

[REDACTED]

From: Dinah Vargas [vargagirl@live.com]
Sent: Monday, August 24, 2015 3:42 PM
To: POB; John Cordova; Benton, Isaac; Pena, Klarissa J.; Silvio Dell'Angela; Larry Kronen; Andy Beale; Andrew Christophersen; francesmadeson@gmail.com; dono248@aol.com; 'Harold Bailey'; Charles Arasim; 'Albuquerque, Community CRT'; Valerie Espinosa; FNS News; sarah.lopez@usdoj.gov; Martin O. de la Garza; Garduno, Rey; Harris, Don; Gibson, Diane G.; Sanchez, Ken; Winter, Brad D.; Lewis, Dan P.; Elizabeth martinez; Damon Martinez; Vanita Gupta; info@nmfog.org; mike gomez; Burque Media
Subject: APD Records OUT of CONTROL

Hello,

Civil liberties and Constitutional Rights are not subject to approval or disapproval. They just exist.

Expecting the usual BEATdown and BREAKdown is a reality for most people actively participating in the governmental process, sadly it's the reality of local government. Beyond the usual resistance from those who disregard the people's due process I was subjected to Javier Urban's outrageous attempt at stonewalling a formal records request I formally filed through scare and intimidation tactics.

I am requesting this matter be addressed with APDs Records Unit and Javier Urban with appropriate action. Members of the public should not be subjected to standoffs and fear by employees of the public, we have the Albuquerque police Department for that. Violating the NM Sunshine Laws is violating constitutional rights, intimidation and threats are breaking the law, I am requiring due process and representation.

On Friday, August 12, 2015 I walked into the headquarters of the Albuquerque Police Department at 400 Roma NE, and of my own freewill, I committed one single act of defiance. I deliberately, willfully, and intentionally exercised my right to open government. I exercised a very basic right – I simply wanted to inspect a public record afforded to the public under the **New Mexico State Sunshine Laws**, also known as the Freedom of Information Act. Stated in the Sunshine Law are two acts, **Inspection of Public Records Act** (IPRA) and the **Open Meetings Act** (OMA). These two acts allow the public access to most state and local government records (with few exceptions).....

<http://www.burquemedi.com/index.php/2015/08/22/902/>

Dinah Vargas
505.920.2861

[REDACTED]

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 06, 2015 7:29 AM
To: POB; Hammer, Robin; Mark T. Baker; Hults, Samantha M.
Subject: Commendation for Sharon Saavedra

All: I'd like to ask the POB to do an official letter of commendation for Ofc. Saavedra, something that can go into her personnel file. Perhaps we can take it up as other business at the next meeting. Please call me if you would like to be the one to draft something. Thanks, - 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

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.

[REDACTED]


From: Leonard Waites [phamason.lw@gmail.com]
Sent: Tuesday, August 18, 2015 6:41 PM
To: Scott S. Wilson; Joanne Fine; Jeannette V. Baca; cabq.pob.mohr@gmail.com; Eric H. Cruz; David Ring; Leonard Waites; Mark T. Baker; Susanne Brown; Moira Amado-McCoy
Subject: Diversity & sensltivity training

Good evening everyone,

Dr. McCoy has identified a talented trainer for our required Diversity & Sensitivity training. We need to identify a date that everyone can meet for 2.5 hours. the dates available are Sept. 1,2,3 and the 4th. the only date that I am available is the 2,3rd. please late me know a sap what date works for each of you. I will schedule a meeting room once I have everyone's reply.

--

Leonard Waites Chairman
Police Oversight Board


From: Hammer, Robin [rhammer@cabq.gov]
Sent: Monday, August 24, 2015 8:01 AM
To: Bullock, Nicholas; Mark T. Baker; Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Contreras, Michelle; Davidson, Christopher; Hammer, Robin; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Diversity Training, Sept. 3 from 5:30pm - 8 pm

POB Members:

Sofiah Ngoan-Nguessan is scheduled to conduct the mandated Sensitivity and Diversity training on 9/3/15 from 5:30pm - 8:00 pm in the basement hearing room of Plaza del Sol (Room 160, 600 2nd ST NW).

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: spamadmin@cabq.gov
Sent: Thursday, August 13, 2015 7:06 AM
To: POB
Subject: End User Digest: 1 New Message



End User Digest: 1 New Message
For POB (pob@cabq.gov)

The emails listed below have been placed in your personal Quarantine since you received your last End User Digest. They will be deleted after 28 days. To deliver an email to your inbox, click on Release. To deliver an email to your inbox and add the email sender to your Safe Senders List, click on Safelist. This ensures that no emails from that sender will be blocked in the future.

[Request New End User Digest](#) [Request Safe/Blocked Senders List](#) [Manage My Account](#)

Quarantine

	Score	From	Subject
View Release Safelist	0	invitations@linkedin.com	Charles Grapski's invitation is awaiting your response

For more information contact the Service Desk.

Powered by Proofpoint Protection Server

From: spamadmin@cabq.gov
Sent: Friday, August 07, 2015 7:06 AM
To: POB
Subject: End User Digest: 1 New Message



End User Digest: 1 New Message
For POB (pob@cabq.gov)

The emails listed below have been placed in your personal Quarantine since you received your last End User Digest. They will be deleted after 28 days. To deliver an email to your inbox, click on Release. To deliver an email to your inbox and add the email sender to your Safe Senders List, click on Safelist. This ensures that no emails from that sender will be blocked in the future.

[Request New End User Digest](#) [Request Safe/Blocked Senders List](#) [Manage My Account](#)

Quarantine

	Score	From	Subject
View Release Safelist	0	messages-noreply@linkedin.com	I'd like to add you to my professional network on LinkedIn

For more information contact the Service Desk.

Powered by Proofpoint Protection Server

From: spamadmin@cabq.gov
Sent: Thursday, August 20, 2015 7:07 AM
To: POB
Subject: End User Digest: 1 New Message



End User Digest: 1 New Message
For POB (pob@cabq.gov)

The emails listed below have been placed in your personal Quarantine since you received your last End User Digest. They will be deleted after 28 days. To deliver an email to your inbox, click on Release. To deliver an email to your inbox and add the email sender to your Safe Senders List, click on Safelist. This ensures that no emails from that sender will be blocked in the future.

[Request New End User Digest](#) [Request Safe/Blocked Senders List](#) [Manage My Account](#)

Quarantine

	Score	From	Subject
View Release Safelist	0	invitations@linkedin.com	Charles Grapski's invitation is awaiting your response

For more information contact the Service Desk.

Powered by Proofpoint Protection Server

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Thursday, August 06, 2015 10:43 AM
To: Garduno, Rey; Harris, Don; Pena, Klarissa J.; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.
Cc: POB; Vanita.Gupta@usdoj.gov; 'Elizabeth Martinez'; pmrinc@mac.com
Subject: Former cop Ed Harness-a nice guy-but the clearly wrong guy-unqualified to be new POA's Executive Director. Please don't insult us by selecting Ed and not Jay Rowland
Attachments: APDfwdAmicusCuriae.pdf; Garrity-page 1.doc

Councilors

Info to others shown and sent this Bcc

Before you vote on the new Executive Director, I suggest that you review the POB interviews with Harness, Rowland, and Sprague on the youtube posting below

<https://www.youtube.com/watch?v=hfqMznu-XRE>

You were willing to be left out of the negotiations with the DOJ who rammed with Judge Brack's help a toothless reform agreement and toothless monitor down our throats. Will you betray us again?

Nobody knows who picked the five candidates to be interviewed by the POB and why a second meeting on this was needed by the POB.

Silvio
For WE THE PEOPLE

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]
Sent: Wednesday, August 05, 2015 11:36 AM
To: 'POB@cabq.gov'
Subject: The unqualified former Milwaukee cop Edward Harness is your first choice to be the next Executive Director of the Oversight Agency. What's the message that it sends to the people if the Councilors approve him?

TO: POB Members

Info to Councilors, media and others not shown

Reference my earlier e-mail shown below that expected you to respect the people and select the only candidate that was truly qualified to serve as the next Executive Director (ED)-Jay Rowland. You interviewed the five on July 29 and after conferring for hours should have announced your ranking then. You did not. The public had lost confidence in the oversight process as only attorney Alan Wagman spoke on July 29.

Rather than making your choice(s) on the 29th many believe you instead chose to ask APD, those Councilors who wanted to keep the oversight process a sham, the City's dictatorial Mayor and CAO just who they wanted. Of course these who wanted no real APD reform wanted a former cop even though Harness was completely unqualified for the job-had absolutely no related experience.

You then held another unnecessary POB meeting last night where **not even one citizen was willing to speak to you knowing it would be a waste of time. This says that you have lost our confidence.** You again went again into secret executive session/discussions.

You came out incredulously saying that former Milwaukee cop Edward Harness was your first choice followed by very experienced (but likely feared by APD Jay Rowland) and then made the also unqualified Edna Sprague your third choice. Those close to Edna say she has blessed everything cops do.

After once again reviewing Harness's responses to you last week it was again clear he had no clue of the problems with the oversight old process but spoke only in generalities trying to cover up his lack of qualifications for the job.

Does working for the Better Business Bureau show the proper police investigative experience? Neither Ed nor the others were ever asked what they thought was wrong with the old and current oversight process some of which the knowledgeable Jay Rowland discussed in detail without being asked.

Both the DOJ and Judge Brack ignored some of the required changes to the still flawed process documented in APD Forward's filed Amicus Curiae last January-first page of it is attached. Unlike Jay Rowland, neither Harness nor the other three ever discussed what should be the limitations of the 1967 "Garrity vs. Supreme Court" ruling that the DOJ opined to the Seattle Mayor but was ignored by the DOJ here. See page 1 of that opinion-attached. Nor did Ed or the other three discuss the police officers' "qualified immunity" that essentially gives them the benefit of doubt in any of their killings.

Harness restated his belief that a cop's life is more important than that of the average citizen-something it is NOT. Do you agree with that belief? This essentially gives cops the right to kill using the bogus excuse that they "felt threatened." Look at these same lies being told in court this week to try to justify Sandy's and Perez's murder of James Boyd.

Ed apparently never knew that under the current changed Ordinance that the Director and the POB cannot dictate discipline but that the APD Chief can ignore your recommendations offering up only some ridiculous excuses.

I guess Ed's only claim to fame was his alleged outreach ability-trade shows, police work with his local village association and his teaching of good financial practices to the poor. Again-he has no investigative experience other than responding to Better Business Bureau (BBB) complaints.

We already have one pro bad APD cop hired as a police oversight investigator while the two others were former employees of Target and Lowe's and have none. Robin Hammer who was sued for judicial misconduct while working for the DA was a bad enough selection by the Mayor (who she worked for) and Council and now you want a former out of town clueless cop Harness to replace her?

The Councilors likely bothered to read the resumes of those many extremely qualified applicants for the APD Chief job before blessing the incompetent bureaucrat Eden. Likely the Councilors also never read the resumes of the five applicants for this Executive Director position-resumes we were not allowed to see for some unknown reason.

Realizing that this is a dictatorship here with the Councilors choosing to abdicate its role as an integral part of our government, the nine likely never reviewed the GOV-TV interviews with the five (handpicked by who?) candidates to see how they responded to the often too broad questions posed them by you on the 29th.

Choosing the clearly unqualified Edward Harness to be your first choice was disappointing to say the least. If this former cop is chosen, the oversight process will still be toothless-yet another example of disrespect shown to us citizens-the real stakeholders who want real reform from the ED-not the ones the Mayor chooses.

Time to rethink your choice.

Silvio

For WE THE PEOPLE

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

Sent: Thursday, July 30, 2015 1:42 PM

To: 'POB@cabq.gov'

Cc: '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'; 'avramwagman@gmail.com'; 'rhammer@cabq.gov'

Subject: YOUR INTERVIEWS FOR THE EXECUTIVE DIRECTOR OF THE POLICE OVERSIGHT AGENCY-THERE IS ONLY ONE CHOICE-JAY ROWLAND WHO WILL SERVE YOU, THE PEOPLE AND THE GOOD POLICE OFFICERS

TO: The Honorable Police Oversight Board Members

Info to City Councilors and Bcc to others

After viewing your meeting on GOV-TV last night that included interviews of five candidates for the "Executive Director of POA, the following are some of my observations/questions:

1. I assume that since current interim Executive Director Ms. Hammer was not interviewed, she did not apply for this POA Executive Director position or being considered as a sixth candidate
2. The talk by attorney Alan Wagman was right on target saying essentially that this selection is critically important-that we don't need more of the same (translated-not another Robin Hammer)
3. This position never required that it be an attorney when Ms. Hammer was hired for the IRO job since an attorney is already assigned to the IRO-yet all were attorneys.
4. Who chose these five candidates who you interviewed and more importantly who decided that you had to send three of the five interviewed to the Council to pick one? Only one stood out!
5. You saw their resumes-something that should have also been posted on the website. One candidate-a former Colorado sheriff's deputy had conflicting-erroneous information on his resume
6. Two of the applicants were former law enforcement/police officers both of whom had beliefs like Ms. Hammer.

Your selection decision is easy.

The only candidate that stood head and shoulders above the other four was former IRO during 2002-2007 Jay Rowland.

Based on his demonstrated knowledge of this job and expected respect by both the many APD honest police officers and the people, **only Jay should be nominated to the City Council.**

The only other even remotely credible candidate of the other four interviewed was Edna Sprague.

After Edna has the opportunity to review all of the GOV-TV interviews today, she too would likely believe that Jay would be the right choice.

Regards

Silvio

For WE THE PEOPLE

P.S.

Jay would also be a great Mayor if he ever chose to run.

UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF NEW MEXICO

UNITED STATES OF AMERICA,

Plaintiff,

v.

1:14-CV-1025 RB/SMV

CITY OF ALBUQUERQUE,

Defendant.

***AMICUS CURIAE BRIEF OF APD FORWARD
REGARDING COURT APPROVAL OF THE SETTLEMENT AGREEMENT
BETWEEN THE CITY OF ALBUQUERQUE AND
THE UNITED STATES DEPARTMENT OF JUSTICE***

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U.S. Department of Justice
Civil Rights Division

Special Litigation Section - PRIB
950 Pennsylvania Ave, NW
Washington DC 20530

NOV 23 2011

The Honorable Michael McGinn
Mayor
City of Seattle
600 4th Avenue, 7th Floor
Seattle, WA 98124-4749

Re: United States' Investigation of the Seattle Police Department --
Garrity Protections

Dear Mayor McGinn:

On March 31, 2011, the Civil Rights Division and the United States Attorney's Office for the Western District of Washington initiated an investigation of the Seattle Police Department ("SPD"), pursuant to the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14141, as well as the anti-discrimination provisions of the Omnibus Crime Control and Safe Streets Act of 1968, 42 U.S.C. § 3789d, and Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d.

At the beginning of our investigation, we committed to providing SPD with real time technical assistance to enhance SPD practices and procedures, and to ensure compliance with constitutional rights. During our meetings with Chief Diaz and the SPD command staff in May 2011 and September 2011, we advised that, if appropriate, we would provide in writing specific recommendations prior to completion of our investigation. In this letter, we convey our recommendations regarding SPD's practices relating to an officer's protections against self-incrimination pursuant to *Garrity v. New Jersey*, 385 U.S. 493 (1967).

Garrity provides important and fundamental protections for police officers, but its protections are limited. Our investigation has shown that SPD attempts to apply *Garrity* to all use of force and police involved shooting incidents. SPD's inappropriate blanket invocation of *Garrity* may result in the exclusion of important evidence from an investigation. Moreover, SPD's failure to shield criminal investigators from *Garrity* materials could taint and render unusable other critical evidence. These practices compromise both SPD's ability to supervise officers' use of force, and its ability to fully and efficiently conduct criminal and administrative investigations. Put simply: This practice makes it too difficult to quickly exonerate officers who have followed policy and to properly discipline officers who have not. Further, these practices compromise the ability of prosecutors or other outside agencies to adequately assess incidents and to hold officers accountable for their actions. The net effect of these consequences is diminished public trust in SPD.

[REDACTED]

From: Contreras, Michelle [mcontreras@cabq.gov]
Sent: Friday, August 14, 2015 11:30 AM
To: Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Scott S. Wilson; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Susanne Brown
Cc: Mark Baker, Esq.; Gonzalez, Arturo E.; Funes, Ana R.; Davila, Natalee Z; Babcock, Jackie
Subject: FW: Outreach Agenda
Attachments: Aug 17 2015 Outreach Agenda-PDF.pdf

Good morning,

Please see attached the Outreach Subcommittee Agenda. Please feel free to contact our office if you have questions.

Thank you.

Michelle Contreras

Michelle Contreras

Senior Administrative Assistant
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>

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
OUTREACH SUBCOMMITTEE**

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

Leonard Waites

Robin S. Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
OUTREACH SUBCOMMITTEE**

**Monday, August 17, 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. **Approval of the Agenda**
- III. **Public Comments**
- IV. **Approval of the Minutes**
- V. **Discussion of Outreach Coordinator Job Search-**
- 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: Leonard Waites [phamason.lw@gmail.com]
Sent: Tuesday, August 25, 2015 7:24 AM
To: Susanne Brown; David Ring; Jeannette V. Baca; Joanne Fine; Eric H. Cruz; Mark T. Baker; Beth Mohr; Scott S. Wilson
Subject: Fwd: pre-work for Sept 3rd training
Attachments: POB Pre-Class Assignment.docx; Diversity + Conflict Inventory.docx

All, attached are pre-work/information that needs to be looked at prior to our training.
Leonard

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

From: "Moirira Amado-McCoy" <amadamccoy.pob@gmail.com>
Date: Aug 24, 2015 10:55 PM
Subject: pre-work for Sept 3rd training
To: "Mark Baker" <mbaker@peiferlaw.com>, "Leonard Waites" <phamason.lw@gmail.com>, "Leonard Waites, (leonard.waites@yahoo.com)" <leonard.waites@yahoo.com>
Cc:

Hi, Leonard.

Here are the two documents Ms. Ngoran has provided as pre-work for our Sept. 3rd training. Will you please make sure all board members receive these documents. She has asked that the appropriate pieces ("inventory") be returned to her by 8/29.

Thank you. I'm excited about the work here; I think it will be a useful and meaningful part of our continuing work together. We'll certainly have the potential to be a very well-oiled machine when all is said and done!

Best,

Moirira

Sofiah Ngoran + Company, LLC.

Organizational Training, Development, Coaching + Mediation Services

Sofiah Ngoran-Nguessan
sofiahngoran@gmail.com
505-982-9088

August 23, 2015

Welcome POB Members:

I'm Sofiah Ngoran, the Diversity Instructor for the upcoming training session on September 3, 2015 from 5:30-8:00. I'm pleased to have the opportunity to work with you on this very important and timely topic.

Due to our limited time together, the amount of information needed to adequately cover the subject, and the importance of the topic in your leadership role as a Police Oversight Board Member, I have provided pre-class work. It is my hope that you find this work as I did – thought provoking and inspiring!

I've provided questions and comments in each Section One-Ted Talks. Please take notes and come prepared to discuss them and all other points of interest and importance.

In Section two you will listen to a 5-minute audio case study and take a test for Bias embedded in the written transcript.

When you have completed Sections One and Two then move onto Section Three which is the Diversity + Conflict Inventory. It is in a separate file and should be sent back to me directly.

Please bring a binder and all pre-work to class, including scores from the Test.

If you have questions or comments, you are free to contact me.

I look forward to meeting all of you.

Sofiah Ngoran
sofiahngoran@gmail.com

Section one: Ted Talks

Instructions: Listen to the following 4 Ted Talks. Talks range from 12 to 15 minutes.

Ted Talk Topic 1: What does it take to be a great leader of the 21st Century?

http://www.ted.com/talks/roselinde_torres_what_it_takes_to_be_a_great_leader

1. What qualities and attitudes are necessary to be an effective leader on the POB?
2. How diverse is the POB board, your network, those you serve?

Ted Talk Topic 2: Why good leaders make you feel safe

http://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe

Trust and cooperation are not something you learn from instruction. It's a feeling.

1. How do you develop trust and cooperation among your board members and the public you serve?

Ted Talk Topic 3: Dare to disagree

http://www.ted.com/talks/margaret_heffernan_dare_to_disagree

1. What skills/abilities are needed to effectively disagree?
2. What do you think about Ms. Heffernan's idea of Conflict as Thinking?

Ted Talk Topic 4: Diversity is Necessary for Human Evolution

<http://tedxtalks.ted.com/video/Diversity-is-Necessary-for-Huma;search%3Atag%3A%22tedxabq%22>

1. Have you ever felt different from others?
2. Everyone has unconscious bias. Which Biases serve you and which don't?
 - Unconscious bias drives behavior. Bad motives can hide under good intentions
 - Everyone has good intentions but they are not enough.
 - We must get along and communicate effectively. Remember the 5 C's.
 - Commitment to take others point of view seriously
 - Consciousness
 - Compassion
 - Curiosity
 - Courage

Section two: Short Case study+ test for bias

Instructions: 1) Listen to the 5-minute Audio clip with written transcript - "Can Health care be cured?" 2) Take the Test for Bias. The test link is embedded in the transcript about half way down. Click on implicit association test, a series of timed computer tests that measure unconscious attitudes around race, gender, age, weight and other categories. The results from this test are confidential. No one has access to the results but you and Project Implicit. You will not be required to discuss your biases with other members of the Board. We will, however, discuss general questions around unconscious bias, how it reveals itself, and our thoughts about the efficacy of the test.

