



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

Make-up class scheduled for Wed. June 3rd1 message

Saavedra, Sharon L. <ssaavedra@cabq.gov>

Mon, Jun 1, 2015 at 1:44 PM

To: Beth Mohr <cabq.pob.mohr@gmail.com>, "fine.joanne@yahoo.com" <fine.joanne@yahoo.com>, "Leonard.waites" <Leonard.waites@yahoo.com>, Susanne Brown <susanne.brown37@gmail.com>

Hello all,

Ive received emails from some of you about these make-up classes. I believed I spoke to most of you about the make-up classes to be scheduled this first week of June. Therefore, this is my attempt to get you up to date on the classes you missed so that you can receive your certificate of completion. We can talk about them more in depth when you come in today with the exception of Beth.

So heres another one:

You all missed the presentation for K9 during the 47th CPA session. The make-up class has been scheduled for Wednesday June 3rd @ 130pm. This class will be in the portable behind the Academy. Its called the Bob Stover Leadership classroom. Please email me back to confirm your attendance. Thank you

Officer Sharon Saavedra
Citizen Police Academy Coordinator
Albuquerque Police Department
Email: ssaavedra@cabq.gov
Phone: (505) 224-6641



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

Re: Rules and Regulations Subcommittee meeting?

Leonard Waites <phamason.lw@gmail.com>

Mon, Jun 1, 2015 at 2:24 PM

To: Robin Hammer <rhammer@cabq.gov>

Cc: dzt3@juno.com, "Mark T. Baker" <mbaker@peiferlaw.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Beth Mohr <cabq.pob.mohr@gmail.com>

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

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

Members of the Rules and Regulation Subcommittee:

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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



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

Re: Meeting before June 11 POB Meeting?

susanne brown <susanne.brown37@yahoo.com>

Mon, Jun 1, 2015 at 7:22 PM

Reply-To: susanne brown <susanne.brown37@yahoo.com>

To: "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>

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

Hello,

'Friday at 1:30 works for me.

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

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

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Please let me know.

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Fax: (505) 924-3775

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

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Sue

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



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

RE: Meeting before June 11 POB Meeting?

Hammer, Robin <rhammer@cabq.gov>

Tue, Jun 2, 2015 at 7:55 AM

To: Susanne Brown <susanne.brown37@yahoo.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Cc: Leonard Waites <phamason.lw@gmail.com>

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

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Sent: Sunday, May 31, 2015 9:59 PM

To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy

Cc: Leonard Waites

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

Re: Meeting of Case Review Subcommittee before next POB Meeting?

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

Tue, Jun 2, 2015 at 7:57 AM

To: "Hammer, Robin" <rhammer@cabq.gov>, mbaker@peiferlaw.com, "Cash, Paul" <pcash@cabq.gov>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Cc: Leonard Waites <phamason.lw@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>

Good Morning, Robin.

As you know, I am the Chair of this committee. Please call me if you have further questions about its administration. If not, I'll be in touch as soon as I have agenda items nailed down. Obviously, the June 2nd meeting date was somehow lost in the details, no doubt owing to my time out of town.

In the meantime, please prepare a short document for us describing, in prose, the full process we reviewed at our last meeting. Please design this document according to the steps/stages described in tabular form on the document Paul Cash designed with our input. While at your final discretion, I would, in fact, suggest that it is best for Mr. Cash himself to meet this request today, as he has proven himself extremely articulate and conscientious about making the process clear for us.

There are 17 columns on the most recent version of this document that I have. They are labeled A-Q. As a living document, this may have changed since I last version I've seen, but that should not change the meaning of my request. What I'm asking for is 2-3 sentences describing each step of the process we are currently examining on Case Review (as represented in the new Excel document).

The first column, for instance, is "Case #." This might seem straight forward to you, and not requiring a summary, but as an example here, I'd like to know how the case number is devised and assigned: whether it, for instance, might reflect the time/date the number was assigned/received or the type of case it is. Some columns likely require less explanation than others. "Rec. Date" (the second column, labeled "B" on the document I have in front of me), might simply require one sentence describing how the case is received: both from and to, while "Letter to Citizen" (labeled "I" on my document), might require more clarification, as we have seen various complications arising in this area.

Please assure that this document is prepared according to the best principals of summarizing practice. I say this because I've noticed a pronounced problem with true and reliable summary from your desk, and I do not want to spend any additional time deciphering the veracity of this document. Again, I strongly suggest that it would be best for Mr. Cash to complete this request, not only because of his clear writing, but because it has been Mr. Cash that very responsively designed and developed the Excel document in close coordination with us.

Let me know if you have any questions.

Moira Amado-McCoy

On Fri, May 29, 2015 at 3:47 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Dear Members of the Case Review Subcommittee,

At the last meeting, it was tentatively set that this Subcommittee meet on Tuesday, June 2 at 10 am.

Please let me know if you still wish to meet on Tuesday next week, and if so, what the Agenda would entail.

Thanks,

Robin

Robin S. Hammer, Esq.

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

RE: Meeting before June 11 POB Meeting?

Scott Wilson <jswilsonpob@outlook.com>

Tue, Jun 2, 2015 at 9:37 AM

To: "Hammer, Robin" <rhammer@cabq.gov>, Susanne Brown <susanne.brown37@yahoo.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Cc: Leonard Waites <phamason.lw@gmail.com>

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

J. Scott Wilson

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

From: rhammer@cabq.govTo: susanne.brown37@yahoo.com; cabq.pob.mohr@gmail.com; jswilsonpob@outlook.com;
amadamccoy.pob@gmail.com

CC: phamason.lw@gmail.com

Subject: RE: Meeting before June 11 POB Meeting?

Date: Tue, 2 Jun 2015 13:55:20 +0000

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

Please let me know your availability.

Thanks,

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Sent: Monday, June 01, 2015 7:23 PM
To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy
Cc: Leonard Waites
Subject: Re: Meeting before June 11 POB Meeting?

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

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Please let me know.

Thanks,

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Sent: Sunday, May 31, 2015 9:59 PM
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12/3/2015

Gmail - RE: Meeting before June 11 POB Meeting?

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

RE: make up class

1 message

Saavedra, Sharon L. <ssaavedra@cabq.gov>

Tue, Jun 2, 2015 at 11:56 AM

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

It will be easier if you called. It probably will only take about 10 minutes. Its an easy class.

From: Beth A. Mohr [cabq.pob.mohr@gmail.com]**Sent:** Tuesday, June 2, 2015 9:14 AM**To:** Saavedra, Sharon L.**Subject:** Re: make up class

Thanks! I can call this afternoon, or we can just sit at your desk either before or after the class this afternoon and knock it out. Let me know what works for you. -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

"Saavedra, Sharon L." <ssaavedra@cabq.gov> wrote:

Hello Beth,

give me a call at your convenience so we can knock out the apd intro and fats intro over the phone. cell is [REDACTED]
[REDACTED] or desk is 224-6641 Thanks

Officer Sharon Saavedra
Citizen Police Academy Coordinator
Albuquerque Police Department
Email: ssaavedra@cabq.gov
Phone: (505) 224-6641



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

Policy and Procedure Review Subcommittee

1 message

Hammer, Robin <rhammer@cabq.gov>

Tue, Jun 2, 2015 at 12:45 PM

To: "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>

Cc: Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Cash, Paul" <pcash@cabq.gov>, "Contreras, Michelle" <mcontreras@cabq.gov>

Policy and Procedure Review Subcommittee Members:

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

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

Please let me know if you have any questions.

Thanks,

Robin

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

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4 attachments



June 5, 2015 Policy Subcommittee Agenda.docx

16K



DOJ PREVENTION RETALIATION.pdf

942K



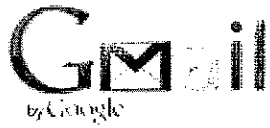
APD SOP 1-04.pdf

152K



DOJ Paragraph 196.docx

15K



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

Report

1 message

Joanne Fine <joannefine413@gmail.com>

Tue, Jun 2, 2015 at 12:58 PM

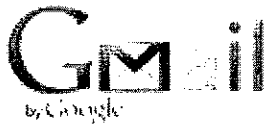
To: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>

do we have a complete report on the retaliation claim against Ms. Hammer?

—

Joanne Fine

Police Oversight Board Member



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

Re: Inspection of Public Records Request

1 message

Charlie Grapski <cgrapski@gmail.com>

Tue, Jun 2, 2015 at 5:29 PM

To: Charles Arasim <crarasim@gmail.com>

Cc: "POB@cabq.gov" <POB@cabq.gov>, "lroller@nmag.gov" <lroller@nmag.gov>, "Zaman, Jon K." <jzaman@cabq.gov>, "Garduno, Rey" <reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>

This non-response "response@" is the only thing that meets the legal definition of "excessively burdensome" in this transaction.

Sent from my iPhone

On May 31, 2015, at 1:21 PM, Charles Arasim <crarasim@gmail.com> wrote:

Ms. Oney,

There is no doubt that records I seek contain facts. I suggest city legal redact the matters of opinion from the documents and provide these to me immediately.

Charles A.

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

On Thu, May 28, 2015 at 10:25 AM, Charles Arasim <crarasim@gmail.com> wrote:
FYI

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

From: **Oney, Kathleen** <koney@cabq.gov>

Date: Thu, May 28, 2015 at 8:53 AM

Subject: RE: FW: Inspection of Public Records Request

To: Charles Arasim <crarasim@gmail.com>

Dear Mr. Arasim,

Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one

particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image002.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.; Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those were produced piecemeal without the attachments and when those attachments were produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what

belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that tread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

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

On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Charles Arasim [mailto:crarasim@gmail.com]
Sent: Monday, April 27, 2015 8:08 PM
To: Oney, Kathleen
Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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

On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

<image003.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the

members of the POB where approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's

Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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Beth A. Mohr

Acting Chair

Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Subject: Updated Contact List sheet

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

To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <eric.huizar.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>
CC:

Attached is the updated POB Members Contact List sheet with the addition of Dr. Susanne Brown.

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>



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

Prose summary of spreadsheet

1 message

Moirs Amado-McCoy <amadamccoy.pob@gmail.com>

Wed, Jun 3, 2015 at 8:27 AM

To: "Hammer, Robin" <rhammer@cabq.gov>, "Cash, Paul" <pcash@cabq.gov>, Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, mbaker@peiferlaw.com

Good Morning, Robin.

Please let me know as soon as possible (today, ideally) how you intend to handle my request yesterday related to composing a short, prose, summary document of the new process spreadsheet Mr. Cash designed at the Board's behest.

Your office's ability to furnish this document will partially determine the agenda for the Case Review Committee this month. I prefer not to have to review the territory we covered in May's meeting, and can avoid that if we have a reliable summary beforehand.

Moirs Amado-McCoy



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

Re: Prose summary of spreadsheet

1 message

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

Wed, Jun 3, 2015 at 9:52 AM

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

Cc: "Cash, Paul" <pcash@cabq.gov>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "mbaker@peiferlaw.com" <mbaker@peiferlaw.com>

This will work fine, Robin. Thank you. I'll look forward to seeing it.

Since I'm sure this document will serve its intended purpose, let's try to schedule a meeting time early next week. Do you prefer to check availability of meeting space first, or start with a selection of proposed dates that will work for us?

Moira Amado-McCoy

On Wed, Jun 3, 2015 at 8:30 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Moira,

I have assigned your request to Paul Cash to prepare a draft. Paul and I will confer after he has completed his draft and I will make any final revisions. After which, I will forward the document to the members of the Case Review Subcommittee. I am in meetings much of today and tomorrow. I hope to have something to the Subcommittee before the end of the week.

Please let me know if you have questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

Sent: Wednesday, June 03, 2015 8:27 AM

To: Hammer, Robin; Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com

Subject: Prose summary of spreadsheet

Good Morning, Robin.

Please let me know as soon as possible (today, ideally) how you intend to handle my request yesterday related to composing a short, prose, summary document of the new process spreadsheet Mr. Cash designed at the Board's behest.

Your office's ability to furnish this document will partially determine the agenda for the Case Review Committee this month. I prefer not to have to review the territory we covered in May's meeting, and can avoid that if we have a reliable summary beforehand.

Moira Amado-McCoy



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

CPA RIDEALONGS1 message

Saavedra, Sharon L. <ssaavedra@cabq.gov>

Wed, Jun 3, 2015 at 11:09 AM

To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Archibeque, Helen M." <harchibeque@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "constance_bnls@yahoo.com" <constance_bnls@yahoo.com>, "dave.bergeron@abarrtech.com" <dave.bergeron@abarrtech.com>, "sandichun@comcast.net" <sandichun@comcast.net>, "grant@claycomb.org" <grant@claycomb.org>, "maxcowton@Q.com" <maxcowton@q.com>, "eric.huizar.cruz@gmail.com" <eric.huizar.cruz@gmail.com>, "ddrake3647@msn.com" <ddrake3647@msn.com>, "fine.joanne@yahoo.com" <fine.joanne@yahoo.com>, "bforde40@hotmail.com" <bforde40@hotmail.com>, "ejacksonnm@gmail.com" <ejacksonnm@gmail.com>, "edwina.kiro@yahoo.com" <edwina.kiro@yahoo.com>, "julielaub82@gmail.com" <julielaub82@gmail.com>, "snl300780@gmail.com" <snl300780@gmail.com>, "Bengpl150@comcast.net" <Bengpl150@comcast.net>, "md87109@gmail.com" <md87109@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Smelson@live.com" <Smelson@live.com>, "gfpad@hotmail.com" <gfpad@hotmail.com>, "rascon.fernando9@gmail.com" <rascon.fernando9@gmail.com>, "jen@mail2beach.com" <jen@mail2beach.com>, David Ring <dzt3@juno.com>, "stilevi7@yahoo.com" <stilevi7@yahoo.com>, "sanchezey726@gmail.com" <sanchezey726@gmail.com>, "talktodean@aol.com" <talktodean@aol.com>, "oscarsolis@sonm.org" <oscarsolis@sonm.org>, "ksw@keleher-law.com" <ksw@keleher-law.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@gmail.com>, "Chaplain Randy [chaplainrandy@outlook.com]" <chaplainrandy@outlook.com>, "leonard.waites@yahoo.com" <leonard.waites@yahoo.com>

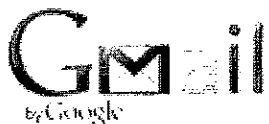
Hello 47th CPA Graduates,

Hope all is well. I want to thank each of you for your participation of the 47th CPA. I am lucky to have met you all.

I wanted to follow-up with you all and check to see who still has **NOT** gone on a police ride along. If you still would like one scheduled, please reply to this email with your name and contact information. You are entitled to this ride along and is a big eye opener to all the things you've learned in the class.

Thank you,

Officer Sharon Saavedra
Citizen Police Academy Coordinator
Albuquerque Police Department
Email: ssaavedra@cabq.gov
Phone: (505) 224-6641



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

RE: Prose summary of spreadsheet

1 message

Mark Baker <mbaker@peiferlaw.com>

Wed, Jun 3, 2015 at 11:18 AM

To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>

Cc: "Cash, Paul" <pcash@cabq.gov>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>

If meeting space is an issue, I can reserve a conference room here at my office. Just let me know.

Mark T. Baker

Peifer, Hanson & Mullins, P.A.

Post Office Box 25245

Albuquerque, New Mexico 87125

Tel: (505) 247-4800

Fax: (505) 243-6458

DISCLAIMER:

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From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]**Sent:** Wednesday, June 3, 2015 9:53 AM**To:** Hammer, Robin**Cc:** Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; Mark Baker**Subject:** Re: Prose summary of spreadsheet

This will work fine, Robin. Thank you. I'll look forward to seeing it.

Since I'm sure this document will serve its intended purpose, let's try to schedule a meeting time early next week. Do you prefer to check availability of meeting space first, or start with a selection of proposed dates that will work for us?

Moira Amado-McCoy

On Wed, Jun 3, 2015 at 8:30 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Moira,

I have assigned your request to Paul Cash to prepare a draft. Paul and I will confer after he has completed his draft and I will make any final revisions. After which, I will forward the document to the members of the Case Review Subcommittee. I am in meetings much of today and tomorrow. I hope to have something to the Subcommittee before the end of the week.

Please let me know if you have questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

Sent: Wednesday, June 03, 2015 8:27 AM

To: Hammer, Robin; Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com

Subject: Prose summary of spreadsheet

Good Morning, Robin.

Please let me know as soon as possible (today, ideally) how you intend to handle my request yesterday related to composing a short, prose, summary document of the new process spreadsheet Mr. Cash designed at the

Board's behest.

Your office's ability to furnish this document will partially determine the agenda for the Case Review Committee this month. I prefer not to have to review the territory we covered in May's meeting, and can avoid that if we have a reliable summary beforehand.

Moirá Amado-McCoy



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

RE: B3-Approval

1 message

Green, Alan <alangreen@cabq.gov>

Wed, Jun 3, 2015 at 1:31 PM

To: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>

Cc: "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

Hello,

I am emailing to confirm the recruitment process for the CPOA Community Engagement Specialist is to be initiated at this time. At one point I understood this position would not be filled until July and/or after the hiring of the CPOA Director. Please provide any information to help clarify. Thank you for your assistance.

From: Herrera, Darlene H.**Sent:** Wednesday, June 03, 2015 10:36 AM**To:** Jeannette V. Baca**Cc:** Green, Alan**Subject:** RE: B3-Approval

Will forward your e-mail to him.

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]**Sent:** Wednesday, June 03, 2015 10:05 AM**To:** Herrera, Darlene H.**Subject:** Re: B3-Approval

Thanks Darlene,

Do you think I should contact Alan? I would like to confirm that he received the information regarding the correct position title for the CPOA Community Engagement Specialist; I can email him or give him a call. Feel free to give him my telephone number, [REDACTED] Have a great day!

Thank you,

Jeannette

On Tue, Jun 2, 2015 at 7:54 AM, Herrera, Darlene H. <DHerrera@cabq.gov> wrote:

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

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

Greetings,

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

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

Thank you,

Jeannette Baca, Chair

POB Outreach Subcommittee

On Monday, June 1, 2015, Hulse, Peter <phulse@cabq.gov> wrote:

Thank you!

Peter W. Hulse, PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

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

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

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

Peter,

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

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

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

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax



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

RE: Prose summary of spreadsheet

1 message

Hammer, Robin <rhammer@cabq.gov>

Wed, Jun 3, 2015 at 2:03 PM

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

Cc: "Cash, Paul" <pcash@cabq.gov>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "mbaker@peiferlaw.com" <mbaker@peiferlaw.com>

Moira,

The Hearing Room at Plaza del Sol is available on Tuesday, June 9 at 9:30 am for a meeting of the Case Review Committee. We would need to post an Agenda by the close of business on Friday, June 5. We would post notice of the meeting in general as soon as you OK the day and time.

Please let me know if this date and time works for you.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>**From:** Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]

Sent: Wednesday, June 03, 2015 9:53 AM

To: Hammer, Robin

Cc: Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com

Subject: Re: Prose summary of spreadsheet

This will work fine, Robin. Thank you. I'll look forward to seeing it.

Since I'm sure this document will serve its intended purpose, let's try to schedule a meeting time early next week. Do you prefer to check availability of meeting space first, or start with a selection of proposed dates that will work for us?

Moirá Amado-McCoy

On Wed, Jun 3, 2015 at 8:30 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Moirá,

I have assigned your request to Paul Cash to prepare a draft. Paul and I will confer after he has completed his draft and I will make any final revisions. After which, I will forward the document to the members of the Case Review Subcommittee. I am in meetings much of today and tomorrow. I hope to have something to the Subcommittee before the end of the week.

Please let me know if you have questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

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

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Sent: Wednesday, June 03, 2015 8:27 AM
To: Hammer, Robin; Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com
Subject: Prose summary of spreadsheet

Good Morning, Robin.

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Your office's ability to furnish this document will partially determine the agenda for the Case Review Committee this month. I prefer not to have to review the territory we covered in May's meeting, and can avoid that if we have a reliable summary beforehand.

Moira Amado-McCoy



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

Re: B3-Approval

1 message

Jeannette Baca <jvbaca.pob@gmail.com>

Wed, Jun 3, 2015 at 2:38 PM

To: "Green, Alan" <alangreen@cabq.gov>

Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

Good afternoon,

Although there was discussion regarding the start time for the position (based upon the budget), we decided at our last meeting to being the recruitment process as soon as possible. As such, the recruitment process can be initiated at this time. Thank you.

Regards,
Jeannette

On Wed, Jun 3, 2015 at 1:31 PM, Green, Alan <alangreen@cabq.gov> wrote:

Hello,

I am emailing to confirm the recruitment process for the CPOA Community Engagement Specialist is to be initiated at this time. At one point I understood this position would not be filled until July and/or after the hiring of the CPOA Director. Please provide any information to help clarify. Thank you for your assistance.

From: Herrera, Darlene H.
Sent: Wednesday, June 03, 2015 10:36 AM
To: Jeannette V. Baca
Cc: Green, Alan
Subject: RE: B3-Approval

Will forward your e-mail to him.

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Wednesday, June 03, 2015 10:05 AM
To: Herrera, Darlene H.
Subject: Re: B3-Approval

Thanks Darlene,

Do you think I should contact Alan? I would like to confirm that he received the information regarding the correct position title for the CPOA Community Engagement Specialist; I can email him or give him a call.

Feel free to give him my telephone number, 505-573-1439. Have a great day!

Thank you,

Jeannette

On Tue, Jun 2, 2015 at 7:54 AM, Herrera, Darlene H. <DHerrera@cabq.gov> wrote:

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

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

Sent: Monday, June 01, 2015 8:11 PM

To: Hulsey, Peter

Cc: Herrera, Darlene H.; Hammer, Robin; Leonard Waites; David Ring; Garcia, Christine

Subject: Re: B3-Approval

Greetings,

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

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

Thank you,

Jeannette Baca, Chair

POB Outreach Subcommittee

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

Thank you!

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

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

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Cc: Herrera, Darlene H.; Jeannette V. Baca; Leonard Waites; David Ring; Garcia, Christine
Subject: RE: B3-Approval

Peter,

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

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

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

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

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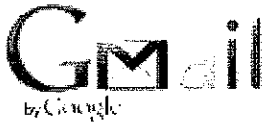
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Beth Mohr <cabq.pob.mohr@gmail.com>

Re: B3-Approval

1 message

Jeannette Baca <jvbaca.pob@gmail.com>

Wed, Jun 3, 2015 at 4:14 PM

To: "Green, Alan" <alangreen@cabq.gov>

Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

Hi Alan,

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Jeannette

On Wed, Jun 3, 2015 at 2:38 PM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

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Regards,
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Hello,

I am emailing to confirm the recruitment process for the CPOA Community Engagement Specialist is to be initiated at this time. At one point I understood this position would not be filled until July and/or after the hiring of the CPOA Director. Please provide any information to help clarify. Thank you for your assistance.

From: Herrera, Darlene H.**Sent:** Wednesday, June 03, 2015 10:36 AM**To:** Jeannette V. Baca**Cc:** Green, Alan**Subject:** RE: B3-Approval

Will forward your e-mail to him.

From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]**Sent:** Wednesday, June 03, 2015 10:05 AM

To: Herrera, Darlene H.
Subject: Re: B3-Approval

Thanks Darlene,

Do you think I should contact Alan? I would like to confirm that he received the information regarding the correct position title for the CPOA Community Engagement Specialist; I can email him or give him a call. Feel free to give him my telephone number, [REDACTED] Have a great day!

Thank you,

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POB Outreach Subcommittee

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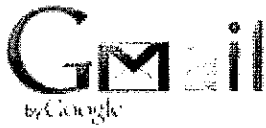
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Beth Mohr <cabq.pob.mohr@gmail.com>

RE: Minutes for the last Personnel Subcommittee meeting

1 message

Hammer, Robin <rhammer@cabq.gov>

Wed, Jun 3, 2015 at 4:59 PM

To: Beth Mohr <cabq.pob.mohr@gmail.com>, Eric Cruz <eric.huizar.cruz@gmail.com>, Joanne Fine <joannefine413@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>

Cc: "Contreras, Michelle" <mcontreras@cabq.gov>

Beth,

Attached are the Personnel Subcommittee Meeting from 4/27/15 with the suggested changes. Michelle is finalizing the May 6, 2015 Personnel Subcommittee Meeting Minutes. In May there were several meetings requiring Minutes, making it difficult for Michelle to keep up on all of the Minute documents. I will be researching a hiring additional Temp Staffer to draft Minutes, to make sure that we keep up on this task in future months.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

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From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Wednesday, June 03, 2015 4:38 PM
To: Hammer, Robin; Eric Cruz; Joanne Fine; Mark T. Baker
Subject: Minutes for the last Personnel Subcommittee meeting

Ms. Hammer - I haven't seen the minutes yet for the personnel subcommittee meeting. Did you send them and I missed them? Also, I haven't yet seen Ms. Fine's changes to the personnel subcommittee meeting before that one. If these were sent and I missed it, I apologize, and please resend them.

If they haven't gone out yet, please get those out as soon as possible so that everyone has time to review them before the meeting. The past meetings they've been handed to me to sign, having been sent just a few minutes prior to the meeting, and I've been very clear that I won't sign anything that I haven't adequately reviewed. Because changes aren't made and minutes aren't going out timely, they are starting to stack up. I'd really like to get caught up with these.

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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Personnel Sub Mtg 4-27-15 minutes FINAL.docx

29K



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

RE: B3-Approval

1 message

Green, Alan <alangreen@cabq.gov>

Wed, Jun 3, 2015 at 5:02 PM

To: "Jeannette V. Baca" <jvbaca.pob@gmail.com>

Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

Hello Jeanette,

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- The job description and position must be in place to begin the process.
- Create the requisition which identifies the position and initiates the approval process to fill the position. Budget and Class&Comp review and approve. 2-5 days
- Create the job posting with screening questions to assist in qualifying of applicants. 1-2 days
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- Preferred applicants are selected and scheduled for interviews. The selection is made. 1-2 weeks
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These are some of the basic steps. Let me know if you have questions.

With the job description and position in place, and your approval, Christine and Employment can proceed with next steps.

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Classification and Compensation

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+(505) 768 -3777 fax



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

RE: Completed Citizen Police Academy 6-3-2015

1 message

Hammer, Robin <rhammer@cabq.gov>

Wed, Jun 3, 2015 at 5:05 PM

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

Beth,

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

POB Members,

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

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

All the Best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Wednesday, June 03, 2015 4:19 PM
To: Hammer, Robin; POB; Mark T. Baker; Saavedra, Sharon L.
Subject: Completed Citizen Police Academy 6-3-2015

Ms. Hammer -

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

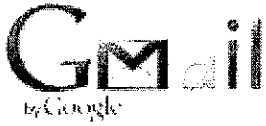
I have also completed both of the initial ride-alongs. We are scheduling additional training for the June 11th POB meeting, and will shortly have everyone through our required training.

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

RE: Draft Personnel Subcommittee meeting agenda

1 message

Scott, Mary L. <mscott@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Wed, Jun 3, 2015 at 6:27 PM

Hi Beth,

Is the meeting Friday June 5th? June 9th is a Tuesday.

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Wednesday, June 03, 2015 5:39 PM
To: Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy
Subject: Draft Personnel Subcommittee meeting agenda

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

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

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

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

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

Re: Draft Personnel Subcommittee meeting agenda

1 message

Scott, Mary L. <mscott@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Wed, Jun 3, 2015 at 7:06 PM

The agenda says Friday June 9th.

Sent from my iPhone

On Jun 3, 2015, at 6:35 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

It's Tues June 9th at 1:30. Did I have it wrong somewhere? Thanks! -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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*Sent with haste from my "smart" phone.
Notice: This email may be subject to disclosure as public record. Please be thoughtful when forwarding or replying to this email.*

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

RE: Personnel subcommittee & POB tasks - please help!

1 message

Joanne Fine <joannefine413@gmail.com>
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Wed, Jun 3, 2015 at 7:25 PM

Will do it tomorrow early afternoon.

