND THE DOJ OUTRAGED YET AFTER SEEING YESTERDAY'S KRQE REPORT- "KILLOLOGY" INSTRUCTOR'S CLASS?"

Apparently you nine Councilors, Eden, Berry, Huntsman or anybody else downtown are not outraged with this killology training being given here. Now we see another arrogant affront to citizens by Jim McGrane who commented on the KRQE report. Not surprising that the Berry Journal never covered this "Killology" instruction.

There were many, many comments to this excellent report by Tina Jensen. But the following from Jim McGrane tries to justify this "killology" class was outrageous! (He places the value of police officers' lives above that of citizens.)

Jim McGrane, OSST ~ 20 hours ago

Tina, If you would have covered our Officer Street Survival Training last year you would of had an opportunity to listen to Lt Co Grossman. He did our ??? first day of training to over 500 police officers from the State of New Mexico. The training was designed to save officer's lives so they would be able to return to their families at the end of their tour.

The phrase are you ready for battle was meant are you physically ready. NO-This is B.S. It meant mentally ready.. It meant are you willing to kill? Recall the APOA paid a bounty to APD officers for each killing, something Schultz pretended he didn't know about. Then Eden buys 350 AR-15s to make the APD officers on the street as dangerous as Huntsman's trained "Death Squads" and then lies to us when saying the DOJ required it. Is Eden a graduate of the OSST?

A good example is the Deputy that was beat up last night while conducting a traffic stop. He talks about officers taking care of the physical, mental health and their families. He is a highly sought after instructor. BY WHO-killer cops? Just like any other news item involving Police officers KRQE always takes the negative side. NO

You seem to forget what happened in the North Valley last year. What if the officers involved were not ready for battle? As far as the ACLU, they are always negative when police officers are involved. NO

Who is this character- Jim McGrane? Is he a relative of James McGrane, the NM State cop killed in 2006? Is he one of NM Law Enforcement Academy boss Jack Jones' training consultants or an officer? Is he an APD cop? Not surprisingly, Jim doesn't identify himself except to say he is part of the Officer Street Survival Training (OSST) Course for NM officers.

He mistakenly believes that police officer training should only be focused on saving their own lives so only they can go back to their families each night, something this mayor said was also his only priority.

This thinking is why we have had a bloodbath here at the hands of APD cops. The last APD officers (King and Smith) killed in the line of duty occurred more than nine years ago at the hands of John Hyde.

How about trying police officer training that allows both the officers and those citizens who they have contact with to all go back to their families each night?

We pay officers to be public servants to be held to a higher standard of conduct and not lower standard as they are here in NM. Their badges do NOT give them a license to kill.

See the attached Nov 5 article in the ABQ Free Press that has comments from former Chief Galvin and Mayor Baca. *"We changed the training curriculum. Instead of trying to turn out US Marines, we were trying to turn out public servants."*

Jim McGrane and those who think like him are dangerous. Has he ever worn a military uniform and saw what real warriors are? I'm tired of this propaganda that cops deserve to be put on a pedestal.

There was even a hero's funeral procession recently for a Rio Rancho cop who was speeding, lost control of his car and killed himself because he wasn't wearing his seat belt. Hero? No! Then we had another honored Santa Fe cop involved in a drunken fight with a fellow cop before he was killed. Hero? NO!

Are GI's who return from home from combat (some with PTSD) who actually serve and protect honored with a hero's ceremony with a long procession for their funeral when they die? NO! When I die after serving in 'Nam, will there be a long funeral procession for me? I don't think so.

It's time to stop this hero worship of all cops. The good ones don't want to kill. They consider themselves public servants-not above the law. It's also time to be outraged with this killology course.

Silvio
For WE THE PEOPLE
296 3241

APD lieutenant advertises 'killology' instructor's class

By Tina Jensen Published: November 19, 2014, 10:54 pm

ALBUQUERQUE (KRQE) – KRQE News 13 has obtained an email sent from APD Lt. Fernando Aragon's city email account, advertising a controversial class called "The Bulletproof Mind: Prevailing in Violent Encounters Before and After" to other officers.

The upcoming Albuquerque class is put on by Lt. Col. (Ret.) Dave Grossman. He calls himself the "World's Leading Combat Authority" and the founder of "killology" – the study of killing.

"Are you prepared? Are you prepared for battle?" Grossman says in a promotional video.

"Are there people who wake up every morning, determined to send your family in a box?" he says in another video. "Then you are in a war and you are a warrior."

It comes just nine days after the City of Albuquerque signed its agreement with the Department of Justice, vowing to move away from APD's aggressive culture.

Aragon's wife runs the business that offers the class.

ACLU Director Peter Simonson says he's concerned someone in a leadership position at APD sent the email. "The DOJ was quite clear that we need to shift away from a mentality of viewing all citizens as enemy combatants of some sort," he said. "I think at this point of time, when reform is at the forefront of everyone's mind, we want to do whatever we can to break down the model that equates police work with war. This training clearly does that."

KRQE News 13 wanted to ask Mayor R.J. Berry and Police Chief Gorden Eden if they had any concerns about Aragon advertising the course – and about using his position and city email account to benefit his wife. Both refused to do interviews, but sent statements saying the training is not endorsed or sponsored by the department and that they didn't know anything about the class.

Berry said he was confident the chief would thoroughly review the situation. Eden said he'd look into whether Aragon violated any city email policies. Eden also added that Aragon wasn't actually endorsing the training – that he was simply making officers aware of it. The Aragons did not get back to KRQE News 13 for comment.

From: Dinah Vargas
To: "Damon Martinez"; "Vanita Gupta"; "Diane Gibson"; Robin Hammer; "Tax-Payer Waste"; "Pena,Klarissa J."; Andy C; Benton, Isaac; Silvio Dell'Angela; "Office of Diversity and Human Rights"; "Shamful Gavel Banger"; "Elizabeth Martinez"; "Trudy Jones"; "Rev Garduno"; POB@cabq.gov; "saxophones r COOL"; Burque MediaPRO (via Google Drive); contact@burquemediamedia.com; Steve Kramer
Subject: AFD: stop and frisk memorial weekend.
Date: Wednesday, May 27, 2015 1:02:38 AM

Dear Politicians,

Can I get your official reason (excuse) as to why we people continue to get violated under your watch.

Can you explain to me why AFD is performing illegal searches on the people of Albuquerque while APD observes and aids in what is, obviously, a clear violation of the law and civil liberties established in the Constitution?

I'm guessing that since you all continue to turn your eyes blind and your ears deaf, as you did at last City Council, to the cries for justice and obvious lack of response to the injustices we are subjected to daily under the leadership of yourselves and The Lawless Mayor-

Consider the video attached a documented record of the on going crisis we have in ABQ.

I won't bother calling you to action concerning the matter because I'm confident you won't do a single thing about it. My confidence in you comes from your record, not the 'appearance' of your record.

This took place in the War Zone, that's Presedent Garduño's district but it's a reflection of CABQs entire leadership.

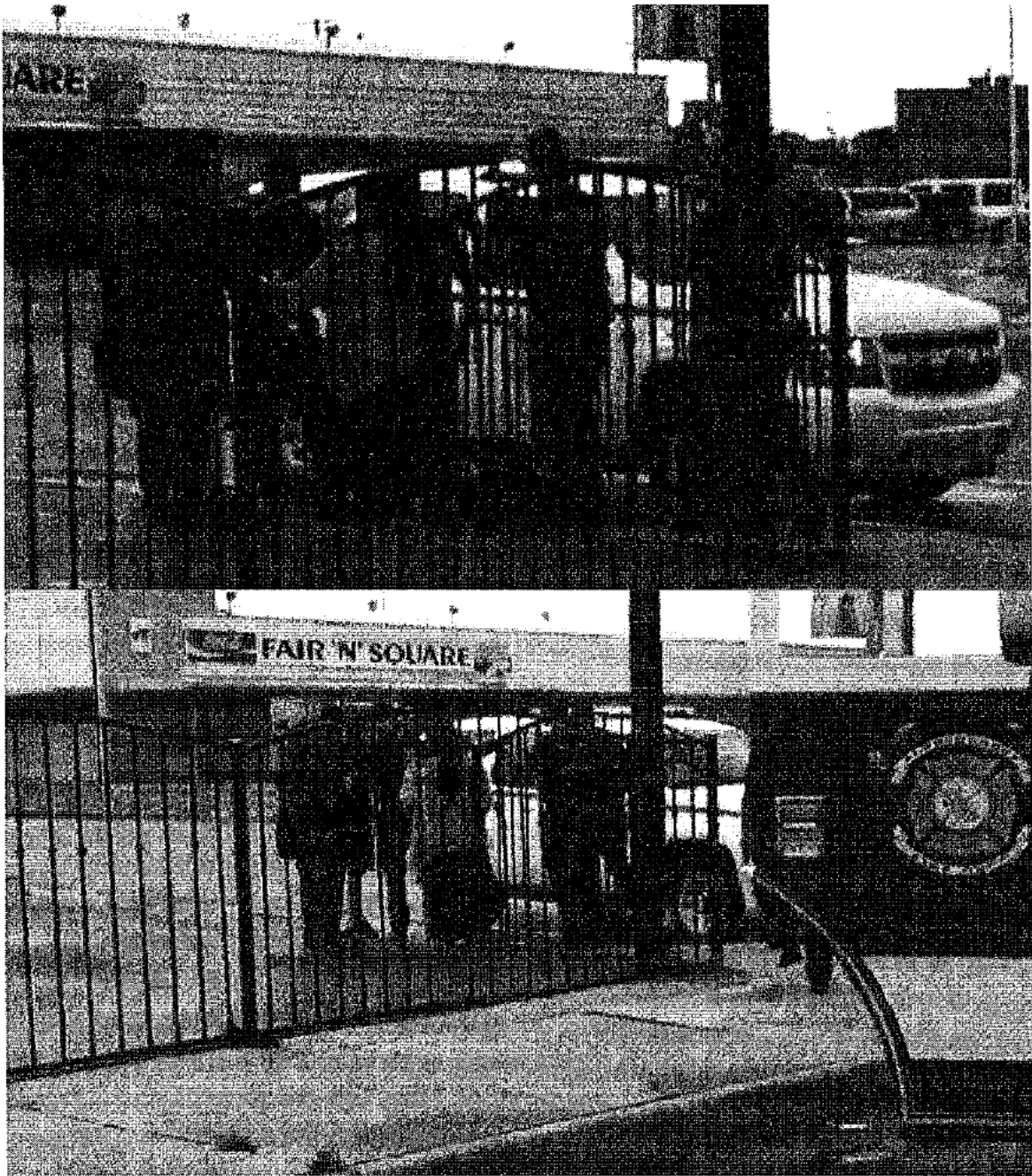
Enjoy the video.