Be sure to read all instructions and information provided before taking the test

<http://kanw.com/post/can-health-care-be-cured-racial-bias>

NOTE: There are 14 different IATs to choose from. **For class, take the following 3 tests ONLY - Age, Race, Gender-Career.** Each test is about 10 minutes. You can take any others you like but bring the results from these three tests to class.

Instructions: Please complete the Diversity Conflict Resolution Inventory Tables below.
The Diversity Inventory is based upon the areas mentioned in the Implicit Association Test. See descriptions from that link.


Please send this section directly back to sofiahngoran@ gmail.com by August 29.

Section Three: diversity + conflict inventory

DIVERSITY Testing Areas of IAFT (See Implicit Association Test for descriptions)	Testing Scores for: Age Race Gender-Career	Familiarity (F) Familiar (UNF) Unfamiliar	Level of Skill or knowledge in dealing with these areas? (None, Beginning, Intermediate, Advanced)
Age *			
Arab-Muslim			
Asian			
Disability			
Gender-Career *			
Gender-Science			
Native			
Race *			
Religion			
Sexuality			
Skin Tone			
Weight			
Weapons			

CONFLICT RESOLUTION COMPETENCIES	Familiarity (F) Familiar; (UNF) Unfamiliar	Level of Skill or knowledge in dealing with these areas? (None, Beginning, Intermediate, Advanced)
Collaboration & Engagement		
Communication Skills - Active Listening, Summarizing, Reframing, Deflecting (<i>circle all that apply</i>)		
Creating safe spaces		

CONFLICT RESOLUTION COMPETENCIES	Familiarity (F) Familiar; (UNF) Unfamiliar	Level of Skill or knowledge in dealing with these areas? (None, Beginning, Intermediate, Advanced)
Creating workable agreements		
Cross Cultural Competence with other cultures		
Dealing with your Defensiveness		
Empathy		
Impartiality - Objectivity		
Knowledge of tactics in dealing with (i.e.) hidden agendas, good/bad cop, other deceptive games		
Knowledge of your Unconscious and Conscious Biases + preferences		
Tolerance for Conflict		
Tolerance for Differences		
Understanding & Managing the Lizard Brain		



From: cfoster643 [cfoster643@gmail.com]
Sent: Friday, August 14, 2015 8:23 AM
To: POB
Subject: Greetings

Please provide resumes of executive director candidates

Sent from my T-Mobile 4G LTE Device

[REDACTED]

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Tuesday, August 11, 2015 7:55 PM
To: Romero, Annabelle J.
Cc: City Clerk Staff; Hernandez, Jimmy S.; info@nmfog.org; Hoffman, Lou D.; Eden, Gorden; pmrinc@mac.com; Yoshimura, Debra
Subject: IPRA response for Phase 1 due Thursday. New IPRA request for Phase 2

Annabelle

Your response to my July 29 NM IPRA request is due this Thursday 8/13 and is available now and clearly also releasable public information.

I understand Phase 2 was very short and now completed. Therefore IAW the NM IPRA request the names of the attendees at the Phase 2 effort within the prescribed 15 days from today-NLT 8/26 and a copy of its report when published/posted on line.

All want believe that the money to UNM and to your office was well spent but understand most are skeptical believing it is just a PR distraction stunt and wished to be proved wrong.

We still haven't seen the results of UNM's study of how best APD could utilize their body recorders-something that could have been more credible if APD researched and adopted the successful SOPs/policies of other police forces such as that used by Rialto, California's PD.

Please manage this effort not only as a city employee but as a taxpayer as well.

Thank you

Silvio
For WE THE PEOPLE

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]
Sent: Wednesday, July 29, 2015 1:33 PM
To: 'Office of Diversity and Human Rights'; 'aromero@cabq.gov'
Cc: 'dharris@cabq.gov'; 'Office of Diversity and Human Rights'; 'reygarduno@cabq.gov'; 'Mayor Berry'; 'dgibson@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'Eden, Gorden'; 'Office of Diversity and Human Rights'; 'Vanita.Gupta@usdoj.gov'; 'danlewis@cabq.gov'; 'kensanchez@cabq.gov'; 'trudyjones@cabq.gov'; 'kpena@cabq.gov'; 'Board of Regents' Office'; 'Yoshimura, Debra'; 'Norita10.na@gmail.com'; 'City Clerk Staff'; 'Hoffman, Lou D.'
Subject: Ms. Anaya's comment and an apparently required NM IPRA request to get what I requested

Annabelle

Info also to the media, UNM Regents and others-sent to them Bcc

This Phase 1 effort was worst than a "dog and pony show"-as Nora described it while the referenced Phase I report prepared by UNM and those reports that will follow appear to be a waste of \$150,000 of our tax dollars. You avoided answering many of my questions in my July 26 e-mail below but merely sent the website reference to the UNM Phase 1 report.

I had asked for minutes of the meetings that would include the names of those attendees but these were never provided. I guess you now need a NM IPRA request to comply.

Therefore IAW the NM IPRA,

1. Request the opportunity to review or provide me with copies of the sign in sheets showing the attendees at these UNM conducted 22 "dialogues" and the names of those others aside from the four UNM folks who also participated in them.
2. Request the opportunity to review the resumes/qualifications of Dr. Guerin and his three likely graduate students, Tonnigan, Minssen and Torres to determine their qualifications to execute these Collaboratives.

I think UNM's Dr. Guerin was also given a contract to study APD's use of body recorders.

I would have thought rather than tasking UNM's Institute for Social Research, those from the Law School would have been more appropriate/knowledgeable in this reform area.

Preferably, honest retired APD officers like those four I mentioned and others who can make this more than just a data gathering effort resulting in no real changes to APD should have been hired as consultant to do this work. Those good cops if employed by us taxpayers would have had the prerequisite expertise to make this a meaningful outreach effort.

I'm sure you are aware of the tax dollars and the time of good volunteers that were wasted on the 2013 police oversight task force whose most critical January recommendations/reform of the citizens' police oversight process were ignored by both Cincinnati consultant Scott Greenwood, the Council but also the DOJ.

UNM's Dr. Bruce Perlman who was never mentioned in the Council's ordinance creating this oversight task force was nevertheless give the bulk of our tax dollars to manage the effort behind the scenes.

I guess some of us who have been on the front lines writing to and meeting with the DOJ, Council and other city leaders and were the ones who ultimately were the ones (along with the national media) who ultimately brought the DOJ here were somehow not deemed to be the "safe" stakeholders.

I note the name of one of your chosen gatekeepers who authored the July 25 e-mail to fellow activist Isle Biel below extended her the invite to participate in this Phase 2 "Collaborative." I guess not inviting me and likely others known to be active in this long APD reform struggle was just an oversight. Informed people are apparently not welcomed.

Understand my issue is not with the good people at UNM given this task but with those in the Mayor's office and the leadership of APD who are perpetuating this charade trying to convince APD really cares what comes out of this effort.

As I said before, they did these Collaboratives in Cincinnati and reform there took seven long years because the collaborative were also likely just a PR effort with resulting recommendations that their police department, assigned DOJ monitor and DOJ investigators ignored.

Those in the media particularly the ones who attended the dialogues have a responsibility to also question this research effort given to UNM. I can recall them only covering one of these "dialogues." Maybe they thought they were also PR efforts by those in the Mayor's office.

They likely saw how the improper no bid contract by Schultz to employer TASER Inc. was covered up in the amended Internal Auditor's report because the Mayor was also involved by "greasing" this \$1.9 million contract for Schultz. As I said in previous e-mails, there is NO room for integrity in this Berry administration.

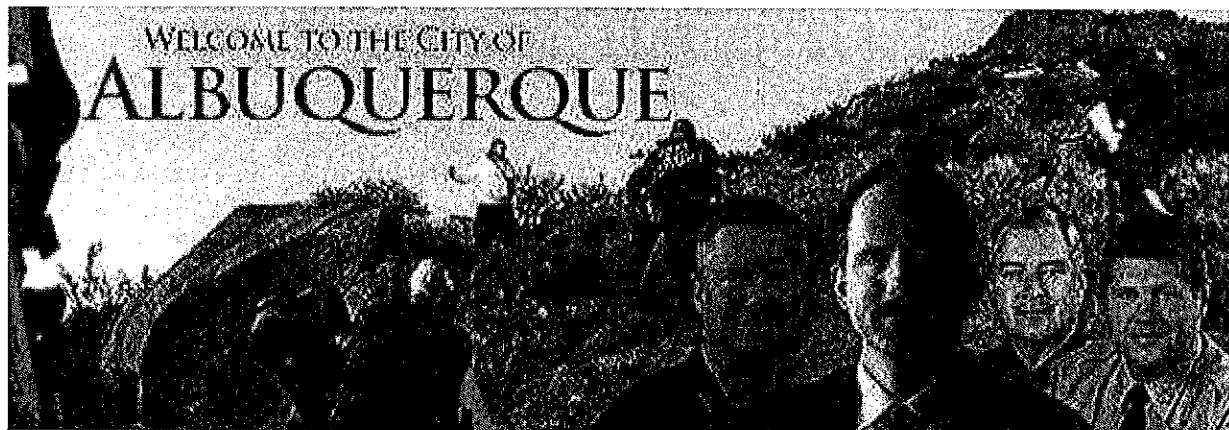
Meanwhile our Mayor remains in hiding, coming out of his cave on the 11th floor only to travel out of the city or to cut ribbons or do other meaningless PR tasks.

I await your reply to my IPRA request

Regards

Silvio

For WE THE PEOPLE



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

From: Nora Anaya [<mailto:norita10.na@gmail.com>]

Sent: Wednesday, July 29, 2015 10:14 AM

To: Silvio Dell'Angela

Cc: dharris@cabq.gov; Office of Diversity and Human Rights; reygarduno@cabq.gov; Mayor Berry; dgibson@cabq.gov; ibenton@cabq.gov; bwinter@cabq.gov; Eden, Gorden; Office of Diversity and Human Rights; Vanita.Gupta@usdoj.gov; danlewis@cabq.gov; kensanchez@cabq.gov; trudyjones@cabq.gov; kpena@cabq.gov; Board of Regents' Office

Subject: RE: The Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning-Real change or yet another Mayor Berry PR distraction stunt?

With All Due Respect:

The Foundation Of This Infamous Collaborative Has Been Built With Low Grade Material. Therefore it is crackling at the seams without a sound foundation,

This so called "COLLABORATIVE" Simply Put-It's futile-equal to a dog & pony show ! Compared to the window dressing at Wal-Mart.

NORA TACHIAS ANAYA

On Jul 28, 2015 8:08 PM, "Silvio Dell'Angela" <Dellansi@comcast.net> wrote:

Annabelle

I did a cursory review of the lengthy UNM document posted on the website regarding Phase I effort that allegedly began on October 27, 2014 and lasted until June 6, 2015. This Collaborative study directed by the City Council (who unfortunately thus far has shown no real interest in real reform and involvement in the negotiation process with the DOJ), was seemingly assigned/contracted to the wrong people-your office and to UNM. Much like tasking some unqualified but apparently needing work researchers at UNM to do a study on proper use of APD recorders that apparently has not yet been completed, it is questionable now that the good folks at UNM's Institute of Social Research had any more competence in evaluating just what were the key priorities in police reform are here. Note in the charts in this Phase I report that that police accountability 3.4%, administrative /leadership changes-4.5% and transparency-3.1% were given low priorities although these are the key elements in any police reform. It demonstrates the UNM facilitators lack of knowledge.

A lot of taxpayers' dollars could have been saved on the APD recorder study by merely adopting the policies in Rialto, California or in an another US city where SOPs were in place and there was zero tolerance on rogue officers like killer cop Jeremy Dear and his partner Tanner Tixier who don't record. UNM has never been involved in offering reform remedies, thus, as this Phase I study document shows, those from UNM running it clearly lacked the expertise in evaluating what's are the real problems and solutions. We who have been deeply involved since the APD bloodbath that began in earnest under our still in hiding-MIA Mayor Berry and Chief Schultz know the tough decisions that have to be made to clean up the cesspool in APD. Chief Eden has no clue or is unwilling to do any reform. As asked for no names of participants during the Phase I effort are listed in the report. It appears that much like the earlier APD recorder study given to UNM, this \$150,000 one was just a reward for UNM's support of the Mayor's "Innovate ABQ" and did not seek the most qualified people to do this community outreach effort.

UNM recently embarrassed itself when first firing outspoken APS Board member Kathy Korte for daring to criticize-call a well connected NM legislator a traitor for betraying his and her constituents and her criticism of the Governor's seemingly questionable APS testing policy. Kathy had to be shut up and every effort done to make sure she was not re-elected. The power brokers succeeded. Further the UNM Law School's acceptance of an APD (screw around on his wife) fired APD cop with a checkered past that included escaping a murder charge of his wife and his alleged false claims of a his stolen truck found in Mexico with his keys also showed where UNM's leadership lies and it's not with the people. This was also disappointing to all. We citizens would have been better served if honest retired APD officers like Dan Klein, Tom Grover, Paul Heh, Sam Costales and others were contracted to conduct these 22 sparsely attended "dialogues" many scheduled during working hours. They knew where the skeletons in APD were. This outreach effort was modeled after those done in Cincinnati where it took seven long years after the DOJ's investigation of their police department to accomplish any meaningful reform. Why would anyone except the naïve volunteer to serve on this next Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning effort? A reading of your referenced Phase One Report seems to confirm that nothing meaningful will come from their efforts. Sorry for my skepticism. I won't be part of this charade!

Silvio

For WE THE PEOPLE

From: Romero, Annabelle J. [<mailto:aromero@cabq.gov>] **On Behalf Of** Office of Diversity and Human Rights

Sent: Tuesday, July 28, 2015 4:12 PM

To: 'Silvio Dell'Angela'

Cc: stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; POB; Nmmoon2004@aol.com; Office of Diversity and Human Rights; Eden, Gorden; Moses, Karen

Subject: RE: The Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning-Real change or yet another Mayor Berry PR distraction stunt?

I invite you to learn more about the Albuquerque Collaborative on Police Community Relations by reading the Phase One Report at the following link <https://www.cabq.gov/mayor/police-outreach/phase-one-report>. Please note that the Albuquerque Collaborative on Police Community Relations effort was specifically intended to gain the Community's perspective on what issues are most important and what solutions the Community might suggest.

ANNABELLE J. ROMERO

Deputy Director, Office of Diversity and Human Rights

City of Albuquerque, New Mexico

Office [505-768-3307](tel:505-768-3307) / Fax [505-768-4655](tel:505-768-4655) / v/tty [800-659-8331](tel:800-659-8331)

aromero@cabq.gov / www.cabq.gov



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

Sent: Tuesday, July 28, 2015 11:54 AM

To: Romero, Annabelle J.

Cc: stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; POB; Nmmoon2004@aol.com; Office of Diversity and Human Rights; Eden, Gorden; Moses, Karen

Subject: FW: The Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning-Real change or yet another Mayor Berry PR distraction stunt?

Annabelle

Do you plan to respond or are the answers to my questions too embarrassing?

Silvio

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

Sent: Monday, July 27, 2015 5:12 PM

To: 'aromero@cabq.gov'

Cc: 'mcruz@hearst.com'; 'stop_police_violence_in_abq@lists.riseup.net'; 'cespinoza@cabq.gov'; 'ttixler@cabq.gov'; 'pmrinc@mac.com'; 'Eden, Gordon'; 'POB@cabq.gov'; 'reygarduno@cabq.gov'; 'dharris@cabq.gov'; 'kpena@cabq.gov'; 'trudyjones@cabq.gov'; 'dgibson@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov'; 'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'Bill Rehm'; 'lisa.torraco@nmlegis.gov'; 'kbrandenburg@da2nd.state.nm.us'; 'pmrinc@mac.com'; 'Mayor Berry'

Subject: RE: The Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning-Real change or yet another Mayor Berry PR distraction stunt?

Annabelle

Info those shown and not shown including many neighborhood leaders. I await your response to my questions below. Related to this matter was last night's story by KOAT's reporter Megan Cruz below showing that those interviewed mentioned only superficial-merely "interesting" proposed changes. My comments to it are highlighted below. Among the info I asked for below is just who were those involved in these "22 dialogues" that you mentioned in your invite below? You should have a record of them and when they occurred

I await your response. Thank you

Silvio

For WE THE PEOPLE

296 3241

"Residents spearhead change in APD Community policing councils provide new suggestions-updated 7:12 AM MDT Jul 27, 2015

ALBUQUERQUE, N.M. —A major overhaul is in full swing for Albuquerque police. Last year, the Department of Justice found APD had a pattern of deadly force and ordered several changes, including a push for APD to be more community-oriented. To Michael Mora, that means, "doing more within the neighborhood." APD agreed, so it created what's called "community policing councils" across the city to find out what people think the department needs to change. Police said residents have already come up with some pretty interesting ideas." Just "interesting"? How about more than just interesting ideas like APD not editing and releasing full recordings of officers acts of excessive force including shootings rather than stonewalling NM IPRA requests? How about holding the far too many bad cops and their bad leadership accountable by charging and firing them? How about giving the citizens' Police Oversight Board real power? How about putting meaningful information into the current meaningless reports issued by Robin Hammer for the new Police

Oversight Agency? Today's Journal article documenting the \$13k taxpayers spent to send not one-but four Cultural Services employees to an April Jazz Fest in New Orleans while running up lavish expenditures there that was first reported in a April or May KRQE story-a trip the four failed to report. Today's article also mentions two trips by Councilor Benton to attend conferences on civilian oversight-I assume the meetings were hosted by NACOLE. Apparently no changes to our weak oversight process resulted from those conferences after he came back. How about putting dash-cams back in APD vehicles. Mayor Chavez had them removed after they captured too much incriminating information shown on the "COPS" TV show that he also banned? How about clarifying the limitations of "privileged immunity" for officers really means? How about clarifying the limited protections offered officers by the 1967 "Garrity vs. Supreme Court" ruling as the DOJ did following their investigation of the Seattle PD. See page 1 of their letter attached. How about implementing the changes proposed by APD Forward in the Amicus Curiae sent to Judge Brack on 1/14/15 that Brack ignored? See page 1 attached *"First, people said they thought the tint on some APD patrol cars was too dark. 'You can't see the police officer inside,' said Albuquerque resident Robert Page. He said when you can't see the officer inside, it's hard to get to know who is patrolling the neighborhood. 'You know, you can't wave or smile at them, you have no idea and you miss that chance to interact,' said APD spokesperson Celina Espinoza."* APD officer Celina Espinoza who was interviewed has thus far been an embarrassing spokesperson for APD as has Tanner Tixier-the former partner/accomplice of trigger happy and never make recordings cop Jeremy Dear in the murder of Mary Hawkes. We are getting tired of hearing from both. *"So APD measured the tints on all their car windows. It actually found some were too dark, so those windows are being fixed at the officers' expense. Why were the window tinted by the officers in the first place-something known by their leadership? 'Another suggestion had to do with the department motto on the cars. Instead of 'In Step With Our Community,' residents requested 'To Protect and Serve. APD officials said they think that's a 'pretty good idea' too so the motto will change on the vehicles next year."* Why wait until next year? I suggested this change numerous times to APD beginning in 2011. Previously all APD vehicles had "To Protect and Serve" on them but this was changed. Many believe because of their oppressive blue code of silence that punishes honest officers, the only "Community" APD has been in step with has been their own-the reason for the DOJ investigation. Further the new almost black \$40K Dodge Charger low reliability muscle cars don't even have a slogan on them. Any slogan means nothing if only there for PR purposes if APD ignores it-doesn't walk the talk. I also recommended why did APD not keep all of the APD cars white as were those earlier vehicles bought? At a Council meeting SW Mesa leader Louie Tafoya was also openly critical of the change to the black color but like me was ignored. Was the old white color not deemed intimidating enough by then Chief Schulz? *"So while the top brass make a lot of huge reforms,"* What "huge reforms"? *"the department wants you to know the little things matter, too."* *"We can't transform the community ourselves," said Espinoza.* APD'S job is not to transform the community but to transform themselves and now serve and protect the community.

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

Sent: Sunday, July 26, 2015 6:50 PM

To: 'aromero@cabq.gov'

Cc: 'Nmmoon2004@aol.com'; 'ilsebiel@icloud.com'; 'stop_police_violence_in_abq@lists.riseup.net'; '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'; 'Elizabeth Martinez'; 'Damon Martinez'; 'Vanita.Gupta@usdoj.gov'; 'Eden, Gorden'

Subject: RE: [stop] Fwd: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

Annabelle

Some added comments-questions.

It seems kind of late to invite we-the people to now "collaborate" after the words of the DOJ agreement defining its limitations and the limitations of the monitoring team have already been put in concrete. Not stated by you are the specific goals, what is the agenda and just what powers this "action planning session" of the Albuquerque Collaborative on Police Community Relations really has.