Sent from my Verizon Wireless 4G LTE smartphone

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

From: Beth Mohr <cabq.pob.mohr@gmail.com>
Date: 06/03/2015 4:42 PM (GMT-07:00)
To: Joanne Fine <joannefine413@gmail.com>, Eric Cruz <eric.huizar.cruz@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Personnel subcommittee & POB tasks - please help!

Joanne - You asked how you could help me out, since I'm so buried right now....if you could take over the task of getting all the past personnel subcommittee minutes actually corrected, and out to us, and make sure they're correct so that we can get caught up with them, that would be a huge help.

Also, on the May 19th POB meeting minutes, I tried to review them, but they're incomplete and there are several mistakes - if you could take charge of reading and correcting those? That would be a tremendous help. Ms. Hammer sent them out, but they were nestled down in an email about NACOLE, and I just now saw them.

Call with questions, and thanks so much! -B

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

Re: B3-Approval

1 message

Jeannette Baca <jvbaca.pob@gmail.com>

Thu, Jun 4, 2015 at 7:49 AM

To: "Green, Alan" <alangreen@cabq.gov>

Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

Good morning Alan,

Thanks so much for the clarification. It is very helpful. Okay, so lets continue the process; I think we're on track. Posting the position for 3 weeks seems reasonable for our timeline.

I appreciate your help on this! Have a great day.

Jeannette

On Wed, Jun 3, 2015 at 5:02 PM, Green, Alan <alangreen@cabq.gov> wrote:

Hello Jeanette,

The process normally takes about two months. It can be shorter or longer depending on various factors. The largest time components are typically the review of applications and interviews. Here of some of the steps:

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

RE: B3-Approval

1 message

Herrera, Darlene H. <DHerrera@cabq.gov>

Thu, Jun 4, 2015 at 7:57 AM

To: "Green, Alan" <alangreen@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>

Cc: "Hammer, Robin" <rhammer@cabq.gov>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Garcia, Christine" <cmgarcia@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>

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

Re: NACOLE, Minutes, Memo from APD

1 message

Dave Ring <dzt3@juno.com>

Thu, Jun 4, 2015 at 8:25 AM

To: rhammer@cabq.gov

Cc: cabq.pob.mohr@gmail.com, cabq.pob.cruz@gmail.com, rhammer@cabq.gov, jvbaca.pob@gmail.com, joannefine413@gmail.com, phamason.lw@gmail.com, amadomccoy.pob@gmail.com, jswilsonpob@outlook.com, susanne.brown37@yahoo.com, mbaker@peiferlaw.com

Robin, I'm slow in responding, as I've been out of town. I noticed, as did several others, that the overall sound level set in the Council Chamber room during our last meeting was considerably lower than in previous times. This led to considerable difficulty in hearing and interpreting what was being said. Do we have any ability to reset the sound controls in that room for our meetings? – Dave Ring

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<http://thirdpartyoffers.juno.com/TGL3141/55706009be788600907f2st03vuc>

Albuquerque Police Oversight Board

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

RE: Draft Personnel Subcommittee meeting agenda

1 message

Yermal, Vincent A. <vyermal@cabq.gov>

Thu, Jun 4, 2015 at 10:46 AM

To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Hernandez, Jessica M." <jmhernandez@cabq.gov>, "Scott, Mary L." <msscott@cabq.gov>, Joanne Fine <joannefine413@gmail.com>, Eric Cruz <eric.huizar.cruz@gmail.com>, "Jacobi, Jenica L" <jjacobi@cabq.gov>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>

Ms. Mohr:

Thank you for the agenda. I have an offsite appointment at 1:00 PM on June 9th; but anticipate I can make the subcommittee meeting albeit a little late.

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

(505) 768-3700

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]**Sent:** Thursday, June 04, 2015 10:17 AM**To:** Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy; Mark T. Baker**Subject:** Re: Draft Personnel Subcommittee meeting agenda

All: Attached is the corrected agenda for the Personnel Subcommittee meeting for Tuesday, June 9th. Thanks,
-B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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On Wed, Jun 3, 2015 at 5:38 PM, Beth Mohr <cabq.pob.mohr@gmail.com> wrote:

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

Re: Draft Personnel Subcommittee meeting agenda

1 message

Joanne Fine <joannefine413@gmail.com>

Thu, Jun 4, 2015 at 12:00 PM

To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <Rhammer@cabq.gov>

There is an additional change to make. The agenda header says Policy & Procedure Review Subcommittee instead of Personnel Subcommittee

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—
Joanne Fine
Police Oversight Board Member



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

Re: Draft Personnel Subcommittee meeting agenda

1 message

Joanne Fine <joannefine413@gmail.com>

Thu, Jun 4, 2015 at 12:05 PM

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

Cc: "Hammer, Robin" <rhammer@cabq.gov>, Jessica Hernandez <jmhernandez@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>, mscott@cabq.gov, Eric Cruz <eric.huizar.cruz@gmail.com>, Jenica Jacobi <jjacobi@cabq.gov>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>

Change the header to Personnel Subcommittee instead of Policy and Procedure Review Subcommittee. With that change, you have my approval.

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—
Joanne Fine
Police Oversight Board Member



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

June POB meeting

1 message

Leonard Waites <phamason.lw@gmail.com>

Thu, Jun 4, 2015 at 12:58 PM

To: "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzt3@juno.com" <dzt3@juno.com>, "eric.huizar.cruz@gmail.com" <eric.huizar.cruz@gmail.com>, "jv baca.pob@gmail.com" <jv baca.pob@gmail.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "phamason.lw@gmail.com" <phamason.lw@gmail.com>, "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>

All,

I have asked Beth Mohr to chair our June meeting while I continue to recover. thanks Beth.

—

Leonard Waites Chairman
Police Oversight Board



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

RE: Draft Personnel Subcommittee meeting agenda

1 message

Hammer, Robin <rhammer@cabq.gov>

Thu, Jun 4, 2015 at 2:17 PM

To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Hernandez, Jessica M." <jmhernandez@cabq.gov>, "Yermal, Vincent A." <vyermal@cabq.gov>, "Scott, Mary L." <mscott@cabq.gov>, Joanne Fine <joannefine413@gmail.com>, Eric Cruz <eric.huizar.cruz@gmail.com>, "Jacobi, Jenica L." <jjacobi@cabq.gov>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

<http://www.cabq.gov/cpoa>**From:** Beth Mohr [mailto:cabq.pob.mohr@gmail.com]**Sent:** Wednesday, June 03, 2015 5:39 PM**To:** Hammer, Robin; Hernandez, Jessica M.; Yermal, Vincent A.; Scott, Mary L.; Joanne Fine; Eric Cruz; Jacobi, Jenica L; Moira Amado-McCoy**Subject:** Draft Personnel Subcommittee meeting agenda

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June 9 2015 Personnel Subcommittee Agenda.docx

17K



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

Re: Draft Personnel Subcommittee meeting agenda

1 message

Joanne Fine <joannefine413@gmail.com>

Thu, Jun 4, 2015 at 2:30 PM

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

Cc: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>

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—
Joanne Fine
Police Oversight Board Member



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

RE: Draft Personnel Subcommittee meeting agenda

1 message

Hammer, Robin <rhammer@cabq.gov>

Thu, Jun 4, 2015 at 2:33 PM

To: Joanne Fine <joannefine413@gmail.com>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>

Ms. Fine,

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

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

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City of Albuquerque

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Fax: (505) 924-3775

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

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

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Albuquerque Police Oversight Board

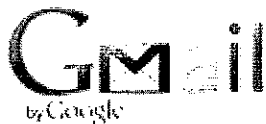
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—

Joanne Fine

Police Oversight Board Member



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

Re: Draft Personnel Subcommittee meeting agenda

1 message

Leonard Waites <phamason.lw@gmail.com>

Thu, Jun 4, 2015 at 4:15 PM

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

No not at all

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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Fax: (505) 924-3775

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

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

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

To: Hammer, Robin

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

Subject: Re: Draft Personnel Subcommittee meeting agenda

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

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

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--

Joanne Fine

Police Oversight Board Member



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

Re: NACOLE, Minutes, Memo from APD

1 message

Joanne Fine <joannefine413@gmail.com>
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Thu, Jun 4, 2015 at 11:27 PM

A good idea for sure.

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 Jun 4, 2015 10:38 PM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:
Ms. Hammer,

Mr. Waites did not Chair the May 19th meeting, and therefore could not sign off on those minutes, even if he was going to Chair the June meeting, which he is not. Please correctly reflect that I chaired that meeting, and append the minutes for my signature, once they are corrected and complete. It occurs to me that perhaps someone could take adequate notes for the minutes during the actual meeting, rather than listening to the recording and trying to recreate them.

Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

POB Members:

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

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

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

for your consideration.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3774

Fax: (505) 924-3775

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



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

CRC

1 message

Maira Amado-McCoy <amadamccoy.pob@gmail.com>

Fri, Jun 5, 2015 at 6:59 AM

To: "Hammer, Robin" <rhammer@cabq.gov>, Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, Mark Baker <mbaker@peiferlaw.com>

Good Morning, Robin.

These are the specific agenda items to be placed among the standing items for next week's CRC meeting. As you know, we'll have to have a draft of this asap – this morning, if possible.

- I. Review of Internal Case Procedures
 - a. New spreadsheets, support documents
 - b. First level analysis
 - c. Questions of training and investigative instruction
- II. Discussion of Procedures Once Delivered to POB
 - a. Reception and review procedures for CRC
 - b. Assurance of appropriate delivery to both CRC and POB
 - c. Coordination with other agency stakeholders
 - d. Interaction with CPOA upon Board findings.

III. Consideration of contribution to Written POB Rules

Mark Baker will be attending this meeting with us. Please also assure that Paul Cash is available.

Thank you,

Maira Amado-McCoy





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

prose description of spreadsheet columns

1 message

Maira Amado-McCoy <amadamccoy.pob@gmail.com>

Fri, Jun 5, 2015 at 7:15 AM

To: "Hammer, Robin" <rhammer@cabq.gov>, "Cash, Paul" <pcash@cabq.gov>, Mark Baker <mbaker@peiferlaw.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Good Morning, Robin.

Will you be able to have the summary descriptions to me today?

Maira Amado-McCoy


[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:20 PM
To: Harness, Edward
Subject: Fwd: 11:00 to 11:30?

Begin forwarded message:

From: "Cash, Paul" <pcash@cabq.gov>
Date: June 8, 2015 at 7:56:36 AM MDT
To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>
Subject: RE: 11:00 to 11:30?

That will be perfect.

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Monday, June 08, 2015 7:46 AM
To: Cash, Paul
Subject: 11:00 to 11:30?

Good Morning, Paul.

I've just realized that my 12:00 conference call is Central time, so that makes it impossible for me to be at your office at 11:00. It shouldn't be long. Would 11:30 or 11:45 work for you?

Moira

M007284

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:14 PM
To: Harness, Edward
Subject: Fwd: 2 June/agenda

Begin forwarded message:

From: Scott Wilson <jswilsonpob@outlook.com>
Date: June 2, 2015 at 9:31:05 AM MDT
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Subject: RE: 2 June/agenda

Good morning Moira,

Sure, that would be fine. Let me know when you were thinking.

J. Scott Wilson

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

Date: Tue, 2 Jun 2015 07:59:24 -0600
Subject: 2 June/agenda
From: amadamccoy.pob@gmail.com

M007285

To: jswilsonpob@outlook.com

Hi, Scott. I'll be in your neck of the woods today, and wondered if you could take a minute to meet briefly regarding the CRC agenda?

Thanks.

Moir

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:23 PM
To: Harness, Edward
Subject: Fwd: 4.9.15 POB minutes REVISED

Begin forwarded message:

From: Joanne Fine <joannefine413@gmail.com>
Date: June 8, 2015 at 8:40:26 PM MDT
To: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, Moira Amado-McCoy
<amadomccoy.pob@gmail.com>
Subject: 4.9.15 POB minutes REVISED

See attached. Let me know what changes I should make.
Thanks for your patience,
Joanne

--

Joanne Fine
Police Oversight Board Member

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:20 PM
To: Harness, Edward
Subject: Fwd: a thumb-drive?

Begin forwarded message:

From: "Cash, Paul" <pcash@cabq.gov>
Date: June 8, 2015 at 9:36:57 AM MDT
To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>
Subject: RE: a thumb-drive?

No ma'am, we do not have any spare thumb drives.

Paul

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Monday, June 08, 2015 9:36 AM
To: Cash, Paul
Subject: a thumb-drive?

Paul --

Would there be a spare thumb drive in your office that I could have?

The attorney needs something from me that apparently can only be transported via an

M007290

auxiliary. I'll stop somewhere and buy one if I need to, but thought I'd check with supplies in your office, in case I can kill two birds with one stone when I come in.

No worries if the office doesn't supply them -- just on the off chance that one would be available.

Moira

██████████
██████████
██████████
██████████
Attachments:

██████████
██
██
██
[ATT00001.txt](#)
[ATT00002.htm](#)
[POB Agenda - 6-11-2015 FINAL.docx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, pob
<pob@cabq.gov>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M."
<shults@cabq.gov>
Subject: Agenda for June 11, 2015 Police Oversight Board Meeting
Date: Fri, 5 Jun 2015 15:06:56 -0600

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All:

Enclosed, please find the Agenda for the June 11, 2015 POB meeting. Unless anyone has further comments or additions, this will be the final version and should be posted as soon as possible.

Ms. Hammer, please let me know when this has been posted in order to meet our obligations.

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007293

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

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

M007294

Attachments:

[ATT00001.txt](#)
[ATT00002.htm](#)
[April 9 2015 Minutes CPOA-DRAFT2.doc](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Moirá Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: April 9 2015 POB Minutes
Date: Sat, 6 Jun 2015 18:08:18 +0000

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Board Members:

Attached are the April 9 2015 POB Minutes with Dr. Amado-McCoy's suggested changes for your records.

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>

M007296

CIVILIAN POLICE OVERSIGHT AGENCY

Thursday, April 9, 2015

**Vincent E. Griego Chambers, Basement Level
City/County Government Center - One Civic Plaza NW
Albuquerque, New Mexico**

Members Present:

Leonard Waites (By Phone)
Beth Mohr (Acting Chair)
Jeffrey Scott Wilson (Co-Vice Chair)
Dr. Moira Amado-McCoy
Dr. Jeanette Baca
Eric Cruz
Joanne Fine
Rev. David Ring III

Others Present:

Robin Hammer
Paul Skotchdopole
Diane McDermott
Chris Davidson
Erin O'Neil
Paul Cash
Michelle Contreras
Lt. Jennifer Garcia, APD Internal Affairs
Sgt Mike Medrano, APD Internal Affairs
Nicholas Bullock, City Attorney
Julian Moya, City Council

MINUTES

- I. WELCOME AND CALL TO ORDER:** Acting Chair Beth Mohr called the meeting to order at 5:01 p.m.
- II. PLEDGE OF ALLEGIANCE:** Board Member Ring led the Board in the Pledge.
- III. APPROVAL OF AGENDA -** Acting Chair Mohr requested that a dinner break be added to the Agenda. Board Member Baca suggested the dinner break and Executive Session be combined. Acting Chair Mohr requested that discussion on process of how complaints will be handled to be put back on the agenda, as well as Item VII(C), training of board, and VII(D), discussion of subcommittees by Board Member Baca. Acting Chair Mohr also requested that discussion be held regarding the City Council Resolution to hold part of the Board's duties in abeyance. Board Member Fine moved the motion. Co-Chair Wilson seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring
- IV. APPROVAL OF MINUTES –** Acting Chair Mohr noted that the March minutes should reflect that the meeting adjourned at 8:55 p.m. Board Member Ring moved for the approval of the minutes. Board Member Baca seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

V. PUBLIC COMMENTS –

CHARLES ARASIM – Mr. Arasim informed the Board that he has been addressing the POC for many years. He also stated that if the Subcommittee to select the new Executive Director conducts interviews in executive session, then that would constitute a violation of the Open Meetings Act. Mr. Arasim requested that the Board reject the application of Acting Executive Director Hammer as the permanent Executive Director, stating that when he previously filed a complaint, Acting Executive Director Hammer sat on the complaint for over a year.

TAD NIEMYJSKI – Mr. Niemyjski stated that he is from Poland, and was originally living in Chicago before coming to Albuquerque. He stated that he is familiar with the POC process and wanted to know if the Board is for the people. Mr. Wynosky felt that the Board should be comprised of real citizens free from politics.

DON SCHRADER - Mr. Schrader stated that all police should be tested for unhealed PTSD, and that if officers have unhealed PTSD, they should have desk jobs or work outside APD. Mr. Schrader stated that all officers should be trained to resolve situations in a non-violent manner, and that officers who have never shot or beaten a citizen should be given a special honor. Mr. Schrader stated that drug tests should be given to officers to test for drugs or steroids after being involved in any incident. Mr. Schrader stated that officers should not stalk protestors or victims' families, and that police should be respected and not feared by citizens.

ANDRES VALDEZ - Mr. Valdez stated that he is associated with an organization by the name of Vecinos United. Mr. Valdez stated that he has sued the former POC for meetings held behind closed doors, and that the Board will be in violation of the Open Meetings Act if they select the new Executive Director in a closed meeting.

VI. SETTLEMENT AGREEMENT DISCUSSION/TRAINING. Acting Executive Director Hammer explained and gave a history of the DOJ Settlement Agreement to the Board. Ms. Hammer also explained the status of the Settlement Agreement and its requirements.

B. Acting Executive Director Hammer advised the Board that Mr. Ginger has requested that the Board receive training prior to hearing any complaints. In response, Board Member Amado-McCoy stated that the Board was not asked for their input regarding the meeting with Mr. Ginger. Acting Chair Mohr stated that some other Board Members were scheduled to meet with the federal monitor, Mr. Ginger, but that meeting did not take place. Board Member Amado-McCoy commented that the Board was qualified last month, but was found to be not qualified this month. Acting Executive Director Hammer informed the Board that Mr. Ginger, or his designee, would like to appear at the May 2015 POB meeting.

C. The Board discussed that there will be a backlog of cases. Acting Executive Director Hammer indicated that once the board has completed its training and a strategic plan put in place, she would present pending CPC cases to the Board Members. The Board requested that an ongoing state-of-the-agency report be sent to the Case Review

Subcommittee, to include a summary of where the CPCs (including Officer-Involved Shootings) are in the process, what information the CPCs are waiting on, and a breakdown of SOP violations. Board Member Fine made a motion that an ongoing report be made to the Case Review Subcommittee. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

VII. DISCUSSION OF ROLE OF CPOA AND POB

(A) The Board and Acting Executive Director Hammer discussed the City Council Resolution to hold in abeyance POB review of CPC and Officer Involved Shooting cases until mandated training is completed. Acting Executive Director Hammer discussed training that the Board needs to complete to be in compliance with the Settlement Agreement and Ordinance. Board Member Amado-McCoy felt the Board was comprised of neutral, third party civilians for a reason. Board Member Amado-McCoy stated that if the Board were to consider the number of hours that the Board spent at APD training, many community members could consider this as inappropriate. Board Member Amado-McCoy stated that the question was not whether the Board should or should not attend training, but whether or not the Board was capable of performing our mandated function without it. The Board expressed concerns that waiting to complete training would result in a backlog of complaints to be heard. Co-Vice Chair Wilson suggested that the first meeting of the Board may have upset some people. Board Member Amado-McCoy suggested that the Board should appear before the City Council.

Board Member Amado-McCoy made a motion that Mr. Moya arrange a meeting between Board Members and the City Council and that Board Member Amado-McCoy should attend the City Council meeting the following week in order to articulate our objections to the suggestion that the Board hear no further cases until trained. Board Member Cruz seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

Acting Chair Mohr spoke about an ABA Webinar being presented on April 16, 2015, on Strategies for Success: Implementing and Improving Citizen Police Oversight of Law Enforcement.” Acting Executive Director Hammer suggested the Webinar would be helpful to the Board. Acting Chair Mohr spoke about training called Foundation on Open Government being held on April 29, 2015. The City Attorney will observe the training and will provide further details on the time and location. Board Member Amado-McCoy requested that Acting Executive Director Hammer inquire of APD about special training events, and that should be a priority.

Board Member Baca spoke regarding a Policy and Procedure Subcommittee, and made a motion that the discussion be held open to the next meeting. Co-Chair Wilson seconded the motion. Discussion was had and the Board discussed creating a Policy and Procedure Subcommittee. Members will be Co-Chair Wilson, Co-Chair Mohr, and Board Member Amado-McCoy. Board Member Baca made a motion to create the Policy and Procedure Subcommittee. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

VIII. REPORTS FROM SUBCOMMITTEES

A. Outreach Subcommittee Acting Executive Director Hammer requested that guest speaker Adrian Carver be heard out of order before the dinner break. Mr. Carver made a presentation on behalf of the New Mexico Forum for Youth. Mr. Carver felt that young people should be involved with the policy-making process at many levels of government, and that young people have voices and need to be heard. Mr. Carver felt that the Youth Alliance could provide data to the Board regarding young people. He also discussed that the Youth Alliance could act in an advisory capacity to the Board, and work with the Outreach Subcommittee. The Board indicated that it would welcome input from the Youth Alliance, which will continue to work with Board Member Ring and the Outreach Subcommittee.

Board Member Fine made a motion to break for dinner. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring. The Board was in recess at 7:15 p.m.

The Board reconvened at 7:49 p.m.

VIII. REPORTS FROM SUBCOMMITTEES

A. Outreach Subcommittee – Board Member Baca reported on the Outreach Subcommittee. Board Member Baca was selected to Chair the Subcommittee. Chair Waites and Board Member Ring also sit on the Subcommittee. Board Member Baca discussed the New Mexico Forum for Youth, the Outreach Coordinator position, and neighborhood associations. Board Member Baca explained how she has approached the neighborhood associations, and that the Board should become active with the neighborhood associations.

B. Personnel Subcommittee – Acting Chair Mohr discussed the search process to select the new Executive Director. The Board is bound by a Court Order to conduct interviews in an open meeting. The Board will select three names to be sent to the City Council and a CPOA staff member will assist the Board in delivery of the names to the City Council. The City Council will make the decision on who becomes the Executive Director.

Board Member Ring made a motion to accept this process to select the Executive Director as outlined. Board Member Fine seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

Acting Chair Mohr further discussed the task of the Personnel Subcommittee to select the Executive Director.

Board Member Amado-McCoy made a motion that the Personnel Subcommittee should begin their work. Board Member Baca seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

At 8:20 p.m., the Board and Assistant City Attorney Bullock met in Executive Session.

IX. DISCUSSION OF CONTRACT FOR INDEPENDENT LEGAL COUNSEL

The Board reconvened at 8:47 p.m. to discuss the contract for the Independent Legal Counsel position. There are funds available until end of fiscal year 2015. The Personnel Subcommittee should fast track the search for Independent Legal Counsel. Funds are also available beginning fiscal year 2016 for Independent Legal Counsel. Acting Chair Mohr placed an ad for the April 22, 2015, Bar Journal.

Co-Chair Wilson made a motion that the search for Independent Legal Counsel should move forward expeditiously. Board Member Amado-McCoy seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

The next meeting of the Personnel Subcommittee and the Outreach Subcommittee would be on April 27, 2015.

X. DISCUSSION OF CITY COUNCIL’S BUDGET QUESTIONS POSED TO CPOA – Acting Executive Director Hammer presented general questions from the City Council, and provided a flow chart. Acting Executive Director Hammer discussed the process of selecting the Executive Director, the Independent Legal Counsel, and the Outreach Coordinator. Contract service for a paralegal position was also discussed. Training and Travel was also discussed.

XI. DISCUSSION OF DRAFT CPOA RULES – Co-Chair Wilson made a motion to defer this item to a future date. Board Member Amado-McCoy seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

XII. REPORTS FROM CITY STAFF:

A. Acting Executive Director Hammer – Acting Executive Director Hammer reported March 2015 statistics as follows:

March 2015:

- 17 new Citizen Police Complaints
- 16 Job Well Done Letters
- 14 Cases Resolved

A bid was placed to have the fall 2016 NACOLE conference in Albuquerque. A decision should be made in May 2015. Acting Executive Director Hammer discussed the Talk-to-a-Cop program which brings citizens and officers together. A new database being worked on, IA-PRO, will help to identify officers who may have issues.

B. SOP Update – CPOA Lead Investigator Paul Skotchdopole had nothing to report and has not attended any APD meetings as there have been no meetings of the Policy and Procedure Committee. It was discussed that Chief Eden will place Mr. Skotchdopole on the attendee list for future meetings. Board Member Amado-McCoy indicated that the Board would like the staff’s input regarding the SOPs.

C. Mayor's Staff – No one was present to report.

D. City Council Staff – Mr. Moya stated that on April 20, 2015, the City Council will appoint Sue Ann Brown to serve on the Board.

E. City Attorney's Staff – City Attorney Bullock had nothing to report.

F. APD – Lt. Garcia from APD Internal Affairs presented the report for March 2015.

APD Calls for Service: 40,663
Internal Affair cases for March 2015
Received - 21 Inactivated - 0 Completed -12
Mediated - 0 Pending - 16

Discipline imposed in March 2015
3 verbal reprimands 5 letters of reprimands
1 32-hour suspension 1 40-hour suspension
1 160-hour suspension
0 termination

XIII. OTHER BUSINESS – No other business.

XIV. ADJOURNMENT - *Next POB meeting will be on Tuesday, May 19, 2015, at 4:00 PM in the Vincent E. Griego Chambers. Note the change from Thursday to Tuesday for next month's meeting.* The meeting adjourned at 9:19 p.m.

APPROVED:

Beth Mohr, Acting Chair
Civilian Police Oversight Agency

DATE

CC: Julian Moya, City Council
 Trina Gurule, Acting City Clerk
 Rey Garduno, City Council President

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:22 PM
To: Harness, Edward
Subject: Fwd: Case Review Sub-Committee Minutes for May 7, 2015

Begin forwarded message:

From: "Contreras, Michelle" <mcontreras@cabq.gov>
Date: June 8, 2015 at 4:46:56 PM MDT
To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>
Cc: "Hammer, Robin" <rhammer@cabq.gov>
Subject: Case Review Sub-Committee Minutes for May 7, 2015

Good afternoon Members,
Please find attached minutes for Case Review Sub-Committee Minutes for May 7, 2015. Please let me know if you have questions.

Thanks.
Michelle

Michelle Contreras
Senior Administrative Assistant
Civilian Police Oversight Agency

POLICE OVERSIGHT BOARD CASE REVIEW SUBCOMMITTEE

**Thursday, May 7, 2015 – 9:30 a.m.
Plaza Del Sol Hearing Room #160, Basement Level,
600 2nd St. NW Albuquerque, New Mexico**

Members Present

Moira Amado-McCoy (Chair)
Jeffery Scott Wilson
Leonard Waites

Others Present

Robin S. Hammer
Paul Cash
Michelle Contreras
Diane McDermott
Paul Skotchdopole
Chris Davidson
Erin O'Neil

Minutes

- I. **Welcome and Call to Order: Committee Member Moira Amado-McCoy.** Chair Amado-McCoy called the meeting to order at 9:30 a.m.
- II. **Vote for Committee Chair.** Board Member Waites moved to nominate Moira Amado-McCoy as Chair of the Case Review Sub-Committee. Board Member Wilson seconded the motion. Passed.
For: 3 – Waites, Wilson, Amado-McCoy
- III. **Public Comments.** None
- IV. **The Life of a Case as it moves through the CPOA. Robin Hammer, Analyst Paul Cash, and CPOA Staff**
A discussion was had regarding the life of a case as it moves through the Civilian Police Oversight Agency. Chair Amado-McCoy distributed an *Excel* sheet, which is contained in the record.
 - a. **How cases arrive**
 - b. **Sorting and assignment**
 - c. **Requirements and distinctions between cases**
 - d. **Timeline**
 - e. **Interaction with other bodies/agencies/stakeholder groups**
 - f. **Evaluated for assignment for POB review**
 - g. **Post-POB review period**

Board member Wilson moved that this discussion of the 30 day-review period be brought before the board for discussion regarding what the policy is in respect to the timeframe and routing of CPC cases. Chair Amado-McCoy seconded.