<https://m.youtube.com/watch?v=3lj1DySmUEE&feature=youtu.be>

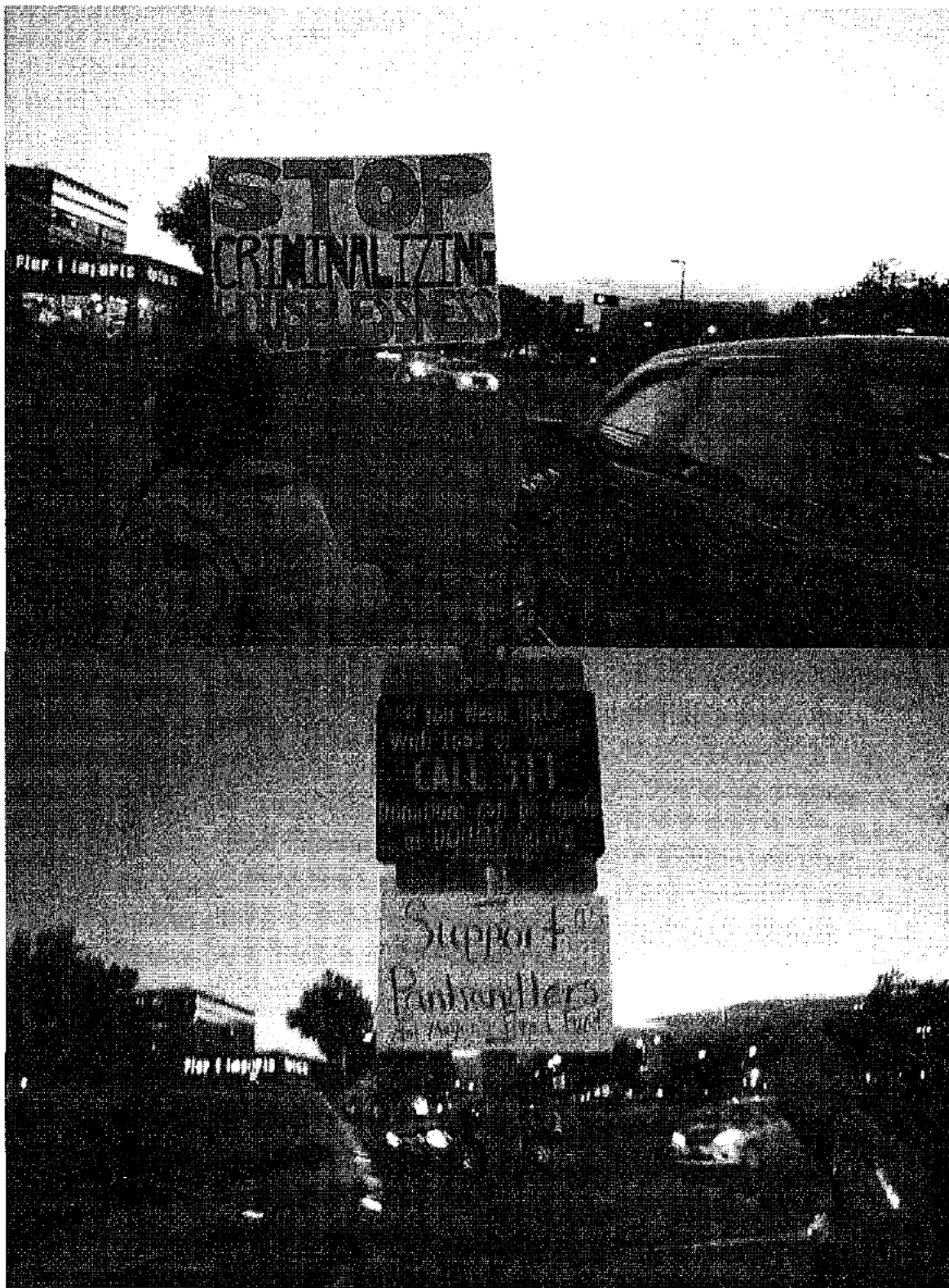
Google remains free folks.

Illegal and warrant less searches are violations of our Constitutional Rights.

Here's why: civics lesson below pics. (All of which never mentions Fire and rescue'd legal right to stop and frisk).



Ps here is my counter and resistance to those ridiculous 311 signs that further oppress our people and demonize poverty.





What I'm saying, is that I can't breath so I'm in this struggle and can't leave until all our people are free.

Hasta la Victoria, Siempré

D.

Enjoy the free civics Google class. ;)

Understanding Search-and-Seizure Law

The Fourth Amendment to the U.S. Constitution places limits on the power of the police to make arrests, search people and their property, and seize objects and contraband (such as illegal drugs or weapons). These limits are the bedrock of search-and-seizure law. This article covers basic issues you should know, beginning with an overview of the Fourth Amendment itself. (You can find it and other amendments in the Bill of Rights in Nolo's list of The Most Important Cases, Speeches, Laws & Documents in American History.)

The Fourth Amendment: Protecting Your Privacy

The Fourth Amendment to the U.S. Constitution reads as follows:

"The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be

seized."

The search-and-seizure provisions of the Fourth Amendment are all about privacy. To honor this freedom, the Fourth Amendment protects against "unreasonable" searches and seizures by state or federal law enforcement authorities.

The flip side is that the Fourth Amendment does permit searches and seizures that are reasonable. In practice, this means that the police may override your privacy concerns and conduct a search of you, your home, barn, car, boat, office, personal or business documents, bank account records, trash barrel, or whatever, if:

the police have probable cause to believe they can find evidence that you committed a crime, and a judge issues a warrant, or
the particular circumstances justify the search without a warrant first being issued.
When the Fourth Amendment Doesn't Protect You
The Fourth Amendment applies to a search only if a person has a "legitimate expectation of privacy" in the place or thing searched. If not, the amendment offers no protection because there are, by definition, no privacy issues.

Courts generally use a two-part test (fashioned by the U.S. Supreme Court) to determine whether, at the time of the search, a defendant had a legitimate expectation of privacy in the place or things searched:

Did the person actually expect some degree of privacy?
Is the person's expectation objectively reasonable—that is, one that society is willing to recognize?
For example, a person who uses a public restroom expects not to be spied upon (the person has an expectation of privacy), and most people—including judges—would consider that expectation to be objectively reasonable. Therefore, the installation of a hidden video camera by the police in a public restroom would be considered a "search" and would be subject to the Fourth Amendment's requirement of reasonableness.

On the other hand, if an officer stops a car and, when talking to the driver, happens to notice a weapon on the passenger seat, there's been no search under the Fourth Amendment. That's because, even if the driver somehow considered the passenger seat to be a private place, society isn't willing to extend privacy protections to that particular location. In other words, there's no objectively reasonable expectation of privacy with respect to the gun because it was in plain view.

A good example of how this works comes from a U.S. Supreme Court case in which the court held that a bus passenger had a legitimate expectation of privacy in an opaque carry-on bag positioned in a luggage rack above the passenger's head. The Court held that the physical probing by the police of the bag's exterior for evidence of contraband constituted a search subject to Fourth Amendment limitations. (*Bond v. U.S.*, 529 U.S. 334 (2000).)