You mention 22 community dialogues already held. I'm not aware of any of them but only one public meeting hosted by Dr. James Ginger. Shouldn't the city website post the minutes of these 22 dialogues? Just what is to be determined during these Community Education, APD/Community Communication & Collaboration sessions? More importantly, to what extent with this third group have any real influence over any "improvements to APD" since it was made quite clear to all including our City Councilors that the monitoring team PMR Inc. work for only those in the DOJ and Federal Judge Brack and have no obligation to listen to the Councilors or we-the people who they are supposed to represent. The Councilors have been willing bystanders in the whole reform process thus far and have essentially ignored what changes to APD we have demanded. Nor is consultant Scott Greenwood-and if still involved, his partner Tom Streicher obligated to comply with our demands but only to the wishes of the Mayor who contracted for their work over our objections. Further, will local NAACP boss-now another of the Mayor's consultants- Harold Bailey be involved and if so, how? It begs a question of skeptics like me whether this is just another Mayor Berry public relations ploy to give the illusion of real citizen involvement in the reform. As the saying goes-fool me once-shame on you. Fool me twice-shame on me. More specifics/details are needed Annabelle. I'm sure you have them to prove we will not be wasting our time if we choose to volunteer.

Thank you

Silvio

For WE THE PEOPLE

From: [stop police violence in abq-request@lists.riseup.net](mailto:stop_police_violence_in_abq-request@lists.riseup.net) [mailto:[stop police violence in abq-request@lists.riseup.net](mailto:stop_police_violence_in_abq-request@lists.riseup.net)] **On Behalf Of** Silvio Dell'Angela
Sent: Saturday, July 25, 2015 1:23 PM
To: [stop police violence in abq@lists.riseup.net](mailto:stop_police_violence_in_abq@lists.riseup.net)
Subject: RE: [stop] Fwd: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

Thanks

From: [stop police violence in abq-request@lists.riseup.net](mailto:stop_police_violence_in_abq-request@lists.riseup.net) [mailto:[stop police violence in abq-request@lists.riseup.net](mailto:stop_police_violence_in_abq-request@lists.riseup.net)] **On Behalf Of** Ilse Biel
Sent: Saturday, July 25, 2015 12:38 PM
To: [stop police violence in abq@lists.riseup.net](mailto:stop_police_violence_in_abq@lists.riseup.net)
Subject: [stop] Fwd: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

Begin forwarded message:

From: dono248@aol.com

Subject: Fwd: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

Date: 25 July 2015 at 12:34:07 GMT-6

To: ilsebiel@icloud.com

Ilse

Would you want to post this to the STOP list serve ?Hoping we can get more attendees from a broader spectrum of our ABQ population, including homeless.....

LD

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

From: nmmoon2004 <nmmoon2004@aol.com>

To: dono248 <dono248@aol.com>

Sent: Fri, Jul 24, 2015 10:59 pm

Subject: Fwd: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

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

From: Romero, Annabelle J. <aromero@cabq.gov>

Sent: Fri, Jul 24, 2015 7:12 pm

Subject: INVITATION to the Albuquerque Collaborative on Police Community Relations Phase 2 Event 2 Action Planning

Attached is an invitation to participate in an action planning session of the Albuquerque Collaborative on Police Community Relations. The outcome of the 22 community dialogues conducted in the past year resulted in recommendations that fell into three major categories, Community Education, APD/Community Communication & Collaboration, and Improvements to APD. If you wish to participate in and work on the action planning of the category of your choice as referenced you must register on line at <http://www.cabq.gov/mayor/police-outreach/community-outreach-meetings-application>. The courtesy of a response is required no later than Monday, August 3, 2015 to ensure enough food is ordered for everyone. RSVP by responding to this email or calling 505-768-4712. For more information or if you are a person with a disability and require a reasonable accommodation to observe or participate in this meeting, please contact Ms. Shannon Triplett as soon as possible at 505-768-4712 or email at odhr@cabq.gov.

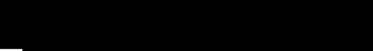
ANNABELLE J. ROMERO

Deputy Director, Office of Diversity and Human Rights

City of Albuquerque, New Mexico

Office [505-768-3307](tel:505-768-3307) / Fax [505-768-4655](tel:505-768-4655) / v/tty [800-659-8331](tel:800-659-8331)

aromero@cabq.gov / www.cabq.gov



From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Thursday, August 13, 2015 11:39 AM
To: Joanne Fine
Subject: Joanne-Who is the District 8 appointee to the POB? Thanks.

[REDACTED]

From: Traci Quinn [tmquinn@unm.edu]
Sent: Wednesday, August 19, 2015 2:48 PM
To: POB
Subject: Meeting regarding upcoming exhibition at UNM Art Museum

Hello -

I am writing to you because I have been in discussion with community members and organizations regarding an upcoming exhibition that at the UNM Art Museum "Necessary Force: Art in the Police State" (see description below). I am organizing educational programming that will invite a diverse range of topics to be discussed and we would like to include a voice that represents how local law enforcement is working with the ABQ community. Is there anybody that I can meet with regarding this? I want to explain the exhibition in further detail and also talk about programming.

The bridge between the community and law enforcement is an important one - and I feel like the work you are doing is crucial to building solutions.

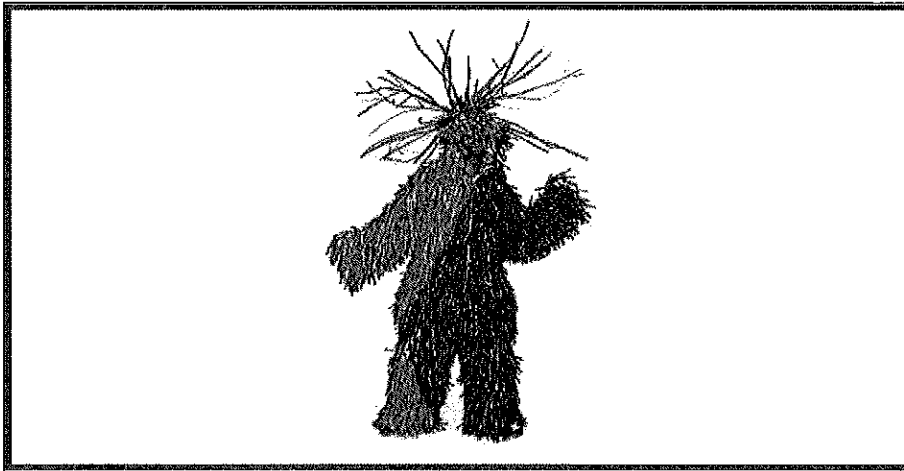
<http://unmartmuseum.org/upcoming-exhibitions/necessary-force-art-in-the-police-state/>

Thanks for considering this!

Traci Quinn
Curator of Education and Public Programs
University of New Mexico Art Museum
505.277.4010
tmquinn@unm.edu



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NEW MEXICO
ART MUSEUM

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NECESSARY FORCE: ART IN THE POLICE STATE

On view in the Main Gallery

September 11 – December 12, 2015

with an opening reception, Friday, September 11, 6 – 8 pm

preceded by a members' preview at 5 pm*

Curated by Karen Fiss and Kimberly Pinder

The exhibition *Necessary Force: Art in the Police State* addresses the systemic forces in our history and our society that continue the violation of civil rights in this country through a range of issues, including police brutality, surveillance and imprisonment, poverty, gun violence, racial profiling, as well as the power of collective protest and collective healing. The exhibition includes seminal photographs documenting the civil rights movement from the museum's own collection. In conjunction with the exhibit, the museum will host a diverse program of public events with the participation of artists, scholars, law enforcement and local organizations to discuss some of the foremost civil rights issues facing our communities and nation today.

Artists in the show include Nick Cave, Max King Cap, Larry Clark, Danny Lyon, Ota Benga Jones, Mel Chin, Trevor Paglen, Josh Begley, Linda Kurgan, David Taylor, Dread Scott, Nani Chacon and Jaque Fragua and Lashawnda Crowe Storm, Bernard Williams, Charlene Teters, Tom Greyeyes, ARCO, Melvin Edwards and Hank Willis Thomas.

The Monroe Gallery in Santa Fe has a similar exhibition up until September 27, *The Long Road: From Selma To Ferguson*. Be sure to see that exhibition as well if you are in the area!

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EXHIBITIONS

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Past

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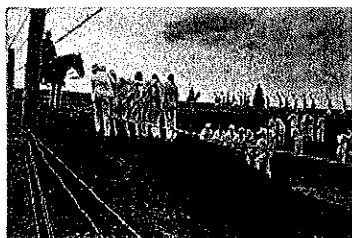
Paintings & Sculpture
Photography
Prints
The Raymond Jonson Collection
The Tamarind Archive

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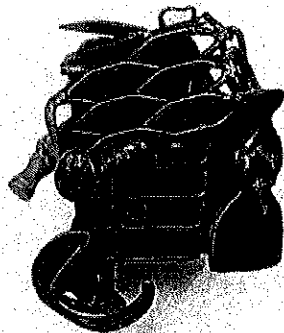




Larry Clark (American, b. 1943), *Police Informer*, from the portfolio *Tulsa*, 1971, printed 1980, Gelatin silver print, 13 1/8 x 9 3/4 inches, Gift of John T. Marvin, University of New Mexico Art Museum, 83.71.44 . © Larry Clark; Courtesy of the artist and Luhring Augustine, New York



Danny Lyon (American, b. 1942), *USA. Huntsville, Texas. 1968. Ferguson is a prison farm for young men, ages 17 to 21. The line.*, Gelatin silver print, 8 3/16 x 12 1/4 inches . Courtesy of the Fine Arts Library, University of New Mexico, © Danny Lyon and Magnum Photos



Melvin Edwards (American, b. 1937), *Freedom Fighter*, 1992, Welded steel, 13 x 10 1/2 x 8 inches, Courtesy Alexander Gray Associates, New York, Melvin Edwards / Artist's Rights Society (ARS), New York



Charles Moore, *Firemen turn fire hoses on demonstrators, Birmingham, Alabama*, 1963, Courtesy Monroe Gallery of Photography

Main Image:

Nick Cave (American, b. 1959), *Untitled*, 2006, Digital c-print on metallic paper, edition of 2, © Nick Cave. Courtesy of Nick Cave and Jack Shainman Gallery, New York, NY

OUR LOCATION

UNM Art Museum
MSC04 2570
1 University of New Mexico
Albuquerque, New Mexico 87131-0001
[Get Directions >>>](#)

ph 505.277.4001
fax 505.277.7315
email: [Staff Directory](#)

Open Tuesday - Friday: 10:00am - 4:00pm, Saturday: 10:00am - 8:00pm | Closed on Sundays, Mondays and major holidays

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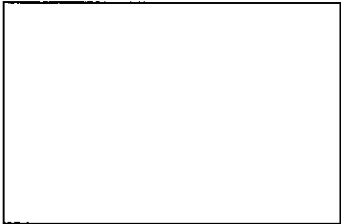
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[REDACTED]

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Wednesday, August 19, 2015 2:23 PM
To: Duran, Roberta M.
Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Armijo, Alan B.; kbrandenburg@da2nd.state.nm.us; Montano, Gilbert A.; unmipra@salud.unm.edu; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden; Locher, Eric J.; Morrow, Kevin A.; Velarde, Crystal R.; Yoshimura, Debra; stop_police_violence_in_abq-request@lists.riseup.net; pmrinc@mac.com; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; 'Elizabeth Martinez'; POB
Subject: My questions during visit today and other comments

Roberta

Thanks for your help today. I wonder why your boss City Attorney Jessica Hernandez still in hiding like the Mayor-far too important to respond to me.

Please confirm whether signed sheets for collaboratives are same as typed ones and whether names of APD officers who attended are on them. This includes the officer who berated citizen attendees claiming we had to serve/accommodate APD and not the reverse. He also said the DOJ's and monitor's oversight was not needed-that they could police themselves.

Shows the arrogance-disdain for citizens and urban warfare culture at APD still hasn't changed. Stonewall as much IPRA requested info as they can.

I will schedule new appointment and bring portable scanner in since copy costs are now back to the knowingly punitive .50/page (maximum allowed but not required by State) vs. the .10/page as was the case previously. So much for the alleged empty claims of the City's and particularly APD's transparency!

Just who is now the IPRA compliance office-your law office or the clerk's as was the case in the past? But in Ms. Howard, we no longer have a lawyer now in the clerk's job but one that is not an expert in the IPRA.

Will schedule new appointment since I had to drive around underground parking garage for over 35 minutes to even find a parking place. Yet some APD cars were using our spots and over 25 or more reserved spots were never filled. Crazy

I await your reply. Thanks for your help today. These attendance sheets should be part of the reports and free to citizens.

Silvio

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]
Sent: Saturday, August 15, 2015 12:13 PM
To: 'Duran, Roberta M.'
Cc: 'Hernandez, Jessica M.'; 'Hoffman, Lou D.'; 'Eden, Gorden'; 'Romero, Annabelle J.'; 'Armijo, Alan B.'; 'kbrandenburg@da2nd.state.nm.us'; 'Montano, Gilbert A.'; 'unmipra@salud.unm.edu'; 'Campos, Gabriel J.'; 'Howard, Natalie Y.'; 'Casados, Trina M.'; 'Oney, Kathleen'; 'Eden, Gorden'; 'Locher, Eric J.'; 'Morrow, Kevin A.'; 'Velarde, Crystal R.'; 'Yoshimura, Debra'; 'stop_police_violence_in_abq-request@lists.riseup.net'; 'pmrinc@mac.com'; 'reygarduno@cabq.gov';

'dharris@cabq.gov'; 'kpena@cabq.gov'; 'dgibson@cabq.gov'; 'kensanchez@cabq.gov'; 'ibenton@cabq.gov';
'bwinter@cabq.gov'; 'danlewis@cabq.gov'; 'Elizabeth Martinez'; 'POB@cabq.gov'

Subject: Your response to my IPRA request + the Vincent Wood killing by APD that was justified by the "DA's office"-yet no released recordings.

Roberta

Thank you.

It's interesting that attendance lists were not included in UNM reports and we citizens must pay to get copies. It appears that UNM is also not interested in providing resumes of their \$15,000 researchers.

Ms. Jessica Hernandez

Why no comments to this from you? Are you in hiding in your own law office bunker like your Mayor or just asleep like him afraid of challenging APD? See attached? Are you just another David Tourek with a dress?

Not surprising that the "DA's office" (whomever that is) now refuses after more than two years to release the APD videos of the killing of African American Vietnam vet with PTSD Vincent Wood by two trigger-happy cops in early July 2013 as discussed in the Journal article today. Is this "office" still afraid of retaliation (as was done to DA Brandenburg) from APD?

I made an NM IPRA request (attached) for these two video recordings and other information of the Wood killing over two years ago-on July 27 2013. I was repeatedly stonewalled by now departed APD records custodian Renaldo Chavez, interim Chief Banks and now Chief Eden with the blessing of the Councilors, Perry and Berry. Transparency here? Really?

Apparently APD has no problem with immediately releasing APD video recordings when they do something right.

Berry's \$4.5 + million James Ginger and his PMR Inc. people happily can't/won't do anything about these APD scams and their IPRA requests stonewalling because they are limited to just monitoring these efforts to give the illusion that APD really is reforming-reaching out.

Is this an early indication that the judicial system will again fail us and the judge will not charge Perez and Sandy for their murder of homeless camper James Boyd? I hope such is not the case.

Silvio

For WE THE PEOPLE

From: Duran, Roberta M. [mailto:RDuran@cabq.gov]

Sent: Friday, August 14, 2015 6:01 PM

To: 'Silvio Dell'Angela'

Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Armijo, Alan B.; Montano, Gilbert A.; unmipra@salud.unm.edu; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden; Locher, Eric J.; Morrow, Kevin A.; Velarde, Crystal R.

Subject: RE: Ms. Anaya's comment and an apparently required NM IPRA request to get what I requested

Good evening Mr. Dell'Angela:

Please feel free to contact me, I can be reached at 768-3672. Should I be away from my desk please and you get me voicemail, please call our main number 768-4500 and they will page me so that you and I can arrange a time for you to come in to inspect, or copy any of the gathered non-exempt public records responsive to your request. Specifically, the retrieved copies of the sign-in sheets showing the attendees at these UNM conducted 22 "dialogues" and the names of

those others aside from the four UNM folks who also participated in them, which also includes your recent amended request to include Phase 2. We are located at the City/County Building, 1 Civic Plaza NW, 4th Floor, Room 4072, Albuquerque, New Mexico, 87102.

Respectfully,

/s/ Roberta Duran

Roberta Duran, Fiscal Officer
Legal Department Record's Custodian
Direct: 768-3672
Main: 768-4500

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

Sent: Friday, August 14, 2015 5:20 PM

To: Duran, Roberta M.

Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Kavelman, Carmen L.; Armijo, Alan B.; Montano, Gilbert A.; unmipra@salud.unm.edu; Velarde, Crystal R.; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden

Subject: RE: Ms. Anaya's comment and an apparently required NM IPRA request to get what I requested

Roberta

(Info to those shown and Bcc to many including the media, councilors and concerned citizens)

You saw my last e-mail also dated yesterday, not the July 30 one below. It asked for a reply from City Attorney Jessica Hernandez.

I would have thought the names of attendees at these would have been included in the reports but surprisingly they weren't for some reason.

It appears much like these no-bid contracts to local attorneys, you give out contracts over the \$75,000 Council approval limit-in this case the \$150,000 to UNM and other contracts to them blindly without knowing the qualifications of just who besides the high paid lead will do the work.

Is it just one high paid Dr. Guerin and three low paid warm bodies/UNM graduate students who we taxpayers are paying \$150,000 for? As a taxpayer, don't you care or are taxes just play/fun money?

Regarding Ms. Annabelle Romero who is leading the effort who now in the Office of Diversity and Human Rights, I (and likely other taxpayers) wonder just what unique skills she had to fill that likely high paid former "Senior Advisor" job to the Mayor and doing exactly what since he already had Rob Perry, a COO, the head of Constituent Services, Gil Montano and others.

Nothing from UNM-as expected although I copied them on my last response to you.

Is there any wonder those attending placed transparency among the lowest priorities desired to accomplish APD reform. Chief Eden and the Mayor must love it.

Where are you located as I may be in to get the signatures Monday prior to Council meeting? Any complete report on phases 1 and 2 by Dr. Guerin should have included these attendees' names.

Jessica

No comment from you?

Silvio

From: NACOLE Director of Training & Education [mcellhiney@nacole.org@mail75.atl11.rsgsv.net] on behalf of NACOLE Director of Training & Education [mcellhiney@nacole.org]
Sent: Monday, August 17, 2015 8:02 AM
To: Joanne Fine
Subject: NACOLE Digest for August 17, 2015

August 17, 2015

[View this email in your browser.](#)

The NACOLE Digest

News and events in civilian oversight and police accountability.

In this Edition...

- White House Holds Community Policing Forum
- NACOLE to Screen Award Winning Documentary *Peace Officer* at Riverside Conference
- Training Opportunity: Law Enforcement Audits for Government Auditors
- Training Opportunity: Use of Force Summit
- Register Now for the 21st Annual NACOLE Conference
- Purchase Your Annual Scholarship Fundraising Dinner Tickets Today
- Nomination Period Open to Run for the NACOLE Board

White House Holds Community Policing Forum

On Thursday, July 23rd, the White House and the Department of Justice Office of Community Oriented Policing Services (COPS Office) hosted a Community Policing Forum to discuss and share best practices on the implementation of the President's Task Force on 21st Century Policing recommendations. Kelvyn Anderson, Executive Director of the Philadelphia Police Advisory Commission and a former NACOLE Board member, represented NACOLE at the forum. Throughout the day,

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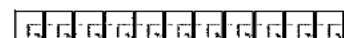


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NACOLE
P.O. Box 87227
Tucson, AZ 85754

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Administration officials, 21st Century Policing Task Force members, law enforcement, faith and community leaders, and local elected officials discussed and shared strategies for implementing the recommendations and developing ideas that communities across the country can utilize to establish public safety while building trust. Kelvyn wrote about the forum and his experience for our website and the NACOLE Digest.

Click [HERE](#) to download and read Kelvyn's article on the White House Community Policing Forum.

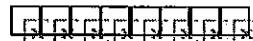
NACOLE to Screen Award Winning Documentary *Peace Officer* at Riverside Conference

NACOLE is excited to announce that it was given the rights to offer a free screening of the award winning feature documentary *Peace Officer* at the 2015 Annual Conference. *Peace Officer* is a feature documentary about the increasingly militarized state of American police as told through the story of William "Dub" Lawrence, a former sheriff who established and trained his rural state's first SWAT team only to see that same unit kill his son-in-law in a controversial standoff 30 years later. Driven by an obsessed sense of mission, Dub uses his own investigative skills to uncover the truth in this and other recent officer-involved shootings in his community while tackling larger questions about the changing face of peace officers nationwide.

The film will be screened on Tuesday, October 6th at the host hotel, the Mission Inn, following the conclusion of the day's sessions. Tickets will be limited. Keep checking the NACOLE website for details.

For more information on the film, please click [HERE](#).

Training Opportunity: Law



ABOUT NACOLE

Established in 1995, NACOLE is a nonprofit organization of law enforcement oversight agencies and practitioners and others that works to enhance accountability and transparency in policing and build community trust through civilian oversight.

Enforcement Audits for Government Auditors Course

For more information on this course offered by LD Consulting, LLC, including a course description, please click [HERE](#).

Training Opportunity: Use of Force Summit

Daigle Law Group is again proud to offer their three day Use of Force Summit in Uncasville, CT. The focus of the Summit will be identifying proper legal and operational standards for use of force incidents, including the development of common police practices on use of force related policies.

More information regarding the program and registration will be available in September on the Daigle Law Group website.