For: 3 – Waites, Wilson, Amado-McCoy

Civilian Police Oversight Agency
Police Oversight Board Case Review Subcommittee
Minutes – May 7, 2015
Page 1

- V. **Presentation of (10) possible cases for review for May meeting, Robin Hammer.**
None.
- VI. **Discussion: formal name of committee, scope of work.**
A discussion was had regarding the scope of work that the Case Review Sub-Committee is charged over. The Sub-Committee would review all completed cases and recommend the approved cases/citizen letters and place them on a consent agenda. If cases require further information, then the case would come back to the Sub-Committee for further review and research.
- VII. **Other Business & Committee Recommendations.** None.
- VIII. **Next Meeting set for Monday, May 11, 2015 at 4:00 p.m.**
- IX. **Adjournment:** Chair Amado-McCoy moved to adjourn the meeting. Board member Waites seconded. Passed.
For: 3 – Waites, Wilson, Amado-McCoy

The meeting adjourned at 11:50 a.m.

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

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[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[ATT00001.txt](#)

[ATT00002.htm](#)

[Mohr Certificate of completion - Citizen Police Academy 6-3-2015.pdf](#)

Please note: forwarded message attached

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

To: "Hammer, Robin" <rhammer@cabq.gov>, pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, Sharon Saavedra <ssaavedra@cabq.gov>

Subject: Completed Citizen Police Academy 6-3-2015

Date: Wed, 3 Jun 2015 16:18:37 -0600

4 Common Foods 'Destroying' Your Digestive Health ...

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...

<http://thirdpartyoffers.juno.com/TGL3141/5661ccccb7bbe4ccc2563st02vuc>

Ms. Hammer -

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

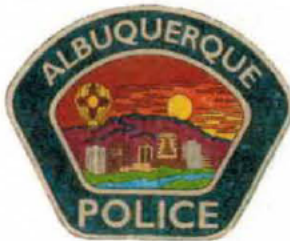
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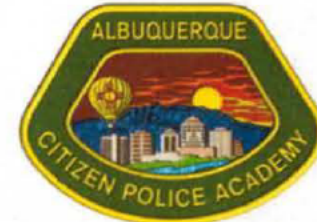
Albuquerque Police Department

Roger A. Hoisington Jr. Training Academy

Certificate of Completion



This is to certify that
Beth A. Mohr



Has attended and successfully completed the 47th Citizen Police Academy held
March 3, 2015 through May 26, 2015

"Understanding and Appreciating Albuquerque's Finest"


Director of Training


CPA Coordinator

Attachments:

[CPA RIDEALONGS.msg](#)

Please note: forwarded message attached

From: "Saavedra, Sharon L." <ssaavedra@cabq.gov>
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Archibeque, Helen M." <harchibeque@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "constance_bnl@yahoo.com" <constance_bnl@yahoo.com>, "dave.bergeron@abarrtech.com" <dave.bergeron@abarrtech.com>, "sandichun@comcast.net" <sandichun@comcast.net>, "grant@claycomb.org" <grant@claycomb.org>, "maxcowton@Q.com" <maxcowton@Q.com>, "eric.huizar.cruz@gmail.com" <eric.huizar.cruz@gmail.com>, "ddrake3647@msn.com" <ddrake3647@msn.com>, "fine.joanne@yahoo.com" <fine.joanne@yahoo.com>, "bforde40@hotmail.com" <bforde40@hotmail.com>, "ejacksonnm@gmail.com" <ejacksonnm@gmail.com>, "edwina.kiro@yahoo.com" <edwina.kiro@yahoo.com>, "julielaub82@gmail.com" <julielaub82@gmail.com>, "snl300780@gmail.com" <snl300780@gmail.com>, "Bengpl150@comcast.net" <Bengpl150@comcast.net>, "md87109@gmail.com" <md87109@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Srnelson@live.com" <Srnelson@live.com>, "gfpad@hotmail.com" <gfpad@hotmail.com>, "rascon.fernando9@gmail.com" <rascon.fernando9@gmail.com>, "jen@mail2beach.com" <jen@mail2beach.com>, David Ring <d3r3@juno.com>, "stilevi7@yahoo.com" <stilevi7@yahoo.com>, "sanchezey726@gmail.com" <sanchezey726@gmail.com>, "talktodean@aol.com" <talktodean@aol.com>, "oscarsolis@sonm.org" <oscarsolis@sonm.org>, "ksw@keleher-law.com" <ksw@keleher-law.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@gmail.com>, Chaplain Randy y[chaplainrandy@outlook.com] <chaplainrandy@outlook.com>, "leonard.waites@yahoo.com" <leonard.waites@yahoo.com>
Subject: CPA RIDEALONGS
Date: Wed, 3 Jun 2015 17:09:19 +0000

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<http://thirdpartyoffers.juno.com/TGL3141/5661cd09341034d092141st03vuc>

From: [Saavedra, Sharon L.](#)
To: [Moirá Amado-McCoy](#); [Archibeque, Helen M.](#); [Jeannette V. Baca](#); [constance_bnl@yahoo.com](#); [dave.bergeron@abarrtech.com](#); [sandichun@comcast.net](#); [grant@claycomb.org](#); [maxcowton@Q.com](#); [eric.huizar.cruz@gmail.com](#); [ddrake3647@msn.com](#); [fine.joanne@yahoo.com](#); [bforde40@hotmail.com](#); [ejacksonnm@gmail.com](#); [edwina.kiro@yahoo.com](#); [julielaub82@gmail.com](#); [snl300780@gmail.com](#); [Bengpl150@comcast.net](#); [md87109@gmail.com](#); [Beth Mohr](#); [Srnelson@live.com](#); [gfpad@hotmail.com](#); [rascon.fernando9@gmail.com](#); [jen@mail2beach.com](#); [David Ring](#); [stilevi7@yahoo.com](#); [sanchezey726@gmail.com](#); [talktodean@aol.com](#); [oscarolis@sonm.org](#); [ksw@keleher-law.com](#); [Scott S. Wilson](#); [Susanne Brown](#); [Chaplain Randy \[chaplainrandy@outlook.com\]](#); [leonard.waites@yahoo.com](#)
Subject: CPA RIDEALONGS
Date: Wednesday, June 03, 2015 11:09:23 AM
Importance: High

Hello 47th CPA Graduates,

Hope all is well. I want to thank each of you for your participation of the 47th CPA. I am lucky to have met you all.

I wanted to follow-up with you all and check to see who still has **NOT** gone on a police ride along. If you still would like one scheduled, please reply to this email with your name and contact information. You are entitled to this ride along and is a big eye opener to all the things you've learned in the class.

Thank you,

Officer Sharon Saavedra
Citizen Police Academy Coordinator
Albuquerque Police Department
Email: ssaavedra@cabq.gov
Phone: (505) 224-6641

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:22 PM
To: Harness, Edward
Subject: Fwd: CRC meeting tomorrow

Begin forwarded message:

From: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>
Date: June 8, 2015 at 8:34:06 PM MDT
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Subject: Re: CRC meeting tomorrow

It may be pro-forma to show up and explain that there's no quorum. Leonard doesn't know if he's going to be there?

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

We cancel, even though the public may show up? I won't finish the work I need to finish for this committee if I don't have to tonight, but I need to be sure that "just canceling" is a real option.

Moira

On Mon, Jun 8, 2015 at 6:57 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:
If there's no quorum there's no meeting. If you know for sure just cancel. Otherwise see if Leonard can make it.

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Beth --

Leonard has phoned me to say he might have to be at a training make-up session with APD tomorrow morning, at the same time as our CRC meeting, and Scott seems to have resigned.

What would you like me to do? What's procedure?

Moira

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:20 PM
To: Harness, Edward
Subject: Fwd: CRC

Begin forwarded message:

From: "Hammer, Robin" <rhammer@cabq.gov>
Date: June 8, 2015 at 8:01:25 AM MDT
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Mark Baker" <mbaker@peiferlaw.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Cash, Paul" <pcash@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Contreras, Michelle" <mcontreras@cabq.gov>, "David Ring" <dzt3@juno.com>
Subject: RE: CRC

Moira,

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

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

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

Moirá Amado-McCoy, Chair

Leonard Waits

Jeffery Scott Wilson

Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

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

A G E N D A

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

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

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

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

Subject: CRC

Ms. Hammer --

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

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

Please advise.

Moira Amado-McCoy

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:17 PM
To: Harness, Edward
Subject: Fwd: Draft Personnel Subcommittee meeting agenda

Begin forwarded message:

From: Beth Mohr <cabq.pob.mohr@gmail.com>
Date: June 4, 2015 at 3:17:03 PM MDT
To: "Robin S. Hammer, Esq." <rhammer@cabq.gov>
Cc: Joanne Fine <joannefine413@gmail.com>, "Rev. Dr. David Z. Ring, III" <dzr3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: Draft Personnel Subcommittee meeting agenda

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

M007317

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

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Ms. Fine,

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

Regards,

Robin

Robin S. Hammer, Esq.

M007318

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

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

Are you sleeping...

The HEADER and the SUBJECT LINE do NOT Match.

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

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

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

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

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

Subject: Draft Personnel Subcommittee meeting agenda

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

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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--

Joanne Fine

Police Oversight Board Member

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

Eric Cruz

Joanne Fine

Beth Mohr

Robin S. Hammer, Acting Executive Director

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

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

A G E N D A

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

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Attachments:

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[ATT00001.txt](#)
[ATT00002.htm](#)
[POB Agenda - 6-11-2015 DRAFT.docx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: pob <pob@cabq.gov>, <nbullock@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Draft POB Agenda
Date: Thu, 4 Jun 2015 22:32:05 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cc1565bc84c15016ast01vuc>

Please take a few moments to review the Draft POB agenda and let me know if you have any questions or comments.Â Because we have significant training during this meeting, I moved City Staff and reports up in the agenda, so that those folks can go home if they'd like to, instead of sitting through our training.Â

Please read this carefully and give me your comments by 3 pm Friday, June 4th, after which I will finalize it and send it to the CPOA for posting.Â

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007324

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David. Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:17 PM
To: Harness, Edward
Subject: Fwd: Draft POB Agenda

Begin forwarded message:

From: Beth Mohr <cabq.pob.mohr@gmail.com>
Date: June 4, 2015 at 10:42:10 PM MDT
To: pob <pob@cabq.gov>, <nbullock@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: Draft POB Agenda

Sorry, here it is with one small change - I noted the possibility of discussion and possible action being taken in the public meeting regarding personnel issue or pending litigation, so that if action is taken, nobody can say it wasn't on the agenda. -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007326

On Thu, Jun 4, 2015 at 10:32 PM, Beth Mohr <cabq.pob.mohr@gmail.com> wrote:
Please take a few moments to review the Draft POB agenda and let me know if you have any questions or comments. Because we have significant training during this meeting, I moved City Staff and reports up in the agenda, so that those folks can go home if they'd like to, instead of sitting through our training.

Please read this carefully and give me your comments by 3 pm Friday, June 4th, after which I will finalize it and send it to the CPOA for posting.

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David. Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

- I. Welcome & Call to Order** ~ Acting Chair, Beth A. Mohr
- II. Pledge of Allegiance** ~ Dr. Moira Amado-McCoy
- III. Approval of the Agenda**
- IV. Approval of Minutes**
- V. Public Comments**
- VI. Discussion & Possible Action of IPRA Resolution** ~ Mark T. Baker, Independent Counsel to POB
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 - A. Executive Director** – *Report by Acting Interim Executive Director Robin Hammer*
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Discussion and Possible Action re: Status of Community Engagement Specialist position
Discussion and Possible Action re: Status of CABQ automatic email
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Report
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- XII. Other Business**
- XIII. Adjournment ~ Next Regularly Scheduled POB meeting will be on**
Thursday, July 9, 2015 at 4:00 PM in the Vincent E. Griego Chambers

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

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

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	
)	
v.)	
)	
THE CITY OF ALBUQUERQUE,)	
)	No. CIV 14-1025 RB/KK
Defendant,)	
)	
v.)	
)	
THE ALBUQUERQUE POLICE OFFICERS’)	
ASSOCIATION,)	
)	
Intervenor.)	

MEMORANDUM OPINION AND ORDER

The United States Department of Justice and the City of Albuquerque negotiated a Settlement Agreement to resolve the allegation that the Albuquerque Police Department has a pattern and practice of using excessive force. (Doc. 9.) Having reviewed the parties’ submissions and arguments, the objections of the Intervenor, and the community’s reactions, the Court **APPROVES** the Settlement Agreement and enters it as an Order of the Court.

I. BACKGROUND

Based on reports of police misconduct, the United States Department of Justice initiated an extensive investigation into the Albuquerque Police Department’s use of force in November 2012. (Compl. Ex.1 at 2-3, Doc. 1-1.) On April 10, 2014, the Department of Justice released the results of that investigation, finding that the Albuquerque Police Department (“APD”) excessively uses

deadly and non-lethal force. (*Id.*) In the findings, the Department of Justice detailed several remedial measures to address the issues it found. (*Id.* at 41-45.)

Subsequently, as authorized by the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14141, the United States of America filed a Complaint against the City of Albuquerque, claiming that the City's police force engages in a pattern or practice of excessive force in violation of the Fourth Amendment. (Compl.) Specifically, the Complaint alleges (1) that the City's police force engaged in a pattern or practice of using unreasonable deadly force; (2) that the City's police force engaged in a pattern or practice of using unreasonable non-lethal force; and (3) the City failed to correct these systematic deficiencies. (*Id.*) In particular, the Complaint faults the City for disregarding the rights of persons with mental illness. (*Id.* ¶¶ 10, 15, 20.) As a remedy, the Complaint sought equitable and declaratory relief. (*Id.*)

On November 14, 2014, the parties filed a Settlement Agreement and a joint motion to approve it. (Doc. 9.) The Settlement Agreement represents over five months' negotiation between the two parties. (*Id.* at 2.) The parties estimate that they spent hundreds of hours conducting in-person and telephone conferences. (*Id.*) Both sides consulted with police experts and subject matter experts to ensure that the reforms would be efficacious and feasible. (*Id.* at 4-5.) The Agreement sets up a comprehensive framework for reform with proposed "revisions to policies, procedures, and practices to address the allegations in the United States' Complaint" (*Id.* at 6.) The Agreement's provisions pertain to the use of force, specialized units, crisis intervention, training, misconduct investigations, supervision, recruitment, officer health, and community engagement. (Agmt., Doc. 9-1.) On November 6, 2013, the Albuquerque City Council unanimously voted to endorse the Agreement. (Doc. 9 at 2.) The Court provisionally

approved the Agreement on December 17, 2014. (Doc. 35.)

After accepting “a significant number” of applications and conducting further negotiations, the parties were able to agree upon the appointment of an Independent Monitor. (Doc. 76 at 2.) The Monitor will function as the eyes and ears of the Court. The parties selected Dr. James Ginger, deeming him to have the necessary qualities to serve as the Monitor. (Doc. 76 at 2-3.) After meeting with Dr. Ginger and hearing the Amici’s concerns, the Court approved Dr. Ginger’s appointment. (Doc. 103.) He and his team will be responsible for assessing whether the parties fulfill their obligations under the consent decree. (Agmt. ¶ 294.)

Before finally approving any settlement, the Court must first determine that the Agreement is, as a whole, a fair, adequate, and reasonable means of resolving the claims raised in the Complaint. To help the Court assess whether the Agreement meets that standard, the Court invited interested parties to express their views. (Doc. 35.) Seven groups, representing various interests within the community, presented their arguments at the fairness hearing on January 21, 2015. (Doc. 90.)

After the fairness hearing, the Court turned its attention to several motions to intervene. (Docs. 14, 16-33, 36-40.) The Albuquerque Police Officers’ Association (“Union”) claimed a sufficient interest in the suit and its remedy to intervene into the action as a matter of right. (Mot. Intervene at 3, Doc. 41.) The Union aired part of its intervention argument at the fairness hearing. (Hr’g Tr. 14:25-21:12.) Separate from the Union’s motion, several concerned citizens filed motions to intervene. (Docs. 14, 16-33, 36-39.) The Court determined that the Union could intervene as a matter of right, but denied the motions to intervene from the concerned citizens. (Doc. 102.)

Three months later, in March 2015, an additional three community groups, Disability Rights New Mexico, the American Civil Liberties Union of New Mexico, and the Native American Voters Alliance Education Project, sought permission to intervene. (Doc. 107.) The current parties opposed the motion. (Docs. 117, 120, 121.) The Court denied the motion to intervene in a separate order.

As part of its order granting the Union the right to intervene, the Court ordered the Union to specifically state its objections to the Agreement. (*Id.* at 13.) The Union filed its objections on March 5, 2015. (Doc. 105.) Each of the Union's objections is addressed below.

II. LAW AND ANALYSIS

“Because the issuance of a consent decree places the power of the court behind the compromise struck by the parties,” the Court must independently review the Agreement's provisions. *United States v. State of Colorado*, 937 F.2d 505, 509 (10th Cir. 1991). Before approving the Agreement and entering a consent decree, the Court must be satisfied that the Agreement is fair, adequate, reasonable, and in keeping with public policy. *Id.* (citing *United States v. City of Miami*, 664 F.2d 435, 440 (5th Cir. 1981)). Courts have recognized a general policy in favor of settlements. *See Marek v. Chesny*, 473 U.S. 1, 10 (1985) (“[S]ettlements rather than litigation will serve the interests of plaintiffs as well as defendants.”). “The value of voluntary compliance is doubly important when it is a public employer that acts, both because of the example its voluntary assumption of responsibility sets and because the remediation of governmental [wrongdoing] is of unique importance.” *Wygant v. Jackson Bd. of Educ.*, 476 U.S. 267, 290 (1986) (O'Connor, J., concurring).

The Court is satisfied that the Agreement is the result of fair and honest negotiation, not the result of fraud or collusion. *See Rutter & Wilbanks Corp. v. Shell Oil Co.*, 314 F.3d 1180, 1188 (10th Cir. 2002) (stating factors courts should consider when evaluating a settlement agreement). The parties were both represented by zealous advocates who bargained in good faith on each party's behalf. (Doc. 9 at 4-5.) To determine if the provisions of the Agreement are otherwise a fair, adequate, and reasonable means of resolving the issues laid out in the Complaint, the Court turns to the concerns raised by Amici and the Intervenor.

A. Amici Concerns

On January 21, 2015, the Court heard from seven community groups who presented articulate and helpful testimony regarding the Agreement. The groups included the Union; a coalition of community groups dubbed "APD Forward"; the Civilian Police Oversight Agency; plaintiffs in a class action challenging the City's treatment of people with mental and developmental disabilities in *McClendon v. Albuquerque*; a coalition of community groups including the Dr. Martin Luther King, Jr. Memorial Center; New Mexico's Law Office of the Public Defender; and Vecinos United. A variety of concerns emerged during the hearing. The Court addresses several matters below.

Amici question the independence of the Monitor. Specifically, APD Forward urged the Court to ensure that the Monitor's quarterly compliance reports are transparent. (Doc. 56 at 11-12.) The group is concerned that provisions intended to protect police officers' private information could be used to remove the underlying data from the public eye. (*Id.* at 12.) Like the Amici, the Court expects the Monitor's reports to be comprehensive and edifying. If the reports are lacking, the Court can address the issue then. In the meantime, Dr. Ginger has

committed to keeping the community apprised and involved. The Court will ensure that the Monitor does not collude with parties to suppress public information.

Many groups were concerned about the scope, powers, and appointments of the Civilian Police Oversight Agency, including the Agency itself. The Court recognizes the vital role that the Agency must play in the Police Department's reform, especially considering that the Department of Justice intends to empower the Agency to oversee sustainable reform once the decree ends. (Hr'g Tr. 144:14-19, Doc. 91.) Amici raised several outstanding questions about how the Agency will interact with the Internal Affairs's investigations and how Agency reviewers will be appointed. The Agreement outlines requirements for the Agency, but does not detail how the Agency should function. If the Agency is going to be the overseer of long-term reform, the parties need to ensure that it is setup to succeed. That will be an on-going obligation.

Two groups, APD Forward and the *McClendon* plaintiff-subclass, raised concerns about APD's treatment of mentally and developmentally disabled persons. According to the Complaint, APD has a history of unnecessarily escalating stressful incidents and resorting to excessive force when faced with people in mental health crises. (Compl. ¶¶ 10, 15, 20.) Amici argue that the Agreement will increase the number of encounters APD officers have with people in mental health crises, which will in turn lead to more excessive force. This fear is based on APD's history of abuses. The parties counter that the merit of the Agreement should not be evaluated based on APD's old practices. They explain that the Agreement's approach to mental health is novel. Once the Agreement's provisions are in place, the City claims that APD "will have the most wide-ranging and comprehensive provisions dealing with mental health issues of any police department in the country." (Hr'g Tr. 46L14-17.) The parties recognize that as a part of this

ambitious reform, many details still need to be refined. (Hr’g Tr. 51:1-3; 52:1-3.) Along the way, some provisions may need to be reevaluated. Amici report that they have attended meetings of the Mental Health Response Advisory Committee, which was established to analyze and evaluate APD’s reforms in mental health. (Hr’g Tr. 40:15-18) The Court hopes that Amici continue to be vigilant in ensuring that this ambitious new approach improves APD’s responses to people in crisis and does not lead APD to regress.

Professor Alfred Mathewson, speaking on behalf of the Dr. Martin Luther King. Jr. Memorial Center and other community groups, asked the Court to consider the issue of biased policing practices in the Agreement. The Agreement requires that APD collect demographic data on civilians and officers involved in police encounters, but does not otherwise address racial or ethnic tensions in APD policing. (Agmt. ¶ 215(k).) Professor Mathewson advises that the Agreement should include a non-biased policing clause. (Doc. 71 at 11.) When community organizations urged the Department of Justice to investigate APD, they specifically requested that the United States examine racial issues. (*Id.* at 9.) However, neither the Department of Justice’s findings nor the Complaint address the issue. Accordingly, the Court cannot now order the parties to include such a clause. “[T]he consent decree must ‘com[e] within the general scope of the case made by the pleadings.’” *Local No. 93, Int’l Ass’n of Firefighters v. City of Cleveland*, 478 U.S. 501, 525 (1986) (quoting *Pacific R. Co. v. Ketchum*, 101 U.S. 289, 297 (1880)). The Court cannot ask the parties to include a non-biased policing provision, because the Complaint does not allege that there were biased policing practices. However, the Court is pleased that the parties have agreed to gather data on the matter and urges the parties to use the data to evaluate and correct any biased practices.

Primarily, the Amici asked the parties to listen to community voices during the reform process. As Professor Mathewson commented, “the Settlement Agreement is not the end; it’s the beginning” (Hr’g Tr. 112:21-22), and the Amici wish to have a voice in the on-going reforms. Amici are wary, noting that the City has previously been unresponsive, requiring “month-long campaigns of direct civil disobedience to get the City’s attention.” (Hr’g Tr. 139-149.) Now, the City avows that it is “committed to continuing to seek input from all community stakeholders” (Doc. 93 at 17; Hr’g Tr. 146:11-14.) The United States expressed a similar commitment “to engage with the community” (Hr’g Tr. 146:2-4.) The Agreement itself includes several provisions intended to foster community engagement. (Agmt. Sec. XII.) To achieve sustainable reform, the parties will need to seek out and secure community cooperation.

When determining whether the proposed consent decree is fair, adequate, and reasonable, the Court seriously considered the testimony presented at the Fairness Hearing. The Parties committed to considering the community’s needs as they develop policies and procedures. As the consent decree is implemented, the Court and the Monitor will ensure that the parties remain true to their commitment.

B. Modifications to the Decree

After the Fairness Hearing, counsel representing the *McClendon* plaintiff-subclass, Mr. Peter Cubra, filed a supplemental amicus brief concerning the parties’ rights to modify the Agreement and consent decree. (Doc. 92.) Mr. Cubra drew the Court’s attention to Paragraph 338 of the Agreement, which provides, in part:

The Parties may jointly stipulate to make changes, modifications, and amendments to this Agreement, which shall be effective, absent further action from the Court, 45 days after a joint motion has been filed with the Court. Such changes, modifications, and amendments to this Agreement shall be encouraged when the

Parties agree, or where the reviews, assessments, and/or audits of the Monitor demonstrate that the Agreement provision as drafted is not furthering the purpose of this Agreement or that there is a preferable alternative that will achieve the same purpose. Where the Parties or the Monitor are uncertain whether a change to the Agreement is advisable, the Parties may agree to suspend the current Agreement requirement for a time period agreed upon at the outset of the suspension. During this suspension, the Parties may agree to temporarily implement an alternative requirement. . . .

(Agmt. ¶ 338.)

The parties discussed this provision at the Fairness Hearing in response to the critique, raised by Mr. Cubra, that the Court should be careful to adopt and finalize the Agreement, because modifying final court orders is complex under Federal Rule of Civil Procedure 60(b). (Hr’g Tr. 89:5-9; 91:19-92:10.) Mr. Cubra argued that the Agreement is not a mere framework, as the parties suggested, but a proposed, binding court order. Accordingly, Mr. Cubra urged the Court to ensure that the parties “perfect this agreement before” the Court signs it. (Hr’g Tr. 89:8-9.) Pointing to Paragraph 338, the United States responded that the parties could in fact modify the Agreement without facing the hurdles in Rule 60(b). The United States described the provision as part of the plan for “ongoing engagement with the community.” (Hr’g Tr. 91:19-92:1.) As the parties and the community “identify things that need to be changed or could be done better,” the United States explained, “the parties have the ability to stipulate to those changes, work with our monitor, and present it to [the Court].” (Hr’g Tr. 92:2-5.)

Shortly after the Fairness Hearing, Mr. Cubra filed the supplemental brief arguing that Paragraph 338 of the Agreement violates both law and public policy. (Doc. 92.) Traditionally, litigants need to seek leave of the court before modifying a consent decree. *See Firefighters Local Union No. 1784 v. Stotts*, 467 U.S. 561 (1984). The Second Circuit reasoned that modifying consent decrees “always requires court approval due to their quasi-judicial nature.”

United States v. Am. Cyanamid Co., 719 F.2d 558, 565 (2d Cir. 1983). Based on this precedent, Mr. Cubra argues that Paragraph 338, permitting litigants to modify or suspend the decree, undermines the court's role as the guardian of the decree. (Doc. 92 at 2-4.)

Courts have taken varied approaches to the modification of consent decrees. *See generally* Timothy Stoltzfus Jost, *From Swift to Stotts and Beyond: Modification of Injunctions in the Federal Courts*, 64 Tex. L. Rev. 1101 (1986) (discussing various approaches to modifications of consent decrees and other injunctions). Some of the divergence among courts can be explained by the dual nature of consent decrees. “[C]onsent decrees ‘have attributes both of contracts and of judicial decrees.’” *Local No. 93*, 478 U.S. at 519 (quoting *United States v. ITT Continental Backing Co.*, 420 U.S. 223, 236 n.10 (1975)). Although a court's approval of a consent decree acts as a final judgment of the court, *Sinclair Oil Corp. v. Scherer*, 7 F.3d 191, 193 (10th Cir. 1993), “it is the parties’ agreement that serves as the source of the court’s authority to enter any judgment at all.” *Local No. 93*, 478 U.S. at 521. Parties to a consent decree, like the parties here, have negotiated for reforms that are broader and more comprehensive than any legal judgment the Court could have ordered after litigation. *See id.* at 525 (recognizing that consent decrees can include broader relief than a court could award after trial); *see also EEOC v. Safeway Stores, Inc.*, 611 F.2d 795, 799-800 (10th Cir. 1979) (same).