PRIVATE SECURITY PERSONNEL

Private security personnel have at times outnumbered police officers in the United States by three to one. As a result, whether you're shopping in a supermarket or a pharmacy, working in an office building, or visiting a friend in a housing project, you may be more likely to be confronted by a security guard than by a police officer. The

Fourth Amendment doesn't apply to searches carried out by non-governmental employees (like private security guards) who aren't acting on the government's behalf.

For example, assume that a shopping mall security guard acting on a pure hunch searches a teenager's backpack. Inside the backpack the guard finds a baggie containing an illegal drug. The guard can detain the teenager, call the police, and turn the drug over to a police officer. The drug is admissible in evidence, because the search was conducted by a private security guard acting on his own, rather than at the officer's direction.

What Happens When A Search Violates the Fourth Amendment

The exclusionary rule. If, upon review, a court finds that an unreasonable search occurred, any evidence seized as a result of it cannot be used as direct evidence against the defendant in a criminal prosecution. This principle, established by the U.S. Supreme Court in 1961, has come to be known as the exclusionary rule.

To this day, many commentators criticize the exclusionary rule on the ground that it unfairly "lets the criminal go free because the constable has erred." But the rule's supporters argue that excluding illegally seized evidence is necessary to deter police from conducting illegal searches. According to this deterrence argument, the police are less likely to conduct improper searches if the resulting evidence can't be used to convict the defendant. (There are, however, exceptions to the exclusionary rule—for one, see Police Searches and the Good Faith Exception.)

Fruit of the poisonous tree doctrine. Not only is evidence that's the product of an illegal search generally inadmissible in court, but so too is additional evidence that derived from the initial evidence. This principle is colorfully known as the "fruit of the poisonous tree" doctrine. The "tree" is the evidence that the police illegally seize in the first place; the "fruit" is the second-generation product of the illegally seized evidence. Both tree and fruit are typically inadmissible at trial. (For more, see Fruit of the Poisonous Tree.)

Example

Officer Wiley arrests Hy Lowe for selling phony telephone cards. A judge rules that Officer Wiley illegally entered Lowe's home and improperly seized a map showing the location where Lowe hid the phone cards. Officer Wiley then found the phone cards in that location. Because Officer Wiley obtained the map through an illegal search, it and the phone cards are inadmissible. The phone cards are the fruit of the unlawful search.

Not always end of story. Some defendants believe that if they can show that a search was illegal, the case must be dismissed. Not true. If a prosecutor has enough other evidence to prove the defendant guilty, the case can continue. Also, the illegally-seized evidence can generally be considered by a judge when deciding on an appropriate sentence following conviction and admitted in civil and deportation cases. In some circumstances, a prosecutor can use such evidence to impeach (attack the credibility of) a defendant who testifies at trial.

From: Hammer, Robin
To: David Ring; Jeannette V. Baca; Leonard Waites
Subject: CPOA Logo
Date: Tuesday, May 26, 2015 3:50:50 PM
Attachments: CPOA Logo 2015.docx

Outreach Committee Members:

We discussed the CPOA Logo for use on business cards and publications. The CPOA Logo which I designed last Fall is attached. The 15 stars stand for the 9 Board Members and the 6 APD Area Commands. The Latin phrase translates, "Justice and Equality under the law"

Thanks,
Robin

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



From: [Dave Ring](#)
To: rhammer@cabq.gov
Cc: jvbaca.pob@gmail.com; phamason.lw@gmail.com
Subject: Re: CPOA Logo
Date: Tuesday, May 26, 2015 3:56:40 PM

Robin, Thanks! I remember this logo now; we even discussed it briefly at our initial orientation session held at the BioPark. Blessings! -- Dave Ring

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From: [Jeannette Baca](#)
To: [Dave Ring](#)
Cc: [Hammer, Robin](#); [Leonard Waites](#)
Subject: Re: CPOA Logo
Date: Wednesday, May 27, 2015 9:35:49 AM

Thanks Robin!

On Tue, May 26, 2015 at 3:55 PM, Dave Ring <dzr3@juno.com> wrote:
Robin, Thanks! I remember this logo now; we even discussed it briefly at our initial orientation session held at the BioPark. Blessings! -- Dave Ring

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<http://thirdpartyoffers.juno.com/TGL3141/5564ec08982d16c08114bst04vuc>

From: Silvio Dell'Angelo
To: councilmembers@albuquerque.gov; shirley@albuquerque.gov; jessica@albuquerque.gov; daniel@albuquerque.gov; karen@albuquerque.gov; alexander@albuquerque.gov; helen@albuquerque.gov; carlos@albuquerque.gov
Subject: TONIGHT'S COUNCIL MEETING-Will you continue to embarrass yourselves by reading out tax dollars?
Date: Wednesday, May 27, 2015 11:53:39 AM

Councillors

Info to others sent this Bec

See e-mail to you from Dinah Vargas below. Yesterday we had another APD cop shoot at a fleeing allegedly stolen vehicle this one with children in it, something that Eden said would no longer be permitted. Just another slap on the wrist recommended by the investigators. Having ginger and his crowd here is a waste of our tax dollars as nothing will really change.

But former cop James Ginger as did the disgraceful Stretcher/Greenwood team will be laughing all of the way to the bank because of your cowardice and the usurping of your power by Judge Brack and the DOJ. You were willing to be made FOOLS of!

See today's Journal "Poor support is top concern of officers" It's not about money or concern with the minimal dangers of the job-rated only 2. Why did only 1/3 of the officers polled respond? Did they fear retaliation?

Once again the disgraceful Berry tries to transfer blame to this poor cop support to Mayor Chavez. Why is the disgraceful APOA Shaun Willoughby even asked to comment on it? Where is APOA President Stephanie Lopez? Just a President in name only?

TONIGHT'S MEETING

First should be a moment of silence in memory off to honor a good Rio Rancho cop Gregg Benner who was shot by a hardened criminal that the failed justice system allowed to roam the streets after serving only a nominal amount of time in jail. Bad judges here that includes Federal Judge Brack are a big part of the problem but you seem to be afraid to say it.

R-15-181 Adjusting Fiscal 2015 appropriations

Approve "Changes to employee salaries" on page 2.

Delete discretionary park dollars for Councillors as BERNCO did.

Delete \$1,000,000 for "DOJ implementation reserve." Why needed? PMR Inc Ginger should not have even given \$4.5+ million for four years. You were willing to ignore your financial approval authority and defer to Judge Brack and the DOJ. Has the cowardly Ginger asked for this additional \$1,000,000 more or is it to hide what will be given to the Stretcher/Greenwood team, to Ken Walt's brother Gerry Walt and others like another opportunist Harold Bailey?

Section 7-pp 34.

Delete \$1.5 million for street improvement along Central. While not be honest and say it is to allow Central to be torn up for the unjustified ABQ Rapid Ride

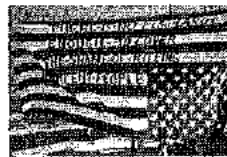
Delete \$600,000 for the still unjustified "Regional Sports Complex." Taxpayers already rejected Councillor Winter's attempted scam years ago that attempted to fund this unjustified regional sports complex project by piggybacking it on dollars for the Paseo/I-25 Interchange.

Failing that, Councillor Winter then had attorney Sam Bregman come before you claiming it was needed to bring national tournaments here. Yet no cost/benefit analysis was ever done because it would have said this was a waste of tax dollars.

Delete \$500,000 for even more bikeways and trails. This special interest group led by Councillor Benton who represents a very small segment of our population here seems obsessed with continuing to waste our limited valuable tax dollars and increase vehicular traffic congestion to put in these bike lanes on our streets that are rarely used. Yet we can't keep our roads repaired. Get your priorities in order!

I won't waste any time coming tonight!

Silvio
For WE THE PEOPLE



IT'S NOT A BANNED SIGN OR BANNER! ASK BERRY'S (NOT OUR ENTIRE CITY'S) ATTORNEY JESSICA HERNANDEZ.

From: Dinah Vargas [mailto:dvargas@albuquerque.gov]
Sent: Wednesday, May 27, 2015 1:02 PM
To: 'Damon Martinez'; 'Martha Galarza'; 'Maria Gibson'; Robin Hammer; 'Tax-Payer Waste'; 'Pena, Carlos L.'; Andy C. Benton; Isaac; Silvio Dell'Angelo; 'Office of Diversity and Human Rights'; 'Shamir Gavel Banger'; 'Elizabeth Martinez'; 'Trudy Jones'; 'Roy Garduno'; 'BORC/Caballero'; 'Saxophonics i COOL'; 'Barqu MedaPRO (via Google Drive)'; 'CARLOS@ALBUQUERQUE.ORG'; Steve Kramer
Subject: APD: stop and frisk memorial weekend.