Register Now for the 21st Annual NACOLE Conference

Over the last year, issues about policing and communities, justice, and the role of civilian oversight have been a major focus of a national conversation - from living rooms to city councils, to the highest levels of government and everywhere in between. NACOLE has been a part of that conversation, and this fall we will bring it to Riverside, California, during our 21st Annual Conference.

To register today, please click [HERE](#).

With increased attention to and growth of civilian oversight, there has also been a call for more information and for discussions and training that are responsive to current events and emerging trends. To meet those needs, NACOLE has moved to a schedule that will feature three concurrent session on both the Tuesday and Wednesday of the conference. In doing so, we have also been able to organize the sessions into

three unique tracks, better serving the needs of the range of people involved and interested in oversight.

For more information on the 21st Annual NACOLE Conference, please click [HERE](#).

Purchase Your Annual Scholarship Fundraising Dinner Tickets Today

There are limited tickets still available for the Annual Scholarship Fundraising Dinner. Join us for our annual scholarship fundraising dinner at Heroes Restaurant and Brewery, located in downtown Riverside, California. In addition to good food and good conversation, you will be supporting NACOLE's efforts to offer financial support to those wishing to attend the Annual Conference, to increase the reach of civilian oversight, and to promote participation by individuals from a broad spectrum of social, economic, racial, ethnic and cultural backgrounds.

PURCHASE YOUR TICKETS TODAY!

Seats to this event are limited and **WILL NOT** be available for purchase at the conference. Make sure to purchase your tickets today!

Nomination Period Open to Run for the NACOLE Board

NACOLE is now seeking candidates for the 2015-2016 NACOLE Board of Directors. To be eligible, candidates shall have been association members in good standing for one year; they must have attended at least one of the two previous annual conferences; and their membership dues must be current. This year, the membership will elect the President, the Vice-President, and two Board members at the Annual Meeting on October 7, 2015.

How to file: Send your signed declaration form (and bio and photo) to the Election and Bylaws Committee by no later than September 6, 2015. Please mail or email your declaration to: Ainsley Cromwell, Chair, NACOLE Elections and Bylaws Committee, 1063 Trevor Place, Detroit, MI 48207, or cromwellac@yahoo.com.

All election-related material and information can be found [HERE](#) on the NACOLE website.

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Friday, August 07, 2015 11:48 AM
To: Hammer, Robin; POB; Hernandez, Jessica M.; Mark T. Baker; Hults, Samantha M.; Skotchdopole, Paul A.; O'Neil, Erin; McDermott, Diane L.; Davidson, Christopher; Contreras, Michelle
Subject: Please register CPOA Staff for NACOLE at once

Ms. Hammer -

In the POB Personnel Subcommittee meeting, a recorded public meeting, we previously directed you to register the CPOA Staff for NACOLE. As I stated at that time, the reasons were two-fold, one was for staff training, the other and more important reason is because NACOLE will be coming to Albuquerque next year for their annual conference; the City and the CPOA will be hosting that event.

At that time, you stated on the record that you were only waiting for the DOJ to approve the training. I wrote the DOJ and requested that approval; it is my understanding that such approval was given, yet completely unnecessary.

Because NACOLE will be coming to Albuquerque in 2016, it is important that the permanent staff of the CPOA have developed relationships with NACOLE staff in order to be good hosts, as well as being adequately prepared to host the 2016 meeting. The City of Albuquerque has been trying to bring the NACOLE Conference to Albuquerque for 12 years now, and it is important that we be good hosts. It simply looks bad to have the entire CPOA agency staff shun the annual meeting the year prior to being hosts. This is a City of Albuquerque matter, having nothing to do with the DOJ.

Despite all this, which you had previously been told, and despite being directed yet again to register the staff, you failed to follow this direction. Your newest set of excuses include the previous excuse about the DOJ, as well as some notion that you have allegedly found some superior training for staff in Connecticut, along with your supposed concern for budgetary limitations.

There is more than adequate budget set aside for POB and staff training. Training budget existed in the original CPOA budget and issues papers, and City Council added another \$23,000, at my request, specifically earmarked for NACOLE training. I am unaware that ANY of that budget has been expended; it should therefore be more than adequate for all the staff to attend NACOLE this year, in addition to any other training that the new Executive Director deems appropriate. If the POB needs to request additional funding from Council later during the 2016 fiscal year, the POB will address that as needed; that is a matter with which you need not concern yourself.

Unfortunately, because you failed to register staff at the time directed, the CPOA therefore missed both the "early bird registration deadline", and the "early member registration" deadline of July 31 for the CPOA staff; as a result of your actions the City will have to bear the additional cost of full-priced registration. That would have been a substantial savings for the City, instead that opportunity has been lost.

Neither your alleged concern for the quality of the staff's training, nor the DOJ's permission, nor your supposed budgetary concerns address the reason that it is so important for the CPOA staff to attend this year's NACOLE conference, which is that they will be the City's full-time permanent staff as the Agency hosts the 2016 NACOLE Conference.

Kindly register the CPOA staff for the NACOLE Conference at once, and report to the entire POB that you have complied with this direction prior to or at our meeting on Thursday, August 13th.

Thank-you for your cooperation.

Beth A. Mohr, Volunteer
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.

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Monday, August 10, 2015 1:41 PM
To: Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Bullock, Nicholas; Mark T. Baker; Contreras, Michelle; Davidson, Christopher; Hammer, Robin; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Police and Procedure Subcommittee Meeting Scheduled for Thursday, August 13, 2015 at 2 pm
Attachments: 03-45.doc; Aug 13, 2015 Policy Subcommittee Agenda-Final.pdf

POB Members:

Policy and Procedure Subcommittee Chair Susanne Brown has scheduled their next meeting for Thursday, August 13, 2015 at 2pm to be held in the City Council Chambers. Attached is the posted Agenda and a draft version of APD SOP 3-45, which will be discussed.

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

Susanne Brown –Chair

Beth Mohr

J. Scott Wilson

Robin S. Hammer, Acting Executive Director

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

**Thursday, August 13, 2015 – 2pm
Vincent Griego Council Chambers
Basement, City Hall, One Civic Plaza**

A G E N D A

- I. Welcome and Call to Order: *Chair Susanne Brown*
- II. Approval of the Agenda
- III. Approval of the Minutes
- IV. Public Comments
- V. Review of Albuquerque Police Department Retaliation Policies
- VI. Review of APD Administrative Review Policies
- VII. Discussion of CPOA Administrative Staff's suggestions regarding APD policies
- VIII. Other Business
- IX. Next Meeting date to be determined at meeting
- X. Adjournment



ALBUQUERQUE POLICE DEPARTMENT
ADMINISTRATIVE ORDERS

SOP 3-45

Effective: xx/xx/xx Expires: xx/xx/xx Replaces: 03/16/11

3-45 REVIEW OF COMPLETED ADMINISTRATIVE INVESTIGATION CASES

3-45-1 Policy

To maintain high-level, quality service; to ensure officer safety and accountability; and to promote constitutional, effective policing, APD shall ensure that all allegations of officer misconduct are received and are fully and fairly investigated; that all findings in administrative investigations are supported by a preponderance of the evidence; and that all officers who commit misconduct are held accountable pursuant to a fair and consistent disciplinary system. [DOJ 162]

3-45-2 Rules

[5] A. Timeliness, Review, and Forwarding of Completed Cases

1. All investigations conducted by the Internal Affairs Bureau or the Civilian Police Oversight Agency (CPOA) shall be completed within 90 days of the initiation of the complaint investigation. The 90-day period shall not include time for review. An extension of the investigation of up to 30 days may be granted, but only if the request for an extension is in writing and is approved by the Chief. Review and final approval of the investigation, and the determination and imposition of the appropriate discipline, shall be completed within 30 days of the completion of the investigation. To the extent permitted by state and city law, extensions may also be granted in extenuating circumstances, such as military deployments, hospitalizations of the officer, and extended absences. [DOJ 191]
2. All cases will be forwarded to the Division Head of the accused employee. The Division Head will review the identified SOP sections and may add additional SOP sections if appropriate. The Division Head, with input from the effected employee's chain of command, shall make a recommendation as to what discipline, if any, should be imposed. The Division Head will list all mitigating and aggravating circumstances, in detail, which were considered. If the Division Head recommends a level of discipline outside of that suggested by the Chart of Sanctions, the Division Head must include a written, detailed, justification for the deviation. The Division Head shall also consider whether non-disciplinary corrective action is appropriate in a case where discipline has been imposed. The Division Head will then be required to forward his/her recommendation along with the complete file to the appropriate Deputy Chief of Police. [DOJ 202f]
3. Internal Affairs will provide the CPOA Executive Director a copy of all officer involved shootings. Other internal cases will be sent to the CPOA Executive Director upon request as part of the CPOA Internal Affairs review process.
 - a. The Executive Director has the authority to make findings and recommend discipline against officers involved in the incidents it reviews. The Chief shall retain discretion over whether to impose discipline and the level of discipline to be imposed. If the



ALBUQUERQUE POLICE DEPARTMENT
ADMINISTRATIVE ORDERS

SOP 3-45

Effective: xx/xx/xx Expires: xx/xx/xx Replaces: 03/16/11

Chief decides to impose discipline other than what the agency recommends, the Chief must provide a written report to the agency articulating the reasons its recommendations were not followed. [DOJ 285]

4. APD shall develop protocols to ensure the confidentiality of internal investigation files and to ensure that materials protected from disclosure remain within the custody and control of APD at all times. [DOJ 284]
5. All supervisors are responsible for the security and confidentiality of all cases in their possession for review. [DOJ 284]
 - a. The cases shall be stored in a locked drawer, file cabinet, etc., when not being reviewed.
 - b. Allowing others outside the chain of command to view the case or releasing information from the case outside the chain of command is strictly prohibited.

[7] B. Case Review by the Chain of Command

1. The Executive Director/Commander/Manager should review the identified SOP sections and may add additional SOP Sections if appropriate. The Executive Director/Commander/Manager may request additional information from the effected employee's chain of command to assist him/her in making a determination. The Executive Director/Commander/Manager should then make a finding of sustained, not sustained, unfounded or exonerated for each SOP section with a brief explanation of the factual basis for the finding.
2. The Executive Director/Commander/Manager, with input from the effected employee's chain of command, shall make a recommendation as to what discipline, if any, should be imposed. The Commander/Manager should list all mitigating and aggravating circumstances which were considered. If the Executive Director/Commander/Manager recommends a level of discipline outside of that suggested by the Chart of Sanctions, the Executive Director/Commander/Manager must include a written justification for the deviation. The Executive Director/Commander/Manager will then be required to forward his/her recommendation along with the complete file to the Deputy Chief of Police/Major. Under normal circumstances, the entire process shall not take longer than five days from the time of receipt until the time it is delivered to Internal Affairs.
3. In order to ensure that all cases are kept confidential, Executive Director/Commander/Manager will store all completed cases in a secure area while in his/her possession.

[N/A] C. Case Review by the Internal Affairs Unit

1. The Internal Affairs Unit will review the recommended discipline and certify if it is consistent with past discipline for similar findings.



ALBUQUERQUE POLICE DEPARTMENT
ADMINISTRATIVE ORDERS

SOP 3-45

Effective: xx/xx/xx Expires: xx/xx/xx Replaces: 03/16/11

[N/A] D. Case Review by the CPOA Executive Director

1. The CPOA Executive Director shall review the case and shall indicate by letter whether the investigation was objective, fair, impartial, free from political influence, and otherwise in compliance with the CPOA Ordinance, and shall make recommendations as to whether disciplinary action should be taken. The CPOA Executive Director will then return the case and letter to the Internal Affairs Unit.

[N/A] E. Final Case Review

1. Upon return of the case from CPOA Executive Director, Internal Affairs will forward the case and CPOA Executive Director's recommendation(s) to the Deputy Chief/Major/Area Commander of the accused employee. The Deputy Chief/Major/Area Commander shall review the case, the supervisors' recommendations, and the CPOA Executive Director findings.
2. If the Deputy Chief/Major/Area Commander concurs with CPOA Executive Director's but modifies the chain's recommendation, the division commander and Internal Affairs shall be notified. The division commander shall take the necessary action in accordance with the Deputy Chief/Major/Area Commander's decision.
3. If the Deputy Chief/Major/Area Commander's recommendations do not concur with those of the CPOA Executive Director, the Deputy Chief/Major/Area Commander will notify Internal Affairs in writing. At that time, the appropriate Deputy Chief/Major/Area Commander will direct his/her staff to arrange for a meeting between the Deputy Chief/Major/Area Commander (and/or the Chief), the CPOA Executive Director, and the Internal Affairs Lieutenant to discuss and possibly reconcile any differences.
 - a. Internal Affairs Lieutenant or designee will attend said meeting to answer or address administrative review issues.
 - b. If the meeting does not produce a concurrence and/or compromise, Internal Affairs will be notified and written documentation of recommendations by both sides will be forwarded, with the case, to the Chief of Police for review and final disposition.
 - c. If the final decision by the Chief does not concur with CPOA Executive Director's findings, a letter will be sent by Internal Affairs to the Chief Administrative Officer to advise of the non-concurrence (as per Directive #3; Ordinance 0-61).

[N/A] F. Final Decision Authority

1. The Deputy Chiefs/Executive Director/Majors/Division Heads/Commanders have the authority to make the final decision on disciplinary actions not exceeding 39 hours of suspension.
2. Only the Chief has the authority to make the final decision on disciplinary actions exceeding 39 hours, demotions, and termination of employment.



ALBUQUERQUE POLICE DEPARTMENT
ADMINISTRATIVE ORDERS

SOP 3-45

Effective: xx/xx/xx Expires: xx/xx/xx Replaces: 03/16/11

G. Employee Case File Review

1. Employees may review their Internal Affairs Section case file in accordance with SOP 2-05.

[REDACTED]

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Tuesday, August 11, 2015 4:24 PM
To: Beth Mohr; David Ring; Eric H. Cruz; Hammer, Robin; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Cc: Mark T. Baker
Subject: Policy Subcommittee
Attachments: Policy Subcommittee 8-3-15 DRAFT.docx

POB Members:

Attached are draft Policy Subcommittee Meeting Minutes from their August 3, 2015 meeting.

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

**Monday, August 3, 2015 – 8:30 a.m.
Plaza Del Sol, 7th Floor Conference Room
600 2nd St. NW Albuquerque, New Mexico**

Members Present

Dr. Susanne Brown (Chair)
Dr. Moira Amado-McCoy

Members Absent

Beth Mohr
J. Scott Wilson

Others Present

Robin S. Hammer
Paul Skotchdopole
Diane McDermott
Mark Baker
Denise Thomas
(APD Quality Assurance)
Sean Gassner
(APD Quality Assurance)

Minutes

- I. Welcome and Call to Order:** The meeting did not have a quorum of members present so discussions occurred, but no actions taken, only suggestions.

Chair Susanne Brown called the meeting to order at 8:30 a.m.

Chair Susanne Brown was concerned about having representative(s) from APD attend all future meetings. Denise Thomas and Sean Gassner, both of APD were introduced and were in attendance of the meeting.

- II. a. Approval of Agenda.** There were no additions or changes to the agenda, and the discussion proceeded according to the written agenda order.

b. Approval of the Minutes. None

- III. Public Comments.** None.

- IV. Rules of our Committee**

Chair Brown asked about existing rules for the subcommittee. Ms. Hammer stated there are existing Rules, however Mr. Baker was in the process of drafting new rules. Chair Brown and Board Member Armado-McCoy agreed to table the issue while the Rules are being drafted

- V. Report on the process of APD Policy Committee – Chair Susanne Brown**
There was some discussion about the frequency of meetings and the urgency of completing the tasks. Chair Brown, Member Amado-McCoy and CPOA Investigator Paul Skotchdopole discussed the timelines APD has been working under to revise policies. There was some input from the Quality Assurance members. Chair Brown raised the issue of whether the Subcommittee could discuss matters and make decisions via email. Attorney Mark Baker advised that all business of the public and needed to be done in an open meeting.

There was discussion about prioritizing the policies. Chair Brown believed the policy regarding handling the mentally ill would be of public concern as was the policy dealing with force investigations. A discussion of the Mental Health Response Advisory Committee (MRAC) as mentioned in the DOJ settlement agreement was held. This group is already reviewing the response to the mentally ill policy. It would be beneficial to see if a POB member could be included in that group. The recommendation was for a POB Member to attend the MRAC meeting to develop a relationship. Chair Brown is also going to be attending APD's Policy and Procedures Review Board (PPRB) now with Mr. Skotchdopole.

Mr. Baker indicated that he was awaiting a response from the City Attorney how the POB can receive policies in advance of being published for discussion and input. Board Member Amado-McCoy pointed out the POB could review policies at any time since the POB cannot match the APD timeline for review.

- VI. Additional Training for subcommittee Re: Policy and Procedures.**
Board Member Amado-McCoy mentioned there were several stakeholders and she felt it was important to know the context of policies and what was being discussed in other units.

Mr. Baker suggested he would arrange for subject matter experts for particular policies when the POB was ready to discuss a particular policy.

Chair Brown discussed receiving training on how to dissect a policy, determine stakeholders, and develop the policy. Chair Brown suggested the board receive training from most likely the Health Department as an entity that has experience creating policies. Other agency possibilities were mentioned.

- VII. Review of Albuquerque Police Department Retaliation Policies Other Business & Committee Recommendations.**
Chair Brown mentioned the DOJ Settlement Agreement specifically mentioned the POB's involvement in the retaliation policy. The APD retaliation policy

has already been reviewed and approved by APD , but Chair Brown felt important pieces were missing. Chair Brown and Mr. Baker suggested they review the policy before it was approved by the DOJ Monitor if possible. Board member Amado-McCoy asked about input already done by Ms. Hammer and Commander Gonzalez. The inclusion of two sentences developed by Ms. Hammer and Commander Gonzalez as well as additional language from other departments' policies on retaliation that are under DOJ reviews were the main issues. The general sense was that more was needed in the retaliation policy.

VIII. Specific policies mentioned in the Settlement Agreement for POB input – Chair Susanne Brown.

Chair Brown asked about the tracking of statistics such as mentally ill and homelessness as mentioned in paragraph 175 of the DOJ settlement. Ms. Hammer stated the database tracked this information. Ms. Hammer believed the complaint forms were changed in November or for sure in January to track this additional information.

Chair Brown asked about paragraph 176 of the DOJ Settlement Agreement that talked about a numbering system. Ms. Hammer informed this already existed and that the CPOA assigned the numbers.

Chair Brown asked about paragraph 192 and if the language was already being used. Ms. Hammer confirmed that it was being used.

Chair Brown asked about paragraphs 196 and 197: These paragraphs talked about the CIRT and FIT teams. Mr. Skotchdopole explained the CIRT responded to all major incidents, which included officer-involved shootings. There was discussion of having two POB members be included in this team. This approval would have to come from the Chief. CIRT's role is primarily for training. Very few of the serious Use-of-Force incidents will be in IA, as they now fall under CIRT. FIT is responsible for the criminal investigation aspect of uses of force. CIRT is in place and has been trained. FIT will probably be activated in September.

The Policy and Procedures Review Subcommittee wanted to recommend that the POB receive a presentation on these two teams first and then look at a possible greater involvement.

A restatement of tasks the Police and Procedures Board wanted:
-A policy development presentation

-CIRT and FIT presentations

-A cultural sensitivity presentation (which is one of the required remaining training sessions)

-A presentation from the Quality Assurance Group that has been overseeing the meetings.

IX. Discussion of policy weaknesses which Members have noticed.

Ideal for Police and Procedures Review Board, APD and POB to have the same policy.

X. Other Business.

Chair Brown briefly discussed APS SOP 3-45-1, which is under current development Mr. Skotchdopole mentioned there was some language added that he disagreed with and felt conflicted with the POB ordinance. Further discussion of this SOP was to be placed on next meeting's agenda.

XI. Next meeting was tentatively set for Tuesday, August 18, 2015.

XII. Adjournment. The discussion concluded at 10:04 a.m.

Approved by:
Dr. Susanne Brown, Chair
Case Review Subcommittee

Date

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

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 06, 2015 8:56 AM
To: Joanne Fine
Subject: Re: Commendation for Sharon Saavedra

Yes. Signed by all members on letterhead would be my preference. Would you draft something? Thanks!

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

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.

Joanne Fine <joannefine413@gmail.com> wrote:

As long as it is something that is printable and can be put in her permanent file.

Joanne Fine

[I am a volunteer working on the ABQ Police Oversight Board. I welcome all messages about our work. Those that include obscenities or lack civility will not be read. Thank you.]

On Aug 6, 2015 8:52 AM, "Beth A. Mohr" <cabq.pob.mohr@gmail.com> wrote:
Maybe we should do a resolution or something?