Generally, parties wishing to modify a court order must meet the requirements of Rule 60(b). Fed. R. Civ. P. 60(b) (“On motion and just terms, the court may relieve a party or its legal representative from a final judgment . . .”). Traditionally, relief under Rule 60(b) has been considered an “extraordinary” remedy that “may only be granted in exceptional circumstances.” *Cashner v. Freedom Stores, Inc.*, 98 F.3d 572, 576 (10th Cir. 1996) (citing *Bud Brooks Trucking*,

Inc. v. Bill Hodges Trucking Co., 909 F.2d 1437, 1440 (10th Cir. 1990)). For instance, under Rule 60(b), parties can ask the court to modify a consent decree if “a significant change either in factual conditions or in law” renders continued enforcement “detrimental to the public interest.” *Rufo v. Inmates of Suffolk County Jail*, 502 U.S. 367, 384 (1992).

Recently, the Supreme Court directed lower courts to take a different approach to public reform litigation, where the parties’ ability to modify decrees is crucially important. *See Horne v. Flores*, 557 U.S. 433, 447 (2009) (citing *Rufo*, 502 U.S. at 380) (“Rule 60(b)(5) serves a particularly important function in what we have termed ‘institutional reform litigation.’”). The Supreme Court commanded courts to “take a ‘flexible approach’” to modifications of public reform decrees. *Id.* at 450 (citing *Rufo*, 502 U.S. at 381). Public reform decrees, or institutional reform litigation, demand this flexible approach for several reasons:

[I]njunctive orders issued in such cases often remain in force for many years, and the passage of time frequently brings about changed circumstances—changes in the nature of the underlying problem, changes in governing law or its interpretation by the courts, and new policy insights—that warrant reexamination of the original judgment.

Id. at 447-48. Moreover, the Supreme Court reasoned that democratically-elected officials need to be able to respond to issues with new ideas. *Id.* at 449-50 (reasoning that consent decrees should not limit future office holders’ “ability to respond to the priorities and concerns of their constituents”). “[A] court abuses its discretion ‘when it refuses to modify an injunction or consent decree in light of [meritorious] changes.’” *Id.* at 447 (quoting *Agostini v. Felton*, 521 U.S. 203, 215 (1997)).

After reviewing the legal framework and precedent, the Court considers Paragraph 338 to be a reasonable part of the decree. First, the procedures in Paragraph 338 comport with the

Supreme Court’s command to “take a flexible approach” to public reform decree modifications in *Horne v. Flores*. *Id.* at 450. In addition to the general concerns outlined by the Supreme Court, the Court believes that the facts of this decree call for a flexible approach.

The Court has good reason to believe that the circumstances of the parties may change over the course of the decree. For instance, the decree includes several provisions regarding body-worn cameras. As the technology evolves over the next half decade, conceivably, the decree may need to be updated. The Court is happy to give the parties flexibility in that regard. Additionally, the Court has repeatedly called on the parties to work with community members to implement the decree. To meet that obligation—and to fulfill the promise of community engagement in the decree—the parties may have to refine the details of the decree.

Second, and foremost, several procedural safeguards can help the Court guard the integrity of the decree. To start, contested changes will have to meet the Rule 60(b) standard. For all changes—contested or uncontested—the Court will have the insights of the Monitor, who will oversee and report on any developments. Where the modifications are uncontested, the Court will require the parties to follow a procedure. After all, permitting parties to modify decrees is not a complete departure from earlier precedent. The line of Second Circuit cases regarding modifications does not bar parties from offering jointly-stipulated modifications to consent decrees. Rather, the Second Circuit urged courts to implement systems which ensure that the court does not merely “rubber stamp[]” joint modifications. *Am. Cyanamid Co.*, 719 F.2d at 565 & n.7. Accordingly, the Court now announces its own procedures to accompany the provision outlined in Paragraph 338.

Should the parties wish to jointly modify the consent decree, they must file briefing explaining (1) the nature and purpose of the change; (2) a description of the practices or events necessitating the change; and (3) an explanation of why each party, separately, consents to the change. *Cf. Am. Cyanamid Co.*, 719 F.2d at 565 n.7 (suggesting that courts should look to the Tunney Act, 15 U.S.C. § 16, for “useful guidance” on modification procedures for consent decrees). This briefing will help the Court determine whether it will permit the change without further action or if the Court needs to examine the issue. For example, if the change is merely technical, the Court will permit the modification without requiring more of the parties. Otherwise, the Court may order additional briefing from the Intervenor and Amici to help the Court evaluate the change.

As the Supreme Court ruled years ago:

We are not doubtful of the power of a court of equity to modify an injunction in adaptation to changed conditions, though it was entered by consent A continuing decree of injunction directed to events to come is subject always to adaptation as events may shape the need. The distinction is between restraints that give protection to rights fully accrued upon facts so nearly permanent as to be substantially impervious to change, and those that involve the supervision of changing conduct or conditions and are thus provisional and tentative.

United States v. Swift & Co., 286 U.S. 106, 114 (1932) (citations omitted). The Court readily agrees that while some mandates in the Agreement are “provisional and tentative,” other requirements should be “impervious to change” because they affect the constitutional rights at the heart of the litigation. *See id.* Taking this principle to heart, the Court will not sit idly by if the parties attempt to alter the underlying rights vindicated by the decree, as described in the Complaint. If, however, changing circumstances reveal that the decree was the wrong way to achieve the goals of the litigation, then the Court is open to hearing proposed changes.

The Court has now repeatedly directed the parties to respond to community voices as they implement the decree. Potentially, certain provisions of the decree may not fit comfortably with the Albuquerque community. The Court hopes that the parties will respond and change the Agreement accordingly. Neglect of community voices gave rise, in part, to the concerns stated in the Complaint. The Court does not want that to be an on-going problem. With this provision, the parties can collaborate and respond to changing circumstances and evolving needs. With the additional procedural safeguards, the Court is satisfied that Paragraph 338 is a reasonable part of the decree.

C. Union's Objections

Based on the Union's authority as the exclusive bargaining representative of the police officers, and its collective bargaining relationship with the City, the Court granted the Union the right to intervene in this lawsuit. (Doc. 102.) As an Intervenor, the Union has a right to present objections to the proposed Agreement. *See Local No. 93*, 478 U.S. at 529 (explaining an intervenor's due process rights when the original parties enter into a settlement agreement). The Court cannot "enter a consent decree that imposes obligations" on the Union because it has not consented to the Agreement. *Id.* Additionally, the Court will not approve provisions of the Agreement that directly conflict with the Union's collective bargaining agreement ("CBA") or state law. *See Johnson v. Lodge #93 of Fraternal Order of Police*, 393 F.3d 1096, 1102, 1007-08 (10th Cir. 2004) (evaluating whether proposed settlement agreement violated the intervenor-union's rights under the CBA or state law). However, "one party—whether an original party, a party that was joined later, or an intervenor—[cannot] preclude other parties from settling their own disputes" *Local No. 93*, 478 U.S. at 529.

The Union correctly argues that the City cannot unilaterally alter the CBA. *See AFSCME v. Albuquerque*, 304 P.3d 443, 446 (N.M. Ct. App. 2013) (“The LMRO does not permit the City to unilaterally impose conditions of employment once a CBA has expired.”). The provisions of the CBA remain in effect until the City and the Union reopen negotiations (CBA § 35.4.1, Doc. 94-4) or the City exhausts its labor law remedies, *AFSCME*, 304 P.3d at 446. Yet the City has rights under the CBA, and under state law, to “manage and to exercise judgment on all matters” unless prohibited by the CBA or law. Albuquerque Labor Management Relations Ordinance (“LMRO”) § 2-2-5; CBA § 2.5.

Based on its objections to several provisions, the Union requests additional mediation. (Doc. 127 at 16.) In the following section, the Court addresses each of the Union’s objections in turn. In sum, the Court does not find any direct conflicts with the CBA, state, or federal law.

1. Investigation Procedures

The Union objects that the investigation procedures outlined in the Agreement do not adequately preserve officers’ rights to union representation during disciplinary meetings (Doc. 105 at 3; CBA § 2.3.1.4), to Fifth Amendment rights (Doc. 105 at 5-6), to due process rights when making compelled statements (*id.* at 3), or to notification of impending investigations (*id.* at 5; CBA 20.1.4). The Union objects to the “oversight” of these important rights in the Agreement. (Doc. 105 at 6.) Many of the Union’s concerns were allayed by the United States’ assurances that officers will be “given their full constitutional and legal rights” before being made to make compelled statements. (Doc. 127 at 9.) While the Agreement does not discuss these rights in detail, these rights are not undermined by the Agreement—these rights are enshrined in the Constitution, in court precedent, or memorialized in the CBA. They do, and will continue to,

exist independent of the Agreement. Both the City and the United States aver that officers will have the benefit of all their rights in the CBA, in labor law, and in the Constitution. (Doc. 119 at 3, 5; Doc. 124 at 7.) APD is, in fact, obligated to uphold these rights.

The Union also objects to the creation of the Force Review Board. (Doc. 105 at 11; Doc. 127 at 13-14.) The Force Review Board is a new entity charged with reviewing all investigations into officers' use of force, tracking use of force data, and referring cases that merit disciplinary or corrective action to the Chief of Police. (Agmt. ¶ 78.) The City responds that the Force Review Board's focus is on changing management procedures, a process which does not implicate the Union's rights. (Doc. 119 at 10.) The United States argues that the Force Review Board is not a substantial change from prior APD procedures because the Chief of Police will still be ultimately responsible for imposing discipline, regardless of the Force Review Board's recommendation. (Doc. 124 at 18.) Specifically, the Union objects that the Force Review Board impermissibly creates another level of disciplinary review. (Doc. 127 at 14.) Yet, the CBA specifically contemplates that some APD body will have 30 days to conduct a "review process" of any administrative investigation. (CBA § 20.1.16.) The Force Review Board fits neatly into the process contemplated by the CBA. The Union also objects that the Force Review Board's review violates the disciplinary timelines contained in the CBA. (Doc. 127 at 7, 13-14.) However, the Agreement incorporates the time period for review contained in the CBA. *Compare* CBA § 20.1.16, *with* Agmt. ¶¶ 78(a), 191. Thus, there is no conflict.

Finally, the Union objects that the Agreement provisions which require the Internal Affairs Bureau to conduct criminal investigations violate the CBA. (Doc. 105 at 7.) The CBA expressly states that "criminal investigation shall not be handled by the Internal Affairs unit, but by a

criminal investigative unit” (CBA § 20.1.8.) Primarily, the CBA only addresses criminal investigations based on formal citizen or officer complaints. (CBA § 20.1.3.) The Agreement contemplates a far more comprehensive scheme. Under the Agreement, APD will investigate “all uses of force.” (Agmt. ¶¶ 46, 49.) These investigations will occur regardless of police misconduct. The Agreement does mandate that the “Internal Affairs Bureau will be responsible for conducting both criminal and administrative investigations” (Agmt. ¶ 61.) Other provisions admonish that criminal investigations must be kept “separate from and independent of any administrative investigation.” (Agmt. ¶¶ 60, 186.)

The United States agrees with the Union that the Agreement’s mandate that Internal Affairs conduct criminal investigations violates the CBA on its face. (Doc. 124 at 21.) The City, on the other hand, goes to great lengths to explain why the Agreement does not violate the CBA. (Doc. 119 at 3-5.) The City explains that the Agreement creates a new procedure whereby supervisors will routinely investigate any use of force in order to create a Use of Force report. (Doc. 119 at 3.) In turn, the Use of the Force reports will help the Force Review Board collect data and analyze trends. (Agmt. ¶¶ 75, 78, 80.) These investigations will often end without individual officers receiving corrective or disciplinary action. In some cases, however, a use of force investigation may, when warranted, morph into an administrative or criminal investigation. The City argues that, “[u]ntil and unless there is a decision made that the evidence gathered warrants further administrative or criminal investigation, CBA § 20.1.8 is not implicated as no criminal or administrative charges would be pending.” (Doc. 119 at 3-4.) During the routine investigation, Internal Affairs will have to determine whether a criminal investigation may be necessary. (*Id.* at 4.) The City argues, “[h]owever, that is distinct from actually conducting the

criminal investigation within Internal Affairs.” (*Id.*) If a criminal investigation is warranted, the City avers that the Chief of Police “shall immediately consult with the prosecuting authority.” (*Id.*) The City promises that it will, as mandated in the Agreement, ensure that criminal and administrative investigations remain separate. (*Id.*)

The City’s interpretation of the Agreement is reasonable. For each use of force, the supervisory officer will arrive on the scene to determine the seriousness of the force. (Agmt. ¶ 50.) Where the force was only minimal, the supervising officer will be responsible for submitting the Use of Force report. (Agmt. ¶ 53.) If an officer employed “serious force,” the Internal Affairs Bureau will conduct an administrative investigation and prepare a Use of Force report. (Agmt. ¶¶ 49, 70.) The Agreement repeatedly states that the Chief may assign the criminal investigation to the Multi-Agency Task Force or the Federal Bureau of Investigation. (Agmt. ¶¶ 48, 49, 65, 67, 76, 85.) It makes sense that the Internal Affairs Bureau investigators be trained in both criminal and administrative investigations, because officers’ rights need to be protected during all investigations (Agmt. ¶ 61), in case the so-called routine investigation evolves into a criminal investigation.

Nothing in this court-approved Agreement supersedes the CBA. Based on the City’s explanation, the Agreement provisions do not violate the CBA. On that ground, the Court will approve these provisions of the Agreement. If, in practice, the City does breach the CBA, it will have to face unfair labor practice charges. Notably, before any officer can be questioned as part of an interrogation that could result in disciplinary or criminal consequences, the officer’s rights must be protected, as described in the CBA. No off-the-record statements can be used in any official action against the officer. (CBA § 20.1.7.)

To reduce the risk of committing unfair labor practices, the City may wish to renegotiate either the CBA or the Agreement. The Union has voiced its willingness to negotiate. The United States says it has no stake in Internal Affairs conducting criminal investigations—any unit can conduct the investigations so long as the investigation is professional and reliable. (Doc. 124 at 21.) Which instrument to renegotiate, if at all, is a policy decision best left to the City and the interested parties, not the Court.

2. Civilian Complaints and the Oversight Agency

The Union objects to the process for accepting citizen complaints. (Doc. 105 at 10.) Under the Agreement, citizen complaints can be verbal, anonymous, and made at any time. (Agmt. ¶¶ 170, 172.) In contrast, although the CBA does not impose any time limits on complaints, it does make clear that official complaints generally must be written and signed by the complainant. (CBA § 20.1.3.1.) Informal complaints can be classified as “official” if they are “of such a serious nature as to warrant investigation or the charge is of a criminal nature.” (*Id.*) Only official complaints warrant administrative investigations and, thus, only official complaints can lead to discipline or corrective action against an officer. (CBA §§ 20.1.3.1 - .2.) These provisions, however, do not prevent APD from collecting unofficial complaints or from conducting “preliminary” investigations into these complaints. (CBA § 20.1.3.2.) The City and the United States wish to collect all citizen complaints to evaluate “overall trends within APD.” (Doc. 119 at 9; Hr’g Tr. 65:2-66:7.) Under the CBA, they may collect unofficial complaints for that purpose. Before disciplining officers, however, APD must meet the procedural requirements in the CBA. The parties recognize that stale, informal complaints will generally not, and generally cannot, result in a disciplinary investigation. (Doc. 119 at 9; Hr’g Tr. 65:2-66:7.) The

Agreement does not conflict with the CBA.

The Union also challenges the Albuquerque City Ordinance that created the Civilian Policy Oversight Agency. (Doc. 127 at 15.) In fact, the Union filed a separate suit to challenge the Ordinance under constitutional and labor law. *See Albuquerque Police Officers' Assoc. v. Albuquerque*, 15-cv-149-JAP-KBM (D.N.M.). Previously, the Union challenged the Ordinance before the Albuquerque Labor Management Relations Board. (CBA § 20.1.19.) Along the same lines, the Union objects to portions of the Agreement which refer to the Civilian Policy Oversight Agency and its ability to investigate misconduct. (Doc. 105 at 7.) However, these objections are more appropriately directed at the Ordinance, not the Agreement. (Doc. 124 at 19.) The legality of the Ordinance is beyond the scope of this litigation.

3. Officer Privacy

The Union fears that the Agreement may violate officers' privacy. (Doc. 105 at 9-10, 20-21.) First, the Union objected to provisions which give the United States and the Independent Monitor access to officers' compelled statements. (Doc. 105 at 9-10.) Both the City and the United States explain that these provisions are necessary to ensure that the City is complying with the Agreement, but aver that all information will be kept confidential. (Doc. 119 at 2-3, 7-8; Doc. 124 at 10.) The Agreement expressly requires the Monitor and the United States to "maintain all non-public information provided by the City in a confidential manner." (Agmt. ¶ 326.) The Union acknowledges this provision assuages some of its concerns regarding confidentiality. (Doc. 127 at 8.)

Despite the assurances, the Union reaffirms its position that compelled statements should not be disclosed to any party outside APD. (*Id.* at 2, 8.) Under the CBA, compelled statements

are confidential, but can be released to APD, the City Attorney, and to the Civilian Police Oversight Agency. (CBA § 20.2.10.) Compelled statements can also be released pursuant to an order by a court of competent jurisdiction. (*Id.*) Accordingly, to avoid any confusion, this Court hereby orders that for the life of this Agreement and decree, compelled statements shall be released to the United States Department of Justice and to the court-appointed Independent Monitor. The United States and the Independent Monitor must keep these statements confidential and may only use such statements for the limited purpose of assessing the City's compliance with the Agreement. Neither the United States nor the Independent Monitor may use the compelled statements to prosecute or sue individual officers.

Next, the Union objects to proposed drug testing and to a mental health evaluation program. (Doc. 105 at 20.) The City avers that neither program is new and thus the Union has no basis for objecting to the program in the Agreement. (Doc. 119 at 16.) Moreover, the City recognizes its duty to maintain officers' privacy with regard to these evaluations and affirms that it will abide by federal law. (*Id.*) The Union admits that these programs exist in some form and do not per se violate the CBA. (Doc. 127 at 14.) Yet the Union requests more definition and a more robust policy. (*Id.*) That type of critique, however, will not defeat the Agreement. The purpose of this Agreement is to create a framework to ensure that the City will not violate the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14141(a). Once the Agreement is in place, the City, the Union, and other interested parties will be charged with developing comprehensive policies and procedures to ensure that APD complies with the Agreement, city, state, and federal law. So long as the Agreement as written does not violate existing legal mandates, the Court will approve it.

4. Discipline Policy

According to the Union, the Agreement takes a punitive approach to discipline, as opposed to a corrective approach—a shift which violates the spirit of progressive discipline. (Doc. 105 at 11.) However, the point of this Agreement is to improve APD management’s practices, not to penalize officers. As the Union sagely notes, new standards are generally not implemented without imposing more discipline. (Doc. 105 at 17.) The Court appreciates the Union’s point: generally new procedures create more rules that employees could potentially violate; which in turn leads to more discipline. While this is true, it misconstrues the purpose of the new rules. These rules are not meant to entrap the officers. The focus of the Agreement is to create a more professional, reliable, and predictable management for APD. Police officers, as a whole, will benefit from the improvement.

Specifically, the Union first objects to the Early Intervention System, claiming that it unfairly creates presumptive discipline levels. (Doc. 105 at 11-12.) The Early Intervention System is “a management tool that promotes supervisory awareness and proactive identification of both potentially problematic as well as commendable behavior among officers.” (Agmt. ¶ 212.) As part of the Early Intervention System, the Agreement requires supervisors to collect data relating to several “indicators.” (*Id.* ¶¶ 213, 215.) The Early Intervention System does not prescribe any form of discipline, nor does it create any new categories of discipline. (Doc. 119 at 10.) Rather, the Early Intervention System is a data aggregator—akin to a souped-up personnel file. APD has the right to evaluate its employees. LMRO § 2-2-5(B). This system does not interfere with the Union’s rights.

Next, the Union challenges the mention of a disciplinary matrix. The Agreement mandates that APD establish a “disciplinary matrix” which sets objective criteria for imposing discipline for various rule infractions. (Agmt. ¶ 202.) The matrix is intended to increase transparency for the officers. (*Id.* ¶ 201; Doc. 124 at 18.) Contrary to the Union’s allegation, the matrix does not presume officers guilty, it would merely create a rubric—that officers could track—to explain how and when discipline is imposed. (Doc. 119 at 11; Doc. 124 at 18.) Discipline is one of APD’s obligations. *See* N.M. Stat. Ann. § 10-7E-6(A); LMRO § 2-2-5(D). The Agreement does not create the discipline policy: the Agreement does not specify the level of discipline, the type of discipline, or the process for imposing discipline. The Union asserts that it has a right to negotiate discipline systems. (Doc. 127 at 4.) That may be, but the Court will not unnecessarily decide which issues require mandatory bargaining. For now, the Agreement as written does not yet create a disciplinary system for the Union to challenge.

The Union also challenges the definitions of force and standards for using force. (Doc. 105 at 15.) Primarily, the Union demands that the officers be properly trained and that the definitions be clarified in order to avoid confusion. (Doc. 127 at 13.) That is a reasonable request that the City and Union can negotiate on their own terms. The Union is also concerned that the definitions are more rigorous than constitutional baselines. (Doc. 105 at 17-18.) Yet, the “Agreement is not intended to limit the lawful authority of APD officers to use objectively reasonable force or otherwise to fulfill their law enforcement obligations under the Constitution and laws of the United States and the State of New Mexico.” (Agmt. ¶ 7.) Police departments are free to set their own standards and policies. Changing the definition of excessive force in a police handbook does not alter the constitutional standard and does not increase officers’

constitutional liability. *See Medina v. Cram*, 252 F.3d 1124, 1133 (10th Cir. 2001) (“We have, of course, recognized that claims based on violations of state law and police procedure are not actionable under § 1983.”). The definitions are meant to help supervisors categorize and investigate force incidents. (Doc. 119 at 13-14.) The various definitions do not violate the Union’s rights.

5. New Policies Regarding Technology and Equipment

The Agreement outlines new policies regarding Tasers, body cameras, and body camera footage, which the Union claims violate its collective bargaining rights. (Doc. 105 at 13-14.) The Union does not object to the use of Tasers or body cameras, because both types of technology have been used in APD for years. (Doc. 127 at 10; Doc. 124 at 12, 15.) Instead, the Union objects to the discipline attached to the new policies. (Doc. 105 at 13-14.) The Agreement does not mandate any form or level of discipline. It merely states that the failure to follow APD policy will result in discipline—an unremarkable proposition. (Agmt. ¶¶ 46, 228.)

The Union further alleges that the technology policies are unclear and the resulting confusion could unfairly result in officer discipline. (Doc. 105 at 13-14.) As explained earlier, the Agreement is merely a framework. Should the City and the Union determine that the technology policies require further clarification, they are free to adopt more detailed policies—so long as they comport with the baseline requirements in the Agreement. Additionally, as the Union argues, new technology policies will require additional training and possibly additional hours. (Doc. 105 at 13-14, 23.) The City and the Union must negotiate over wages and hours for training and new work duties. Those issues are beyond the scope of the Agreement. Presumably, the City and the Union will negotiate the impacts of the policies in their next

collective bargaining session. (Doc. 119 at 12.)

Citing two grounds, the Union objects to the policies regarding camera footage. First, the Union argues that it is bad policy to destroy video footage when there is no time limitation regarding citizens' complaints against officers. (Doc. 105 at 10.) The Agreement only requires body camera footage to be preserved for 60 days. (Agmt. ¶ 220(h).) If the City and the Union wish to keep the footage for longer than 60 days, that is an available policy choice. This criticism does not undermine the validity of the Agreement. Second, the Union expresses concern that supervisors will "troll" the footage and use select footage to discipline officers. (Doc. 105 at 13-14.) Under the Agreement, supervisors must periodically review recordings and "incorporate the knowledge" into their supervision and evaluation of officers. (Agmt. ¶ 220(h).) The footage is the property of APD and APD has the right to view the footage. (Agmt. ¶ 230.) Before imposing discipline, APD supervisors must follow the procedures in the CBA. The Union's fears about trolling are unfounded.

6. Promotions, Evaluations, and Assignments

The Union challenges perceived changes to the policies for promotions, evaluations, and assignments. (Doc. 105 at 19, 20, 22.) The Union argues that the Agreement violates officers' rights to bid on advertised positions. (*Id.* at 19.) Under the CBA, APD is required to advertise all vacant positions (CBA § 17.1), and officers have the right to bid on the vacancies (CBA § 14.1). Meanwhile, the Agreement directs APD to assess whether it has "the appropriate number of sworn and civilian personnel to perform the different Department functions necessary to fulfill its mission." (Agmt. ¶ 204.) The City has a right to direct and assign its employees' work duties and determine staffing requirements. *See* N.M. Stat. Ann. § 10-7E-6(A); LMRO § 2-2-5(D).

The Agreement provision does not undermine the CBA's requirements to advertise positions and permit bidding. (Doc. 119 at 15.) The procedure for filling vacant positions remains intact. (*Id.*)

The Union further objects that the Agreement improperly creates new eligibility requirements for promotions, in violation of the CBA and Albuquerque Code. (Doc. 105 at 20.) The City argues that the Agreement does not create new promotional criteria, only mandates that the current policy be further developed. (Doc. 119 at 15-16.) The Agreement does require APD to consider final disciplinary action when making promotional decisions. (Agmt. ¶ 243.) However, the Court cannot determine if this conflicts with current promotional criteria, because those criteria are not listed in the CBA. The CBA uses the undefined term "final score standing." (CBA § 17.3.2.) The CBA also discusses "justifiable cause," such as discipline, for deviating from the general bidding process. (CBA § 14.1.2.) After diligently studying the CBA, the Court sees no conflict between the proposed eligibility criteria and the CBA. Furthermore, the City has the right to promote and evaluate its employees. *See* N.M. Stat. Ann. § 10-7E-6(A); LMRO § 2-2-5(B). The Union demands a voice in the formulation of any evaluative criteria. (Doc. 105 at 23.) Whether the City is obligated to negotiate promotional criteria is not a question properly before this Court. As written, the Agreement does not violate the CBA or Albuquerque Ordinance.

Challenging the wisdom of the decision, the Union objects to the Agreement's initial goal of training 40% of officers in crisis intervention. (Doc. 105 at 22.) The Union does not argue that this decision violates the CBA or any law. Rather, the Union suggests that this staffing decision may prolong response times. (*Id.*) The City has the authority to direct its employee's

work and to determine staffing requirements. *See* N.M. Stat. Ann. § 10-7E-6(A); LMRO § 2-2-5(D).

7. *Department Policymaking*

Finally, the Union objects to being excluded from several policymaking bodies. First, the Union protests its exclusion from the Mental Health Response Advisory Committee. (Doc. 105 at 21.) The Mental Health Response Advisory Committee assembles a group of people, including APD officers and community health professionals, who have subject matter expertise and experience working with people who have mental illness or are in mental health crises. (Agmt. ¶¶ 111-12.) It is meant to give non-binding guidance and recommendations to the City. (Agmt. ¶¶ 113-17.) The City bluntly responds that the Union is not entitled to be on the Committee because it is not a subject matter expert. (Doc. 119 at 18.) The Union responds that it makes good policy sense to have a union representative on the Committee. (Doc. 127 at 7.) The Union does not claim, and the Court cannot find, any basis for demanding a legal entitlement to representation on the committee. In general, the City retains the right to develop and implement Department policy. (CBA § 32.1.) Whether the Union *should* be a member of the Committee is a policy question beyond the expertise of this Court.

Second, the Union demands a place on the Force Review Board. (Doc. 127 at 13.) This objection fails for a similar reason that the objection to the Committee fails. The Force Review Board reviews investigations into officers' use of force and collects data on uses of force. (Agmt. ¶¶ 78-80.) These are not areas where the Union has traditionally had a voice, nor has the Union stated any legal basis for its demand. This objection to the Agreement is overruled.