Dear Politicians,

Can I get your official reason (excuse) as to why we people continue to get violated under your watch. Can you explain to me why AFD is performing illegal searches on the people of Albuquerque while APD observes and aids in what is, obviously, a clear violation of the law and civil liberties established in the Constitution?

I'm guessing that since you all continue to turn your eyes blind and your ears deaf, as you did at last City Council, to the cries for justice and obvious lack of response to the injustices we are subjected to daily under the leadership of yourselves and The Lawless Mayor,

Consider the video attached a documented record of the ongoing crisis we have in ABQ.

I won't bother calling you to action concerning the matter because I'm confident you won't do a single thing about it. My confidence in you comes from your record, not the 'appearance' of your record.

This took place in the War Zone that's President Garduno's district but it's a reflection of CABQ's entire leadership.

Enjoy the video.

<https://m.youtube.com/watch?v=3lj1D3SmUEB&feature=youtu.be>

Google remains free folks.

Illegal and warrant less searches are violations of our Constitutional Rights.

People why, please lesson below pics. (All of which never mentions Fire and rescue's legal right to stop and frisk).



Ps here is my counter and resistance to those ridiculous 311 signs that further oppress our people and demorize poverty.



What I'm saying, is that I can't breathe so I'm in this struggle and can't leave until all our people are free.

Hasta la Victoria, Siempre

D.

Enjoy the free civics Google class. :)

Understanding Search-and-Seizure Law

The Fourth Amendment to the U.S. Constitution places limits on the power of the police to make arrests, search people and their property, and seize objects and contraband (such as illegal drugs or weapons). These limits are the bedrock of search-and-seizure law. This article covers basic issues you should know, beginning with an overview of the Fourth Amendment itself. (You can find it and other amendments in the Bill of Rights in Nolo's list of The Most Important Cases, Speeches, Laws & Documents in American History.)

The Fourth Amendment: Protecting Your Privacy
The Fourth Amendment to the U.S. Constitution reads as follows:

"The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized."

The search-and-seizure provisions of the Fourth Amendment are all about privacy. To honor this freedom, the Fourth Amendment protects against "unreasonable" searches and seizures by state or federal law enforcement authorities.

The flip side is that the Fourth Amendment does permit searches and seizures that are reasonable. In practice, this means that the police may override your privacy concerns and conduct a search of you, your home, barn, car, boat, office, personal or business documents, bank account records, trash barrel, or whatever, if:

the police have probable cause to believe they can find evidence that you committed a crime, and a judge issues a warrant, or the particular circumstances justify the search without a warrant first being issued.

When the Fourth Amendment Doesn't Protect You

The Fourth Amendment applies to a search only if a person has a "legitimate expectation of privacy" in the place or thing searched. If not, the amendment offers no protection because there are, by definition, no privacy issues.

Courts generally use a two-part test (fashioned by the U.S. Supreme Court) to determine whether, at the time of the search, a defendant had a legitimate expectation of privacy in the place or things searched:

Did the person actually expect some degree of privacy?

Is the person's expectation objectively reasonable—that is, one that society is willing to recognize?

For example, a person who uses a public restroom expects not to be spied upon (the person has an expectation of privacy), and most people—including judges—would consider that expectation to be objectively reasonable. Therefore, the installation of a hidden video camera by the police in a public restroom would be considered a "search" and would be subject to the Fourth Amendment's requirement of reasonableness.

On the other hand, if an officer stops a car and, when talking to the driver, happens to notice a weapon on the passenger seat, there's been no search under the Fourth Amendment. That's because, even if the driver somehow considered the passenger seat to be a private place, society isn't willing to extend privacy protections to that particular location. In other words, there's no objectively reasonable expectation of privacy with respect to the gun because it was in plain view.

A good example of how this works comes from a U.S. Supreme Court case in which the court held that a bus passenger had a legitimate expectation of privacy in an opaque carry-on bag positioned in a luggage rack above the passenger's head. The Court held that the physical probing by the police of the bag's exterior for evidence of contraband constituted a search subject to Fourth Amendment limitations. (*Bond v. U.S.*, 529 U.S. 334 (2000).)

PRIVATE SECURITY PERSONNEL

Private security personnel have at times outnumbered police officers in the United States by three to one. As a result, whether you're shopping in a supermarket or a pharmacy, working in an office building, or visiting a friend in a housing project, you may be more likely to be confronted by a security guard than by a police officer. The Fourth Amendment doesn't apply to searches carried out by non-governmental employees (like private security guards) who aren't acting on the government's behalf.

For example, assume that a shopping mall security guard acting on a pure hunch searches a teenager's backpack. Inside the backpack the guard finds a baggie containing an illegal drug. The guard can detain the teenager, call the police, and turn the drug over to a police officer. The drug is admissible in evidence, because the search was conducted by a private security guard acting on his own, rather than at the officer's direction.

What Happens When A Search Violates the Fourth Amendment

The exclusionary rule. If, upon review, a court finds that an unreasonable search occurred, any evidence seized as a result of it cannot be used as direct evidence against the defendant in a criminal prosecution. This principle, established by the U.S. Supreme Court in 1961, has come to be known as the exclusionary rule.

To this day, many commentators criticize the exclusionary rule on the ground that it unfairly "lets the criminal go free because the constable has erred." But the rule's supporters argue that excluding illegally seized evidence is necessary to deter police from conducting illegal searches. According to this deterrence argument, the police are less likely to conduct improper searches if the resulting evidence can't be used to convict the defendant. (There are, however, exceptions to the exclusionary rule—for one, see *Police Searches and the Good Faith Exception*.)

Fruit of the poisonous tree doctrine. Not only is evidence that's the product of an illegal search generally inadmissible in court, but so too is additional evidence that derived from the initial evidence. This principle is colorfully known as the "fruit of the poisonous tree" doctrine. The "tree" is the evidence that the police illegally seize in the first place; the "fruit" is the second-generation product of the illegally seized evidence. Both tree and fruit are typically inadmissible at trial. (For more, see *Fruit of the Poisonous Tree*.)

Examples

Officer Wiley arrests Hy Lowe for selling phony telephone cards. A judge rules that Officer Wiley illegally entered Lowe's home and improperly seized a map showing the location where Lowe hid the phone cards. Officer Wiley then found the phone cards in that location. Because Officer Wiley obtained the map through an illegal search, it and the phone cards are inadmissible. The phone cards are the fruit of the unlawful search.

Not always end of story. Some defendants believe that if they can show that a search was illegal, the case must be dismissed. Not true. If a prosecutor has enough other evidence to prove the defendant guilty, the case can continue. Also, the illegally-seized evidence can generally be considered by a judge when deciding on an appropriate sentence following conviction and admitted in civil and deportation cases. In some circumstances, a prosecutor can use such evidence to impeach (attack the credibility of) a defendant who testifies at trial.

From: Silvio Dell'Angela
To: Silvio Dell'Angela
Subject: Joe Monahan's 5-26 posting showing this city is in distress shown by my upside down flag and also in a crisis as DA Brandenburg said
Date: Wednesday, May 27, 2015 3:43:04 PM
Attachments: 5-26-15JoeM-Berry.doc

ALL

Much has been written about our blatantly incompetent if not downright corrupt Mayor Berry who since elected in 2009 and re-elected because of his compulsive lying and big money supporters has made this City and our APD the disgrace of the nation.

Yet he chooses to hide in his bunker/mouse hole only coming out to appear at public ceremonies, travels out of town to avoid embarrassing questions by the media and also repeatedly blames "naysayers" or others for the deplorable situation here.

Joe Monahan's 5-26-15 posting, an extract of it is attached says it all. Yet those at the Berry Journal and the business community continue to provide him cover.

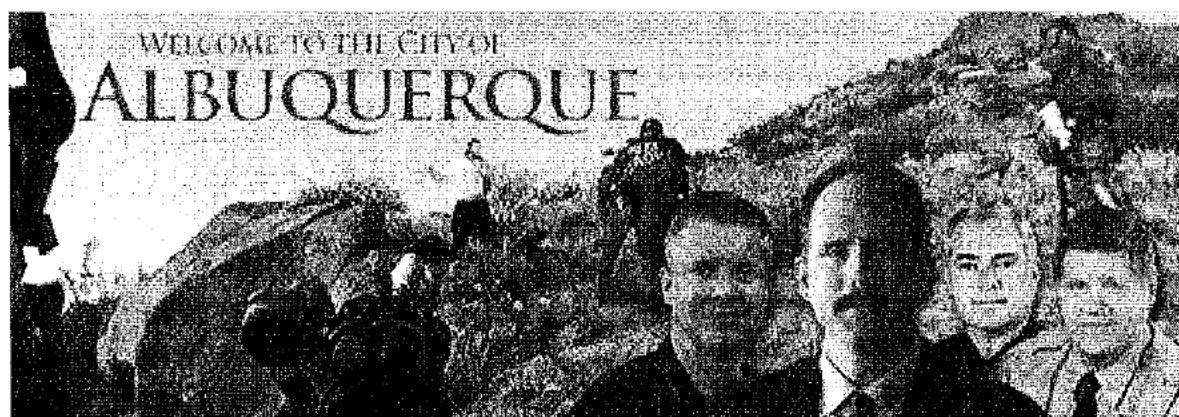
If we had an elected City attorney as San Diego and other US cities have and now yet not another Perry and Tourek-like enabler like Governor Martinez throw-away Jessica Hernandez, he/she would call for the Mayor's resignation as the San Diego City attorney did last year. That Mayor resigned for lesser misconduct there than our disgraceful/embarrassing Berry.