Beth A. Mohr
Albuquerque Police Oversight Board

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I already sent one right after the class ended to her boss at that time, Mike Archibeque, who has since retired. Would be happy to be part of a POB letter as well.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

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

Date: 08/06/2015 7:28 AM (GMT-07:00)

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

Subject: Commendation for Sharon Saavedra

All: I'd like to ask the POB to do an official letter of commendation for Ofc. Saavedra, something that can go into her personnel file. Perhaps we can take it up as other business at the next meeting. Please call me if you would like to be the one to draft something. Thanks, - B

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Albuquerque Police Oversight Board

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[REDACTED]

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 06, 2015 8:51 AM
To: Joanne Fine
Subject: Re: Commendation for Sharon Saavedra

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Albuquerque Police Oversight Board

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[REDACTED]

From: Leonard Waites [phamason.lw@gmail.com]
Sent: Thursday, August 06, 2015 10:59 AM
To: Beth Mohr
Cc: Joanne Fine
Subject: Re: Commendation for Sharon Saavedra

I think that is a great idea. Also maybe we can do a presentation at one of our meetings. I will put something together and send it for your approval

On Aug 6, 2015 8:56 AM, "Beth A. Mohr" <cabq.pob.mohr@gmail.com> wrote:
Yes. Signed by all members on letterhead would be my preference. Would you draft something? Thanks!

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[REDACTED]

From: Leonard Waites [phamason.lw@gmail.com]
Sent: Wednesday, August 19, 2015 7:48 AM
To: Joanne Fine
Subject: RE: Diversity & sensitivity training

Thanks Joanne

On Aug 18, 2015 8:13 PM, "joannefine413" <joannefine413@gmail.com> wrote:
Sept 3rd works for me.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Leonard Waites <phamason.lw@gmail.com>
Date: 08/18/2015 6:41 PM (GMT-07:00)
To: "Scott S. Wilson" <jwilsonpob@outlook.com>, Joanne Fine <joannefine413@gmail.com>, jvbaca.pob@gmail.com, "cabq.pob.mohr@gmail.com" <cabq.pobmohr@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, dzt3@juno.com, Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, Susanne Brown <sbrownpob@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>
Subject: Diversity & sensitivity training

Good evening everyone,

Dr. McCoy has identified a talented trainer for our required Diversity & Sensitivity training. We need to identify a date that everyone can meet for 2.5 hours. the dates available are Sept. 1,2,3 and the 4th. the only date that I am available is the 2,3rd. please let me know a sap what date works for each of you. I will schedule a meeting room once I have everyone's reply.

--

Leonard Waites Chairman
Police Oversight Board

[REDACTED]

From: Jeannette Baca [jvbaca.pob@gmail.com]
Sent: Wednesday, August 19, 2015 2:48 PM
To: Leonard Waites
Cc: Joanne Fine
Subject: Re: Diversity & sensitivity training

At this time, I am available for 2.5 hours of Diversity and Sensitivity Training on Sept. 1 in the afternoon, Sept. 2 in the morning and all day Thursday.

Jeannette

On Wed, Aug 19, 2015 at 7:47 AM, Leonard Waites <phamason.lw@gmail.com> wrote:

Thanks Joanne

On Aug 18, 2015 8:13 PM, "joannefine413" <joannefine413@gmail.com> wrote:
Sept 3rd works for me.

Sent from my Verizon Wireless 4G LTE smartphone

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

Date: 08/18/2015 6:41 PM (GMT-07:00)

To: "Scott S. Wilson" <jswilsonpob@outlook.com>, Joanne Fine <joannefine413@gmail.com>, jvbaca.pob@gmail.com, "cabq.pob.mohr@gmail.com" <cabq.pobmohr@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, dzt3@juno.com, Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, Susanne Brown <sbrownpob@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>

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--

Leonard Waites Chairman
Police Oversight Board

[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Monday, August 24, 2015 8:27 AM
To: Hammer, Robin
Cc: Bullock, Nicholas; Mark T. Baker; Davila, Natalee Z; Contreras, Michelle; Davidson, Christopher; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Re: Diversity Training, Sept. 3 from 5:30pm - 8 pm

All: Unfortunately, I'm working in Oklahoma that day. If the CPOA Office could arrange for me to get the tape or DVD of the class in order to make it up, I'd be appreciative. Thanks, -B

Beth A. Mohr, Volunteer
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 Mon, Aug 24, 2015 at 8:00 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

Sofiah Ngoan-Nguessan is scheduled to conduct the mandated Sensitivity and Diversity training on 9/3/15 from 5:30pm - 8:00 pm in the basement hearing room of Plaza del Sol (Room 160, 600 2nd ST NW).

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>

[REDACTED]

From: Nora Anaya [norita10.na@gmail.com]
Sent: Thursday, August 06, 2015 10:52 AM
To: Silvio Dell'Angela
Cc: POB; Harris, Don; Garduno, Rey; Vanita.Gupta@usdoj.gov; Gibson, Diane G.; Lewis, Dan P.; pmrinc@mac.com; Benton, Isaac; Winter, Brad D.; Elizabeth Martinez; Sanchez, Ken; Pena, Klarissa J.
Subject: Re: Former cop Ed Harness-a nice guy-but the clearly wrong guy-unqualified to be new POA's Executive Director. Please don't insult us by selecting Ed and not Jay Rowland

I am Behind You 110 % Silvio Dell' Angela. Everyone Knows You Do Your Research.

On Aug 6, 2015 10:42 AM, "Silvio Dell'Angela" <Dellansi@comcast.net> wrote:

Councilors

Info to others shown and sent this Bcc

Before you vote on the new Executive Director, I suggest that you review the POB interviews with Harness, Rowland, and Sprague on the youtube posting below

<https://www.youtube.com/watch?v=hfqMznu-XRE>

You were willing to be left out of the negotiations with the DOJ who rammed with Judge Brack's help a toothless reform agreement and toothless monitor down our throats. Will you betray us again?

Nobody knows who picked the five candidates to be interviewed by the POB and why a second meeting on this was needed by the POB.

Silvio

For WE THE PEOPLE

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

Sent: Wednesday, August 05, 2015 11:36 AM

To: 'POB@cabq.gov'

Subject: The unqualified former Milwaukee cop Edward Harness is your first choice to be the next Executive Director of the Oversight Agency. What's the message that it sends to the people if the Councilors approve him?

TO: POB Members

Info to Councilors, media and others not shown

Reference my earlier e-mail shown below that expected you to respect the people and select the only candidate that was truly qualified to serve as the next Executive Director (ED)-Jay Rowland. You interviewed the five on July 29 and after conferring for hours should have announced your ranking then. You did not. The public had lost confidence in the oversight process as only attorney Alan Wagman spoke on July 29.

Rather than making your choice(s) on the 29th many believe you instead chose to ask APD, those Councilors who wanted to keep the oversight process a sham, the City's dictatorial Mayor and CAO just who they wanted. Of course these who wanted no real APD reform wanted a former cop even though Harness was completely unqualified for the job-had absolutely no related experience.

You then held another unnecessary POB meeting last night where **not even one citizen was willing to speak to you knowing it would be a waste of time. This says that you have lost our confidence.** You again went again into secret executive session/discussions.

You came out incredulously saying that former Milwaukee cop Edward Harness was your first choice followed by very experienced (but likely feared by APD Jay Rowland) and then made the also unqualified Edna Sprague your third choice. Those close to Edna say she has blessed everything cops do.

After once again reviewing Harness's responses to you last week it was again clear he had no clue of the problems with the oversight old process but spoke only in generalities trying to cover up his lack of qualifications for the job.

Does working for the Better Business Bureau show the proper police investigative experience? Neither Ed nor the others were ever asked what they thought was wrong with the old and current oversight process some of which the knowledgeable Jay Rowland discussed in detail without being asked.

Both the DOJ and Judge Brack ignored some of the required changes to the still flawed process documented in APD Forward's filed Amicus Curiae last January-first page of it is attached. Unlike Jay Rowland, neither Harness nor the other three ever discussed what should be the limitations of the 1967 "Garrity vs. Supreme Court" ruling that the DOJ opined to the Seattle Mayor but was ignored by the DOJ here. See page 1 of that opinion-attached. Nor did Ed or the other three discuss the police officers' "qualified immunity" that essentially gives them the benefit of doubt in any of their killings.

Harness restated his belief that a cop's life is more important than that of the average citizen-something it is NOT. Do you agree with that belief? This essentially gives cops the right to kill using the bogus excuse that

they "felt threatened." Look at these same lies being told in court this week to try to justify Sandy's and Perez's murder of James Boyd.

Ed apparently never knew that under the current changed Ordinance that the Director and the POB cannot dictate discipline but that the APD Chief can ignore your recommendations offering up only some ridiculous excuses.

I guess Ed's only claim to fame was his alleged outreach ability-trade shows, police work with his local village association and his teaching of good financial practices to the poor. Again-he has no investigative experience other than responding to Better Business Bureau (BBB) complaints.

We already have one pro bad APD cop hired as a police oversight investigator while the two others were former employees of Target and Lowe's and have none. Robin Hammer who was sued for judicial misconduct while working for the DA was a bad enough selection by the Mayor (who she worked for) and Council and now you want a former out of town clueless cop Harness to replace her?

The Councilors likely bothered to read the resumes of those many extremely qualified applicants for the APD Chief job before blessing the incompetent bureaucrat Eden. Likely the Councilors also never read the resumes of the five applicants for this Executive Director position-resumes we were not allowed to see for some unknown reason.

Realizing that this is a dictatorship here with the Councilors choosing to abdicate its role as an integral part of our government, the nine likely never reviewed the GOV-TV interviews with the five (handpicked by who?) candidates to see how they responded to the often too broad questions posed them by you on the 29th.

Choosing the clearly unqualified Edward Harness to be your first choice was disappointing to say the least. If this former cop is chosen, the oversight process will still be toothless-yet another example of disrespect shown to us citizens-the real stakeholders who want real reform from the ED-not the ones the Mayor chooses.

Time to rethink your choice.

Silvio

For WE THE PEOPLE

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

Sent: Thursday, July 30, 2015 1:42 PM

To: 'POB@cabq.gov'

Cc: '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'; 'avramwagman@gmail.com'; 'rhammer@cabq.gov'

Subject: YOUR INTERVIEWS FOR THE EXECUTIVE DIRECTOR OF THE POLICE OVERSIGHT AGENCY-THERE IS ONLY ONE CHOICE-JAY ROWLAND WHO WILL SERVE YOU, THE PEOPLE AND THE GOOD POLICE OFFICERS

TO: The Honorable Police Oversight Board Members

Info to City Councilors and Bcc to others

After viewing your meeting on GOV-TV last night that included interviews of five candidates for the "Executive Director of POA, the following are some of my observations/questions:

1. I assume that since current interim Executive Director Ms. Hammer was not interviewed, she did not apply for this POA Executive Director position or being considered as a sixth candidate
2. The talk by attorney Alan Wagman was right on target saying essentially that this selection is critically important-that we don't need more of the same (translated-not another Robin Hammer)
3. This position never required that it be an attorney when Ms. Hammer was hired for the IRO job since an attorney is already assigned to the IRO-yet all were attorneys.
4. Who chose these five candidates who you interviewed and more importantly who decided that you had to send three of the five interviewed to the Council to pick one? Only one stood out!
5. You saw their resumes-something that should have also been posted on the website. One candidate-a former Colorado sheriff's deputy had conflicting-erroneous information on his resume
6. Two of the applicants were former law enforcement/police officers both of whom had beliefs like Ms. Hammer.

Your selection decision is easy.

The only candidate that stood head and shoulders above the other four was former IRO during 2002-2007 Jay Rowland.

Based on his demonstrated knowledge of this job and expected respect by both the many APD honest police officers and the people, only Jay should be nominated to the City Council.

The only other even remotely credible candidate of the other four interviewed was Edna Sprague.

After Edna has the opportunity to review all of the GOV-TV interviews today, she too would likely believe that Jay would be the right choice.

Regards

Silvio

For WE THE PEOPLE

P.S.

Jay would also be a great Mayor if he ever chose to run.

[REDACTED]

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Friday, August 14, 2015 8:42 AM
To: cfoster643
Cc: POB; Mark T. Baker
Subject: Re: Greetings

Public records requests need to be made to the CABQ. In this case, the City HR Department may be the custodian of those particular records. This group of volunteers cannot directly provide any of the documents you've requested. Thanks. -Beth

Beth A. Mohr
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.

cfoster643 <cfoster643@gmail.com> wrote:

Please provide resumes of executive director candidates

Sent from my T-Mobile 4G LTE Device

[REDACTED]

From: Jonathan Locke [jonathan.locke@gmail.com]
Sent: Sunday, August 30, 2015 2:05 PM
To: David Ring
Cc: POB IPRA
Subject: Re: Highway Patrolling

For what it's worth I've seen two more episodes of driving to endanger since my last email. I was just passed on the right in an exit only lane by a car going probably twice my speed of 65 mph. Extremely dangerous.

Sent from my iPhone

> On Jun 25, 2015, at 6:25 PM, Dave Ring <dzt3@juno.com> wrote:
>
> Thanks for your input! -- Dave Ring
>
>
> _____
> Fast, Secure, NetZero 4G Mobile Broadband. Try it.
> <http://www.netzero.net/?refcd=NZINTISP0512T4GOUT2>

[REDACTED]

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Thursday, August 13, 2015 12:22 PM
To: Joanne Fine
Subject: RE: Joanne-Who is the District 8 appointee to the POB? Thanks.

Thanks

From: Joanne Fine [mailto:joannefine413@gmail.com]
Sent: Thursday, August 13, 2015 11:57 AM
To: Silvio Dell'Angela
Subject: Re: Joanne-Who is the District 8 appointee to the POB? Thanks.

Sir, it is not by districts, to my knowledge. One of the changes that was made by the Council with this Ordinance was that members would be chosen by diverse skill set, rather than by District. I am sure Council Staff could give you more details.

Joanne Fine

[I am a volunteer working on the ABQ Police Oversight Board. I welcome all messages about our work. Those that include obscenities or lack civility will not be read. Thank you.]

On Aug 13, 2015 11:38 AM, "Silvio Dell'Angela" <Dellansi@comcast.net> wrote:

[REDACTED]

From: Jeannette Baca [jvbaca.pob@gmail.com]
Sent: Wednesday, August 19, 2015 2:53 PM
To: Traci Quinn
Cc: POB
Subject: Re: Meeting regarding upcoming exhibition at UNM Art Museum

Hi Traci,

My name is Jeannette Baca, I am a member of the Police Oversight Board (POB) and Chair of the Outreach Subcommittee. The exhibition sounds very interesting and timely; I would be happy to meet with you and discuss the role of the Police Oversight Board. I'm sure you have contacted Celina Espinosa, she is the outreach person for APD. You can reply to this email or call me at 505-573-1439.

Regards,
Jeannette

On Wed, Aug 19, 2015 at 2:47 PM, Traci Quinn <tmquinn@unm.edu> wrote:

Hello -

I am writing to you because I have been in discussion with community members and organizations regarding an upcoming exhibition that at the UNM Art Museum "Necessary Force: Art in the Police State" (see description below). I am organizing educational programming that will invite a diverse range of topics to be discussed and we would like to include a voice that represents how local law enforcement is working with the ABQ community. Is there anybody that I can meet with regarding this? I want to explain the exhibition in further detail and also talk about programming.

The bridge between the community and law enforcement is an important one - and I feel like the work you are doing is crucial to building solutions.

<http://unmartmuseum.org/upcoming-exhibitions/necessary-force-art-in-the-police-state/>

Thanks for considering this!

Traci Quinn

Curator of Education and Public Programs

University of New Mexico Art Museum

505.277.4010

tmquinn@unm.edu

[REDACTED]

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Tuesday, August 11, 2015 9:11 AM
To: Beth Mohr; POB; Hernandez, Jessica M.; Mark T. Baker; Hults, Samantha M.
Subject: RE: Please register CPOA Staff for NACOLE at once

Dear Ms. Mohr:

Thank you for your email on Friday requesting that I register the CPOA Staff for the National Association of Civilian Oversight (NACOLE) Conference in Riverside, California from October 4 to 8, 2015. Before I address the specific allegations, I want to note my disappointment about the personal, non-business like nature of this and other recent correspondence.

Besides the incorrect nature of your allegations, the tone and broad dissemination of your email is difficult to comprehend. Why would you not call me or send a civil email first before sending it to the entire Police Oversight Board, the City Attorney, an Assistant City Attorney, the CPOA's contract attorney, and all members of the CPOA staff? Earlier on Friday morning, I was engaged in a business-like email dialog with Chair Waites and contract attorney Mr. Baker about this issue, trying to resolve the matter in the way that professionals solve problems. I'll address this point further, but to get to the issues:

You make several wrong accusations in your email, including the lack of need for me to consider the CPOA budget in making decisions about training the necessity of sending 16 members of the CPOA staff and Police Oversight Board to the NACOLE Conference; and my getting DOJ-approval for CPOA investigators to attend the NACOLE Conference.

A. Considerations Prior to Sending the CPOA Investigative Staff to NACOLE Conference

Prior to agreeing to send the four CPOA Investigators to the NACOLE Conference, I was awaiting approval from the DOJ Monitoring team, from either my earlier inquiries, or from the July 24, 2015 email you sent Assistant United States Attorney Elizabeth Martinez and Dr. Ginger and copied me on. I have not received any emails from you, DOJ staff or Dr. Ginger indicating whether your request has been approved.

The Department of Justice (DOJ) Settlement Agreement/Consent Decree mandates that the Investigators receive 40 hours of training by November 2015. (DOJ Settlement Agreement at ¶200). I have been told by several members of APD staff and the DOJ Monitoring team that the Federal Monitor or a team must approve those classes in advance.

When the DOJ Settlement Agreement was adopted in April 2015, I asked all members of the CPOA Investigative Staff for their suggestions regarding training that would help with them with becoming better investigators. Assistant Lead Investigator Skotchdopole suggested the Reid School course on Interviewing, a section of which will be held in Albuquerque. Investigator Diane McDermott suggested a four and a half-day training on conducting proper and effective administrative investigations, put on by the Daigle Law Group, and held in Connecticut. I believe that the current training budget would not permit the four CPOA Investigators to attend these two trainings and the NACOLE Conference. Perhaps with an abundance of caution, I have been seeking confirmation from the DOJ Monitor about which trainings they would approve as to the Court-ordered training.

Before receiving your email on Friday, August 7, earlier that morning POB Chair Leonard Waites, attorney Mark Baker and I were engaged in a discussion regarding the status of the CPOA Investigative staff attending the NACOLE Conference. In my reply to Mr. Baker's inquiry, I noted that there was a finite budget for training

and that I was waiting for approval from the DOJ from either your inquiry to Ms. Martinez and Dr. Ginger and/or my separate inquiries to the DOJ Monitoring team. Before spending the training budget on an expensive out-of-state conference, I wanted to confirm compliance with the Settlement Agreement requirements. I am concerned that we may run out of budget before required training is complete. I also indicated to Mr. Baker and Mr. Waites on Friday that I would be emailing Dan Giaquinto, the DOJ Monitoring Team member responsible for oversight of the CPOA, that same day to request he expedite the Monitoring Team's response to your email on the training issue. Immediately after receiving my email, Mr. Baker e-mailed Mr. Giaquinto, requesting the training approval, and copied me.

Monday morning Mr. Giaquinto emailed Mr. Baker, copying me, clarifying the Monitoring Team's position regarding training:

[The] CPOA does not need approval of monitoring team before sending investigators or other staff to training. What is necessary is that the training requirements of settlement agreement/consent decree as applied to CPOA be met by this or other training. To the extent possible if CPOA can send us information on the training up front for our review that would make your decision whether to engage in such training easier, but again we will not technically approve/disapprove of training. Conceivably CPOA can be involved in training that may not meet requirements of decree but would still be beneficial, and therefore that is a CPOA decision. We will scrutinize CPOA training efforts and related information in order to gauge compliance with applicable paragraphs of decree. I'm generally in office all this week except Friday if you wish to discuss.

Mr. Giaquinto seems to be stating that the CPOA Investigators may attend as many training sessions as the City is able and willing to send them to, and the Monitoring Team will let us know at some future date whether the training complies with the requirements of the Settlement Agreement. Because funds are finite, it important to select training that would qualify under the Settlement Agreement.

Regarding my concerns for the CPOA budget, there remains only \$1,000 of the \$23,000 increase in the training budget for CPOA personnel to attend the NACOLE conference. Eight Police Oversight Board (POB) members are set to attend the NACOLE Conference, at an average cost of approximately \$2,000 each, for a total cost to the City of about \$16,000. After they are hired, sending the Executive Director, Analyst and Outreach Coordinator to the NACOLE Conference will add another \$6,000 to these costs, depending on when their airfare is purchased. While I have yet to receive confirmation for the total training budget from the City Department of Finance and Administration, if as you say City Council added \$23,000 to the training budget for the NACOLE conference costs, \$22,000 has been ear-marked for non-investigative staff and POB Members' travel costs.

It is my belief that it was not essential for the investigators to attend this year's NACOLE conference to assist with next years' conference preparation. Three of the four CPOA Investigators have previously attended the NACOLE Conference and have gone to many other conferences. If the CPOA Investigators missed this year's conference, it would not greatly impede their ability to assist in planning next year's conference. Right now 11 members of the CPOA are slated to attend the conference and certainly could provide 11 person's input into next year's conference.

As you know, some members of the Investigative Staff are not current with their investigative caseload. You have indicated that is another of your concerns. These investigators may not have time to assist with the planning of next year's NACOLE Conference if they ever hope to get current with their caseloads. My guess is that the Executive Director, Analyst and Outreach Coordinator, along with assistance from POB Members will be primarily responsible for the planning and execution of the NACOLE Conference.

I spoke with Chair Waites on Monday, explaining my concerns about sending the Investigative staff to the NACOLE Conference. Chair Waites acknowledged my concerns and stated that he would be willing to take the risk of not having funds in the current budget for future training and gamble on whether the DOJ Monitors would approve the conference. After speaking with Chair Waites, I agreed to begin the process with the City to send the CPOA Administrative Staff to the NACOLE Conference.