Third, the Union decries its exclusion from the Policy and Procedures Review Board. (Doc. 105 at 22.) The City notes that the Union “has in fact been invited to attend and participate in meetings of the Policy and Procedures Review Board,” but “has failed to attend.” (Doc. 119 at 18.) In fact, as the United States points out, the Ordinance creating the Policy and Procedures Review Board reserves a voting position for a Union representative. (Albuquerque Ord. § 3-65-2(E)(12), Doc. 124-2.) This objection has no foundation.

As a final matter, the Union objects to the Agreement’s Paragraph 338, which permits stipulated modifications to go into effect unless the Court intervenes. (Doc. 105 at 23; Agmt. ¶ 338.) The existence of this provision was one of the bases the Court cited for permitting the Union to intervene into this lawsuit. (Doc. 102 at 8.) Now that the Union is a party to the litigation, the Court is not concerned that this provision will impair the Union’s interests. If the City and United States propose a joint modification, the Union will have notice and an opportunity to respond. In order to permit the Court time to consider the Union’s objections to any stipulated modification, the Court ask the Union to file its objections, or its intent to file an objection, within 40 days of the proposed modification. That timeline will permit the Court time to forestall passive approval of the modification.

8. Union’s Objections Overall

After considering the Union’s objections, the Court has a better understanding of the Agreement and its impact on police officers. The Court finds that the Agreement does not impose any mandatory obligations on the Union, *see Local No. 93*, 478 U.S. at 526, although the Union may choose to negotiate many of the specific policies and their implications. Moreover, the Court finds no conflict with the CBA or state law. *See Johnson*, 393 F.3d at 1107-08. On that

basis, the Court overrules each of the Union's objections to the Agreement.

Incidents of unprofessional and violent policing tarnish the image of all officers—fairly or not. With the help of this Agreement, APD will be in a better position to mold an exemplary police force that will benefit the City, the citizens of Albuquerque, and the officers who protect the City. In order to ensure that this Agreement is effective, the City, the Union, and the United States will have to cooperate closely. Going forward, the parties will have many items to negotiate as they implement the Agreement.

III. CONCLUSION

The Agreement lays a thoughtful foundation for building systematic reform in APD. The Amici drew attention to several areas that could create difficulties down the line. With vigilance and community participation, the parties can continue to improve upon the reform initiatives. Additionally, the Union raised several objections that elucidated how the Agreement will affect police officers. In total, these criticisms and objections lend valuable insight into the Agreement and the state of the APD. None of the criticisms undermined the integrity of the Agreement as a whole.

“Ultimately, the district court is faced with the option of either approving or denying the decree; ‘the settlement must stand or fall as a whole.’” *State of Colorado*, 937 F.2d at 509 (quoting *Officers for Justice v. Civil Serv. Comm’n*, 688 F.2d 615, 630 (9th Cir. 1982)). The parties hope that the decree “will enhance Albuquerque police officers’ ability to provide effective and constitutional policing, will promote officer and public safety, and will increase public confidence in the Albuquerque Police Department.” (Doc. 9 at 7.) The Court shares this hope. Overall, the Court considers the Agreement to be fair, adequate, reasonable, and in keeping with

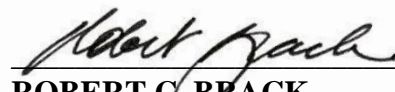
public policy. *See State of Colorado*, 937 F.2d at 509. The Court congratulates the parties on their efforts so far and is certain that the parties will maintain the same level of respect and professionalism when they implement these important reforms. Accordingly, the Court approves the Agreement and enters its content as an Order of the Court.

THEREFORE,

IT IS ORDERED that the parties' Joint Motion Requesting Approval and Entry of the Settlement Agreement as an Order (Doc. 9) is **APPROVED** and the Settlement Agreement is hereby entered as an Order of the Court;

IT IS ORDERED that the Parties and the Monitor appear before the Court at annual hearings, or more frequently if ordered by the Court, to report on the City's progress in substantially complying with the terms of the Agreement; and

IT IS FURTHER ORDERED that the Court will retain jurisdiction to enforce the provisions of the Agreement, hereinafter referred to as the Consent Decree.



ROBERT C. BRACK
UNITED STATES DISTRICT JUDGE

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[ATT00001.txt](#)
[ATT00002.htm](#)
[POB Agenda - 6-11-2015 FINAL.docx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>, pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M." <shults@cabq.gov>, <nbullock@cabq.gov>
Subject: Final POB Agenda for June 11th Meeting
Date: Sat, 6 Jun 2015 18:25:17 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661ca2d4de934a2d4439st04vuc>

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007363

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

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

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Attachments:

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[ATT00001.txt](#)
[ATT00002.htm](#)
[Draft Questionnaire for CPOA Director Applicants.pdf](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: For POB Meeting: Interview questionnaire for applicants
Date: Wed, 10 Jun 2015 11:54:22 -0600

Top 7 credit cards for those of us with excellent ...
These responses are not provided or commissioned by the credit card issuer. ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c809884d48087dfest01vuc>

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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M007366

Questionnaire for Director of Civilian Police Oversight Agency Applicants

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

Please provide the following information:

Name:
Firm/Employer:
Address:
Phone:

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

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

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:23 PM
To: Harness, Edward
Subject: Fwd: found it, AND

Begin forwarded message:

From: "Cash, Paul" <pcash@cabq.gov>
Date: June 9, 2015 at 8:42:16 AM MDT
To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>
Subject: RE: found it, AND

Will do, Moira.

From: Moira Amado-McCoy [<mailto:amadomccoy.pob@gmail.com>]
Sent: Tuesday, June 09, 2015 8:04 AM
To: Cash, Paul
Subject: found it, AND

Paul --

I found it; AND, I need to be sure the committee, and others, have a copy too: the Findings and Dispositions of Complaints Reviewed in 2014 (was included in the Ordinance Issues, Questions packet for me).

Also -- Baker will be there for us; please make sure he has a complete set of documents that

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are going to the board. Joanne will be there too, fyi, in case you want to make a set for her.

And -- I know this clerical work isn't your job, Paul, I've just had to rely on you until some of these things are settled.

Moir.

██████████
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Attachments:

██████████
██
██
██
[Inspection of Public Records request \(shadow email account\) 6-8-15.msg](#)

Please note: forwarded message attached

From: Charles Arasim <crarasim@gmail.com>
To: <POB@cabq.gov>, <lroller@nmag.gov>, <PMRinc@mac.com>, "Martinez, Elizabeth (USANM)"
<elizabeth.martinez@usdoj.gov>, "Zaman, Jon K." <jzaman@cabq.gov>, "Garduno, Rey"
<reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>, danlewis
<danlewis@cabq.gov>, "Gibson, Diane G." <dgibson@cabq.gov>, "Pena, Klarissa J."
<kpena@cabq.gov>
Subject: Inspection of Public Records request (shadow email account) 6-8-15
Date: Mon, 8 Jun 2015 08:40:14 -0600

Easy Ways to Destroy Your Digestion

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c8bf6e38248bf1481st01vuc>

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

Board Members,

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

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

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

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

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

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

Respectfully,
Mr. Charles Arasim

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:25 PM
To: Harness, Edward
Subject: Fwd: IPRA request

Hi, Ed.

Just forwarded everything in my inbox relating to POB to your email address.

Moira

Begin forwarded message:

From: Eric Cruz <cabq.pob.cruz@gmail.com>
Date: December 3, 2015 at 11:30:38 AM MST
To: "Harness, Edward" <E37004@cabq.gov>, POB <pob@cabq.gov>
Subject: Re: IPRA request

Morning Ed,

Can I give you my password to my email so you can pull down the emails? This was my modus operandi for past IPRA requests.

Eric

On Thu, Dec 3, 2015, 08:35 Harness, Edward <E37004@cabq.gov> wrote:

Good Morning: Attorney Baker's office contacted me regarding a new IPRA request from Dr. Foster. Mark's office working in conjunction with the City has complied the emails from the POB email distribution list. However, there is a time period (5/31/15 – 6/11/15)

M007374

when board members were still using personal email addresses for Board business.

Please forward those emails to me to comply with this current request.

This is a new request and NOT answered by the previous submissions in July.

Edward W. Harness, Esq.
Executive Director
600 2nd NW #813
Albuquerque, NM 87102
Civilian Police Oversight Agency
Phone 505.924.3774 Fax 505.924.3775
www.cabq.gov/cpoa

THE INFORMATION CONTAINED IN THIS MESSAGE IS PERSONAL,
CONFIDENTIAL AND MAY BE PRIVILEGED COMMUNICATION, IT IS SOLELY FOR
THE ABOVE LISTED RECIPIENT(S). IF YOU HAVE RECEIVED THIS MESSAGE IN
ERROR, PLEASE NOTIFY THE SENDER AND IMMEDIATELY DESTROY AND
DISPOSE OF THIS MESSAGE, THANK YOU!

Attachments:

[June POB meeting.msg](#)

Please note: forwarded message attached

From: Leonard Waites <phamason.lw@gmail.com>
To: "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzt3@juno.com" <dzt3@juno.com>, "eric.huizar.cruz@gmail.com" <eric.huizar.cruz@gmail.com>, "jvbaca.pob@gmail.com" <jvbaca.pob@gmail.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "phamason.lw@gmail.com" <phamason.lw@gmail.com>, "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>
Subject: June POB meeting
Date: Thu, 4 Jun 2015 12:58:29 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cc5311b8b4c53103cst04vuc>

From: [Leonard Waites](#)
To: cabq.pob.mohr@gmail.com; dzt3@juno.com; eric.huizar.cruz@gmail.com; jvbaca.pob@gmail.com;
joannefine413@gmail.com; phamason.lw@gmail.com; amadomccoy.pob@gmail.com; jswilsonpob@outlook.com;
susanne.brown37@gmail.com; [Hammer, Robin](#)
Subject: June POB meeting
Date: Thursday, June 04, 2015 12:58:30 PM

All,
I have asked Beth Mohr to chair our June meeting while I continue to recover.
thanks Beth.

--

Leonard Waites Chairman
Police Oversight Board

Attachments:

[ATT00001.txt](#)
[ATT00002.htm](#)
[May 19 2015 Minutes CPOA DRAFT2.doc](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Maira Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>
Subject: May 19 2015 POB Meeting Minutes with suggested changes
Date: Sat, 6 Jun 2015 20:45:06 +0000

Ally Bank

Consistently competitive rates, 24/7 customer care, Member FDIC
<http://thirdpartyoffers.juno.com/TGL3141/5661ca2d8b0714a2d3d04st01vuc>

POB Members:

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

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.

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

M007379

CIVILIAN POLICE OVERSIGHT AGENCY

Tuesday, May 19, 2015

**Vincent E. Griego Chambers, Basement Level
City/County Government Center - One Civic Plaza NW
Albuquerque, New Mexico**

Members Present:

Leonard Waites (Chair, by Phone)
Beth Mohr (Acting Chair)
Jeffrey Scott Wilson (Co-Vice Chair)
Dr. Jeanette Baca
Susanne Brown
Eric Cruz
Joanne Fine
Rev. David Ring III

Others Present:

Robin Hammer
Paul Skotchdopole
Diane McDermott
Chris Davidson
Erin O'Neil
Paul Cash
Michelle Contreras
Acting APD Lt. Mike Medrano
Mark Barker, Esq.
Jessica Hernandez, City Attorney
Nicholas Bullock, Assistant City Attorney
Julian Moya, City Council

MINUTES

I. WELCOME AND CALL TO ORDER: Acting Chair Mohr called the meeting to order at 4:07 p.m.

II. PLEDGE OF ALLEGIANCE: Board Member Cruz led the Board in the Pledge.

III. APPROVAL OF AGENDA - Acting Chair Mohr requested that there be a reorder of the agenda. After Public Comment, Items VII and VIII will be discussed, followed by Item VI.6.3, followed by Item IX, and then back to VI.A and VI.B. Board Member Ring made a motion to approve the Agenda with the above changes. Board Member Ring seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

IV. APPROVAL OF MINUTES – Acting Chair Mohr requested that the minutes be amended to reflect changes suggested by Board Member Amado-McCoy. Board Member Ring moved for the approval of the minutes with the changes. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

V. PUBLIC COMMENTS –

Charles Arasim – Mr. Arasim informed the Board that he sent an e-mail on April 13 requesting e-mail correspondence regarding business of the Board. He stated that the Board is on the verge of being implicated in a complaint to the Attorney General for being in violation of the Inspection of Public Records Act. He stated that the city attorney and city clerk are denying him information and he assumes that the Board's record custodian is in on this. If the information that he

requested is not received by May 20, 2015, by 2:00 p.m. he will file his complaint with the Attorney General. Mr. Arasim stated that the Acting Executive Director has no contract and he is curious why she is here, and that everything that the Acting Executive Director is doing is fraudulent.

VII. CIVIL RIGHTS TRAINING

Attorney Mark Baker thanked the Board for their service. Mr. Baker discussed his background and experience in Civil Rights matters. Mr. Baker presented a slideshow and gave training to the Board on Civil Rights. He discussed the 4th Amendment and search and seizure issues. Mr. Baker cited examples of violations of the 4th Amendment. Mr. Baker discussed Use of Force and Use of Deadly Force. He also discussed Use of Force when dealing with the mentally ill. Mr. Baker discussed probable cause. He also discussed the Garrity Rule, which arises from the 5th Amendment. Mr. Baker took questions from the Board regarding his presentation.

VIII. DISCUSSION OF CONTRACT TO RETAIN INDEPENDENT LEGAL COUNSEL

Acting Chair Mohr discussed the process that the Board undertook to hire the Independent Legal Counsel. Acting Chair Mohr stated that the Independent Legal Counsel's role is to represent the Board. After discussion, Board Member Fine made a motion to approve Mark Baker as the Independent Legal Counsel. Board Member Brown seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

VI.(C) REPORT FROM PERSONNEL SUBCOMMITTEE

Board Member Fine made a motion that the Board meet in Executive Session regarding selection of the Executive Director. Board Member Ring seconded the motion. A roll call was taken and all Board members agreed. At 5:42 p.m., the Board met in Executive Session to discuss the process of hiring an Executive Director.

The Executive Session ended at 7:03 pm. After Executive Session, Board Member Fine made a motion to note that only personnel matters were discussed during the Executive Session. Board Member Baca seconded the motion. A roll call was taken and all Board members agreed.

IX. CITIZEN POLICE COMPLAINT FINDINGS BY CPOA

Acting Chair Mohr stated that the Board is confused regarding whether the Board can hear Citizen Police Complaints. Acting Chair Mohr has been in contact with Mr. Ginger and stated that the Board will be getting more clarification regarding this. Acting Chair Mohr indicated that the Board is considering not hearing complaints at this time. Attorney Mark Baker stated that the Rules and Procedures need to be investigated, and that he is looking for effective models. Acting Chair Mohr discussed training for the Board. Acting Chair Mohr made a motion to table this issue. Board Member Ring seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

VI.(A) COMPLAINT REVIEW SUBCOMMITTEE

Co-Chair Wilson reported that the Citizen Police Complaint Subcommittee met on two occasions. The Subcommittee is learning about the process regarding CPCs, and being informed on the status of CPCs. Co-Chair Wilson reported that there are CPCs available for review by the Board.

VI.(B) OUTREACH SUBCOMMITTEE

Board Member Baca reported that the Outreach Subcommittee has had one meeting where the hiring of an Outreach Coordinator was discussed. The City will advertise the position to be titled as Community Engagement and Communications Specialist. Board Member Baca stated that the New Mexico Youth Forum has been invited back to future Board meetings. Business cards and e-mail accounts were discussed, and a motion was made that Board Member Baca will follow up with the City on the issue of business cards and e-mail accounts. Board Member Cruz seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

VI.(C) PERSONNEL SUBCOMMITTEE

Acting Chair Mohr reported that the Personnel Subcommittee has been busy. They had one meeting in which discussion was had regarding the hiring of Independent Legal Counsel. The Board discussed the job description and selection of the Executive Director. The Board discussed several changes to the Executive Director job description. For the Executive Director job description, refer to Attachment A. Board Member Ring made a motion to adopt the changes to the Executive Director job description. Board Member Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

VI.(D) ADDITIONAL SUBCOMMITTEES

Acting Chair Mohr stated that she wanted to be on a committee that looks at training and policies of APD. Chair Waites stated his desire for a subcommittee to assist the Independent Legal Counsel regarding rules and regulations. Board Member Cruz made a motion to create a subcommittee to assist the ILC regarding rules and regulations. Board Member Ring seconded the motion. Committee members will be Chair Waites, Co-Chair Wilson, and Board Member Ring. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

X. DISCUSSION OF LETTERS FROM POB REGARDING CPCs FROM PRIOR MEETINGS

Co-Chair Wilson made a motion to defer this discussion. Board Member Brown seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

XI. DISCUSSION OF POB RIDE-ALONG PROTOCOLS

The Board discussed the ride-along protocols, and agreed that the Board members should be allowed to ride-along with officers who may have been involved in previous shooting **cases**. If a Board member participated in a ride-along with an officer who had been involved in a shooting, the Board member could recuse themselves from hearing any cases involving that officer. Board Member Cruz made a motion to allow Board members to ride-along with officers who may have been involved in a shooting case. Board Member Fine seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

XII. REPORTS FROM CITY STAFF

A. Acting Executive Director Hammer – Acting Executive Director Hammer reported April 2015 statistics as follows:

April 2015:

13 new Citizen Police Complaints

10 Job Well Done Letters

A motion was made by Board Member Fine that the CPC Subcommittee will look at the backlog of CPC cases. Co-Chair Wilson seconded the motion. This issue will be on the agenda of the June 2015 Board meeting. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

B. SOP Update – CPOA Lead Investigator Paul Skotchdopole had nothing to report and has not attended any APD meetings. Mr. Skotchdopole stated that he has not yet been placed back on the attendee list for meetings. Attorney Mark Baker will work with Ms. Hernandez to have Mr. Skotchdopole put back on the attendee list.

C. Mayor's Staff – No one was present to report.

D. City Council Staff – Mr. Moya stated that City Council is finalizing the budget for fiscal year 2016.

E. City Attorney's Staff – Assistant City Attorney Bullock had nothing to report.

F. APD – Acting Lt. Medrano from APD Internal Affairs presented the report for April 2015.

APD Calls for Service: 39,606

Internal Affair cases for April 2015

Received - 13

Inactivated - 0

Completed - 10

Mediated - 0

Pending - 12

Discipline imposed in April 2015

0 verbal reprimands

5 letters of reprimands

1 8-hour suspension

1 16-hour suspension

1 80-hour suspension

1 120-hour suspension

2 termination

Internal Affairs personnel presented information on IA complaints for 2014. The Board received the printed report and discussed the information with APD.

XIII. DISCUSSION TO CONSIDER SPECIAL MEETING

A motion was made by Board Member Baca to defer this matter until the June 2015 Board meeting. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring.

XIV. OTHER BUSINESS – No other business.

XV. ADJOURNMENT - *Next POB meeting will be on Thursday, June 11, 2015, at 4:00 PM in the Vincent E. Griego Chambers.* The meeting adjourned at 9:07 p.m.

APPROVED:

Beth Mohr, Acting Chair
Civilian Police Oversight Agency

DATE

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:14 PM
To: Harness, Edward
Subject: Fwd: Meeting before June 11 POB Meeting?

Begin forwarded message:

From: Scott Wilson <jswilsonpob@outlook.com>
Date: June 2, 2015 at 9:37:33 AM MDT
To: "Hammer, Robin" <rhammer@cabq.gov>, Susanne Brown <susanne.brown37@yahoo.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Cc: Leonard Waites <phamason.lw@gmail.com>
Subject: RE: Meeting before June 11 POB Meeting?

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

J. Scott Wilson

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

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

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

Please let me know your availability.

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

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

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

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

Please let me know.

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

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

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

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

Sue

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

Members of the Policy and Procedure Subcommittee,

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

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director
Civilian Police Oversight Agency
City of Albuquerque
P.O. Box 1293
Albuquerque, NM 87103

(505) 924-3774

Fax: (505) 924-3775

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

Attachments:

[ATT00001.txt](#)
[ATT00002.htm](#)
[POB Agenda - 6-11-2015 FINAL.docx](#)
[CPOA Director - Hiring Process Timelines.xlsx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Meeting materials
Date: Thu, 11 Jun 2015 13:40:04 -0600

If You Have Gas, Bloating, Constipation or Upset ...
Our support staff is available 7 days a week to answer any questions you ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c69a70c22469a57f8st04vuc>

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

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007390

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:24 PM
To: Harness, Edward
Subject: Fwd: Meeting materials

Begin forwarded message:

From: Beth Mohr <cabq.pob.mohr@gmail.com>
Date: June 11, 2015 at 1:40:04 PM MDT
To: pob <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Meeting materials

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

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

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Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

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

M007393

██████████
██████████
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██████████
Attachments:

██████████
████████████████████
██
██

[ATT00001.txt](#)
[ATT00002.htm](#)
[5-6-15 Personnel Sub Minutes - MOHR corrected.pdf](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>, pob <pob@cabq.gov>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Personnel Subcommittee Minutes - Corrected
Date: Tue, 9 Jun 2015 12:21:52 -0600

Easy Ways to Destroy Your Digestion
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c845895d048450705st03vuc>

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007395

**POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE**

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

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

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

MINUTES

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

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

C. Discussion of Candidates

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

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

D. Selection of Top Candidates

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

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

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

1. Amy Sirignano

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

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

E. Discussion of Potential Legal Conflicts

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

F. Discussion of Next Steps and Recommendations for Selection

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

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

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

For: 3 – Fine, Mohr, Cruz

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

For: 3 – Fine, Mohr, Cruz

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

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

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

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

Attachments:

ATT00001.txt
ATT00002.htm
[POLICE OVERSIGHT BOARD SUBCOMMITTEES.docx](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Maira Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: POB Subcommittees
Date: Sat, 6 Jun 2015 16:01:38 +0000

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

All the best,
Robin

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>

M007404

POLICE OVERSIGHT BOARD SUBCOMMITTEES

Updated June 5, 2015

Case Review Subcommittee

Moirá Amado-McCoy, Chair

Leonard Waites

Scott Wilson

Outreach Subcommittee

Meets 4th Monday of the month, 2:00 pm, Plaza del Sol Hearing Room, 160.

Dr. Jeannette Baca, Chair

Dr. Dave Ring

Leonard Waites

Personnel Subcommittee

Beth Mohr, Chair

Eric Cruz

Joanne Fine

Policy and Procedure Review Subcommittee

Scott Wilson

Beth Mohr

Dr. Moirá Amado-McCoy

Susanne Brown

Rules and Regulation Subcommittee

Leonard Waites

Scott Wilson

Dr. Dave Ring

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:19 PM
To: Harness, Edward
Subject: Fwd: Policy and Procedure Review Subcommittee

Begin forwarded message:

From: Scott Wilson <jswilsonpob@outlook.com>
Date: June 8, 2015 at 7:16:51 AM MDT
To: "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>
Subject: FW: Policy and Procedure Review Subcommittee

Moira,

Thanks for correcting me and pointing out that in fact, (despite this email clearly identifying the date, time and agenda for the sub committee meeting) the real issue here was my inability to have a meeting with myself. I will address that in the very near future.

Scott

J. Scott Wilson

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

From: rhammer@cabq.gov
To: jswilsonpob@outlook.com; susanne.brown37@yahoo.com; cabq.pob.mohr@gmail.com;
amadamccoy.pob@gmail.com
CC: phamason.lw@gmail.com; mbaker@peiferlaw.com; pcash@cabq.gov;
mcontreras@cabq.gov
Subject: Policy and Procedure Review Subcommittee
Date: Tue, 2 Jun 2015 18:45:50 +0000

Policy and Procedure Review Subcommittee Members:

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

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

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

M007407

(505) 924-3770

Fax: (505) 924-3775

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

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

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

J. Scott Wilson

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

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

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

Please let me know your availability.

Thanks,

M007408

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: susanne brown [<mailto:susanne.brown37@yahoo.com>]

Sent: Monday, June 01, 2015 7:23 PM

To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy

Cc: Leonard Waites

Subject: Re: Meeting before June 11 POB Meeting?

Hello,

'Friday at 1:30 works for me.

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

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

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

M007409

Please let me know.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: susanne brown [<mailto:susanne.brown37@yahoo.com>]

Sent: Sunday, May 31, 2015 9:59 PM

To: Hammer, Robin; Beth Mohr; Scott S. Wilson; Moira Amado-McCoy

Cc: Leonard Waites

Subject: Re: Meeting before June 11 POB Meeting?

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

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

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

Sue

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

Members of the Policy and Procedure Subcommittee,

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3774

Fax: (505) 924-3775

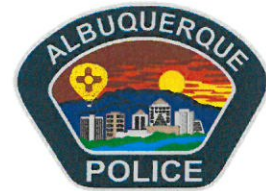
<http://www.cabq.gov/cpoa>



Richard J. Berry
Mayor

City of Albuquerque

Albuquerque Police Department



Gorden E. Eden, Jr.
Chief of Police

May 6, 2015

Interoffice Memorandum

To: William (Bill) Slauson, Executive Director, Administrative Support Bureau

From: Arturo E. Gonzalez, Commander, Professional Accountability Division

Subject: Settlement Agreement, DOJ, Preventing Retaliation – Paragraph 196.

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

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

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

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

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

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

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

M007412

Memo to Mr. Slauson

RE: Settlement Agreement Paragraph 196, Anti-Retaliation Policies

May 7, 2015

Page 2

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

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

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

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

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

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

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

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

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

M007413

Memo to Mr. Slauson

RE: Settlement Agreement Paragraph 196, Anti-Retaliation Policies

May 7, 2015

Page 3

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

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



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

Effective: 10/10/12

Replaces: 04/16/12

1-04 PERSONNEL CODE OF CONDUCT

POLICY:

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

RULES:

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

[5] A. Personnel shall obey all laws, rules and regulations, and to the best of their abilities, protect the rights of the people as provided in the Constitution of the United States.

[1] B. Personnel shall obey all felony criminal laws of the United States of America, and of any state and local jurisdiction in which they are present.

[1 - 5] C. After notice to the employee and an opportunity for a hearing, the department may impose discipline, up to and including termination, upon the occurrence of either of the following:

1) completion of a criminal investigation or internal investigation which, by a preponderance of the evidence, establishes there is probable cause to believe the employee has violated a felony and/or misdemeanor law.

OR

2) Indictment, criminal information, or other formal criminal charge for the violation of any felony or misdemeanor law, which shall be deemed prima facie evidence of a violation of the felony and/or misdemeanor law.

[4] D. Personnel shall obey all municipal, county, state, federal civil laws, including, but not limited to Protective Orders (i.e., Restraining Orders) which may be filed against them, or filed by the employee against another person. The employee will immediately provide a copy of any Protective Order, which affects him or her, to the appropriate deputy chief/deputy director/area commander through the chain of command.

E. Personnel shall not commit or omit any acts which constitute a violation of any of the rules, regulations, directives, or orders of the department.

[7] F. Personnel shall conduct themselves both on and off-duty in such a manner as



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

Effective: 10/10/12

Replaces: 04/16/12

to reflect most favorably on the department.

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

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

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

1-04-3 REPORTING FOR DUTY

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



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

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their duties.

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

1-04-4 CONDUCT WHILE ON-DUTY

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



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



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



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



ALBUQUERQUE POLICE DEPARTMENT
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1-04-5 OUTSIDE EMPLOYMENT

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

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

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



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

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



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

Effective: 10/10/12

Replaces: 04/16/12

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

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

- R. Personnel shall not attend auctions held in the Law Enforcement Center during on-duty hours, while in uniform, or while displaying an ID card and/or badge.

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

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

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

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

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



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

1-04-7 ALCOHOLIC BEVERAGES AND CONTROLLED SUBSTANCES

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



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

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

1-04-8 SMOKING

Personnel will adhere to current city policy.