We know that toothless James Ginger and his \$4.5 million+ PMR Inc taxpayer rip-off folks and federal judge Brack don't care but do those in the DOJ who betrayed us finally now care?

More later on some of the subjects Joe covered.

Silvio

For WE THE PEOPLE

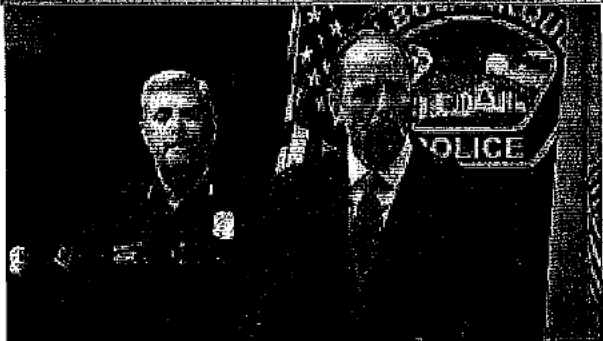


THE MOST CORRUPT ADMINISTRATION AND DANGEROUS POLICE FORCE IN THIS CITY'S HISTORY

M003052

Tuesday, May 26, 2015

All APD All The Time: Ongoing Crisis Generates Unprecedented News Flow; Mayor Says Don't Listen To "Naysayers" But Frustration Grows



Berry and APD Chief Eden

When Dave Letterman ended his multi-decade run as a talk show host last week he had several former US Presidents joke that "our long national nightmare is over." That was first said in 1974 by Gerald Ford after Nixon's resignation over Watergate. Everyone laughed with Dave, but here in ABQ many may have also pined for those words to be uttered over the long nightmare featuring the ABQ police department and the Berry administration.

The ceaseless, demoralizing and often maddening news flow--now several years old--is unprecedented. At this point we are in wheel of fortune territory--where it stops nobody knows. Just look at the most recent cascade of nighmarish offerings:

--Bernalillo County District Attorney Kari Brandenburg--in a sometimes surreal hour long news conference--announces she is asking federal authorities to investigate APD's investigation of her on bribery charges. Attorney General Balderas says those charges appear politically motivated and in retaliation for her decision to charge two APD officers with murder in connection with the fatal shooting of homeless camper James Boyd. (Full news conference video [here](#).)

--A settlement of yet another lawsuit against APD and the city for a fatal police shooting ends with a mammoth \$6 million judgment. That's money out the door that is sorely needed for improvement to the city's social services as well as maintenance and repair of an aging infrastructure. Strange that we hear nothing from fiscal conservatives over the tens of millions being lost.

In a bizarre development, an APD cop critically wounded by his own boss as he sat in a car with two suspected drug dealers threatens to sue the city unless a settlement can be reached.

APD, under the legal gun, finally releases a video of possible APD and State Police abuse (welcome to the party Chief Pete Kassetas) of an already dead suspect after denying it existed:

Albuquerque Police body camera video shows an APD SWAT officer firing three beanbag rounds at an unresponsive suspect's face, followed by a State Police sergeant flicking the suspect's eyeball before stomping on his groin. Lusian was dead. The lapel video, which APD denied existed after KRQE News 13 first requested it, shows the end of a March 2014 SWAT call-out at a tow yard in the Heights. Police said 56-year-old Dale Lusian had been seen rummaging through cars in the fenced-in lot before hiding in a metal container. When a police service dog went in, Lusian shot the dog three times. Medical investigators ruled Lusian's death a suicide from a gunshot wound to the chest.

That APD in 2015 was sitting on 2014 lapel video shows the cover-up culture at APD remains as virulent as the AIDS virus at its peak.

The establishment press and most players in the business community--for whatever reason--continue to run interference for Mayor Berry who is now rebutting his critics not by not addressing their charges but trying to marginalize them. Says he:

One thing that makes me mad as mayor is when people in our community would like us to be seen in less than a positive light. . . we should stop listening to naysayers.

Well, Mayor, maybe if we all put cotton balls in our ears and blinders over our eyes all those morbid news stories we just cited will go away--or at least not seem to place the city government in the middle of an unending crisis--which is what it faces but refuses to acknowledge.

OTHER VOICES

The apathy, defensiveness, resistance to change and downright parochialism that have been hallmarks of much of the community's reaction to the APD drama and attendant events does not speak well of the body politic.

Only recently has there been some meaningful movement--

DA Brandenburg's conversion via intimidation, AG Balderas' hardball report on APD's probe of her, Auditor Keller's hit on the suspect APD Taser deal and the City Council's questioning of the Department of Justice Federal Monitor for APD. But with the mayor and APD continuing to resist transparency and change (as seen in that very recent KROQ incident and Berry's quote above) it will take much more from the aforementioned politicians as well as any new voices that choose to join the fray. An editorial in the ABQ Free Press sums it up this way:

There seem to be no consequences for failure or malfeasance in this administration. One debacle follows another and nothing changes. Could it be that the cancer Downtown has so metastasized that if any one person were scapegoated, everyone goes down? We have a crisis at City Hall and no one in charge seems to care. We have a police department that is rapidly becoming the pariah of the Southwest. Beat cops struggle to maintain public trust while the people at the top cover their asses. So what's the answer? Fire everyone at APD at the rank of lieutenant and above? That's a lot of people to replace. Bring in a new chief who methodically cleans house among APD's top commanders with a "My way or the highway" approach? Or do we fire someone over at City Hall calling the shots from an "us vs. them" proposition. Oh, wait, it's not "we," Mr. Mayor, it's you. Do us a favor and clean up the steaming, stinking pile of problems that have accumulated on your watch. Show us there are consequences for screwing up. Otherwise, we can only conclude you don't care or you're not really the one in charge.

And from our reader email we get this incisive lament:

Joe, I guess we have finally reached the point where consumerism trumps democracy, narrow self-interest wins over any commonweal and frustration and/or cynicism about politics and government renders the people impotent. Without a doubt "community" has always been difficult to achieve in these unnatural political conglomerates that have been labeled "New Mexico" and "Albuquerque." As a thirteenth generation New Mexican and a fourth generation Albuquerquean, I am disappointed and saddened with the current state of affairs. At least some people are taking some action; some are communicating about our dire situation; and others are contributing in whatever manner they are able. Thank you for the great public service you are contributing with your blog. This is an example that there is still hope.

BERRY VS. DINELLI

One could see Pete Dinelli, the losing candidate to ABQ Mayor Berry in the 2013 election, picketing City Hall with a sign that says, "I told you so." He isn't going that far but the onetime city councillor and former chief deputy

DA, is having a say and it doesn't sound like sour grapes.

DA Brandenburg and I have had our differences over the years. However, what APD has done to her is an affront to our criminal justice system. People should be appalled by the findings of the Attorney General that APD accused her of felony crimes for political gain. The Albuquerque public and voters have a right to demand that APD's investigations not be politically motivated. What happened in this case is a throwback to the 1980's when APD used to keep and maintain investigation and intelligence reports on elected officials.

The AG investigation of the DA reflects the kind of damage that can occur to people's lives and reputations when initial police reports are released to the media to promote a political agenda. APD was attempting to tarnish and destroy the DA's reputation and destroy her career because of her prosecution of the two cops in the Boyd murder case. How many other elected officials or private citizens has APD targeted because of being outspoken critics of APD?

As Dinelli mentions it's not as if the police have not gone off the reservation before when it comes to civil liberties and intimidating public officials. We've been around long enough to remember the 1980's when the department publicly announced the destruction of files that should have never been kept or opened. That is a flagrant and intolerable abuse of power. The fear of it now may be responsible in part for the public quietude over this latest police crisis. It's why federal authorities need to take seriously the DA's request for an investigation and peel the onion even further.

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E-mail your news and comments: (jmonahan@ix.netcom.com)

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Posted by: Joe Monahan / Tuesday, May 26, 2015

From: Charles Arasim
To: POB@cabq.gov; Zaman, Jon K.; Iroller@nmag.gov; Garduno, Rey; kensanchez; Martinez, Elizabeth (USANM); Keegan, Ruth E. (USANM)
Subject: Concerns (complaint(s)) about your Acting Executive Director's violations of the CPOA Ordinance.
Date: Thursday, May 28, 2015 9:34:52 AM

Dear POB Members,

It is an open secret that Ms. Robin Hammer attempted to 'game' the system concerning one of the very first cases you questioned her on. (Note: Pull up your first meeting video and note my comments at your second meeting on this same topic).