B. Communications and Effects on Management

As noted above, your email, like so many of your written communications to me, seems to have been written in anger, accusing me of not doing my job, and implying I am dishonest. And like many of your written communications, you appear to broadcast your derogatory comments to as many people as possible. Your attacks seem personal and go far beyond normal professional behavior. I don't understand why this is the way you choose to communicate with and about me.

Sending such messages to my staff has become especially problematic. You and some other Board members have communicated directly with them, and have hindered, if not totally undercut, my efforts to manage and supervise. You have helped create an environment which directly or indirectly tells staff any time they don't like a job assignment or something else about office management, they can go to you or another Board member. As an added incentive, they may even get copied on an insulting email to me like the one you sent Friday.

I am sure most Board members understand organizations and modern management practices and would never interfere with the day-to-day management of an office like that now going on at the Agency. That's why it is so bewildering that the Board lets some members meet privately with my staff, and give out work assignments without my knowledge, involvement or approval. Much of this activity is contrary to City personnel and Police Oversight ordinances. Once Board members started acting this way, quite quickly the office developed into an unproductive and hostile place to work.

You have engaged in other behavior to undercut me. You wrote a lengthy letter accusing me of possible crimes, bad motives, incompetence and threatening--again--to fire me. You sent it to Board Members, City employees, lawyers, DOJ attorneys, etc. I have also been made aware of other statements you have made publically attacking my integrity and work product, including speaking to on-duty police officers at a police briefing.

I think the aggressive letter of reprimand which was given to me with the 30-day deadline to complete all pending cases is an example of all these concerns. The tone is harsh, the criticism unfounded, and the remedy unrealistic – particularly in light of the message you and others have given to my staff. You have an idea what can and cannot be accomplished within 30 days, and you know that I would not be able to complete the task no matter how hard I tried. There was no legitimate basis for the completely arbitrary deadline.

You can see the effort I made to get the staff to meet your demands, and you can see the work that has been accomplished – at least by most. There is, however, no way the unreasonable and unrealistic deadline could be met.

I think this demand, along with all the other actions I've set out in this email, unfortunately just demonstrate the lack of good faith in your dealings with me. I assume you will try to use my not meeting this deadline as reason to take some further disciplinary action, perhaps even termination, but I assume somebody must see this effort for what it really is - pretext for the retaliatory actions you are taking against me.

Your actions and those of a few others reinforce my belief that my reporting violations of the Open Meetings Act law (which I was required to report under the City's Inspector General ordinance) and raising other

concerns have caused an overwhelming retaliation - not just the illegitimate and unjustified reprimand, and the decision not to renew my contract, but also the hostile work environment those actions have created.

I realize these problems soon will be in my past, but this is the bed you are making for my successor. No manager can succeed in the current environment the Board is creating. I further hope the Board will take a look at the its failing management model and reform itself before the new Executive Director arrives.

Despite this, I am trying my absolute best to do a good job for the CPOA, the City and the community during my last weeks of work. I would appreciate it greatly if you could refrain from the heated rhetoric and continuing harassment so I may lead the administrative office until my departure.

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

Sent: Friday, August 07, 2015 11:48 AM

To: Hammer, Robin; POB; Hernandez, Jessica M.; Mark T. Baker; Hults, Samantha M.; Skotchdopole, Paul A.; O'Neil, Erin; McDermott, Diane L.; Davidson, Christopher; Contreras, Michelle

Subject: Please register CPOA Staff for NACOLE at once

Ms. Hammer -

In the POB Personnel Subcommittee meeting, a recorded public meeting, we previously directed you to register the CPOA Staff for NACOLE. As I stated at that time, the reasons were two-fold, one was for staff training, the other and more important reason is because NACOLE will be coming to Albuquerque next year for their annual conference; the City and the CPOA will be hosting that event.

At that time, you stated on the record that you were only waiting for the DOJ to approve the training. I wrote the DOJ and requested that approval; it is my understanding that such approval was given, yet completely unnecessary.

Because NACOLE will be coming to Albuquerque in 2016, it is important that the permanent staff of the CPOA have developed relationships with NACOLE staff in order to be good hosts, as well as being adequately prepared to host the 2016 meeting. The City of Albuquerque has been trying to bring the NACOLE Conference to Albuquerque for 12 years now, and it is important that we be good hosts. It simply looks bad to have the entire CPOA agency staff shun the annual meeting the year prior to being hosts. This is a City of Albuquerque matter, having nothing to do with the DOJ.

Despite all this, which you had previously been told, and despite being directed yet again to register the staff, you failed to follow this direction. Your newest set of excuses include the previous excuse about the DOJ, as

well as some notion that you have allegedly found some superior training for staff in Connecticut, along with your supposed concern for budgetary limitations.

There is more than adequate budget set aside for POB and staff training. Training budget existed in the original CPOA budget and issues papers, and City Council added another \$23,000, at my request, specifically earmarked for NACOLE training. I am unaware that ANY of that budget has been expended; it should therefore be more than adequate for all the staff to attend NACOLE this year, in addition to any other training that the new Executive Director deems appropriate. If the POB needs to request additional funding from Council later during the 2016 fiscal year, the POB will address that as needed; that is a matter with which you need not concern yourself.

Unfortunately, because you failed to register staff at the time directed, the CPOA therefore missed both the "early bird registration deadline", and the "early member registration" deadline of July 31 for the CPOA staff; as a result of your actions the City will have to bear the additional cost of full-priced registration. That would have been a substantial savings for the City, instead that opportunity has been lost.

Neither your alleged concern for the quality of the staff's training, nor the DOJ's permission, nor your supposed budgetary concerns address the reason that it is so important for the CPOA staff to attend this year's NACOLE conference, which is that they will be the City's full-time permanent staff as the Agency hosts the 2016 NACOLE Conference.

Kindly register the CPOA staff for the NACOLE Conference at once, and report to the entire POB that you have complied with this direction prior to or at our meeting on Thursday, August 13th.

Thank-you for your cooperation.

Beth A. Mohr, Volunteer
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.

[REDACTED]

From: Edward Harness [ed_harness@live.com]
Sent: Wednesday, August 05, 2015 1:29 PM
To: Beth Mohr
Cc: POB; Hults, Samantha M.; Mark T. Baker; Zaman, Jon K.; Moya, Julian N
Subject: Re: POB Ranks Executive Director Candidates - Names sent to City Council

Beth: Thank you for the great news. I will anxiously await the council's decision. I should be available no later than 30 days after the council decision.

Ed Harness
Sent from my iPhone
414-647-2222 Office

On Aug 4, 2015, at 8:55 PM, Beth Mohr <cabq.pob.mohr@gmail.com> wrote:

Dear Candidates: (BCC'd on this email)

Today the Police Oversight Board held a special meeting and ranked our top three Executive Director candidates to sent to Council. The POB is acutely aware that our selection for Executive Director will have an impact on this community for years to come. Therefore, with much deliberation, we selected the following candidates to forward to Council for their ultimate selection:

1. Edward Harness
2. Jay Rowland
3. Edna Sprague

The POB extends a sincere thanks to all of the candidates. Every candidate was given consideration, and our selections were as the result of several hours of thoughtful discussion and deliberations.

City Council is free to selected any one of these names, without regard to our ranking of them, and offer that person the position. If Council's first choice does not accept the position, they may offer to a second choice; if their second choice does not accept the position they are obligated to ask us to start the search over again. We have no idea what action Council will take; it is difficult to predict the actions of those over whom we have no control.

We expect that Council will take up this matter for a vote at their August 17th meeting. I'm not exactly sure how you will be contacted about their choice, but presumably someone from Council staff will take care of that detail.

In the mean time, if each of the top three candidates would kindly let me know how soon you could start if you are selected, that would help the POB with our short-term planning.

If any of you would like to discuss this matter with me, please feel free to call me at 505-450-2818.

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

The greatest obstacle to discovery is not ignorance - it is the illusion of knowledge.
~ Daniel Boorstin

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Please be thoughtful forwarding or replying to this email.

[REDACTED]

From: Edward Harness [ed_harness@live.com]
Sent: Monday, August 10, 2015 5:51 PM
To: Beth Mohr
Cc: POB; Hults, Samantha M.; Mark T. Baker; Zaman, Jon K.; Moya, Julian N
Subject: Re: POB Ranks Executive Director Candidates - Names sent to City Council

Good Evening: What information will the council receive to help them with its decision? Should I reach out to the council to introduce myself?

Ed Harness
Sent from my iPhone
414-647-2222 Office

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Tuesday, August 11, 2015 5:11 PM
To: Hammer, Robin
Cc: Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Bullock, Nicholas; Mark T. Baker; Contreras, Michelle; Davidson, Christopher; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Re: Police and Procedure Subcommittee Meeting Scheduled for Thursday, August 13, 2015 at 2 pm

All: With apologies, client obligations preclude my attendance at this subcommittee meeting. Over the next few weeks I am working out-of-state and in remote locations that limit my availability for days at a time, even by email or cellular phone. Please be assured that if I do not respond to your email or call, I will do so at my earliest convenience. Thanks for your understanding. -B

Beth A. Mohr, Volunteer
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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On Mon, Aug 10, 2015 at 1:41 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

Policy and Procedure Subcommittee Chair Susanne Brown has scheduled their next meeting for Thursday, August 13, 2015 at 2pm to be held in the City Council Chambers. Attached is the posted Agenda and a draft version of APD SOP 3-45, which will be discussed.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

[REDACTED]

From: Jeannette Baca [jvbaca.pob@gmail.com]
Sent: Tuesday, August 18, 2015 5:20 PM
To: Susanne Brown
Cc: Moira Amado-McCoy; Leonard Waites; Mark Baker; Beth Mohr; Scott S. Wilson; POB; O'Neil, Erin; McDermott, Diane L.; Skotchdopole, Paul A.; Davidson, Christopher
Subject: Re: Policies subcommittee

On Wednesday, August 5, 2015, Susanne Brown <sbrownpob@gmail.com> wrote:

Good morning,

I've just read your e-mail, Moira, and will miss your clarity on the policy committee but do agree that with all the work you have with the Case Review Committee, that policy is yet another huge responsibility. Thank you for coming to our first meeting and we'll look forward to issues your committee feel need to go into policies.
sue

On Tue, Aug 4, 2015 at 8:10 AM, Moira Amado-McCoy <amadomccoy.pob@gmail.com> wrote:

Dear Sue and Leonard --

After giving this some good thought, and in consideration of my other responsibilities as a member of the POB, I am writing to let you know I have decided it best to resign my position on the Policies and Procedures subcommittee this year, effective immediately.

As you and I have observed in discussions over the past month, Policies and Procedures is currently one member larger than other subcommittees. Given this fact, plus the observation I've articulated in several forums, and with which I know you agree--that the other subcommittees should be continually feeding into Policies and Procedures as a matter of course--I resign this committee knowing that the work is well covered and that we will be working closely on these tasks in any case. I do believe that my particular strengths and expertise are probably best suited for, and therefore best focused, on the committee I already chair, Case Review.

Thank you, Sue, for the work you've already accomplished to get this committee off the ground, and in advance, for the excellent work that I know will emerge from this committee as we move along. I look forward to working in close collaboration with you over the coming year.

Best,

Moira

[REDACTED]

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Sent: Tuesday, August 18, 2015 5:20 PM
To: Susanne Brown
Cc: Moira Amado-McCoy; Leonard Waites; Mark Baker; Beth Mohr; Scott S. Wilson; POB; O'Neil, Erin; McDermott, Diane L.; Skotchdopole, Paul A.; Davidson, Christopher
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Best,

Moira

[REDACTED]

From: Leonard Waites [phamason.lw@gmail.com]
Sent: Wednesday, August 26, 2015 3:04 PM
To: Joanne Fine
Subject: Re: pre-work for Sept 3rd training

I am not at a computer right now. When I figure out the problem I will contact you

On Aug 26, 2015 2:42 PM, "Joanne Fine" <joannefine413@gmail.com> wrote:
The links on page two of the first document are not working.

On Tue, Aug 25, 2015 at 7:24 AM, Leonard Waites <phamason.lw@gmail.com> wrote:

All, attached are pre-work/information that needs to be looked at prior to our training.
Leonard

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

From: "Moirra Amado-McCoy" <amadomccoy.pob@gmail.com>
Date: Aug 24, 2015 10:55 PM
Subject: pre-work for Sept 3rd training
To: "Mark Baker" <mbaker@peiferlaw.com>, "Leonard Waites" <phamason.lw@gmail.com>, "Leonard Waites, (leonard.waites@yahoo.com)" <leonard.waites@yahoo.com>
Cc:

Hi, Leonard.

Here are the two documents Ms. Ngoran has provided as pre-work for our Sept. 3rd training. Will you please make sure all board members receive these documents..She has asked that the appropriate pieces ("inventory") be returned to her by 8/29.

Thank you. I'm excited about the work here; I think it will be a useful and meaningful part of our continuing work together. We'll certainly have the potential to be a very well-oiled machine when all is said and done!

Best,

Moirra

--

Joanne Fine
Police Oversight Board Member

[REDACTED]

From: Ilse Biel [ilsebiel@icloud.com]
Sent: Wednesday, August 19, 2015 9:18 PM
To: Silvio Dell'Angela
Cc: Susan Schuurman; Vargas, Dinah; steve kramer; pmrinc@mac.com; Eden, Gorden; Elizabeth martinez; Damon Martinez; Vanita.Gupta@usdoj.gov; Board of Regents' Office; kbrandenburg@da2nd.state.nm.us; Mayor Berry; Hernandez, Jessica M.; stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Ray; Joline Gutierrez Krueger; POB
Subject: Re: Secret meeting at Peace and Justice Center Friday-why no publicity? Sham outreach collaboratives, a \$15K UNM rip-off of taxpayers run by City and UNM. Your secrecy.

Silvio, I contacted Mr Rickman and got this community meeting together. I, therefore, accept responsibility for the fact that the publicity was not concluded in the manner you expected. I will explain further in my following message to you personally as this particular meeting was never envisaged to involve most of the people on this distribution list. I'll write to you personally now.

Go well
Ilse Biel

On 19 Aug 2015, at 19:30, Susan Schuurman <susanjschuurman@gmail.com> wrote:

it's possible the organizers have not had time to put out a press release yet.

in terms of agenda, you'll have to ask the organizers, but my impression was that it was an informal gathering intended to give members of the community a chance to ask questions of the community relations member of the monitoring team.

i did announce it on KUNM today. on Grassroots New Mexico.... and it's on the peace center website calendar.

how did you hear about it, sylvio?
thanks
sue

On Wed, Aug 19, 2015 at 7:11 PM, Silvio Dell'Angela <Dellansi@comcast.net> wrote:

Thanks Susan

It may have not been secret to some but I saw nothing about it on TV or Journal-the reason for my e-mail to James Ginger. He may be a good guy but he knowingly is powerless under the agreement but he got his \$4.5 million. Like these bogus \$15K UNM run collaboratives, is this just more of the same City directed PR scams to pretend they really care what we say about APD?

I would have thought that the P&J folks would have put something out on it with those of us to the stop violence in abq address list.. What is Friday's agenda? Just an update by Ginger and Rickman or more?

Nothing has really changed for the better in APD since James Ginger and his fellow former cops in PMR Inc were hired and Greenwood rehired. APD still shoots people and don't release recordings. Now they are in an outrage that both Sandy and Perez were charged with murder. The smug two killers thought the judge would be intimidated-wouldn't have the guts to charge them.

Hope media picks up on P&J meeting Friday. Who is Steve Rickman? Who is this "someone" who asked Rickman to come? More divide and conquer tactics?

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Silvio

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<image005.jpg><image007.jpg>

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

From: **Susan Schuurman** <susanjschuurman@gmail.com>

Date: Wed, Aug 19, 2015 at 6:13 PM

Subject: Re: Secret meeting at Peace and Justice Center Friday-why no publicity? Sham collaboratives, a \$15K rip-off of taxpayers run by City and UNM. Your secrecy.

To: Silvio Dell'Angela <Dellansi@comcast.net>

Cc: pmrinc@mac.com, stop_police_violence_in_abq-request@lists.riseup.net, Elizabeth Martinez <Elizabeth.Martinez@usdoj.gov>, Damon Martinez <damon.martinez@usdoj.gov>, Vanita.Gupta@usdoj.gov, "Duran, Roberta M." <RDuran@cabq.gov>, kbrandenburg@da2nd.state.nm.us, "Eden, Gorden" <geden7@cabq.gov>

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TO: James Ginger-PMR Inc.

Info to councilors and others shown and not shown

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For WE THE PEOPLE

<image001.jpg><image002.jpg>

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

[REDACTED]

From: Susan Schuurman [susanjschuurman@gmail.com]
Sent: Wednesday, August 19, 2015 7:31 PM
To: Silvio Dell'Angela
Cc: Ilse biel; Vargas, Dinah; Steve Kramer; pmrinc@mac.com; Eden, Gorden; Elizabeth Martinez; Damon Martinez; Vanita.Gupta@usdoj.gov; Board of Regents' Office; kbrandenburg@da2nd.state.nm.us; Mayor Berry; Hernandez, Jessica M.; stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Rey; Joline Gutierrez Krueger; POB
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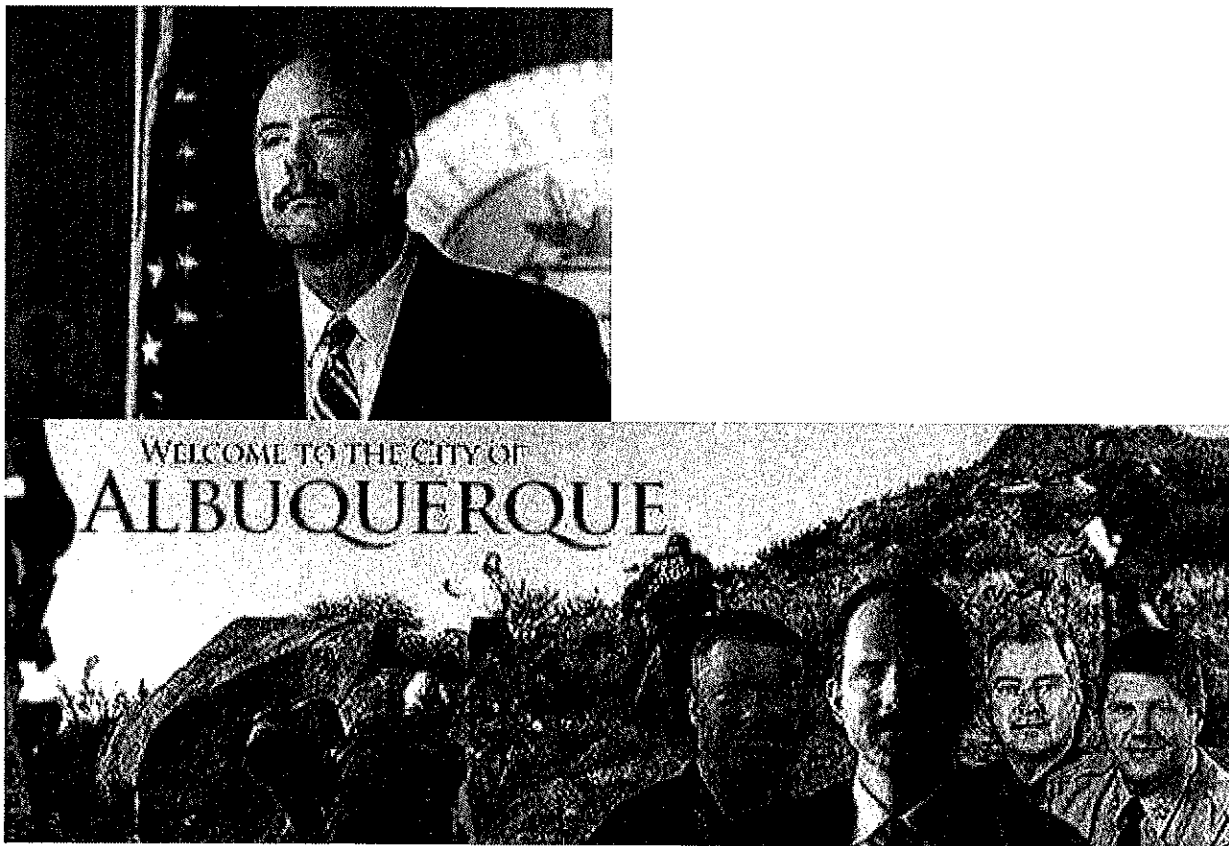
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THE MOST CORRUPT ADMINISTRATION AND DANGEROUS POLICE FORCE IN THIS CITY'S HISTORY

[REDACTED]