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

1-04-9 GRATUITIES

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



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

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

[6]

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

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

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

1-04-10 DOCUMENTING OFFICER/EMPLOYEE CONDUCT

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

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



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B. Maintenance of Card Files

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

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

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



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1-04-11 EMPLOYEE NEPOTISM AND FRATERNIZATION POLICY

PURPOSE:

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

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

POLICY:

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

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

DEFINITIONS:

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



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

PROCEDURES:

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



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

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

DOJ SETTLEMENT AGREEMENT

Paragraph 196

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:17 PM
To: Harness, Edward
Subject: Fwd: prose description of spreadsheet columns

Begin forwarded message:

From: "Hammer, Robin" <rhammer@cabq.gov>
Date: June 5, 2015 at 11:12:55 AM MDT
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>
Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Mark Baker" <mbaker@peiferlaw.com>, "Cash, Paul" <pcash@cabq.gov>
Subject: RE: prose description of spreadsheet columns

Member of the Case Review Committee:

Attached is a draft of an explanation of the columns titles/terms of Paul Cash's spreadsheet.

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

Sent: Friday, June 05, 2015 7:15 AM

To: Hammer, Robin; Cash, Paul; Mark Baker; Beth Mohr

Subject: prose description of spreadsheet columns

Good Morning, Robin.

Will you be able to have the summary descriptions to me today?

Moira Amado-McCoy



Spreadsheet Column Key

- A. **Case #:** This number is assigned when the case is entered into our database, by year and then chronologically. Almost invariably, the higher the number within a year, the later the case was received.
- B. **Received Date:** The date the case is received by the City. Sometimes it takes a few days to reach our office. The Complaint is received via email, mail, in person, routed through APD, fax, or telephone.
- C. **Assigned:** This is the date the case is entered into the database. The investigator does not always receive the case on that day, but the case is typically on their desk within a few days of this date. Assigned to investigators in rotation, Police Reports, CADs requested, target letters sent to Officers and initial letter sent to citizen. Interviews scheduled, recordings and evidence requested. SOPs reviewed, interviews conducted, synopsis, issues of concern, summary, and proposed findings letter prepared.
- D. **Due Date:** This is a 90 day deadline, as prescribed by the APOA contract and the Settlement Agreement.
- E. **Extension:** This indicates whether the assigned Investigator requested a 30 day extension to the 90 day investigative period and the Chief of Police granted the request.
- F. **Inv. to ED:** The date the investigator turned the case into the Executive Director for her review. The Executive Director reviews the investigation evidence and investigator's proposed findings. The Executive Director writes a proposed findings letter, based upon a draft submitted by the investigator. This review per case takes varying about of time, depending upon the complexity of the case and/or the quality of the investigator's work. If necessary, she returns a case file to the assigned investigator and directs the investigator to modify or expand their written work product within the file.
- G. **ED to APD:** The date the Executive Director sends the case to APD for review and possible disciplinary action. APD Chain of Command, typically a Commander, a Deputy Chief and the Chief, reviews the case and Executive Director's proposed findings. After receiving input from the Chain of Command, the Chief imposes discipline. APD sends the citizen via certified mail a letter from the Chief stating his findings in the case.
- H. **Date to POC/POB:** The date the Commission/Board reviewed the IRO/Executive Director's proposed findings letter. Board may remand matter; modify, or affirm findings letter. Board may request correspondence be sent to Police Department regarding findings or discipline.
- I. **Ltr. to Citizen:** The date the CPOA staff sent by certified mail the findings letter to the citizen. The citizen may appeal either the Chief's findings or the Boards findings within 30 days of receipt of letter.
- J. **Inv:** The CPOA investigator assigned to the case.

- K. **Staff Recommends:** This would be used to indicate the Executive Director's proposed finding in the case: sustained, not sustained, unfounded, exonerated.
- L. **POB action:** this indicates whether the POB agreed with or modified the Executive Director's proposed findings.
- M. **Case Summary:** A short one or two word description of the type of case, i.e. investigations, conduct, driving, excessive force, arrests.
- N. **Days from Rec to ED:** Number of days between receipt of the case and when the case was given to the Executive Director for review.
- O. **Days from ED to APD:** Number of days between when the case was given to the Executive Director and when the Executive Director gave the case to APD for review.
- P. **Days from Rec. to APD:** Number of days between receipt of the case and when the executive director gave the case to APD for review.
- Q. **Days from Rec. to Ltr:** Number of days between receipt of the case and when the certified letter was sent to the citizen.

[REDACTED]

[REDACTED]

[REDACTED]

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

Sent: Thursday, December 03, 2015 7:16 PM

To: Harness, Edward

Subject: Fwd: Prose summary of spreadsheet

Begin forwarded message:

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

Date: June 3, 2015 at 2:03:13 PM MDT

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

Cc: "Cash, Paul" <pcash@cabq.gov>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "'mbaker@peiferlaw.com'" <mbaker@peiferlaw.com>

Subject: RE: Prose summary of spreadsheet

Moira,

The Hearing Room at Plaza del Sol is available on Tuesday, June 9 at 9:30 am for a meeting of the Case Review Committee. We would need to post an Agenda by the close of business on Friday, June 5. We would post notice of the meeting in general as soon as you OK the day and time.

Please let me know if this date and time works for you.

Thanks,

M007436

Robin

Robin S. Hammer, Esq.

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

From: Moira Amado-McCoy [<mailto:amadomccoy.pob@gmail.com>]
Sent: Wednesday, June 03, 2015 9:53 AM
To: Hammer, Robin
Cc: Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com
Subject: Re: Prose summary of spreadsheet

This will work fine, Robin. Thank you. I'll look forward to seeing it.

Since I'm sure this document will serve its intended purpose, let's try to schedule a meeting time early next week. Do you prefer to check availability of meeting space first, or start with a selection of proposed dates that will work for us?

Moira Amado-McCoy

On Wed, Jun 3, 2015 at 8:30 AM, Hammer, Robin <rhammer@cabq.gov> wrote:
Moira,

I have assigned your request to Paul Cash to prepare a draft. Paul and I will confer after he has completed his draft and I will make any final revisions. After which, I will forward the document to the members of the Case Review Subcommittee. I am in meetings much of today and tomorrow. I hope to have something to the Subcommittee before the end of the week.

Please let me know if you have 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>

M007437

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

Sent: Wednesday, June 03, 2015 8:27 AM

To: Hammer, Robin; Cash, Paul; Scott S. Wilson; Leonard Waites; Beth Mohr; mbaker@peiferlaw.com

Subject: Prose summary of spreadsheet

Good Morning, Robin.

Please let me know as soon as possible (today, ideally) how you intend to handle my request yesterday related to composing a short, prose, summary document of the new process spreadsheet Mr. Cash designed at the Board's behest.

Your office's ability to furnish this document will partially determine the agenda for the Case Review Committee this month. I prefer not to have to review the territory we covered in May's meeting, and can avoid that if we have a reliable summary beforehand.

Moira Amado-McCoy

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

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

Attachments: [Re ACTION REQUIRED 4.9.15 POB Minutes Revised.msg](#)

Please note: forwarded message attached

From: Joanne Fine <joannefine413@gmail.com>
To: Dave Ring <dzt3@juno.com>
Subject: Re: ACTION REQUIRED 4.9.15 POB Minutes Revised
Date: Wed, 10 Jun 2015 13:49:35 -0600

Easy Ways to Destroy Your Digestion
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c78e592ea478e7d5ast02vuc>

From: [Joanne Fine](#)
To: [Dave Ring](#)
Subject: Re: ACTION REQUIRED 4.9.15 POB Minutes Revised
Date: Wednesday, June 10, 2015 1:49:38 PM

Thank you Dave.

On Wed, Jun 10, 2015 at 12:59 PM, Dave Ring <dzr3@juno.com> wrote:
Minor editorial correction, page 2, item 7: "...should operate and independently as possible" should instead read "...should operate as independently as possible."
Otherwise, OK from me. -- Dave Ring

Old School Yearbook Pics
View Class Yearbooks Online Free. Search by School & Year. Look Now!
<http://thirdpartyoffers.juno.com/TGL3141/5578894c7e35694c3d10st01vuc>

--

Joanne Fine
Police Oversight Board Member

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[RE Agenda for June 11 2015 Police Oversight Board Meeting.msg](#)

Please note: forwarded message attached

From: Mark Baker <mbaker@peiferlaw.com>
To: "Beth Mohr" <cabq.pob.mohr@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, pob
<pob@cabq.gov>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M."
<shults@cabq.gov>
Cc: "Yntema IV, Hessel E." <hyntema@cabq.gov>
Subject: RE: Agenda for June 11, 2015 Police Oversight Board Meeting
Date: Fri, 5 Jun 2015 22:52:38 +0000

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M007441

[REDACTED]
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Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[RE Agenda for June 11 2015 Police Oversight Board Meeting.msg](#)

Please note: forwarded message attached

From: Joanne Fine <joannefine413@gmail.com>
To: Mark Baker <mbaker@peiferlaw.com>, "'Beth Mohr'" <cabq.pob.mohr@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, pob <pob@cabq.gov>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M." <shults@cabq.gov>
Cc: "Yntema IV, Hessel E." <hyntema@cabq.gov>
Subject: RE: Agenda for June 11, 2015 Police Oversight Board Meeting
Date: Fri, 5 Jun 2015 17:00:54 -0600

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M007444

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[RE Agenda for June 11 2015 Police Oversight Board Meeting.msg](#)

Please note: forwarded message attached

From: Mark Baker <mbaker@peiferlaw.com>
To: "Beth Mohr" <cabq.pob.mohr@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, pob
<pob@cabq.gov>, Jessica Hernandez <jmhernandez@cabq.gov>, "Hults, Samantha M."
<shults@cabq.gov>
Subject: RE: Agenda for June 11, 2015 Police Oversight Board Meeting
Date: Fri, 5 Jun 2015 22:48:33 +0000

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[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re April 9 2015 POB Minutes.msg](#)

Please note: forwarded message attached

From: Joanne Fine <joannefine413@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: April 9 2015 POB Minutes
Date: Sun, 7 Jun 2015 11:11:27 -0600

Easy Ways to Destroy Your Digestion

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c976e2c9549763696st02vuc>

From: [Joanne Fine](#)
To: [Hammer, Robin](#)
Cc: [Beth Mohr](#); [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Leonard Waites](#); [Moira Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#)
Subject: Re: April 9 2015 POB Minutes
Date: Sunday, June 07, 2015 11:11:28 AM

These minutes for the April POB meeting are still so sloppy and inaccurate that I am volunteering to listen to the full meeting and submit to the group my version of what these minutes should be. At least, I was in attendance. I believe that makes my version of the minutes more likely to be accurate. Let me state for the record that inaccuracies and omissions as are represented in these minutes are an affront to the Board and a seemingly purposeful barrier to the successful completion of our assigned duties.

They are NOT up to any business standard of which I am aware - this is a problem that needs to be managed by the Executive Director, Acting or otherwise.

Joanne Fine
POB Board Member

On Sat, Jun 6, 2015 at 12:08 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Board Members:

Attached are the April 9 2015 POB Minutes with Dr. Amado-McCoy's suggested changes for your records.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:5059243770)

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

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

--

Joanne Fine
Police Oversight Board Member

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re B3-Approval.msg](#)

Please note: forwarded message attached

From: Jeannette Baca <jvbaca.pob@gmail.com>
To: "Hulsey, Peter" <phulsey@cabq.gov>
Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Hammer, Robin" <rhammer@cabq.gov>, Leonard Waites <phamason.lw@gmail.com>, David Ring <dzt3@juno.com>, "Garcia, Christine" <cmgarcia@cabq.gov>
Subject: Re: B3-Approval
Date: Mon, 1 Jun 2015 20:10:46 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cd836910d4d832cdbst01vuc>

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

Greetings,

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

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

Thank you,
Jeannette Baca, Chair
POB Outreach Subcommittee

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

Thank you!

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

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

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

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

M007454

Subject: RE: B3-Approval

Peter,

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

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: Hulse, Peter

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

M007455

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

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

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

Peter W. Hulsey PEC

City of Albuquerque / Human Resources Department

Sr. Human Resources Analyst

Classification and Compensation

+(505) 768-3780

+(505) 768 -3777 fax

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[RE B3-Approval.msg](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: "Hulsey, Peter" <phulsey@cabq.gov>
Cc: "Herrera, Darlene H." <DHerrera@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, David Ring <dzt3@juno.com>, "Garcia, Christine" <cmgarcia@cabq.gov>
Subject: RE: B3-Approval
Date: Mon, 1 Jun 2015 19:03:22 +0000

Fast, Secure, NetZero 4G Mobile Broadband. Try it.
<http://www.netzero.net/?refcd=NZINTISP0512T4GOUT2>

M007457

From: [Hammer, Robin](#)
To: [Hulsey, Peter](#)
Cc: [Herrera, Darlene H.](#); [Jeannette V. Baca](#); [Leonard Waites](#); [David Ring](#); [Garcia, Christine](#)
Subject: RE: B3-Approval
Date: Monday, June 01, 2015 1:05:58 PM

Peter,

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

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

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

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

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

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

M007458

+(505) 768 -3777 fax

[REDACTED]

----- Forwarded Message -----

From: "Hammer, Robin" <rhammer@cabq.gov>
To: David Ring <dzt3@juno.com>
Subject: RE: Completed Citizen Police Academy 6-3-2015
Date: Thu, 4 Jun 2015 20:20:42 +0000

Dave,

Thanks bunches.

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>

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

From: Dave Ring [<mailto:dzt3@juno.com>]
Sent: Thursday, June 04, 2015 8:38 AM
To: Hammer, Robin
Subject: RE: Completed Citizen Police Academy 6-3-2015

Robin, Attached is my CPA completion certificate. In addition, I've done 2 ride-alongs, FATS simulation, firearms training at the APD range, and a variety of other things. Basically, I believe that I've attended everything that's been offered as training for POB members thus far since the POB's creation. Blessings!
-- Dave Ring

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[Citizen Police Academy Completion.pdf](#)

Please note: forwarded message attached

From: "Dave Ring" <dzt3@juno.com>
To: rhammer@cabq.gov
Subject: RE: Completed Citizen Police Academy 6-3-2015
Date: Thu, 4 Jun 2015 14:37:45 GMT

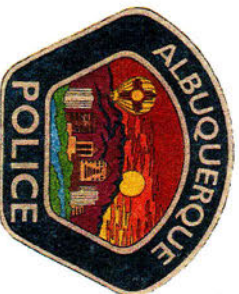
Robin, Attached is my CPA completion certificate. In addition, I've done 2 ride-alongs, FATS simulation, firearms training at the APD range, and a variety of other things. Basically, I believe that I've attended everything that's been offered as training for POB members thus far since the POB's creation. Blessings!
-- Dave Ring

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cc534f6e64c53168ast02vuc>

Albuquerque Police Department

Roger A. Hoisington Jr. Training Academy

Certificate of Completion



This is to certify that

Reverend Dr. David Ring III



Has attended and successfully completed the 4th Citizen Police Academy held

March 3, 2015 through May 26, 2015

"Understanding and Appreciating Albuquerque's Finest"


Director of Training


CPA Coordinator

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[RE Completed Citizen Police Academy 6-3-2015.msg](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>, POB <pob@cabq.gov>, "'Mark T. Baker'" <mbaker@peiferlaw.com>, "Saavedra, Sharon L." <ssaavedra@cabq.gov>
Subject: RE: Completed Citizen Police Academy 6-3-2015
Date: Wed, 3 Jun 2015 23:05:56 +0000

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cccc158e4ccc1f86st04vuc>

From: [Hammer, Robin](#)
To: [Beth Mohr](#); [POB](#); [Mark Baker](#); [Saavedra, Sharon L.](#)
Subject: RE: Completed Citizen Police Academy 6-3-2015
Date: Wednesday, June 03, 2015 5:06:00 PM

Beth,

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

POB Members,

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

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

All the Best,
Robin

Robin S. Hammer, Esq.

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

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Wednesday, June 03, 2015 4:19 PM
To: Hammer, Robin; POB; Mark T. Baker; Saavedra, Sharon L.
Subject: Completed Citizen Police Academy 6-3-2015

Ms. Hammer -

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

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

M007464

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

Attachments:

[ATT00001.txt](#)
[ATT00002.htm](#)
[6-2-15 Case Review Subcommittee Agenda-.pdf](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, ""Mark Baker""
<mbaker@peiferlaw.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson"
<jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Cash, Paul"
<pcash@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine
<joannefine413@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Contreras,
Michelle" <mcontreras@cabq.gov>, "David Ring" <dzt3@juno.com>
Subject: RE: CRC
Date: Mon, 8 Jun 2015 14:01:25 +0000

Easy Ways to Destroy Your Digestion

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...

<http://thirdpartyoffers.juno.com/TGL3141/5661c8fc9fec948fc1d72st03vuc>

Moira,

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

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

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

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

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

Subject: CRC

Ms. Hammer --

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

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

Please advise.

Moira Amado-McCoy

M007467

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

Moirra Amado-McCoy, Chair

Leonard Waits

Jeffery Scott Wilson

Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

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

A G E N D A

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

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Attachments:

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[ATT00001.txt](#)
[ATT00002.htm](#)
[June 9, 2015 Personnel Subcommittee Agenda.docx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Robin S. Hammer, Esq." <rhammer@cabq.gov>
Cc: Joanne Fine <joannefine413@gmail.com>, "Rev. Dr. David Z. Ring, III" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: Draft Personnel Subcommittee meeting agenda
Date: Thu, 4 Jun 2015 15:17:03 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cc1575b0a4c150959st04vuc>

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

Ms. Fine,

Â

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

Â

Regards,

Robin

M007470

Â

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

Â

Â

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

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

To: Hammer, Robin

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

Subject: Re: Draft Personnel Subcommittee meeting agenda

Â

Are you sleeping...

Â

The HEADER and the SUBJECT LINE do NOT Match.

Â

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

Â

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

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

Â

Thanks,

Robin

Â

M007471

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

Â

Â

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

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

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

Subject: Draft Personnel Subcommittee meeting agenda

Â

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

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

Â

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

Â

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

Â

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

Â

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M007472

[forwarding or replying to this email.](#)

--

Joanne Fine

Police Oversight Board Member

M007473

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

Eric Cruz

Joanne Fine

Beth Mohr

Robin S. Hammer, Acting Executive Director

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

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

A G E N D A

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

[REDACTED]

----- Forwarded Message -----
From: "Dave Ring" <dzt3@juno.com>
To: cabq.pob.mohr@gmail.com
Subject: Re: Draft POB Agenda
Date: Fri, 5 Jun 2015 14:58:39 GMT

Beth, The agenda seems appropriate overall to me. One minor editorial correction: There's no need for a "." between my first and last names in the roster at the top. Blessings! -- Dave Ring

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[ATT00001.txt](#)
[ATT00002.htm](#)
[POB Agenda - 6-11-2015 DRAFT.docx](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: pob <pob@cabq.gov>, <nbullock@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: Draft POB Agenda
Date: Thu, 4 Jun 2015 22:42:10 -0600

Ally Bank
Consistently competitive rates, 24/7 customer care, Member FDIC
<http://thirdpartyoffers.juno.com/TGL3141/5661cb9b9a21d4b9b7252st03vuc>

M007476

Sorry, here it is with one small change - I noted the possibility of discussion and possible action being taken in the public meeting regarding personnel issue or pending litigation, so that if action is taken, nobody can say it wasn't on the agenda. -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

On Thu, Jun 4, 2015 at 10:32 PM, Beth Mohr <cabq.pob.mohr@gmail.com> wrote:

Please take a few moments to review the Draft POB agenda and let me know if you have any questions or comments.Â Because we have significant training during this meeting, I moved City Staff and reports up in the agenda, so that those folks can go home if they'd like to, instead of sitting through our training.Â

Please read this carefully and give me your comments by 3 pm Friday, June 4th, after which I will finalize it and send it to the CPOA for posting.Â

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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M007477

CIVILIAN POLICE OVERSIGHT AGENCY

Dr. Moira Amado-McCoy

Dr. Jeannette Baca

Dr. Susanne Brown

Eric H. Cruz

Joanne Fine

Beth Mohr

Rev. Dr. David. Ring III

Leonard Waites

J. Scott Wilson

Robin S. Hammer, Acting Interim Executive Director

POLICE OVERSIGHT BOARD AGENDA

Thursday, June 11, 2015 – 4:00 PM

Vincent E. Griego Chambers

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

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

M007478

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re Inspection of Public Records request \(shadow email account\) 6-8-15.msg](#)

Please note: forwarded message attached

From: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Cc: <POB@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
Date: Mon, 8 Jun 2015 10:21:38 -0600

Easy Ways to Destroy Your Digestion
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c8bf7862f48bf21ebst02vuc>

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

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Maira Amado-McCoy <amadamccoy.pob@gmail.com> wrote:

Dear Mr. Arisim --

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

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

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

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

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

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

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

These are the ONLY second accounts that anyone on the Board has for POB business, and they really can't even fairly be considered "second accounts," as they are the only accounts we ever set up for POB business. So, they would be the only accounts Mr. Waits and Mr. Wilson could have been speaking about before the meeting you refer to, and they were created to facilitate the IPRA request process.

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

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

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

Best,

Moir

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

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

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

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

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

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

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

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

Respectfully,
Mr. Charles Arasim

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re Inspection of Public Records Request.msg](#)

Please note: forwarded message attached

From: Charlie Grapski <cgrapski@gmail.com>
To: Charles Arasim <crarasim@gmail.com>
Cc: "POB@cabq.gov" <POB@cabq.gov>, "Iroller@nmag.gov" <Iroller@nmag.gov>, "Zaman, Jon K." <jzaman@cabq.gov>, "Garduno, Rey" <reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>
Subject: Re: Inspection of Public Records Request
Date: Tue, 2 Jun 2015 19:29:04 -0400

Ally Bank

Consistently competitive rates, 24/7 customer care, Member FDIC
<http://thirdpartyoffers.juno.com/TGL3141/5661cd46e89534d4628bfst03vuc>

From: [Charlie Grapski](#)
To: [Charles Arasim](#)
Cc: [POB@cabq.gov](#); [lroller@nmag.gov](#); [Zaman, Jon K.](#); [Garduno, Rey](#); [kensanchez](#)
Subject: Re: Inspection of Public Records Request
Date: Tuesday, June 02, 2015 5:29:14 PM

This non-response "response@" is the only thing that meets the legal definition of "excessively burdensome" in this transaction.

Sent from my iPhone

On May 31, 2015, at 1:21 PM, Charles Arasim <crarasim@gmail.com> wrote:

[Ms. Oney,](#)

[There is no doubt that records I seek contain facts. I suggest city legal redact the matters of opinion from the documents and provide these to me immediately.](#)

[Charles A.](#)

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On Thu, May 28, 2015 at 10:25 AM, Charles Arasim <crarasim@gmail.com> wrote:

[FYI](#)

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

From: **Oney, Kathleen** <koney@cabq.gov>
Date: Thu, May 28, 2015 at 8:53 AM
Subject: RE: FW: Inspection of Public Records Request
To: Charles Arasim <crarasim@gmail.com>

[Dear Mr. Arasim,](#)

[Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:](#)

[Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill](#)

your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

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

<image002.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.;

Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

I do, but first I need IPRA compliance with the first two batches. Those were produced piecemeal without the attachments and when those attachments were produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that thread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

M007487

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On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen
<koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

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

<image003.png>

From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please

M007488

set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

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

<image003.png>

From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

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

On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time

M007489

Monday – Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

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

<image003.png>

From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these

documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@[cabq.gov](mailto:pob@cabq.gov)

Respectfully submitted,

Mr. Charles Arasim

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re IPRA.msg](#)

Please note: forwarded message attached

From: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>
To: "Robin S. Hammer, Esq." <rhammer@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Cc: "Rev. Dr. David Z. Ring, III" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeannette Baca <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Yntema IV, Hessel E." <hyntema@cabq.gov>, "Howard, Natalie Y." <NHoward@cabq.gov>, "Casados, Trina M." <TCasados@cabq.gov>, "Oney, Kathleen" <koney@cabq.gov>, "Eva P. Sandoval" <evaps3716@yahoo.com>
Subject: Re: IPRA
Date: Tue, 02 Jun 2015 08:39:47 -0600

Top 7 credit cards for those of us with excellent ...
These responses are not provided or commissioned by the credit card issuer. ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cd836e1a14d8334a9st04vuc>

From: [Beth A. Mohr](#)
To: [Robin S. Hammer, Esq.](#); [Mark Baker](#)
Cc: [Rev. Dr. David Z. Ring, III](#); [Eric H. Cruz](#); [Jeannette Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Moirra Amado-McCoy](#); [Jeffrey Scott Wilson](#); [Susanne Brown](#); [Mark Baker](#); [Yntema IV, Hessel E.](#); [Howard, Natalie Y.](#); [Casados, Trina M.](#); [Oney, Kathleen](#); [Eva P. Sandoval](#)
Subject: Re: IPRA
Date: Tuesday, June 02, 2015 8:40:10 AM
Attachments: [image001.png](#)

Ms. Hammer,

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

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

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

POB Members:

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

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

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

Thanks,

M007494

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

(505) 924-3770

Fax: (505) 924-3775

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

From: Oney, Kathleen

Sent: Monday, June 01, 2015 11:25 AM

To: Hammer, Robin

Cc: Mark Baker; Yntema IV, Hessel E.; Howard, Natalie Y.; Casados, Trina M.

Subject: FW: IPRA

Hello Robin,

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

Mccoy

Waites

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

M007495

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

Your help is appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



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

Hello Ms. Vargas,

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

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

M007496

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657



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

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

To: City Clerk Staff

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

Subject: IPRA

To: Trina Gurule, Interim City Clerk

Office of the City Clerk

P: (505) 924-3650

F: (505) 924-3660

Ms. Gurule,

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

M007497

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

I am formally requesting a copy of:

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

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

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

2. The individual email addresses of the POB members.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Steve Kramer

Andy Christophersen

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

Best Regards,

Dinah Vargas

505-920-2861

vargagirl@live.com

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[RE_IPRA.msg](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Moirá Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: 'Mark Baker' <mbaker@peiferlaw.com>, "Yntema IV, Hessel E." <hyntema@cabq.gov>, "Howard, Natalie Y." <NHoward@cabq.gov>, "Casados, Trina M." <TCasados@cabq.gov>, "Oney, Kathleen" <koney@cabq.gov>, "Eva P. Sandoval" <evaps3716@yahoo.com>
Subject: RE: IPRA
Date: Mon, 1 Jun 2015 17:37:28 +0000

Fast, Secure, NetZero 4G Mobile Broadband. Try it.
<http://www.netzero.net/?refcd=NZINTISP0512T4GOUT2>

M007502

From: [Hammer, Robin](#)
To: [Beth Mohr](#); [David Ring](#); [Eric H. Cruz](#); [Hammer, Robin](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Maira Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#)
Cc: [Mark Baker](#); [Yntema IV, Hessel E.](#); [Howard, Natalie Y.](#); [Casados, Trina M.](#); [Oney, Kathleen](#); [Eva P. Sandoval](#)
Subject: RE: IPRA
Date: Monday, June 01, 2015 11:37:52 AM
Attachments: [image001.png](#)

POB Members:

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

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

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

Thanks,
Robin

Robin S. Hammer, Esq.

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

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

Hello Robin,

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

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

M007503

had emails or not)

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

Your help is appreciated. Thank you!

Kathleen Oney

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



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

Hello Ms. Vargas,

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

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

Thank you and have a great day!