There is no doubt Ms. Hammer threw caution to the wind, along with her oath as a licensed attorney, in an attempt to make herself look tough on APD officers and secure her position as the permanent CPOA Executive Director.

Being that I have multiple complaints currently under investigation, subjecting me to the ultimate control of those investigations by Ms. Hammer who has proven to show her blatant disregard for the CPOA ordinance (law), I must insist on your calling an emergency meeting of the POB and demand Ms. Hammer's resignation.

I also insist that the POB members immediately formulate a 'collective' complaint to the NM Attorney Disciplinary Board, for Ms. Hammer's intentional violations of her oath of office to uphold the law as a certified officer of the court, where you ask for a full investigation and her decertification as a licensed attorney in the state of New Mexico.

Respectfully,
Mr. Charles Arasim

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From: [Silvio Dell'Angela](#)
To: [Silvio Dell'Angela](#)
Subject: Our local nightmare, the role of APD's union, our cowardly Council and our dictator Mayor and the justice system are all promoting it.
Date: Thursday, May 28, 2015 2:56:29 PM
Attachments: [image002.png](#)
[5-27-15Guardian.doc](#)
[5-3-15NYTPoliceUnions.doc](#)
[APOA-Willoughby.doc](#)

All

Our city leaders continue to be in denial that we still have a serious police problem and the culture of corruption here-the ongoing nightmare since 2009 when Berry was elected.

OUR MIA COUNCILORS

They think by abdicating their responsibilities and agreeing to throw \$4.5+ million at former cop James Ginger and his PMR Inc guys and \$500,000 at APD reform stonewallers Tom Streicher and Scott Greenwood will really change things here. They are stupid and/or think we "naysayers" (as Berry calls us) are stupid.

Yet believing that a federal judge and the DOJ can usurp their power, our legislative body who must approve all taxpayer funding, would tell us woe is us-we can't do anything but approve spending-likely wasting this money on a powerless Ginger to clean up the mess here. As I said in a previous e-mail, aren't we fortunate that Ginger didn't ask for \$10 million over ten years to do this job?

Yet none of the councilors are embarrassed for ignoring their responsibilities to us. The only seemingly important things that they seem preoccupied with is silencing their and their Mayor's critics

They even had the audacity to not show my upside down American flag put on the overhead projector at the council meeting on 5-18 and then have this approved sign of a city in distress taken away from me as if it was some illegal banner or sign.

All some councilors are worrying about is doing meaningless initiatives to convince we unwashed masses that they deserve to be re-elected. The latest is Brad Winter and Dan Lewis sponsoring ethics training as if that will solve the corruption in this city.

The EYE ON ALBUQUERQUE's latest May 27 posting questions whether this training will really help? It WON'T! I told the fine-albeit naive lady who initiated that petition for signatures handed to these Councilors that it would do little to solve the problem. She ignored my proposed changes to the petition.

Who this ethic training bill will likely help is Berry's new unqualified clerk Natalie Howard whose "Public Service University," the City's secret "corporate university" that may be given even millions more to teach this meaningless proposed "feel good" ethics class. Her office is still stonewalling

my NM IPRA request to find out what we taxpayers got for the more than \$1.8 million paid to her "university" over the past seven years.

People are honest-or they are not. You can't teach ethics. The real problem hampering any real reform of our APD and city's culture of corruption is the lack of transparency-the mayor's sanctioned blatant defiance of the NM IPRA and associated lack of accountability. See the recent EYE posting that shows this ethics petition.

Nobody still is taking action against Schultz's \$1.9 million pay to play with Taser "greased" by the Mayor or even care that six Councilors arrogantly blatantly ignored the open meeting act when six willingly met with Ginger and Greenwood, neither of whom had the guts to face WE THE PEOPLE.

Governor Martinez's newest throwaway/Berry's personal attorney Hernandez said she saw nothing wrong with this closed to the public meeting. Just another Perry and Tourek.

THE DISGRACEFUL APD UNION LEADERSHIP

Exploiting the brutal killing by a habitual criminal who of a good officer in Rio Rancho Councilors were even willing to listen Wednesday night to the blather of APOA's VP and President who were trying to justify even more pay to keep good officers disgusted with Berry and Eden from retiring.

You already saw the August 2013 secret memo VP Willoughby sent to APD union members, one of whom leaked it to us. See attached. APOA's Board even includes some cops who have murdered citizens and have gotten away with it because there were no recordings made.

Enabler of all this-Federal Judge Brack felt it was better to allow the APD's corrupt APOA leadership to be a third party rather than activist/citizen Tony Pirard when deciding whether the DOJ/Berry agreement was adequate.

Brack even ignored the recommendations of APD Forward to improve the agreement complete showing that he was a willing part of the problem. The agreement is toothless as are monitor Ginger and his now also rich toothless PMR Inc. boys.

Attached is a 5-3-15 New York Times article attached and at the website below says that police unions nationwide are among the biggest obstacles to any real police reform. While the Mayor continues to view us as stupid when claiming reforms are really happening here, Wednesday Manchester Guardian in England seems to refute this. They also criticize police unions. See web posting below and copy of posting attached.

<http://readersupportednews.org/news-section2/318-66/30403-before-cleveland-and-ferguson-was-albuquerque-six-months-after-doj-report-change-is-far-off>

INCOMPETENT AND CORRUPT R.J. BERRY IS THE REAL PROBLEM

As I said, the problem here is really the result of a corrupt and incompetent mayor who surrounds

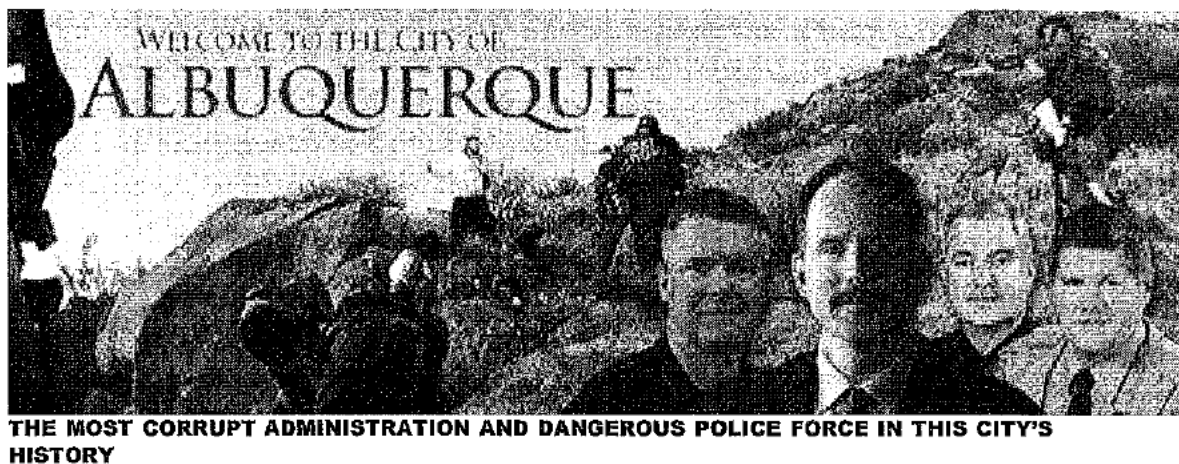
himself with people like himself, most notable of whom are Perry and Eden. Blogger Joe Monahan hit the nail on the head in his May 26 posting again shown below when pointing this out again. As long as Berry is in office, the nightmare will never be over here. He should resign if he even had ounce of self-respect.

Silvio

For WE THE PEOPLE

P.S.

More later on the police officers' murders by others that APD claimed were suicides. This includes Dale Anthony Lusian, Tera Chavez, Mary Han and others.



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city councilor and former chief deputy DA, is having a say and it doesn't sound like sour grapes:

DA Brandenburg and I have had our differences over the years. However, what APD has done to her is an affront to our criminal justice system. People should be appalled by the findings of the Attorney General that APD accused her of felony crimes for political gain. The Albuquerque public and voters have a right to demand that APD's investigations not be politically motivated. What happened in this case is a throwback to the 1980's when APD used to keep and maintain investigation and intelligence reports on elected officials.

The AG investigation of the DA reflects the kind damage that can occur to people's lives and reputations when initial police reports are released to the media to promote a political agenda. APD was attempting to tarnish and destroy the DA's reputation and destroy her career because of her prosecution of the two cops in the Boyd murder case. How many other elected officials or private citizens has APD targeted because of being outspoken critics of APD?