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Sent: Wednesday, August 19, 2015 7:12 PM
To: 'Susan Schuurman'; 'ilse biel'; Vargas, Dinah; 'Steve Kramer'; pmrinc@mac.com; Eden, Gordon; 'Elizabeth Martinez'; 'Damon Martinez'; Vanita.Gupta@usdoj.gov; 'Board of Regents' Office'; kbrandenburg@da2nd.state.nm.us; Mayor Berry; Hernandez, Jessica M.
Cc: stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Rey; 'Joline Gutierrez Krueger'; POB
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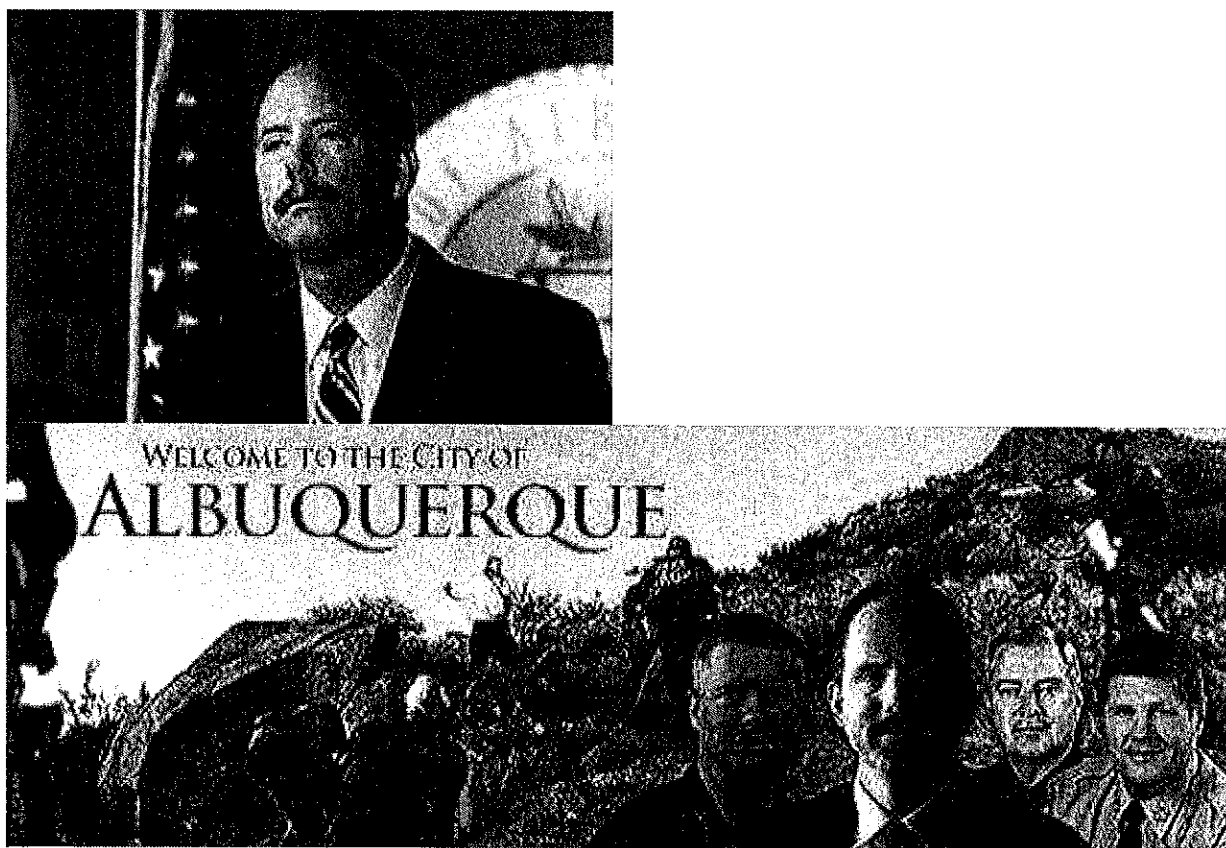
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From: Ilse Biel [ilsebiel@icloud.com]
Sent: Wednesday, August 19, 2015 9:24 PM
To: Silvio Dell'Angela
Cc: Vargas, Dinah; Steve Kramer; pmrinc@mac.com; Eden, Gorden; Elizabeth Martinez; Damon Martinez; Vanita.Gupta@usdoj.gov; Board of Regents' Office; kbrandenburg@da2nd.state.nm.us; Mayor Berry; Hernandez, Jessica M.; stop_police_violence_in_abq-request@lists.riseup.net; Garduno, Rey; Joline Gutierrez Krueger; POB; Susan Schuurman
Subject: Re: Secret meeting at Peace and Justice Center Friday-why no publicity? Sham outreach collaboratives, a \$15K UNM rip-off of taxpayers run by City and UNM. Your secrecy.

Silvio, I contacted Mr Rickman and got this community meeting together. I, therefore, accept responsibility for the fact that the publicity was not concluded in the manner you expected. I will explain further in my following message to you personally as this particular meeting was never envisaged to involve most of the people on this distribution list. I'll write to you personally now. Go well. Ilse Biel

Sent from my iPhone

On Aug 19, 2015, at 19:30, Susan Schuurman <susanjschuurman@gmail.com> wrote:

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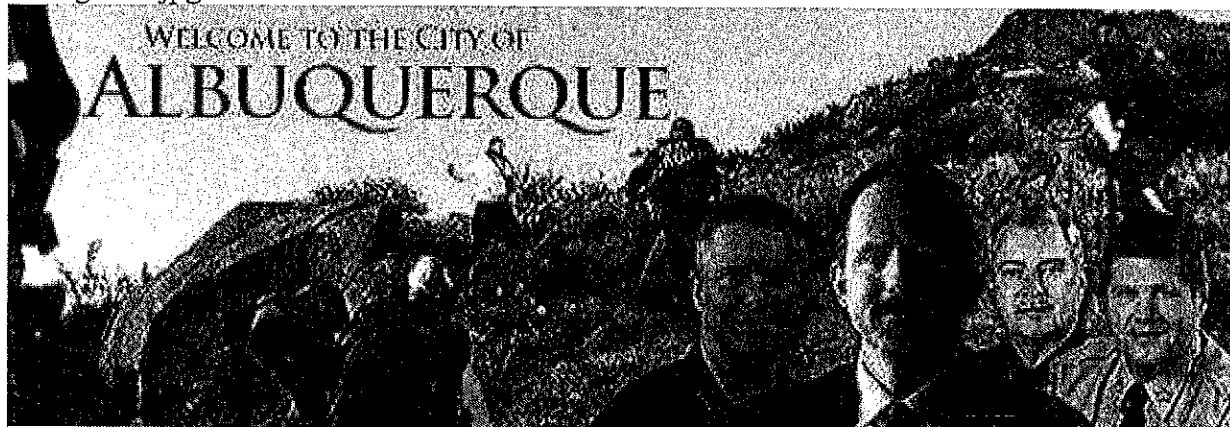
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<image001.jpg>



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[REDACTED]

From: Zaman, Jon K. [jzaman@cabq.gov]
Sent: Monday, August 17, 2015 10:46 AM
To: Beth Mohr; Moya, Julian N
Cc: POB; Mark T. Baker; Melendrez, Chris P.
Subject: RE: Selection of Executive Director of CPOA

Dear Ms. Mohr,

Thanks for your email. I can understand the Board's frustration regarding the timing of the selection of the Executive Director - it does seem as though it has taken a long time to get to this point. The Council is aware of, and certainly appreciates the dedicated efforts of the POB in reviewing and recommending candidates for the Director position.

The City Council would have received the Board's recommendations for the Director at its August 3rd meeting, but the recommendation was not transmitted to the City Council until August 10th. Thus, the Council could not have taken up this issue on August 3rd. When the Council received the Board's recommendations, Council President Garduño initially gave permission for the recommendations to be placed on the Council agenda for "immediate action" on August 17th, and that was communicated to Mark Baker as well as to some members of the Board.

Since then, however, based on comments from multiple City Councilors, President Garduño has determined that the Council needs additional time to review the recommendations of the Board and an opportunity to meet with the candidates personally. An additional three weeks of consideration at the end of a five-month process is not excessive, and the additional time is a reflection of how important the Council feels this appointment is.

Council staff has informed all the candidates of the President's decision, and they all expressed a desire to attend the September 9th Council meeting. Indeed, I'm told that they all have already made travel arrangements to do so, so that they can discuss their candidacies with the Council.

As far as an "agreement" that the Council would respect the Board's first choice and select that candidate for the position, you know that deliberative public bodies such as the Police Oversight Board and the City Council do not make decisions such as that outside of a public meeting. And they certainly do not make, *nor should they be expected to make*, tacit agreements regarding public decisions.

The Police Oversight Ordinance provides for the POB to "review the applications and interview candidates, and submit to the City Council a ranked list of the three candidates that it finds to be the best qualified to be the Director" and for the City Council to "appoint the Director *from the three* by majority vote." {Emphasis added}. Of course, the City Council will give great credence to the ranking of the Board and to the opinion of the Board regarding the candidate that it finds to be the best qualified to be the Director. Ultimately, though, the Council will make its choice in an open meeting after deliberation and discussion.

Jon K. Zaman
Director of Council Services
505-554-9900

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Monday, August 17, 2015 10:20 AM
To: Moya, Julian N
Cc: POB; Mark T. Baker; Zaman, Jon K.; Melendrez, Chris P.
Subject: Re: Selection of Executive Director of CPOA

Julian, I trust you have forwarded all of the POB members' emails to Council. They need to understand how disgusted members are and also the risk for losing the entire Board if they fail to select someone today. -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

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.

"Moya, Julian N" <julianmoya@cabq.gov> wrote:

Police Oversight Board Members,

City Council President Rey Garduño has decided to introduce OC-15-25, Selection of the Executive Director of the Civilian Police Oversight Agency, at the City Council meeting on Monday, August 17th and hold it over to the following City Council meeting on September 9th for Final Action.

President Garduño understands the urgency in filling this position, but wants to ensure that the Council has adequate time for each Councilor to review each candidate's material and possibly meet with them. Councilor Garduño also wants to allot enough time for the candidates to arrange their schedules to attend the City Council meeting and be available to answer any questions from City Councilors.

President Garduño appreciates the diligent work of the Police Oversight Board on this issue and he understands the importance of the position, however, he also wants to ensure the Council makes the right decision in order to continue to move civilian oversight in Albuquerque in the right direction.

Thank you,

Julian Moya

Policy Analyst

City Council President Rey Garduño


District 6

Office: (505) 768-3152

Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>


From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Monday, August 17, 2015 10:20 AM
To: Moya, Julian N
Cc: POB; Mark T. Baker; Zaman, Jon K.; Melendrez, Chris P.
Subject: Re: Selection of Executive Director of CPOA

Julian, I trust you have forwarded all of the POB members' emails to Council. They need to understand how disgusted members are and also the risk for losing the entire Board if they fail to select someone today. -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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Thank you,

Julian Moya

Policy Analyst

City Council President Rey Garduño

District 6

Office: (505) 768-3152

Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: Jeannette Baca [jvbaca.pob@gmail.com]
Sent: Sunday, August 16, 2015 8:32 PM
To: Moira Amado-McCoy
Cc: Moya, Julian N; POB; mbaker@peiferlaw.com; Zaman, Jon K.; Melendrez, Chris P.
Subject: Re: Selection of Executive Director of CPOA

I am terribly disappointed by the delay recommended by City Council President Rey Garduno to act on the CPOA Executive Director position. As a member of POB, I feel as if we have been in a "holding pattern" for months; despite the numerous hours of service we have provided the citizens of Albuquerque.

As chair of the POB Outreach Subcommittee, be advised that we are in the process of hiring a Community Engagement Specialist [as required by the consent agreement]. Because the Executive Director is required to hire the Community Engagement Specialist, filling this position will also be delayed. The advertised position closed on July 13th. I'm concerned that, as with the Executive Director position, the most qualified candidates may withdraw (or possibly have withdrawn) due to the excessive delay.

I respectfully ask President Garduno to reconsider his decision and lift this "holding pattern" by acting on the Executive Director position tomorrow so we can move forward as a Board.

Thank you in advance for your consideration.

Regards,
Jeannette Baca, Ed.D., LPC

█

On Sat, Aug 15, 2015 at 3:07 PM, Moira Amado-McCoy <amadomccoy.pob@gmail.com> wrote:
"the right decision in order to continue to move civilian oversight in Albuquerque in the right direction." I thought we were seated as a board to do just that. So, the "right decision" here must be whether Council will trust the processes, judgement, and integrity of the POB?

This is the only relevant question such a move now raises to the level of public discussion. Very much looking forward to reviewing the language of OC-15-25, Julian; I trust it will address how bringing this (always latent) question into the formal public sphere works for the benefit of this community. It must be quite a compelling argument to risk so much.

Moira Amado-McCoy

On Fri, Aug 14, 2015 at 3:31 PM, Moya, Julian N <julianmoya@cabq.gov> wrote:

Police Oversight Board Members,

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President Garduño appreciates the diligent work of the Police Oversight Board on this issue and he understands the importance of the position, however, he also wants to ensure the Council makes the right decision in order to continue to move civilian oversight in Albuquerque in the right direction.

Thank you,

Julian Moya

Policy Analyst

City Council President Rey Garduño

District 6

Office: (505) 768-3152

Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: Moira Amado-McCoy [amadomccoy.pob@gmail.com]
Sent: Saturday, August 15, 2015 3:08 PM
To: Moya, Julian N
Cc: POB; mbaker@peiferlaw.com; Zaman, Jon K.; Melendrez, Chris P.
Subject: Re: Selection of Executive Director of CPOA

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Moira Amado-McCoy

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Thank you,

Julian Moya

Policy Analyst

City Council President Rey Garduño

District 6

Office: (505) 768-3152

Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]
Sent: Friday, August 14, 2015 8:17 PM
To: Zaman, Jon K.; Mark T. Baker; POB; Moya, Julian N
Subject: Re: Selection of Executive Director of CPOA

Julian, We were first told that Council would "absolutely" take this up on August 3rd. That promise was broken. Then we were told to just be patient and you all would handle this on the 17th. Again, those words meant nothing. Now we're told to wait again, meanwhile, we may lose our top candidate to another position. We have certainly lost additional momentum and time with these needless delays. The community has all but given up hope that we will be meaningful.

We were also told that Council would absolutely respect our first choice and want to select that person. Is that agreement meaningless as well?

I can't speak for the rest of the POB members, but I've invested over 300 hours of my time since being appointed, and have very little to show for my efforts. I'm extremely disappointed in Council's lack of support for our efforts.

For some time now, my email quote for the POB has been the following:

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

Please tell Council its time to do something. -B

Beth A. Mohr
Albuquerque Police Oversight Board

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President Garduño understands the urgency in filling this position, but wants to ensure that the Council has adequate time for each Councilor to review each candidate's material and possibly meet with them. Councilor

Garduño also wants to allot enough time for the candidates to arrange their schedules to attend the City Council meeting and be available to answer any questions from City Councilors.

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Thank you,

Julian Moya

Policy Analyst

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Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: joannefine413 [joannefine413@gmail.com]
Sent: Monday, August 17, 2015 11:25 AM
To: Zaman, Jon K.
Cc: Mark Baker; POB
Subject: RE: Selection of Executive Director of CPOA

Thank you for your thoughtful note. To be clear, we were told that though we had met extra times in July and had significantly shortened our time line so we could have the information available for Council review at their Aug 3rd meeting, that the Council would not be including our work product on their agenda until Aug 17th. So, to now hear otherwise is indeed frustrating, Sir.

There is not a single member of the POB who is not clear that the selection is the choice of the Council and that that selection is significantly important to the work we are all collectively committed to doing. We hope that our diligent efforts are valued by the Council as they make their final selection.

We all look forward to moving the needle on improving the relationship between the people of Albuquerque and the Albuquerque Police Department. Let's get going and avoid any future delays.

Sincerely,
Joanne Fine
POB

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Zaman, Jon K." <jzaman@cabq.gov>
Date: 08/17/2015 10:46 AM (GMT-07:00)
To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Moya, Julian N" <julianmoya@cabq.gov>
Cc: POB <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Melendrez, Chris P." <cmelendrez@cabq.gov>
Subject: RE: Selection of Executive Director of CPOA

Dear Ms. Mohr,

Thanks for your email. I can understand the Board's frustration regarding the timing of the selection of the Executive Director - it does seem as though it has taken a long time to get to this point. The Council is aware of, and certainly appreciates the dedicated efforts of the POB in reviewing and recommending candidates for the Director position.

The City Council would have received the Board's recommendations for the Director at its August 3rd meeting, but the recommendation was not transmitted to the City Council until August 10th. Thus, the Council could not have taken up this issue on August 3rd. When the Council received the Board's recommendations, Council President Garduño initially gave permission for the recommendations to be placed on the Council agenda for "immediate action" on August 17th, and that was communicated to Mark Baker as well as to some members of the Board.

Since then, however, based on comments from multiple City Councilors, President Garduño has determined that the Council needs additional time to review the recommendations of the Board and an opportunity to meet with the

candidates personally. An additional three weeks of consideration at the end of a five-month process is not excessive, and the additional time is a reflection of how important the Council feels this appointment is.

Council staff has informed all the candidates of the President's decision, and they all expressed a desire to attend the September 9th Council meeting. Indeed, I'm told that they all have already made travel arrangements to do so, so that they can discuss their candidacies with the Council.

As far as an "agreement" that the Council would respect the Board's first choice and select that candidate for the position, you know that deliberative public bodies such as the Police Oversight Board and the City Council do not make decisions such as that outside of a public meeting. And they certainly do not make, *nor should they be expected to make*, tacit agreements regarding public decisions.

The Police Oversight Ordinance provides for the POB to "review the applications and interview candidates, and submit to the City Council a ranked list of the three candidates that it finds to be the best qualified to be the Director" and for the City Council to "appoint the Director *from the three* by majority vote." {Emphasis added}. Of course, the City Council will give great credence to the ranking of the Board and to the opinion of the Board regarding the candidate that it finds to be the best qualified to be the Director. Ultimately, though, the Council will make its choice in an open meeting after deliberation and discussion.

Jon K. Zaman

Director of Council Services

505-554-9900

From: Beth A. Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Monday, August 17, 2015 10:20 AM
To: Moya, Julian N
Cc: POB; Mark T. Baker; Zaman, Jon K.; Melendrez, Chris P.
Subject: Re: Selection of Executive Director of CPOA

Julian, I trust you have forwarded all of the POB members' emails to Council. They need to understand how disgusted members are and also the risk for losing the entire Board if they fail to select someone today. -B

Beth A. Mohr

Albuquerque Police Oversight Board

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President Garduño appreciates the diligent work of the Police Oversight Board on this issue and he understands the importance of the position, however, he also wants to ensure the Council makes the right decision in order to continue to move civilian oversight in Albuquerque in the right direction.

Thank you,

Julian Moya

Policy Analyst

City Council President Rey Garduño

District 6

Office: (505) 768-3152

Cell: (505) 803-7056

julianmoya@cabq.gov

<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Monday, August 10, 2015 1:43 PM
To: Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Bullock, Nicholas; Mark T. Baker; Contreras, Michelle; Davidson, Christopher; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: RE: Thursday, August 13, 2015 Police Oversight Board Meeting-Cancelled

Please note the date of the cancelled POB meeting is Thursday, August 13, 2015, not today, 8/10/13.

Thanks,
Robin

Robin S. Hammer, Esq.

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

From: Hammer, Robin
Sent: Monday, August 10, 2015 1:37 PM
To: Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Bullock, Nicholas; Mark T. Baker; Contreras, Michelle; Davidson, Christopher; Hammer, Robin; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Thursday, August 13, 2015 Police Oversight Board Meeting-Cancelled

Police Oversight Board Chair Leonard Waites has cancelled this Thursday's Police Oversight Board Meeting, previously scheduled for August 10, 2015 at 4 pm. The next regularly scheduled Police Oversight Board meeting is Thursday, September 10, 2015 at 4 pm.

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>

[REDACTED]

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Thursday, August 20, 2015 1:44 PM
To: Joanne Fine
Subject: RE: Training on Ordinance and Settlement Agreement

Thank you. I'll note this in our records.
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: joannefine413 [<mailto:joannefine413@gmail.com>]
Sent: Thursday, August 20, 2015 11:17 AM
To: Hammer, Robin
Subject: Fwd: Training on Ordinance and Settlement Agreement

Finished Mark's training on the Ordinance and the Settlement Agreement. FYI.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Joanne Fine <joannefine413@gmail.com>
Date: 08/10/2015 11:58 PM (GMT-07:00)
To: Mark Baker <mbaker@peiferlaw.com>
Subject: Training on Ordinance and Settlement Agreement

I just finished your training which I missed while I was out of town. Thank you. It was very enlightening. I wonder if someone on your staff can send me the outline of the slides for my reference. No need to do anything fancy or expensive. I just want the slide content. A black and white handout version would be just fine. Or, just send me the file and I can print it.