Kathleen Oney

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

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

To: Trina Gurule, Interim City Clerk

Office of the City Clerk

P: (505) 924-3650

F: (505) 924-3660

Ms. Gurule,

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

I am formally requesting a copy of:

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

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

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

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

2. The individual email addresses of the POB members.

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

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

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

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

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

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

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

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

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

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

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

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

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

Steve Kramer

Andy Christophersen

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

Best Regards,

Dinah Vargas

505-920-2861

vargagirl@live.com

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re June POB meeting.msg](#)

Please note: forwarded message attached

From: Jeannette Baca <jvbaca.pob@gmail.com>
To: Leonard Waites <phamason.lw@gmail.com>
Cc: "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzt3@juno.com" <dzt3@juno.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>
Subject: Re: June POB meeting
Date: Wed, 10 Jun 2015 08:29:25 -0600

Top 7 credit cards for those of us with excellent ...
These responses are not provided or commissioned by the credit card issuer. ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c808de6d648080c67st02vuc>

From: [Jeannette Baca](#)
To: [Leonard Waites](#)
Cc: [cabq.pob.mohr@gmail.com](#); [dzt3@juno.com](#); [joannefine413@gmail.com](#); [amadomccoy.pob@gmail.com](#); [jswilsonpob@outlook.com](#); [susanne.brown37@gmail.com](#); [Hammer, Robin](#); [Eric H. Cruz](#)
Subject: Re: June POB meeting
Date: Wednesday, June 10, 2015 8:29:26 AM

Good morning,

Thanks to all who provided feedback on the business card! I will bring a copy of the card with your suggestions to the meeting tomorrow. Beth, thanks for tending to details (font); I sort of figured the professionals would take care of this, good point. Yes, the exclamation point will go (can you tell I like exclamation points? I also like semicolon's, which I tend to overuse:). Sue, I figured I would split the difference on the complain/compliment placement. Since the happy (compliment) emoticon is in the forefront, I think keeping the term complaint first in the text addresses the community solidarity issue you mentioned. Let me know what you think.

This is a work in progress, we can make additional changes at the meeting. Thanks for your interest and support.

Have a wonderful day,
Jeannette

On Mon, Jun 8, 2015 at 11:49 AM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:
Greetings!

I hope you all had a nice weekend.

As you know, I have suggested creating business cards for POB members; this item will be discussed again during our meeting this week. As such, I have attached a draft for your review; the back of the card (optional) would contain [complaint] information. I used the current CPOA logo which we were introduced to during our first training. The 15 stars indicate 9 Board members and the 6 area commands. The writing translates to "Justice and Equality Under the Law".

I look forward to seeing you on Thursday.

Regards,
Jeannette

On Thu, Jun 4, 2015 at 12:58 PM, Leonard Waites <phamason.lw@gmail.com> wrote:

All,

I have asked Beth Mohr to chair our June meeting while I continue to recover.
thanks Beth.

--

Leonard Waites Chairman
Police Oversight Board

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re June POB meeting.msg](#)

Please note: forwarded message attached

From: Mark Baker <mbaker@peiferlaw.com>
To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>
Cc: Jeannette Baca <jvbaca.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzt3@juno.com" <dzt3@juno.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>
Subject: Re: June POB meeting
Date: Thu, 11 Jun 2015 13:34:17 +0000

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<http://thirdpartyoffers.juno.com/TGL3141/5661c7517bfa14751764bst02vuc>

M007511

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

----- Forwarded Message -----

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

To: jvbaca.pob@gmail.com

Cc: phamason.lw@gmail.com, cabq.pob.mohr@gmail.com, joannefine413@gmail.com,
amadamccoy.pob@gmail.com, jswilsonpob@outlook.com, susanne.brown37@gmail.com,
rhammer@cabq.gov, cabq.pob.cruz@gmail.com

Subject: Re: June POB meeting

Date: Tue, 9 Jun 2015 05:58:18 GMT

Jeannette, I like the design -- especially the effective use of the emojis on the back. Blessings! -- Dave Ring

Easy Ways to Destroy Your Digestion

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...

<http://thirdpartyoffers.juno.com/TGL3141/5661c882a623c48821a6dst02vuc>

From: [Dave Ring](#)
[REDACTED]
[REDACTED]
[REDACTED]
Attachments: [Re May 19 2015 POB Meeting Minutes with suggested changes.msg](#)

Please note: forwarded message attached

From: Joanne Fine <joannefine413@gmail.com>
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Cc: "Hammer, Robin" <rhammer@cabq.gov>, "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, susanne.brown37@gmail.com
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
Date: Sun, 7 Jun 2015 11:32:12 -0600

Easy Ways to Destroy Your Digestion
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c93943ad64939225bst01vuc>

From: [Joanne Fine](#)
To: [Maira Amado-McCoy](#)
Cc: [Hammer, Robin](#); [Beth A. Mohr](#); [David Z. Ring](#); [Eric H. Cruz](#); [Jeanette Baca](#); [Jeffrey Scott Wilson](#); [Leonard Waites](#); [susanne.brown37@gmail.com](#)
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
Date: Sunday, June 07, 2015 11:32:13 AM

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

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

Thank you for being so thorough, Joanne.

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

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

Maira

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

What is still not accurate: [See section VI]

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

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

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

"VI.(D) ADDITIONAL SUBCOMMITTEES

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

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

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

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

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

Ring. Passed.

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

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

POB Members:

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

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

--

Joanne Fine

Police Oversight Board Member

--

Joanne Fine
Police Oversight Board Member

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[Re May 19 2015 POB Meeting Minutes with suggested changes.msg](#)

Please note: forwarded message attached

From: Moira Amado-McCoy <amadomccoy.pob@gmail.com>
To: Joanne Fine <joannefine413@gmail.com>
Cc: "Hammer, Robin" <rhammer@cabq.gov>, "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, susanne.brown37@gmail.com
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
Date: Sun, 7 Jun 2015 11:24:00 -0600

Easy Ways to Destroy Your Digestion

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<http://thirdpartyoffers.juno.com/TGL3141/5661c93936e6449392997st04vuc>

From: [Maira Amado-McCoy](#)
To: [Joanne Fine](#)
Cc: [Hammer, Robin](#); [Beth A. Mohr](#); [David Z. Ring](#); [Eric H. Cruz](#); [Jeanette Baca](#); [Jeffrey Scott Wilson](#); [Leonard Waites](#); [susanne.brown37@gmail.com](#)
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
Date: Sunday, June 07, 2015 11:24:01 AM

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

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

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POB Members:

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Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

--

Joanne Fine
Police Oversight Board Member

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[RE Misconduct Harassment and Unnecessary Investigation from APD and it's responsible Parties..msg](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: "'Adonis Encinias'" <encinias.adonus@gmail.com>, Mayor Berry <mayorberry@cabq.gov>, "Alvarez, Giselle M." <galvarez@cabq.gov>, "Montano, Gilbert A." <gamontano@cabq.gov>
Cc: "Schroeder, Rhiannon L." <rschroeder@cabq.gov>, POB <pob@cabq.gov>, "Eden, Gorden" <geden7@cabq.gov>, "Huntsman, Robert Y." <RHuntsman@cabq.gov>, "Garcia, Eric" <ericgarcia@cabq.gov>
Subject: RE: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thu, 11 Jun 2015 14:30:35 +0000

Popcorn Factory Gifts
Holiday Gifts. 100% Satisfaction Guaranteed. Buy Now, Ship Later!
<http://thirdpartyoffers.juno.com/TGL3141/5661c6d8556fe46d765d3st02vuc>

M007523

From: [Hammer, Robin](#)
To: "Adonis Encinias"; [Mayor Berry](#); [Alvarez, Giselle M.](#); [Montano, Gilbert A.](#)
Cc: [Schroeder, Rhiannon L.](#); [POB](#); [Eden, Gorden](#); [Huntsman, Robert Y.](#); [Garcia, Eric](#)
Subject: RE: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thursday, June 11, 2015 8:30:45 AM

Dear Mr. and Ms. Encinias:

The Civilian Police Oversight Agency (CPOA) has received your complaint against the Albuquerque Police Department. I will assign a CPOA investigator to investigate your complaint. The investigator will gather the evidence, including interviewing witnesses. After the investigation has been completed, the investigator will write a report. Once the investigator has completed the report, I, will review the investigation and draft a letter of findings, explaining the results of the investigation and her conclusions addressing whether the officer(s) involved complied with Standard Operating Procedures in their conduct.

After the investigation is complete, the Police Oversight Board will accept, reject, or modify these findings. Our office will send you her letter of findings by certified mail or email, if we do not have a mailing address. The Chief of Police will also send you a letter once he makes his findings on your Complaint.

Please remember that complaints involving APD personnel are administrative investigations to determine whether any Standard Operating Procedures have been violated. If there is a finding of a SOP violation, the officer(s) may receive discipline. If you desire other relief, please seek additional information on how to proceed.

If you have questions, please contact our office. Thank you for your cooperation in the civilian oversight of the Albuquerque Police Department.

Sincerely,
Robin Hammer

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: Adonis Encinias [mailto:encinias.adonus@gmail.com]
Sent: Thursday, June 11, 2015 7:34 AM
To: Hammer, Robin; Mayor Berry; Alvarez, Giselle M.; Montano, Gilbert A.
Subject: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

M007524

Good Morning,

Hello my name is Adonus Encinias. Today's email is in reference to my families civil rights being violated from the City of Albuquerque's Police Department, Narcotics/Special Investigations Department.

There is issues our family is having with a neighbor, in our SW Albuquerque Neighborhood. These issues are being ignored and avoided from our side.

The person responsible for that residence is "Anonymously" causing a great amount of false reports to the Albuquerque Police Department, due to her guilt with ongoing drug trafficking, human trafficking, possession of firearms, and gang related activity.

Our family does have a history of being accused of these alleged crimes, but we are Law abiding citizen of Albuquerque, New Mexico.

Our family does not think the open Investigations within APD's Investigations Department are substantial, nor are we breaking any City/State Law.

Please take into consideration that our family is a very good family.

So therefore, on behalf of the Encinias family, we are requesting that action be taken and a thorough investigation from the Mayors office be conducted within the Albuquerque Police department and it's responsible parties.

If the office thinks it is unnecessary to conduct an investigation and consider our request's, we will then take legal action by filing litigation against, The City Of Albuquerque, The Albuquerque Police Department and it's responsible parties.

Thanks,

Mr. Adonus & Ms.Trini Encinias

Contact Information

Home Number:

[REDACTED]

Cell:

[REDACTED]

E-mail Address:

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re NACOLE Minutes Memo from APD.msg](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: NACOLE, Minutes, Memo from APD
Date: Thu, 4 Jun 2015 22:38:03 -0600

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From: [Beth Mohr](#)
To: [Hammer, Robin](#)
Cc: [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Maira Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#)
Subject: Re: NACOLE, Minutes, Memo from APD
Date: Thursday, June 04, 2015 10:38:04 PM

Ms. Hammer,

Mr. Waites did not Chair the May 19th meeting, and therefore could not sign off on those minutes, even if he was going to Chair the June meeting, which he is not. Please correctly reflect that I chaired that meeting, and append the minutes for my signature, once they are corrected and complete. It occurs to me that perhaps someone could take adequate notes for the minutes during the actual meeting, rather than listening to the recording and trying to recreate them.

Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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

POB Members:

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

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

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

M007527

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

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

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

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

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[Re NACOLE Minutes Memo from APD.msg](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: NACOLE, Minutes, Memo from APD
Date: Fri, 5 Jun 2015 15:02:25 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cb5e400834b5e740fst02vuc>

From: [Beth Mohr](#)
To: [Hammer, Robin](#)
Cc: [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Maira Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#)
Subject: Re: NACOLE, Minutes, Memo from APD
Date: Friday, June 05, 2015 3:02:25 PM

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

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

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

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

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

Thank-you. -Beth

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

POB Members:

The Convention and Visitors' Bureau staff, who has assisted with our application

M007530

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

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

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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

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

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

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

|

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

----- Forwarded Message -----

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

To: rhammer@cabq.gov

Cc: cabq.pob.mohr@gmail.com, cabq.pob.cruz@gmail.com, rhammer@cabq.gov,
jvbaca.pob@gmail.com, joannefine413@gmail.com, phamason.lw@gmail.com,
amadomccoy.pob@gmail.com, jswilsonpob@outlook.com, susanne.brown37@yahoo.com,
mbaker@peiferlaw.com

Subject: Re: NACOLE, Minutes, Memo from APD

Date: Thu, 4 Jun 2015 14:25:08 GMT

Robin, I'm slow in responding, as I've been out of town. I noticed, as did several others, that the overall sound level set in the Council Chamber room during our last meeting was considerably lower than in previous times. This led to considerable difficulty in hearing and interpreting what was being said. Do we have any ability to reset the sound controls in that room for our meetings? -- Dave Ring

4 Common Foods 'Destroying' Your Digestive Health ...

Hattaka K et al, "Effect of long term consumption of probiotic milk on ...

<http://thirdpartyoffers.juno.com/TGL3141/5661cc90175e44c8f17cast04vuc>

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[RE NACOLE Minutes Memo from APD.msg](#)

Please note: forwarded message attached

From: "Hammer, Robin" <rhammer@cabq.gov>
To: Beth Mohr <cabq.pob.mohr@gmail.com>
Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Moiria Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: RE: NACOLE, Minutes, Memo from APD
Date: Fri, 5 Jun 2015 23:07:27 +0000

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M007534

From: [Hammer, Robin](#)
To: [Beth Mohr](#)
Cc: [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Moirá Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#)
Subject: RE: NACOLE, Minutes, Memo from APD
Date: Friday, June 05, 2015 5:07:35 PM

Beth,

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

Regards,
Robin

Robin S. Hammer, Esq.

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

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Friday, June 05, 2015 3:02 PM
To: Hammer, Robin
Cc: David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown; Mark T. Baker
Subject: Re: NACOLE, Minutes, Memo from APD

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Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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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

M007536

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

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[Re POB Approved position description to post CPOA Director job.msg](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Yermal, Vincent A." <vyermal@cabq.gov>, <mscott@cabq.gov>
Cc: POB <pob@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Re: POB Approved position description to post CPOA Director job
Date: Tue, 2 Jun 2015 13:54:44 -0600

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From: [Beth Mohr](#)
To: [Yermal, Vincent A.](#); mscott@cabq.gov
Cc: [POB](#); [Mark Baker](#)
Subject: Re: POB Approved position description to post CPOA Director job
Date: Tuesday, June 02, 2015 1:54:53 PM

Mr. Yermal,

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

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

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

Thank-you, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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

Thanks much, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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

*Sent with haste from my "smart" phone.
Notice: This email may be subject to disclosure as public record. Please be thoughtful when forwarding or replying to this email.*

Thanks much, -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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Sent with haste from my "smart" phone.

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

Ms. Mohr:

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

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

[\(505\) 768-3700](tel:5057683700)

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

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

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

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

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

Beth A. Mohr

Acting Chair

Albuquerque Police Oversight Board

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

Sent with haste from my "smart" phone.

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

Ms. Mohr:

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

Best regards,

Vincent A. Yermal

Senior Human Resources/Labor Advisor

City of Albuquerque

400 Marquette, NW

Albuquerque, NM 87103

[\(505\) 768-3700](tel:5057683700)

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

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

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

Subject: POB Approved position description to post CPOA Director job

Mr. Yermal,

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

M007541

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Re POB Subcommittees.msg](#)

Please note: forwarded message attached

From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Moiria Amado-McCoy" <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, pob <pob@cabq.gov>
Subject: Re: POB Subcommittees
Date: Sat, 6 Jun 2015 18:34:12 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c9f0db3e749f04382st02vuc>

From: [Beth Mohr](#)
To: [Hammer, Robin](#)
Cc: [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Moirá Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#); [pob](#)
Subject: Re: POB Subcommittees
Date: Saturday, June 06, 2015 6:34:18 PM

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

M007544

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

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

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

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
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[REDACTED]
[Re POB Subcommittees.msg](#)

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From: Beth Mohr <cabq.pob.mohr@gmail.com>
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, pob <pob@cabq.gov>
Subject: Re: POB Subcommittees
Date: Sat, 6 Jun 2015 18:34:12 -0600

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c9f0cbffa49f03cdcst04vuc>

From: [Beth Mohr](#)
To: [Hammer, Robin](#)
Cc: [David Ring](#); [Eric H. Cruz](#); [Jeannette V. Baca](#); [Joanne Fine](#); [Leonard Waites](#); [Maira Amado-McCoy](#); [Scott S. Wilson](#); [Susanne Brown](#); [Mark Baker](#); [pob](#)
Subject: Re: POB Subcommittees
Date: Saturday, June 06, 2015 6:34:15 PM

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

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

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

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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

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

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

M007547

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

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

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

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

----- Forwarded Message -----
From: "Dave Ring" <dzt3@juno.com>
To: rhammer@cabq.gov
Subject: Re: POB Subcommittees
Date: Sat, 6 Jun 2015 19:46:31 GMT

Thanks, Robin! -- Dave Ring

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<http://thirdpartyoffers.juno.com/TGL3141/5661caa7348724aa755acst04vuc>

[REDACTED]

----- Forwarded Message -----

From: "Hammer, Robin" <rhammer@cabq.gov>
To: David Ring <dzt3@juno.com>
Subject: RE: POB Subcommittees
Date: Sat, 6 Jun 2015 20:30:54 +0000

You're welcome, Dave.

Hope you have a good weekend.

Robin

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

From: Dave Ring [<mailto:dzt3@juno.com>]
Sent: Saturday, June 06, 2015 1:47 PM
To: Hammer, Robin
Subject: Re: POB Subcommittees

Thanks, Robin! -- Dave Ring

Easy Ways to Destroy Your Digestion
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661ca6af308c4a6a4607st01vuc>

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[Re Rules and Regulations Subcommittee meeting.msg](#)

Please note: forwarded message attached

From: Leonard Waites <phamason.lw@gmail.com>
To: Robin Hammer <rhammer@cabq.gov>
Cc: dzt3@juno.com, "Mark T. Baker" <mbaker@peiferlaw.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Beth Mohr <cabq.pob.mohr@gmail.com>
Subject: Re: Rules and Regulations Subcommittee meeting?
Date: Mon, 1 Jun 2015 14:24:36 -0600

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<http://thirdpartyoffers.juno.com/TGL3141/5661cdc0bab2b4dc033fast01vuc>

From: [Leonard Waites](#)
To: [Robin Hammer](#)
Cc: dzr3@juno.com; [Mark Baker](#); [Scott S. Wilson](#); [Beth Mohr](#)
Subject: Re: Rules and Regulations Subcommittee meeting?
Date: Monday, June 01, 2015 2:24:38 PM

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

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

Members of the Rules and Regulation Subcommittee:

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

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

[REDACTED]

[REDACTED]

[REDACTED]

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

Sent: Thursday, December 03, 2015 7:21 PM

To: Harness, Edward

Subject: Fwd: Sub committees

Begin forwarded message:

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

Date: June 8, 2015 at 3:58:23 PM MDT

To: "Dr. Moira McCoy POB" <moiraamado@gmail.com>

Subject: Fwd: Sub committees

Fyi

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

From: "Scott Wilson" <jswilsonpob@outlook.com>

Date: Jun 8, 2015 7:20 AM

Subject: Sub committees

To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, "phamason.lw@gmail.com" <phamason.lw@gmail.com>

Cc: "amadomccoy.pob@gmail.com" <amadomccoy.pob@gmail.com>

Chair person Waites, acting Chair person Mohr,

It is with deep regret that I ask to be excused from my position(s) on the sub committees I am currently assigned to.

I will continue to devote my energy and focus on the regularly scheduled Board meetings.

M007553

Thank you for your understanding.

J. Scott Wilson

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

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

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

Attachments:

[Test for all Board members receipt.msg](#)

Please note: forwarded message attached

From: Beth Mohr <Bmohr@themchardfirm.com>
To: "pob@cabq.gov" <pob@cabq.gov>
Subject: Test for all Board members receipt
Date: Wed, 10 Jun 2015 18:16:19 +0000

Top 7 credit cards for those of us with excellent ...
These responses are not provided or commissioned by the credit card issuer. ...
<http://thirdpartyoffers.juno.com/TGL3141/5661c7cb6e78647cb0519st02vuc>

From: [Beth Mohr](#)
To: pob@cabq.gov
Subject: Test for all Board members receipt
Date: Wednesday, June 10, 2015 12:16:30 PM

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

Sent with haste from my Verizon Wireless 4G LTE DROID

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

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

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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]
[REDACTED]
[REDACTED]
[REDACTED]

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

Attachments:

[Thank-you for your email Re: June 3 issue of ABQ Free Press-a must read and more..msg](#)

Please note: forwarded message attached

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

To: <LGLPOBAF@cabq.gov>

Subject: Thank-you for your email Re: June 3 issue of ABQ Free Press-a must read and more.

Date: Sat, 6 Jun 2015 18:28:11 -0700

Fast, Secure, NetZero 4G Mobile Broadband. Try it.

<http://www.netzero.net/?refcd=NZINTISP0512T4GOUT2>

From: [Beth Mohr](#)
To: LGLPOBAF@cabq.gov
Subject: Thank-you for your email Re: June 3 issue of ABQ Free Press-a must read and more.
Date: Saturday, June 06, 2015 7:28:17 PM

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

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

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

Attachments: [Thank-you for your email Re NACOLE Minutes Memo from APD.msg](#)

Please note: forwarded message attached

From: "Beth Mohr" <cabq.pob.mohr@gmail.com>
To: dzt3@juno.com
Subject: Thank-you for your email Re: NACOLE, Minutes, Memo from APD
Date: Thu, 4 Jun 2015 10:26:36 -0400

4 Common Foods 'Destroying' Your Digestive Health ...
Hattaka K et al, "Effect of long term consumption of probiotic milk on ...
<http://thirdpartyoffers.juno.com/TGL3141/5661cc901fb704c8f1399st03vuc>

From: [Beth Mohr](#)
To: dzr3@juno.com
Subject: Thank-you for your email Re: NACOLE, Minutes, Memo from APD
Date: Thursday, June 04, 2015 8:26:37 AM

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

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:18 PM
To: Harness, Edward
Subject: Fwd: the new spreadsheet

Begin forwarded message:

From: "Cash, Paul" <pcash@cabq.gov>
Date: June 7, 2015 at 7:06:22 PM MDT
To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>
Subject: Re: the new spreadsheet

Perfect, see you then!

On June 7, 2015, at 6:56 PM, Moira Amado-McCoy <amadamccoy.pob@gmail.com> wrote:

I'm looking at it all, Paul. But I believe we'd get on the same page more quickly if we either

- 1) worked on it through email, consistently or,
- 2) got together to review via my directed questions

So, since option 2 seems best for you, and you've identified a time tomorrow, I'll be glad to be there.

Thanks.

Moir

On Sun, Jun 7, 2015 at 4:28 PM, Cash, Paul <pcash@cabq.gov> wrote:

Moir,

Yes, I can have a hardcopy of the latest spreadsheet available when we meet on Monday. If you come in at 11:00 am, I can have that for you and I can answer any other questions you have.

The spreadsheet emailed to you had multiple sheets (tabs at the left bottom of the excel page), one of which was "resolved cases." Another page of the spreadsheet contains the "current cases" you reference in your email. I did a couple of other breakdowns of the numbers which were also included in the email, with explanation. I would encourage you to look at that spreadsheet sent on 5.15.15 at 4:00 pm or look at the subsequent version that was cleaned up by Beth. I tried to attach the spreadsheet from my home computer to this email but was unsuccessful so I only included the explanation of the information in text below. Regardless, I will have the most updated version for you tomorrow at 11:00 and answer any questions then, provided that is an acceptable time to you.

Paul

From: Cash, Paul
Sent: Saturday, May 16, 2015 4:59 PM
To: Beth Mohr
Subject: RE: Updated Case Status Sheet in Excel

Beth,

Yes, the formatting was quite helpful! I appreciate the assistance.

Paul

From: Beth Mohr [cabq.pob.mohr@gmail.com]
Sent: Saturday, May 16, 2015 2:13 PM
To: Cash, Paul
Subject: Re: Updated Case Status Sheet in Excel

Paul - Hopefully you found my formatting helpful in getting this work done. Just wait until you get to learn Pivot Tables - everything you did here, by moving things to different pages, sorting and breaking them down by person or item and doing calculations - you can do with a few clicks. It's way cool. (This way you have something to look forward to), -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

M007564

On Fri, May 15, 2015 at 4:11 PM, Cash, Paul <pcash@cabq.gov> wrote:
Dear Board Members:

I. In order to encompass all the fully investigated resolved cases received after June 1, 2012, I have included cases handled by a former investigator (Trey Flynt) in the office (Resolved Cases), and have created a separate sheet for the cases investigated by IA (IA Resolved).

II. On the “Resolved Cases” spreadsheet, the average time from Receipt to the Executive Director was **171.48 days**. The average time from Executive Director to APD for review was **71.92 days**. The average time from Receipt to APD for review was **245.66 days**. The average time from Receipt to Letter to Citizen was **294.72 days**.

III. These additional cases do not include the “investigator to executive director” date because it is missing in some cases and has not been verified in the others. For our current investigators, I included the “investigator to executive director” date after the investigators had an opportunity to review and verify the information I collected from our database and had an opportunity to fill in that date when it was missing.

IV. I have also included a fourth page on the spreadsheet (ED days by Inv.) using the following sort:

- | | | |
|-------------------------|--------|---------------------|
| 1. Investigator | Values | A-Z |
| 2. Days from Rec. to ED | Values | Largest to Smallest |
| 3. ED to APD | Values | Oldest to Newest |

I included the cases that were turned in to Ms. Hammer from the 80 to 119 day after receipt, i.e. the cases that most critically needed to go to APD for review promptly. The list is separated by investigator and indicates the average amount of days it took Ms. Hammer to get the cases to APD.

NOTE: Our database does not indicate whether Mr. Skotchdopole requested extensions in these cases. It is likely that he did in at least some of them. This information, and additional information concerning the IA cases and Flynt cases, could likely be discerned through pulling the physical files from IA and reviewing them, if necessary.

V. Sheet 5 (Sustained) includes only the sustained cases from Sheet 4 (ED days by Inv.)

VI. Percentage of Timely, Fully Investigate and Resolved cases received since June 1, 2012: “From Receipt to APD for Review”

A. CPOA Investigator Cases (“Resolved Cases” Sheet in Excel Spreadsheet)

Turned in to APD in 90 days or less after receipt:	34/247 =	13.8%
Turned in to APD in 120 days or less after receipt:	71/247 =	28.7%
Turned in to APD in 150 days or less after receipt:	101/247=	40.9%

B. IA Investigator Cases (“IA Resolved” Sheet in Excel Spreadsheet)

Turned in to APD in 90 days or less after receipt:	0/40	=	0.0%
Turned in to APD in 120 days or less after receipt:	5/40	=	12.5%
Turned in to APD in 150 days or less after receipt:	9/40	=	22.5%

C. Total from Both Sheets

Turned in to APD in 90 days or less after receipt:	34/287	=	11.8%
Turned in to APD in 120 days or less after receipt:	76/287	=	26.5%
Turned in to APD in 150 days or less after receipt:	110/287	=	38.3%

Please let me know if you have any questions.

Paul Cash
Civilian Police Oversight Analyst
P.O. Box 1293
Albuquerque, NM 87103

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

Sent: Wednesday, May 13, 2015 5:39 PM

To: Hammer, Robin

Cc: David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown; POB; Cash, Paul; Skotchdopole, Paul A.; McDermott, Diane L.; O'Neil, Erin; Davidson, Christopher

Subject: Re: Case Status Sheet in Excel

Mr. Cash: Thank-you for all your work on this report. We very much appreciate you getting these into a useable format; I know that Excel isn't your favorite tool yet, but you'll soon be an expert and running circles around all of us on the analysis.

I have taken the liberty of doing a bit of formatting on your reports, Mr. Cash. You had all the information here already, it's just that now the data can be sorted, printed and used for analysis with the tools in Excel, and the categories can be used going forward for additional analysis. Mr. Cash, if you use these going forward, I think you'll find they will make your life much easier. If you have any questions on using these going forward, please feel free to call my cell at [REDACTED]

All: These can be printed for your use now. Please note that some of them are set to print on legal sized paper, you can change the paper size, but I recommend reading glasses be handed out accordingly. -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

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

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

On Wed, May 13, 2015 at 2:42 PM, Hammer, Robin <rhammer@cabq.gov> wrote:
POB Members:

Attached is an Excel sheet prepared by CPOA Analyst Paul Cash, pursuant to Board Member Fine and Amado-McCoy's directions.