As Dinelli mentions it's not as if the police have not gone off the reservation before when it comes to civil liberties and intimidating public officials. We've been around long enough to remember the 1980's when the department publicly announced the destruction of files that should have never been kept or opened. That is a flagrant and intolerable abuse of power. The fear of it now may be responsible in part for the public quietude over this latest police crisis. It's why federal authorities need to take seriously the DA's request for an investigation and peel the onion even further.

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Posted by: [Joe Monahan](#) / Tuesday, May 26, 2015

Before Cleveland and Ferguson was Albuquerque: Six Months After DOJ Report, Change Is Far Off

By Tom Dart, Guardian UK27 May 15

As the Justice Department announces an agreement with Cleveland over police use of force, activists in New Mexico caution that promised reforms there have not been finalized months after Albuquerque reached a similar deal

Police reform came far too late for Kenneth Ellis, an Iraq war veteran with post-traumatic stress disorder who was shot dead by Albuquerque police in 2010 after he put a gun to his head in the parking lot of a 7-Eleven.

The 25-year-old was one of more than two dozen people shot dead by police in New Mexico's largest city in the past five years, a torrent of killings that sparked public protests and a 16-month federal investigation. Last October, the Albuquerque police department agreed to make fundamental changes following the investigation, which looked into allegations of systematic brutality, unjustified shootings, incompetence and whitewashed internal investigations.

With police shootings under national scrutiny since last year's events in Ferguson, Missouri, a settlement was announced on Tuesday between the US Department of Justice and Cleveland that will see the city's police department take steps to correct a pattern of abusive behavior by officers, including being scrutinized by an independent monitor.

As with Cleveland, the Albuquerque agreement was prompted by a string of controversial incidents and calls for improvements in how police use force and interact with mentally ill people and the wider community. But more than six months after Albuquerque and the DoJ announced they had reached a deal, and 13 months after the federal agency issued their damning report, activists caution that reforms have not been finalized and a fundamental shift in the police department's culture remains a long way off.

Months before the agreement was struck between Albuquerque police and the DoJ, the department committed to providing 100% of its field officers with crisis intervention training within 18 months. But other changes will take several years, as the settlement's enforcement is faced with legal and political challenges.

The officers' union mounted a legal challenge to the settlement, arguing they should be allowed to have input in proposed reforms. APD Forward, a group that calls itself a community coalition, is also seeking a stake in the process for civilians. Wrangling among city officials over the pay and accountability of the court-appointed monitor took place as recently as last week.

Will it all ultimately lead to fewer violent encounters between police and citizens? Kenneth Ellis's father, also Kenneth, is hopeful but skeptical.

"I guess time will tell," said Ellis, who is now an activist. "It still hasn't had a chance to prove itself one way or the other ... The only catalyst for real reform would be indicting officers that have blatantly committed murder."

Ellis's son was shot once in the neck. The family filed a lawsuit and the city agreed to pay nearly \$8m to settle the case. Ellis watched with alarm and disgust as controversies played out in Ferguson, Cleveland and elsewhere across the country. "Before Ferguson there was Albuquerque," he said. "There needs to be an external accountability mechanism that's not a man in blue. The police can't police themselves, that's obvious."

Cleveland and Albuquerque: a tale of two cities

The DoJ's findings in Cleveland bear many similarities to those in Albuquerque, where the police department was found to have engaged in an unconstitutional "pattern or practice of use of excessive force, including deadly force".

In Albuquerque, most of the 20 officer-involved fatal shootings between 2009 and 2012 were found to be unconstitutional: "Officers used deadly force against people who posed a minimal threat, including individuals who posed a threat only to themselves or who were unarmed."

They also determined that officers frequently misused Tasers on mentally ill people and that officers were rarely held accountable because of deficient internal procedures. On one occasion, "officers fired Tasers numerous times at a man who had poured gasoline on himself. The Taser discharges set the man on fire, requiring another officer to extinguish the flames."

After negotiations, the settlement between the city and the Justice Department will see Albuquerque admit no wrongdoing or liability. But the police department will have to overhaul its use-of-force policies with the goal of reducing violent encounters through better training, oversight, accountability and community relations.

Among the protocols designed to ensure police use aggression only when necessary, the settlement called for officers to be banned from firing weapons at moving vehicles in most circumstances; for them to fill out a report if they point a weapon at a suspect even without firing; for neck holds to be prohibited except where lethal force is authorized; for officers to use only department-approved firearms and for Swat members to respond as a unit – not individually.

Peter Simonson, executive director of the American Civil Liberties Union of New Mexico, which is part of APD Forward, said that opinion is split in the city as to whether the federal scrutiny will make a difference. He is cautiously optimistic and believes that outside intervention represents the only chance for real change in a police department that has a long history of brutal conduct.

But he doubts it will be easy to counteract what he called "trends" in US policing: "militarization, over-use of Swat teams to perform police functions that do not involve inherently dangerous situations, the growing mental health crisis in our community", he

said. "Too many officers have been trained to view the public at large as potentially dangerous, a threat, enemies in the field of combat as it were. I withhold judgment about how much this reform process is going to be able to reverse that culture."

In January, two months after the settlement, murder charges were filed against two Albuquerque officers in the killing of James Boyd, a mentally ill homeless man whose death prompted protests. That was seen by activists as a positive step, but allegations of excessive force surfaced again one day later, with the shooting of Jacob Grant, an Albuquerque police detective who was shot up to eight times by a fellow officer during an undercover operation.

It was reported last week that Grant may launch a federal civil rights lawsuit.

||

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<http://www.nytimes.com/2015/05/03/opinion/sunday/ross-douthat-our-police-union-problem.html?hp&action=click&pgtype=Homepage&module=c-column-top-span-region®ion=c-column-top-span-region&WT.nav=c-column-top-span-region&r=0>

Our Police Union Problem

FOR decades now, conservatives have pressed the case that public sector unions do not serve the common good. The argument is philosophical and practical at once. First, the state monopoly on certain vital services makes even work slowdowns unacceptable and the ability to fire poor-performing personnel essential, and a unionized work force creates problems on both fronts. Second, the government's money is not its own, so negotiations between politicians and their employees (who are also often their political supporters) amount to a division of spoils rather than a sharing of profits. Third, these negotiations inevitably drive up the cost of public services, benefiting middle-class bureaucrats at the expense of the poor, and saddling governments with long-term fiscal burdens that the terms of union contracts make it extremely difficult to lift.

Finally, union lobbying power can bias public-policy decisions toward the interests of state employees. To take just one particularly perverse example: In California over the last few decades, the correctional officers union first lobbied for a prison-building spree and then, well-entrenched, exercised veto power over criminal justice reform. These points add up to a strong argument that the rise of public sector unions represents a decadent phase in the history of the welfare state, a case study in the warping influence of self-dealing and interest-group politics. But as we've been reminded by the agony of Baltimore, this argument also applies to a unionized public work force that conservatives are often loath to criticize: the police.

Police unions do have critics on the right. But thanks to a mix of cultural affinity, conservative support for law-and-order policies and police union support for Republican politicians, there hasn't been a strong right-of-center constituency for taking on their privileges. Instead, many Republican governors have deliberately exempted police unions from collective-bargaining reforms — and one who didn't, John Kasich of Ohio, saw those reforms defeated.

In an irony typical of politics, then, the right's intellectual critique of public-sector unions is illustrated by the ease with which police unions have bridled and ridden actual right-wing politicians. Which in turn has left those unions in a politically enviable position, insulated from any real pressure to reform.

Yet reform is what they need. There are many similarities between police officers and teachers: Both belong to professions filled with heroic and dedicated public servants, and both enjoy deep reservoirs of public sympathy as a result. But in both professions, unions have consistently exploited that sympathy to protect failed policies and incompetent personnel. With this important difference, however: Even with the worst teacher, the effects are diffused across many years and many kids, and it's hard for just one teacher to do that much damage to any given student. A bad cop, on the other hand, can leave his victim dead or permanently damaged, and under the right circumstances one cop's bad call — or a group of cops' habitual thuggishness — can be the spark that leaves a city like Baltimore in flames.

Last December, my colleague David Brooks noted that police unions are resisting change on every issue where police reform might be contemplated, from body cameras for officers to reversing the militarization of local law enforcement. But after the untimely death of Freddie Gray, no issue looms larger than the need to discipline, suspend and fire police officers who don't belong on the streets — and the obstacles their unions put up to that all-too-necessary process.

The cases from all over the country where unions and arbitration boards have reinstated abusive cops make for an extraordinary and depressing litany. Baltimore is no exception. Last fall, The Baltimore Sun reported on the police commissioner's struggle to negotiate enough authority to quickly remove and punish his own cops, and the union's resistance to swift action and real oversight persists.

What we know so far about the officer who first pursued Mr. Gray (his history of mental health issues, in particular) suggests that he might have benefited from being eased into a different line of work. This issue is particularly pressing if you believe that some of the aggressive police tactics criticized in the wake of Mr. Gray's death, and Eric Garner's in Staten Island — the stress on quality-of-life and "broken windows" policing, the focus on misdemeanors and disorderly conduct — have played a significant role in America's declining crime rate and our much-safer cities.