Thank you so much.
Joanne

--

Joanne Fine
Police Oversight Board Member

From: Moya, Julian N [julianmoya@cabq.gov]
Sent: Friday, August 14, 2015 3:32 PM
To: POB
Cc: mbaker@peiferlaw.com; Zaman, Jon K.; Melendrez, Chris P.
Subject: Selection of Executive Director of CPOA

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Thank you,

Julian Moya
Policy Analyst
City Council President Rey Garduño
District 6
Office: (505) 768-3152
Cell: (505) 803-7056
julianmoya@cabq.gov
<http://www.cabq.gov/council/councilors/district-6>

[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Monday, August 24, 2015 3:42 PM
To: prvs=167859b18a=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: APD Records OUT of CONTROL

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
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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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 06, 2015 10:52 AM
To: prvs=16602df04a=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Former cop Ed Harness-a nice guy-but the clearly wrong guy-unqualified to be new POA's Executive Director. Please don't insult us by selecting Ed and not Jay Rowland

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 27, 2015 9:07 AM
To: prvs=168114ce43=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: FW: Only 2 Weeks left to register!!! Investigation on the Internet
- Register Now

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--
Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Friday, August 14, 2015 8:23 AM
To: prvs=1668f09a84=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Greetings

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Wednesday, August 12, 2015 5:00 PM
To: Joanne Fine
Subject: Thank-you for your email RE: Journal interview

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Thursday, August 13, 2015 10:49 AM
To: prvs=1667b2f47f=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Journal interview

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

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Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Wednesday, August 19, 2015 2:48 PM
To: prvs=167395beb4=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Meeting regarding upcoming exhibition at UNM Art Museum

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Wednesday, August 26, 2015 2:42 PM
To: Joanne Fine
Subject: Thank-you for your email Re: pre-work for Sept 3rd training

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--
Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Wednesday, August 19, 2015 7:31 PM
To: prvs=167432fd7b=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Secret meeting at Peace and Justice Center Friday-why no publicity? Sham outreach collaboratives, a \$15K UNM rip-off of taxpayers run by City and UNM. Your secrecy.

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
Albuquerque Police Oversight Board

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[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Friday, August 14, 2015 10:59 PM
To: prvs=1669cb304a=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Selection of Executive Director of CPOA

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--

Beth A. Mohr, Volunteer
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.

[REDACTED]

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Sunday, August 16, 2015 8:32 PM
To: prvs=1671f84c4c=lglpobaf@cabq.gov
Subject: Thank-you for your email Re: Selection of Executive Director of CPOA

I am a volunteer with the Police Oversight Board, and as such, I have limited time and availability for this work. If your email requires a response, I will endeavor to respond within 72 hours. Thanks for your patience.

--

Beth A. Mohr, Volunteer
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.

From: Hammer, Robin [rhammer@cabq.gov]
Sent: Monday, August 10, 2015 1:37 PM
To: Davila, Natalee Z; Funes, Ana R.; Garcia, Jennifer; Gonzalez, Arturo E.; Bullock, Nicholas; Mark T. Baker; Contreras, Michelle; Davidson, Christopher; Hammer, Robin; McDermott, Diane L.; O'Neil, Erin; Skotchdopole, Paul A.; Beth Mohr; David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown
Subject: Thursday, August 13, 2015 Police Oversight Board Meeting-Cancelled

Police Oversight Board Chair Leonard Waites has cancelled this Thursday's Police Oversight Board Meeting, previously scheduled for August 10, 2015 at 4 pm. The next regularly scheduled Police Oversight Board meeting is Thursday, September 10, 2015 at 4 pm.

Robin S. Hammer, Esq.

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

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Wednesday, August 05, 2015 1:01 PM
To: jfworrall@comcast.net; alretberg@gmail.com; hlhen@comcast.net; LasLomitasNA@Comcast.net; candypatt@aol.com; joevalles@aol.com; tspiak59@gmail.com; wsconamembers@gmail.com
Cc: POB; Ramirez, Chris; KOB TV; Beth Mohr; Lewis, Dan P.; info@berncoco.gov; Caleb James
Attachments: APDfwdAmicusCuriae.pdf; Garrity-page 1.doc

Dr. Joe and others in WSCONA

Reference my earlier recommended discussion subjects for the meeting tonight-sent to you today.

You might also find time tonight to also discuss something equally as important as APD manning levels-the Council's future selection of the next Executive Director for the new Police Oversight Agency.

Apparently the majority on the POB named as its first choice-a clueless/inexperienced former Milwaukee cop Ed Harness as discussed below. APD wants one of their own in the job someone who will continue to ignore their bad IA investigations and cover-ups. Robin Hammer was bad enough but now a former cop? If you are not concerned with this selection-you should be.

KOB had a great story about "boomerang thugs" that gave Eden, Huntsman, BCSO Sheriff Manny Gonzalez (who doesn't want body recorders for his deputies) and others some positive publicity for just one night answering KOB phones.

KOB or APD should have then put the photos of these characters in the Journal but they didn't do so forcing citizens to go to the KOB website. It seemed to be just a half-hearted one time PR effort.

Also not surprising was that no APD videos were made or released showing that Rafael Molina killed by APD officers Friday actually had a gun and aimed it at APD officers. He was shot in the back.

As with APD's murder of Mary Hawkes, where no recordings were made by scumbag cop Jeremy Dear and his partner (APD spokesman) Tanner Tixier, likely Dear put a throw down gun next to the body. Likely the same was true to justify Molina's killing

Note Joline Gutierrez-Krueger's front page article in the Journal today alleging APD and their medical investigator accomplice did a "cursory, superficial and incomplete investigation" alleging that respected attorney Mary Han committed suicide.

Some tell me Mary had information of APD's and other high ranking officials' involvement with a prostitution ring and were involved in some or all of the west side mesa killings of women-so she had to be silenced and her house searched by APD for this incriminating information.

We have more problems than possible APD manpower shortages that you assume exist but not yet proven.

The honest cops in APD are as disgusted as are we. Isn't it time for WSCONA to show up to Council meetings?

Cheers

Silvio

From: JOEVALLES@aol.com [mailto:JOEVALLES@aol.com]
Sent: Tuesday, August 04, 2015 10:22 PM

To: jfworrall@comcast.net; alretberg@gmail.com; hlhen@comcast.net; LasLomitasNA@Comcast.net; candypatt@aol.com; joevalles@aol.com; tsiak59@gmail.com; wsconamembers@gmail.com
Subject: BCC: WSCONAs Wed. Aug. 5, Meeting Agenda--7:PM-DN-TRCC & ABQ FREE PRESS

Greetings,

Listed below are two items:

1. WSCONAs Wednesday night, August 5 meeting AGENDA—7: PM at the Don Newton-Taylor Ranch Community Center
2. Joe Monahan's Blog (APD Shortage) in the ABQ Free Press.

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

Sent: Wednesday, August 05, 2015 11:36 AM

To: 'POB@cabq.gov'

Subject: The unqualified former Milwaukee cop Edward Harness is your first choice to be the next Executive Director of the Oversight Agency. What's the message that it sends to the people if the Councilors approve him?

TO: POB Members

Info to Councilors, media and others not shown

Reference my earlier e-mail shown below that expected you to respect the people and select the only candidate that was truly qualified to serve as the next Executive Director-Jay Rowland. You interviewed the five on July 29 and after conferring for hours should have announced your ranking then. You did not. The public had lost confidence in the oversight process as only attorney Alan Wagman spoke on July 29.

Rather than making your choice(s) on the 29th many believe you instead chose to ask APD, those Councilors who wanted to keep the oversight process a sham, the City's dictatorial Mayor and CAO just who they wanted. Of course these who wanted no real reform wanted a former cop even though Harness was completely unqualified for the job-had absolutely no related experience.

You then held another unnecessary POB meeting last night where not even one citizen was willing to speak to you knowing it would be a waste of time. This says that you have lost our confidence. Your again went again into secret executive session/discussions.

You came out incredulously saying that former Milwaukee cop Edward Harness was your first choice followed by very experienced but likely perceived feared by APD Jay Rowland and made the also unqualified Edna Sprague your third choice. Those close to her says she has blessed everything cops do.

After once again reviewing Harness's responses to you last week it was again clear he had no clue of the problems with the oversight old process but spoke only in generalities trying to cover up his lack of qualifications for the job. Does working for the Better Business Bureau show the proper investigative experience? Neither Ed nor the others were ever asked what they thought was wrong with the old and current oversight process some of which the knowledgeable Jay Rowland discussed in detail without being asked.

Both the DOJ and Judge Brack ignored some of the required changes documented in APD Forward's filed Amicus Curiae last January-first page of it is attached. Unlike Jay Rowland, neither Harness nor the other three ever discussed what should be the limitations of the 1967 "Garritty vs. Supreme Court" ruling that the DOJ opined to the Seattle Mayor but

was ignored by the DOJ here. See page 1 of that opinion-attached. Nor did Ed or the other three discuss the police officers' "qualified immunity" that essentially gives them the benefit of doubt in any of their killings.

Harness restated his belief that a cop's life is more important than that of the average citizen-something it is NOT. Do you agree with that belief? This essentially gives cops the right to kill using the bogus excuse that they "felt threatened." Look at these same lies being told in court this week to try to justify Sandy's and Perez's murder of James Boyd.

Ed apparently never knew that under the current changed Ordinance that the Director and the POB cannot dictate discipline but that the APD Chief can ignore your recommendations offering up only some ridiculous excuses.

I guess Ed's only claim to fame was his alleged outreach ability-trade shows, police work with his local village association and his teaching of good financial practices to the poor. He has no investigative experience other than responding to Better Business Bureau (BBB) complaints.

We already have one pro bad APD cop hired as a police oversight investigator while the two others were former employees of Target and Lowe's and have none. Robin Hammer who was sued for judicial misconduct while working for the DA was a bad enough selection by the Mayor (who she worked for) and Council and now you want a former out of town clueless cop Harness to replace her?

The Councilors likely bothered to read the resumes of those many extremely qualified applicants for the APD Chief job before blessing the incompetent bureaucrat Eden. Likely the Councilors also never read the resumes of the five applicants for this Executive Director position-resumes we were not allowed to see for some unknown reason.

Realizing that this is a dictatorship here with the Councilors choosing to abdicate its role as an integral part of our government, the nine likely never reviewed the GOV-TV interviews with the five (handpicked by who?) candidates to see how they responded to the often too broad questions posed them by you on the 29th.

Choosing the clearly unqualified Edward Harness to be your first choice was disappointing to say the least. If this former cop is chosen, the oversight process will still be toothless-yet another example of disrespect shown to us citizens-the real stakeholders who want real reform-not the ones the Mayor chooses.

Time to rethink your choice.

Silvio

For WE THE PEOPLE

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

Sent: Thursday, July 30, 2015 1:42 PM

To: 'POB@cabq.gov'

Cc: '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'; 'avramwagman@gmail.com'; 'rhammer@cabq.gov'

Subject: YOUR INTERVIEWS FOR THE EXECUTIVE DIRECTOR OF THE POLICE OVERSIGHT AGENCY-THERE IS ONLY ONE CHOICE-JAY ROWLAND WHO WILL SERVE YOU, THE PEOPLE AND THE GOOD POLICE OFFICERS

TO: The Honorable Police Oversight Board Members

Info to City Councilors and Bcc to others

After viewing your meeting on GOV-TV last night that included interviews of five candidates for the "Executive Director of POA, the following are some of my observations/questions:

1. I assume that since current interim Executive Director Ms. Hammer was not interviewed, she did not apply for this POA Executive Director position or being considered as a sixth candidate
2. The talk by attorney Alan Wagman was right on target saying essentially that this selection is critically important-that we don't need more of the same (translated-not another Robin Hammer)
3. This position never required that it be an attorney when Ms. Hammer was hired for the IRO job since an attorney is already assigned to the IRO-yet all were attorneys.
4. Who chose these five candidates who you interviewed and more importantly who decided that you had to send three of the five interviewed to the Council to pick one? Only one stood out!
5. You saw their resumes-something that should have also been posted on the website. One candidate-a former Colorado sheriff's deputy had conflicting-erroneous information on his resume
6. Two of the applicants were former law enforcement/police officers both of whom had beliefs like Ms. Hammer.

Your selection decision is easy.

The only candidate that stood head and shoulders above the other four was former IRO during 2002-2007 Jay Rowland.

Based on his demonstrated knowledge of this job and expected respect by both the many APD honest police officers and the people, only Jay should be nominated to the City Council.

The only other even remotely credible candidate of the other four interviewed was Edna Sprague.

After Edna has the opportunity to review all of the GOV-TV interviews today, she too would likely believe that Jay would be the right choice.

Regards

Silvio
For WE THE PEOPLE

P.S.
Jay would also be a great Mayor if he ever chose to run.

**UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF NEW MEXICO**

UNITED STATES OF AMERICA,

Plaintiff,

v.

1:14-CV-1025 RB/SMV

CITY OF ALBUQUERQUE,

Defendant.

***AMICUS CURIAE* BRIEF OF APD FORWARD
REGARDING COURT APPROVAL OF THE SETTLEMENT AGREEMENT
BETWEEN THE CITY OF ALBUQUERQUE AND
THE UNITED STATES DEPARTMENT OF JUSTICE**

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U.S. Department of Justice
Civil Rights Division

Special Litigation Section - PHB
950 Pennsylvania Ave, NW
Washington DC 20530

NOV 23 2011

The Honorable Michael McGinn
Mayor
City of Seattle
600 4th Avenue, 7th Floor
Seattle, WA 98124-4749

Re: United States' Investigation of the Seattle Police Department –
Garrity Protections

Dear Mayor McGinn:

On March 31, 2011, the Civil Rights Division and the United States Attorney's Office for the Western District of Washington initiated an investigation of the Seattle Police Department ("SPD"), pursuant to the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14141, as well as the anti-discrimination provisions of the Omnibus Crime Control and Safe Streets Act of 1968, 42 U.S.C. § 3789d, and Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d.

At the beginning of our investigation, we committed to providing SPD with real time technical assistance to enhance SPD practices and procedures, and to ensure compliance with constitutional rights. During our meetings with Chief Diaz and the SPD command staff in May 2011 and September 2011, we advised that, if appropriate, we would provide in writing specific recommendations prior to completion of our investigation. In this letter, we convey our recommendations regarding SPD's practices relating to an officer's protections against self-incrimination pursuant to *Garrity v. New Jersey*, 385 U.S. 493 (1967).

Garrity provides important and fundamental protections for police officers, but its protections are limited. Our investigation has shown that SPD attempts to apply *Garrity* to all use of force and police involved shooting incidents. SPD's inappropriate blanket invocation of *Garrity* may result in the exclusion of important evidence from an investigation. Moreover, SPD's failure to shield criminal investigators from *Garrity* materials could taint and render unusable other critical evidence. These practices compromise both SPD's ability to supervise officers' use of force, and its ability to fully and efficiently conduct criminal and administrative investigations. Put simply: This practice makes it too difficult to quickly exonerate officers who have followed policy and to properly discipline officers who have not. Further, these practices compromise the ability of prosecutors or other outside agencies to adequately assess incidents and to hold officers accountable for their actions. The net effect of these consequences is diminished public trust in SPD.

[REDACTED]

From: Silvio Dell'Angela [Dellansi@comcast.net]
Sent: Saturday, August 15, 2015 12:13 PM
To: Duran, Roberta M.
Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Armijo, Alan B.; kbrandenburg@da2nd.state.nm.us; Montano, Gilbert A.; unmipra@salud.unm.edu; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden; Locher, Eric J.; Morrow, Kevin A.; Velarde, Crystal R.; Yoshimura, Debra; stop_police_violence_in_abq-request@lists.riseup.net; pmrinc@mac.com; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; 'Elizabeth Martinez'; POB
Subject: Your response to my IPRA request + the Vincent Wood killing by APD that was justified by the "DA's office"-yet no released recordings.
Attachments: Wood-IPRA.doc; BerryAsleep.doc

Roberta

Thank you.

It's interesting that attendance lists were not included in UNM reports and we citizens must pay to get copies. It appears that UNM is also not interested in providing resumes of their \$15,000 researchers.

Ms. Jessica Hernandez

Why no comments to this from you? Are you in hiding in your own law office bunker like your Mayor or just asleep like him afraid of challenging APD? See attached? Are you just another David Tourek with a dress?

Not surprising that the "DA's office" (whomever that is) now refuses after more than two years to release the APD videos of the killing of African American Vietnam vet with PTSD Vincent Wood by two trigger-happy cops in early July 2013 as discussed in the Journal article today. Is this "office" still afraid of retaliation (as was done to DA Brandenburg) from APD?

I made an NM IPRA request (attached) for these two video recordings and other information of the Wood killing over two years ago on July 27 2013. I was repeatedly stonewalled by now departed APD records custodian Renaldo Chavez, interim Chief Banks and now Chief Eden with the blessing of the Councilors, Perry and Berry. Transparency here? Really?

Apparently APD has no problem with immediately releasing APD video recordings when they do something right. Berry's \$4.5 + million James Ginger and his PMR Inc. people happily can't/won't do anything about these APD scams and their IPRA requests stonewalling because they are limited to just monitoring these efforts to give the illusion that APD really is reforming-reaching out.

Is this an early indication that the judicial system will again fail us and the judge will not charge Perez and Sandy for their murder of homeless camper James Boyd? I hope such is not the case.

Silvio
For WE THE PEOPLE

From: Duran, Roberta M. [mailto:RDuran@cabq.gov]
Sent: Friday, August 14, 2015 6:01 PM

To: 'Silvio Dell'Angela'

Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Armijo, Alan B.; Montano, Gilbert A.; unmipra@salud.unm.edu; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden; Locher, Eric J.; Morrow, Kevin A.; Velarde, Crystal R.

Subject: RE: Ms. Anaya's comment and an apparently required NM IPRA request to get what I requested

Good evening Mr. Dell'Angela:

Please feel free to contact me, I can be reached at 768-3672. Should I be away from my desk please and you get me voicemail, please call our main number 768-4500 and they will page me so that you and I can arrange a time for you to come in to inspect, or copy any of the gathered non-exempt public records responsive to your request. Specifically, the retrieved copies of the sign-in sheets showing the attendees at these UNM conducted 22 "dialogues" and the names of those others aside from the four UNM folks who also participated in them, which also includes your recent amended request to include Phase 2. We are located at the City/County Building, 1 Civic Plaza NW, 4th Floor, Room 4072, Albuquerque, New Mexico, 87102.

Respectfully,

/s/ Roberta Duran

Roberta Duran, Fiscal Officer
Legal Department Record's Custodian
Direct: 768-3672
Main: 768-4500

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

Sent: Friday, August 14, 2015 5:20 PM

To: Duran, Roberta M.

Cc: Hernandez, Jessica M.; Hoffman, Lou D.; Hoffman, Lou D.; Eden, Gorden; Romero, Annabelle J.; Kavelman, Carmen L.; Armijo, Alan B.; Montano, Gilbert A.; unmipra@salud.unm.edu; Velarde, Crystal R.; Campos, Gabriel J.; Howard, Natalie Y.; Casados, Trina M.; Oney, Kathleen; Eden, Gorden

Subject: RE: Ms. Anaya's comment and an apparently required NM IPRA request to get what I requested

Roberta

(Info to those shown and Bcc to many including the media, councilors and concerned citizens)

You saw my last e-mail also dated yesterday, not the July 30 one below. It asked for a reply from City Attorney Jessica Hernandez.

I would have thought the names of attendees at these would have been included in the reports but surprisingly they weren't for some reason.

It appears much like these no-bid contracts to local attorneys, you give out contracts over the \$75,000 Council approval limit-in this case the \$150,000 to UNM and other contracts to them blindly without knowing the qualifications of just who besides the high paid lead will do the work.

Is it just one high paid Dr. Guerin and three low paid warm bodies/UNM graduate students who we taxpayers are paying \$150,000 for? As a taxpayer, don't you care or are taxes just play/fun money?

Regarding Ms. Annabelle Romero who is leading the effort who now in the Office of Diversity and Human Rights, I (and likely other taxpayers) wonder just what unique skills she had to fill that likely high paid former "Senior Advisor" job to the Mayor and doing exactly what since he already had Rob Perry, a COO, the head of Constituent Services, Gil Montano and others.

Nothing from UNM-as expected although I copied them on my last response to you.

Is there any wonder those attending placed transparency among the lowest priorities desired to accomplish APD reform. Chief Eden and the Mayor must love it.

Where are you located as I may be in to get the signatures Monday prior to Council meeting? Any complete report on phases 1 and 2 by Dr. Guerin should have included these attendees' names.

Jessica

No comment from you?

Silvio

From: Silvio Dell'Angela [mailto:Dellansi@comcast.net]
Sent: Saturday, July 27, 2013 12:02 PM
To: 'abanks@cabq.gov'

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

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

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

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

Also please indicate when the TASERS were issued to each officer and confirm that each of the two had one prior to the killing. I just want to see and hear the recordings of the events leading up to and the actual shooting that the media said were made no edited versions please and none that were made afterwards. This is public information under the IPRA as you know. I am not interested in seeing the CAD or anything else.

Since you will be Chief next week within the required 15 day IPRA response time, this is being sent to you. As you also know a lawsuit will be filed by the family against APD for what they feel is an unjustified killing. I am anxious to see whether this is true or not. Likely you know.

You are also aware that of the nine shots into Wood, some were into his back-unlike the version of the shooting Chief Schultz told the media during his press conference. You also read today's Journal editorial that tells us some there are finally "getting it." See "9 shots puts judicious use of force in question" on Page A6 of July 27, 2013 issue of Albuquerque Journal

If you are indeed an "independent thinker" as some say you are, I'm sure you also "get it" and want both transparency and accountability in what your officers do-unlike Chief Schultz. I assume this killing will also be considered by the POC in the near future. Likely others as well as I wonder why the CPC against Officer Roberto wasn't sent to the POC before she was fired. I understand IRO investigator (former Belen police chief) Paul Scotchdopole who has come under a lot of criticism for his APD-biased investigations had investigated this alleged charge against Officer Roberto. Is this seemingly premature firing of Roberto of any concern to you?

I await your prompt response

Regards,

Silvio

Stop Police Atrocities NOW
296 3241

P.S.
Councilors: Pass copy to your POC appointees

M004319

MAYOR BERRY ON THE JOB