Some liberals have decided these tactics haven't made a difference, or that they aren't needed anymore. I think this view is naïve, and dangerously so. But to sustain this kind of police work, it's necessary to restrain the excesses associated with it; to restrain those excesses, it's necessary to hold cops accountable. And that can only happen if we reckon with the ways in which police unions, no less than other interest groups, can align against the public that their members vow to serve.

TO: POC and Task Force on August 20, 2013 by Silvio Dell'Angela-Stop Police Atrocities NOW!-SPAN

FYI is a recent appeal sent out to all APD union officers in response to a recent Eye on Albuquerque.com posting. It was sent out to all APD/APOA union members by Shaun Willoughby -the current APOA VP and its Political Action Committee Chairman. The disgraceful Shaun pretends that another APD officer authored it. It was directed against all honest officers and retired APD Sergeant mayoral candidate Paul Heh who dared break Schultz's and now Banks' oppressive blue code of silence on former Union President Joey Sigala's misuse of APOA dues. One honest officer recipient disgusted with Shaun's "it's us against them" appeal for all to shut up, leaked it to the "Eye" and TV reporter. Note the misuse of grammar and failure to proofread.

Prior to last night's 8/19 Council meeting new Chief Banks apparently asked a number of Councilors who are the willing enablers of police misconduct like Janice Arnold Jones, Trudy Jones and others to honor APD officers for some routine actions. Among the officers recognized was the Leah Kelly-Acata, the shooter of a young man downtown who was only cutting himself with a six inch round-tip butter spreader. The former Leah Kelly-now married, has also been the subject of numerous citizen public complaints (CPC) to the POC and because no recordings were made she was always exonerated. I pointed out to these councilors that they never bother to honor returning military vets who truly put their lives at risk. I am a Vietnam vet.

The disgusting letter from this disgraceful cop/union officer follows:

Disappointed board member. said... Hello,

I would like to say this to all officers. I would first like to voice my displeasure at the comments here and at work by officers against the APOA and it's staff present and past.

Everyone wants to judge what we do here. I am sick of it. I am sick of hearing you needy complaining officers bash us, the department, the city and it's leadership. You are all worthless. We work hard at keeping stability and you all do nothing but attack the place and tear it down. You all are the reason for things falling apart. Don't cry about how your money is spent when you all never show up for union meetings.

We know who is speaking out against us and you will see. All of you air our dirty laundry. Laundry that should be kept in house. You all give the community ammunition against us. You should know better. This liberal retarded band of vengeful activists called Albuquerque makes me sick. You are no better than them. These bunch of uneducated subhuman animals that constantly attack us, march against us and sue us for no other reason than to fill their greedy pockets so that they can buy more drugs to smoke up and shiny rims for their ghetto rides.

You have lost sight of the big picture. We should be backing eachother. For your information, it is us against them! Do half of these so called citizens have jobs? Probably not. They probably have EBT cards though. These entitled lowlifes have the guts to insult us in our house? But you all attack the APOA? As for money being stolen, that should have been handled in-house. There was no reason for that to get out. That was just plain stupid. Everyone here is angry and hateful. I will not standby and accept the trash talking just because we are not backing Paul. He should have left well enough alone. He decided to cross the blue line when he made complaint against a fellow board member. You don't turn on eachother. A rat is a rat. Period. Joey may have been a bonehead, but he was our bonehead. We could have taken care of it, but Paul had to be the hero and take the official route. This caused so much aggravation. Paul is also supported here. This is why we voted

not to support him. He betrayed us just as all of you shit talkers here do. You cry about representation. You don't deserve representation and he doesn't deserve support. Be happy you have jobs. If you don't like it, quit and join the jobless moochers called Vecinos United and the rest of the entitlement crowd sucking the city dry. Go join the crybabies and see if anyone cares. Just like all of you complainers, these worthless whiners will eventually lose interest when their circus loses it's followers.

In closing, I will say this, nothing is perfect and nobody said life was fair. Get over it! You all deserve what you get. Crybaby people constantly bitching about the police when they contribute nothing to society and cops who are snitches who sell out their own. Sleep in the bed you all made. We do our jobs. Shame is you all have no idea because you are never at a damn meeting.

Cheers!

August 18, 2013 at 4:57:00 PM MDT

VICE-PRESIDENT-OFFICER SHAUN WILLOUGHBY

○ Committees: Political Action Committee (Chair)

I became a member of the Albuquerque Police Department in 2002. I have been a member of the Albuquerque Police Officers Association Executive Board for the past 4 years and held the position of CIB representative for 3 years prior to becoming the APOA Vice President in May of 2012. My primary goals in this first term is to bring the APOA to a more solid fiscal position by controlling spending and over hauling our By-Laws to protect the assets of the Association.

Second, I would like to see the APOA more proactive in the community, thus having a positive impact for the citizens we are sworn to protect.

Most importantly, I want to bring that sense of family back to this organization, I want our members to look upon this Association with prideful eyes knowing they have people they Trust in their corner when the time comes. Thank you for the honor and opportunity to serve those who devote their lives serving others.

Shaun T. Willoughby APOA Vice President

From: Joanne Fine
To: Hammer, Robin
Cc: Beth A. Mohr; David Z. Ring; Eric H. Cruz; Jeanette Baca; Jeffrey Scott Wilson; Leonard Waites; Moira Amado-McCoy
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 2:30:30 PM

Are you sleeping...

The HEADER and the SUBJECT LINE do NOT Match.

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

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

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

To: Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy

Subject: Draft Personnel Subcommittee meeting agenda

M003071

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

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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--
Joanne Fine
Police Oversight Board Member

From: Hammer, Robin
To: Joanne Fine
Cc: Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy
Subject: RE: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 2:33:28 PM

Ms. Fine,

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

Regards,
Robin

Robin S. Hammer, Esq.

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

From: Joanne Fine [mailto:joannefine413@gmail.com]
Sent: Thursday, June 04, 2015 2:30 PM
To: Hammer, Robin
Cc: Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy
Subject: Re: Draft Personnel Subcommittee meeting agenda

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Joanne Fine
Police Oversight Board Member

From: Beth A. Mohr
To: Robin S. Hammer, Esq.
Cc: Joanne Fine; Rev. Dr. David Z. Ring, III; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 3:13:02 PM

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Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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***Sent with haste from my "smart" phone.
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"Hammer, Robin" <rhammer@cabq.gov> wrote:

Ms. Fine,

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

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

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M003075

Fax: (505) 924-3775

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

From: Joanne Fine [mailto:joannefine413@gmail.com]
Sent: Thursday, June 04, 2015 2:30 PM
To: Hammer, Robin
Cc: Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy
Subject: Re: Draft Personnel Subcommittee meeting agenda

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Thanks,

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Acting Executive Director

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City of Albuquerque

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M003076

(505) 924-3770

Fax: (505) 924-3775

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

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

To: Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy

Subject: Draft Personnel Subcommittee meeting agenda

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Joanne Fine

M003077

Police Oversight Board Member

From: Beth Mohr
To: Robin S. Hammer, Esq.
Cc: Joanne Fine; Rev. Dr. David Z. Ring, III; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Leonard Waites; Moira Amado-McCoy; Mark T. Baker
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 3:17:05 PM
Attachments: June 9, 2015 Personnel Subcommittee Agenda.docx

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

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Albuquerque Police Oversight Board

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Acting Chair
Albuquerque Police Oversight Board

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

To: Hammer, Robin

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

Subject: Re: Draft Personnel Subcommittee meeting agenda

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M003080

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Thanks,

Robin

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Acting Executive Director

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M003081

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--

Joanne Fine
Police Oversight Board Member

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

Eric Cruz

Joanne Fine

Beth Mohr

Robin S. Hammer, Acting Executive Director

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

**Tuesday, June 9, 2015 – 1:30 pm
Plaza del Sol, 600 2nd Street NW –
Basement, Hearing Room 160**

A G E N D A

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

From: [Leonard Waltes](#)
To: [Beth Mohr](#)
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thursday, June 04, 2015 4:15:58 PM

No not at all

On Jun 4, 2015 3:17 PM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

On Thu, Jun 4, 2015 at 3:12 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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

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

M003084

Ms. Fine,

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

Regards,

Robin

Robin S. Hammer, Esq.

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

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

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

To: Hammer, Robin

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

Subject: Re: Draft Personnel Subcommittee meeting agenda

Are you sleeping...

The HEADER and the SUBJECT LINE do NOT Match.

M003085

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

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

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

To: Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy

Subject: Draft Personnel Subcommittee meeting agenda

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

It appears that the CPC committee has the whole CPC process well in hand, so I would propose that we confine our efforts to the Director search, and dealing

with personnel matters, and leave the CPC process in the capable hands of that committee for now.

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

--

Joanne Fine
Police Oversight Board Member