M007566

Sheet 1 contains the pending cases (and the cases reviewed by the POB in March).
Sheet 2 contains the fully investigated and resolved cases (no inactivations/administrative closings) received after June 1, 2012.

Key

Rec. Date=the date the complaint was received by the City of Albuquerque

Assigned=the date the case was given to the investigator

Due Date=90 days from date of receipt (unless there was an extension for an additional 30 days)

Inv. To ED=the date the investigator gave the case to Robin

ED to APD=the date Robin gave the file to APD

Date to POB=the date the case was heard by the POC/POB

Paul chose to include these additional columns:

Days from Rec. to ED= the amount of days between when we got the case and when it was turned into Robin

Days from ED to APD=the amount of days between when Robin got the case and when the case was given to APD for review

Days from Rec. to APD= total amount of days between receipt of the case and when the case went to APD for review

Days from Rec. to Ltr.=total days between receipt of the case and when the letter was sent to the citizen

Please let me know if you have any questions.

Thanks,
Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

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

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

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

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

Sent: Sunday, June 7, 2015 3:43 PM

To: Cash, Paul

Subject: the new spreadsheet

Hi, Paul.

You'll have the newest version of the "CPOA Case Status Report" for us on Tuesday? I have one version that Michelle printed for me with all columns (A-Q) on one page, and another that _did not_ print on one page (making it twice as long a full document, of course, since the final four columns had to print on separate pages). You probably have already caught this, but please make sure the entire A-Q prints on one page (legal).

Please also have the newest version of the "swim lanes" chart for us too, okay?

Also, as Chair of that committee, it would be helpful for me to have these most current versions of all of these on Monday before the meeting. I, of course, want the hard copies. Since this is just a printing request, will you let me know what time I might be able to pick these up?

You and I are talking on Monday, I think? Maybe we can do the talking and the picking up of paper at the same time. Trying to prepare for Tuesday's meeting, obviously.

Can I send you a question or two today?

For instance: I'm only now noticing that this is subtitled "Resolved Cases." What document are we using to track in progress cases? I'll get current cases on the usual Case Status Chart, Yes?

Let me know if you'd rather I didn't fire questions at you tonight.

Thanks for your help.

Moir

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:13 PM
To: Harness, Edward
Subject: Fwd: TONIGHT'S COUNCIL MEETING-WILL YOU HAVE COURAGE TO FINALLY SAY NO! THE PROPOSED ETHICS TRAINING-A TAX WASTING PRE-ELECTION PR STUNT BY COUNCILOR LEWIS THAT EVEN WON'T HELP ANY OF YOU.

Begin forwarded message:

From: Silvio Dell'Angela <Dellansi@comcast.net>
Date: June 1, 2015 at 4:27:01 PM MDT
To: <reygarduno@cabq.gov>, <dharris@cabq.gov>, <kpena@cabq.gov>, <trudyjones@cabq.gov>, <dgibson@cabq.gov>, <kensanchez@cabq.gov>, <ibenton@cabq.gov>, <bwinter@cabq.gov>, <danlewis@cabq.gov>
Cc: <info@bernco.gov>, <MANAGER@BERNCO.GOV>
Subject: TONIGHT'S COUNCIL MEETING-WILL YOU HAVE COURAGE TO FINALLY SAY NO! THE PROPOSED ETHICS TRAINING-A TAX WASTING PRE-ELECTION PR STUNT BY COUNCILOR LEWIS THAT EVEN WON'T HELP ANY OF YOU.

Councilors

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

11. CONSENT AGENDA

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

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

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

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

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

13. APPROVALS

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

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

14. FINAL ACTIONS

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

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

Silvio
For WE THE PEOPLE

P.S.

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

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

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

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

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

[REDACTED]

[REDACTED]

[REDACTED]

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Thursday, December 03, 2015 7:14 PM
To: Harness, Edward
Subject: Fwd: WHAT A WASTE AND WHY ARE WE TAXPAYERS PAYING FOR THIS TRAINING?

Begin forwarded message:

From: Silvio Dell'Angela <Dellansi@comcast.net>
Date: June 1, 2015 at 4:28:15 PM MDT
To: Silvio Dell'Angela <Dellansi@comcast.net>
Subject: FW: WHAT A WASTE AND WHY ARE WE TAXPAYERS PAYING FOR THIS TRAINING?

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

Councilors

M007572

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

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

What a sorry lot you are!

Silvio

From: Lujan, Vanessa [<mailto:vlujan@cabq.gov>]

Sent: Friday, May 29, 2015 4:45 PM

To: Dellansi@comcast.net

Cc: Oney, Kathleen

Subject: RE: MY NM IPRA request

Dear Mr. Silvio Dell'Angela,

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

Vanessa C. Lujan

Executive Assistant

Human Resources Department

400 Marquette, 7th Floor, Room 703

(505) 768-3708

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From: Lujan, Vanessa

Sent: Tuesday, May 26, 2015 11:00 AM

To: 'Dellansi@comcast.net'

Cc: Oney, Kathleen

Subject: RE: MY NM IPRA request

Dear Mr. Silvio Dell'Angela,

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

Sincerely,

M007573

Vanessa C. Lujan

Executive Assistant

Human Resources Department

400 Marquette, 7th Floor, Room 703

(505) 768-3708

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

Sent: Monday, May 25, 2015 2:09 PM

To: Oney, Kathleen

Cc: City Clerk Staff; Yoshimura, Debra; Martinez, Juan; Howard, Natalie Y.; paul@nmtu.net; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; director@nmfog.org

Subject: MY NM IPRA request

Ms. Olney,

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

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

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

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

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

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

Advise

Silvio

For WE THE PEOPLE

M007574

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

When can I expect it?

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

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

Thank you!

Kathleen Oney

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



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

Kathleen

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

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

M007575

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

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

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

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

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

Regards

Silvio

For WE THE PEOPLE

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

Hello Mr. Dell'Angela,

The Office of the City Clerk received your public records request regarding PSU funds on 05/19/2015. In order to fulfill your request I will need you to clarify your statement, **"...specifically just what Ms. Howard and her PSU staff have been doing for this huge amount of our tax dollars that thus far has been never revealed to the public."** We will need to know the specific documents you are seeking.

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

Kathleen Oney

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

M007576

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Tuesday, May 19, 2015 3:44 PM
To: Oney, Kathleen; Yoshimura, Debra
Cc: Hoffman, Lou D.; City Clerk Staff; Yermal, Vincent A.; Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Hernandez, Jimmy S.; Zaman, Jon K.; Montano, Gilbert A.; Lubar, Suzanne G.
Subject: New NM IPRA request

Ms. Oney

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

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

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

The councilors certainly knew of my concerns with Ms. Howard based on the above information you sent me-something that I had forwarded to all of them just prior to the meeting. The information I asked for was available there on May 14 when I asked for it but you waited until just prior to the council meeting yesterday to send it hoping it would not reach the Councilors in time.

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

MORE OF THE SAME

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

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

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

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

GINGER

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

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

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

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

To: Ms. Yoshimura-City Auditor

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

Regards

Silvio

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

Sent: Monday, May 18, 2015 2:54 PM

To: Silvio Dell'Angela

Cc: Casados, Trina M.

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

Hello Mr. Dell'Angela,

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

Thank you and have a great day.

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

505-924-3657

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

Sent: Monday, May 18, 2015 1:37 PM

To: Oney, Kathleen

Cc: Garduno, Rey; Harris, Don; Pena, Klarissa J.; Jones, Trudy; Gibson, Diane G.; Sanchez, Ken; Benton, Isaac; Winter, Brad D.; Lewis, Dan P.; Hoffman, Lou D.; Yermal, Vincent A.; Yoshimura, Debra; City Clerk Staff

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

Ms. Oney

Still no response from you-not surprisingly.

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

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

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

Disgusted

Silvio

M007579

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

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

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

Kathleen

Thank you.

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

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

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

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

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

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

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

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

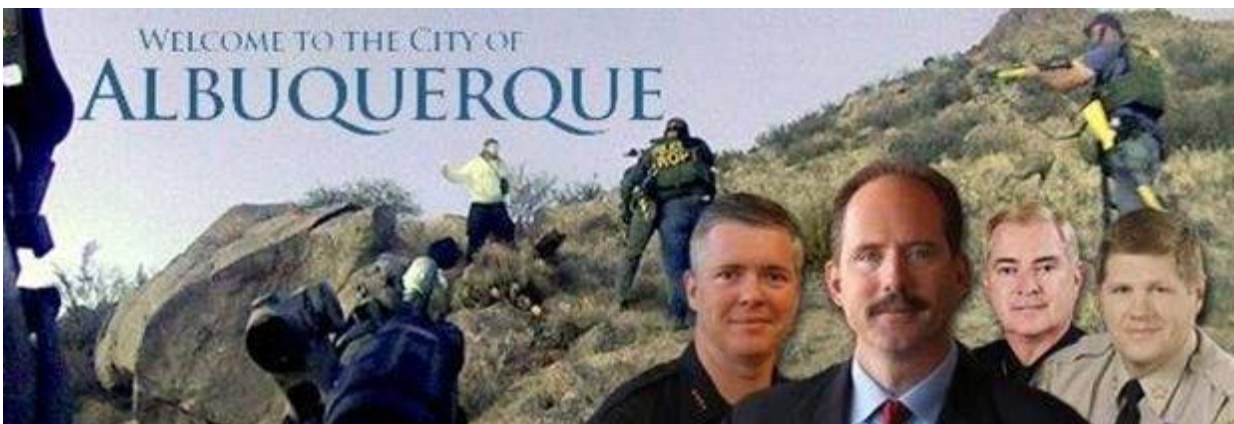
You know that contracting and human resources have the IPRA requested I requested now.

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

Regards

Silvio

For WE THE PEOPLE



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

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

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

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

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

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

Hello Mr. Dell'Angela,

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

M007581

Thank you and have a great day!

Kathleen Oney

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

From: Silvio Dell'Angela [<mailto:Dellansi@comcast.net>]
Sent: Wednesday, May 13, 2015 6:24 PM
To: Hoffman, Lou D.; Hoffman, Lou D.; Yermal, Vincent A.
Cc: City Clerk Staff; Hernandez, Jimmy S.; Yoshimura, Debra; apdfoia@cabq.gov
Subject: NM IPRA Requests-PSU funding, Clerk position ad and Clerk nominee Ms. Howard's resume

TO: Mr. Hoffman, Mr. Yermal

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

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

- 1. Listing by year and funding source of any public/taxpayers funding given to the Public Service (not an accredited) University (PSU).**
- 2. Copy of the City advertisement listing the required qualifications for this City Clerk position**
- 3. Copy of the resume of Ms. Natalie Howard.**

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

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

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

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

Thank you

Silvio Dell'Angela

For WE THE PEOPLE

Mayor Nominates New City Clerk

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

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

OUR PROMISE TO THE COMMUNITY

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

OUR VISION

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

OUR MISSION

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

List of Accomplishments

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

PUBLIC SERVICE UNIVERSITY

FY 2014 Accomplishments

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

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

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

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

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

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

BUDPRO BUDGET WORKSHEET

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

ACCT#	ACCT NAME	ACTUAL FY10	BUDGET FY11	BEGINNING BUDGET	BUDGET ADJUSTMENTS	DEPARTMENT ADJUSTMENTS	CAO ADJUSTMENTS	COUNCIL ACTION	BUDGET FY12
510400	REG WAGE	0	43,216	202,119	0	0	0	0	202,119
510800	TEMPORARY	0	0	0	0	0	0	0	0
511200	OVERTIME	0	0	0	0	0	0	0	0
514400	PERA	0	8,217	38,423	0	0	0	0	38,423
514800	FICA	0	3,306	15,462	0	0	0	0	15,462
515600	OTHR EMP BE	0	6,918	37,187	0	0	0	0	37,187
515700	RETIREE HLT	0	769	3,984	0	0	0	0	3,984
516000	EDUC ALLOW	0	0	0	0	0	0	0	0
516200	INCENTIVE P	0	0	0	0	0	0	0	0
516400	CLTH ALLOW	0	0	0	0	0	0	0	0
516800	FOOD ALLOW	0	0	0	0	0	0	0	0
518000	AUTO ALLOW	0	0	0	0	0	0	0	0
TOTAL PERSONNEL		0	62,426	297,175	0	0	0	0	297,175
520500	PROF SERVIC	0	4,000	4,000	0	0	0	0	4,000
521000	PRNT/DUPLCT	0	2,742	2,742	0	0	0	0	2,742
521500	UTILITIES	0	0	0	0	0	0	0	0
521510	ELECTRICITY	0	0	0	0	0	0	0	0
521520	GAS	0	0	0	0	0	0	0	0
521530	REFUSE	0	0	0	0	0	0	0	0
521540	TELEPHONE	0	3,525	3,525	62	0	0	0	3,587
521550	WATER	0	0	0	0	0	0	0	0
522000	SUPPLIES	0	5,263	5,263	0	0	0	0	5,263
522500	TRAVEL	0	937	937	0	0	0	0	937
523000	TRAINING	0	80,000	80,000	0	0	0	0	80,000
523400	DUES/MEMBR	0	200	200	0	0	0	0	200
523800	REPAIR/MAIN	0	846	846	0	0	0	0	846
523840	VM - OUTSID	0	0	0	0	0	0	0	0
524600	FUELS/LUB	0	0	0	0	0	0	0	0
525000	TIRES/TUBES	0	0	0	0	0	0	0	0
525200	TAXES	0	0	0	0	0	0	0	0
525400	INTEREST	0	0	0	0	0	0	0	0
525800	PRINCIPAL	0	0	0	0	0	0	0	0
526200	CLAIMS/JUDG	0	0	0	0	0	0	0	0
526300	M/C CLAIMS	0	0	0	0	0	0	0	0
526600	FSCL AGT FE	0	0	0	0	0	0	0	0
526800	PMT TO ESCR	0	0	0	0	0	0	0	0
527500	CONTRACT SR	0	12,000	12,000	0	0	0	0	12,000
527525	INSURANCE	0	0	0	0	0	0	0	0
587000	RESRVD APPR	0	0	0	0	0	0	0	0
589000	PROJECT FUN	0	0	0	0	0	0	0	0
TOTAL EXPENSES		0	109,513	109,513	62	0	0	0	109,575
530500	LAND	0	0	0	0	0	0	0	0
531000	BUILDING	0	0	0	0	0	0	0	0
531500	STRS/WTR/SW	0	0	0	0	0	0	0	0
532000	NON-STRC IM	0	0	0	0	0	0	0	0
532500	AUTOMOBILES	0	0	0	0	0	0	0	0
533000	MCH/EQ NON-	0	0	0	0	0	0	0	0

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

D4749000 Training

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

D4749000 Training

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

D4749000 Training

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

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Mon, Jun 8, 2015 at 8:40 PM

Subject: 4.9.15 POB minutes REVISED

To: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, Moira Amado-McCoy
<amadomccoy.pob@gmail.com>

See attached. Let me know what changes I should make.
Thanks for your patience,
Joanne

--

Joanne Fine
Police Oversight Board Member

CIVILIAN POLICE OVERSIGHT AGENCY

Thursday, April 9, 2015

**Vincent E. Griego Chambers, Basement Level
City/County Government Center - One Civic Plaza NW
Albuquerque, New Mexico**

Members Present:

Leonard Waites (By Phone)
Beth Mohr (Acting Chair)
Jeffrey Scott Wilson (Co-Vice Chair)
Dr. Moira Amado-McCoy
Dr. Jeanette Baca
Eric Cruz
Joanne Fine
Rev. David Ring III

Others Present:

Robin Hammer
Paul Skotchdopole
Diane McDermott
Chris Davidson
Erin O'Neil
Paul Cash
Michelle Contreras
Lt. Jennifer Garcia, APD Internal Affairs
Sgt Mike Medrano, APD Internal Affairs
Nicholas Bullock, City Attorney
Julian Moya, City Council

MINUTES

- I. WELCOME AND CALL TO ORDER:** Acting Chair Beth Mohr called the meeting to order at 5:01 p.m.
- II. PLEDGE OF ALLEGIANCE:** Board Member Ring led the Board in the Pledge.
- III. APPROVAL OF AGENDA -** Acting Chair Mohr requested that a dinner break be added to the Agenda. Board Member Baca suggested the dinner break and Executive Session be combined. Acting Chair Mohr requested that discussion on process of how complaints will be handled to be put back on the agenda, as well as Item VII(C), training of board, and VII(D), discussion of subcommittees by Board Member Baca. Acting Chair Mohr also requested that discussion be held regarding the City Council Resolution to hold part of the Board's duties in abeyance. Board Member Fine moved the motion. Co-Chair Wilson seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring
- IV. APPROVAL OF MINUTES –** Acting Chair Mohr noted that the March minutes should reflect that the meeting adjourned at 8:55 p.m. Board Member Ring moved for the approval of the minutes. Board Member Baca seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

V. PUBLIC COMMENTS –

CHARLES ARASIM – Mr. Arasim informed the Board that he has been addressing the POC for many years. He also stated that if the Subcommittee to select the new Executive Director conducts interviews in executive session, then that would constitute a violation of the Open Meetings Act. Mr. Arasim requested that the Board reject the application of Acting Executive Director Hammer as the permanent Executive Director, stating that when he previously filed a complaint, Acting Executive Director Hammer sat on the complaint for over a year.

TAD NIEMYJSKI – Mr. Niemyjski stated that he is from Poland, and was originally living in Chicago before coming to Albuquerque. He stated that he is familiar with the POC process and wanted to know if the Board is for the people. Mr. Wynosky felt that the Board should be comprised of real citizens free from politics.

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Overall, the board expressed multifaceted concerns that the Council and the Monitor have agreed among themselves to delay the start date of our work without the communication courtesy, if not inclusion, of the POB. ***If we were not to hear cases until we were fully trained, why did we receive cases in March?***

Action: McCoy moved and Cruz seconded a motion to have Mr. Moya arrange a meeting with Councilors Gardunio and Winter prior to April 20, 2015 to discuss the concerns of the POB relative to the resolution and to hear directly from the Councilors their concerns. Dr. Moira Amado McCoy agreed to attend that meeting and to also attend the April 20th City Council Meeting. Passed. For: 8- Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

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Board Member Fine made a motion to break for dinner. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring. The Board was in recess at 7:15 p.m.

The Board reconvened at 7:49 p.m.

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Board Member Ring made a motion to accept this process to select the Executive Director as outlined. Board Member Fine seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

Acting Chair Mohr further discussed the task of the Personnel Subcommittee to select the Executive Director.

Board Member Amado-McCoy made a motion that the Personnel Subcommittee should begin their work. Board Member Baca seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

At 8:20 p.m., the Board and Assistant City Attorney Bullock met in Executive Session.

IX. DISCUSSION OF CONTRACT FOR INDEPENDENT LEGAL COUNSEL

The Board reconvened at 8:47 p.m. to discuss the contract for the Independent Legal Counsel position. There are funds available until end of fiscal year 2015. The Personnel Subcommittee should fast track the search for Independent Legal Counsel. Funds are also available beginning fiscal year 2016 for Independent Legal Counsel. Acting Chair Mohr placed an ad for the April 22, 2015, Bar Journal.

Co-Chair Wilson made a motion that the search for Independent Legal Counsel should move forward expeditiously. Board Member Amado-McCoy seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

The next meeting of the Personnel Subcommittee and the Outreach Subcommittee would be on April 27, 2015.

X. DISCUSSION OF CITY COUNCIL'S BUDGET QUESTIONS POSED TO CPOA – Acting Executive Director Hammer presented general questions from the City Council, and provided a flow chart. Acting Executive Director Hammer discussed the process of selecting the Executive Director, the Independent Legal Counsel, and the Outreach Coordinator. Contract service for a paralegal position was also discussed. Training and Travel was also discussed.

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A. Acting Executive Director Hammer – Acting Executive Director Hammer reported March 2015 statistics as follows:

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B. SOP Update – CPOA Lead Investigator Paul Skotchdopole had nothing to report and has not attended any APD meetings as there have been no meetings of the Policy and Procedure Committee. It was discussed that Chief Eden will place Mr. Skotchdopole on the attendee list for future meetings. Board Member Amado-McCoy indicated that the Board would like the staff's input regarding the SOPs.

C. Mayor's Staff – No one was present to report.

D. City Council Staff – Mr. Moya stated that on April 20, 2015, the City Council will appoint Sue Ann Brown to serve on the Board.

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F. APD – Lt. Garcia from APD Internal Affairs presented the report for March 2015.

APD Calls for Service: 40,663
Internal Affair cases for March 2015
Received - 21 Inactivated - 0 Completed -12
Mediated - 0 Pending - 16

Discipline imposed in March 2015
3 verbal reprimands 5 letters of reprimands
1 32-hour suspension 1 40-hour suspension
1 160-hour suspension
0 termination

XIII. OTHER BUSINESS – No other business.

XIV. ADJOURNMENT - *Next POB meeting will be on Tuesday, May 19, 2015, at 4:00 PM in the Vincent E. Griego Chambers. Note the change from Thursday to Tuesday for next month's meeting.* The meeting adjourned at 9:19 p.m.

APPROVED:

Beth Mohr, Acting Chair
Civilian Police Oversight Agency

DATE

CC: Julian Moya, City Council
Trina Gurule, Acting City Clerk
Rey Garduno, City Council President

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Wed, Jun 10, 2015 at 11:18 AM

Subject: ACTION REQUIRED 4.9.15 POB Minutes Revised

To: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, susanne.brown37@gmail.com

Cc: "Hammer, Robin" <Rhammer@cabq.gov>, "Contreras, Michelle" <mcontreras@cabq.gov>

I have enclosed the revised minutes of our April Meeting as requested by Acting Chair Mohr. I endeavored to better reflect the discussions we had at that meeting. Please review this revised draft prior to our meeting tomorrow as it will be on the agenda.

Thank you,
Joanne

Joanne Fine
Police Oversight Board Member

CIVILIAN POLICE OVERSIGHT AGENCY

Thursday, April 9, 2015

**Vincent E. Griego Chambers, Basement Level
City/County Government Center - One Civic Plaza NW
Albuquerque, New Mexico**

Members Present:

Leonard Waites (By Phone)
Beth Mohr (Acting Chair)
Jeffrey Scott Wilson (Co-Vice Chair)
Dr. Moira Amado-McCoy
Dr. Jeanette Baca
Eric Cruz
Joanne Fine
Rev. David Ring III

Others Present:

Robin Hammer
Paul Skotchdopole
Diane McDermott
Chris Davidson
Erin O'Neil
Paul Cash
Michelle Contreras
Lt. Jennifer Garcia, APD Internal Affairs
Sgt Mike Medrano, APD Internal Affairs
Nicholas Bullock, City Attorney
Julian Moya, City Council

MINUTES

- I. WELCOME AND CALL TO ORDER:** Acting Chair Beth Mohr called the meeting to order at 5:01 p.m.
- II. PLEDGE OF ALLEGIANCE:** Board Member Ring led the Board in the Pledge.
- III. APPROVAL OF AGENDA -** Acting Chair Mohr requested that a dinner break be added to the Agenda. Board Member Baca suggested the dinner break and Executive Session be combined. Acting Chair Mohr requested that discussion on process of how complaints will be handled to be put back on the agenda, as well as Item VII(C), training of board, and VII(D), discussion of subcommittees by Board Member Baca. Acting Chair Mohr also requested that discussion be held regarding the City Council Resolution to hold part of the Board's duties in abeyance. Board Member Fine moved the motion. Co-Chair Wilson seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring
- IV. APPROVAL OF MINUTES –** Acting Chair Mohr noted that the March minutes should reflect that the meeting adjourned at 8:55 p.m. Board Member Ring moved for the approval of the minutes. Board Member Baca seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

V. PUBLIC COMMENTS –

CHARLES ARASIM – Mr. Arasim informed the Board that he has been addressing the POC for many years. He also stated that if the Subcommittee to select the new Executive Director conducts interviews in executive session, then that would constitute a violation of the Open Meetings Act. Mr. Arasim requested that the Board reject the application of Acting Executive Director Hammer as the permanent Executive Director, stating that when he previously filed a complaint, Acting Executive Director Hammer sat on the complaint for over a year.

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APPROVED:

Beth Mohr, Acting Chair
Civilian Police Oversight Agency

DATE

CC: Julian Moya, City Council
Trina Gurule, Acting City Clerk
Rey Garduno, City Council President

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Dave Ring** <dzr3@juno.com>

Date: Wed, Jun 10, 2015 at 12:59 PM

Subject: Re: ACTION REQUIRED 4.9.15 POB Minutes Revised

To: joannefine413@gmail.com

Cc: CABQ.POB.Mohr@gmail.com, cabq.pob.cruz@gmail.com, jvbaca.pob@gmail.com,
jwilsonpob@outlook.com, phamason.lw@gmail.com, amadamccoy.pob@gmail.com,
susanne.brown37@gmail.com, Rhammer@cabq.gov, mcontreras@cabq.gov

Minor editorial correction, page 2, item 7: "...should operate and independently as possible" should instead read "...should operate as independently as possible."
Otherwise, OK from me. -- Dave Ring

Old School Yearbook Pics

View Class Yearbooks Online Free. Search by School & Year. Look Now!

<http://thirdpartyoffers.juno.com/TGL3141/5578894c7950994c153ast02vuc>

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadomccoy.pob@gmail.com>

Date: Sat, Jun 6, 2015 at 9:39 AM

Subject: agenda okay

To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Hi, Beth.

Don't think I responded yesterday, but just so you know: agenda looks good to me.

Moira

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **susanne brown** <susanne.brown37@yahoo.com>

Date: Fri, Jun 5, 2015 at 5:37 PM

Subject: agenda

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Hello Beth,

The agenda came through as gobbly-gook on my yahoo e-mail. Is there another way to send it? sue

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Mark Baker** <mbaker@peiferlaw.com>

Date: Fri, Jun 5, 2015 at 8:02 AM

Subject: Fwd: APD: Meeting re CPOA Ordinance at 1:00

To: Beth Mohr <cabq.pob.mohr@gmail.com>

[REDACTED]

[REDACTED]

[REDACTED]

From: "Martinez, Elizabeth (USANM)" <Elizabeth.Martinez@usdoj.gov>

Date: June 5, 2015 at 7:53:54 AM MDT

To: "Hernandez, Jessica M." <jmhernandez@cabq.gov>, "Jacobi, Jenica L" <jjacobi@cabq.gov>, "Jerry A Walz" <jerryawalz@walzandassociates.com>

<jerryawalz@walzandassociates.com>, "Scott Greenwood" <law@scottgreenwood.com>, "cmelendrez@cabq.gov" <cmelendrez@cabq.gov>, Fred Mowrer

<fmmowrer@smdlegal.com>, "Saucedo, Luis E (CRT)"

<Luis.E.Saucedo@usdoj.gov>, "Sanders, Corey (CRT)"

<Corey.Sanders@usdoj.gov>, "Killebrew, Paul (CRT)"

<Paul.Killebrew@usdoj.gov>, "Gunston, Emily (CRT)"

<Emily.Gunston@usdoj.gov>, "Hoses, Michael (USANM)"

<Michael.Hoses@usdoj.gov>, "Keegan, Ruth F. (USANM)"

<Ruth.F.Keegan@usdoj.gov>, Mark Baker <mbaker@peiferlaw.com>

Cc: "Maresca, Annamarie (USANM)" <Annamarie.Maresca@usdoj.gov>,"

"Ferda, Alyssa (USANM) [Contractor]" <Alyssa.Ferda@usdoj.gov>

Subject: APD: Meeting re CPOA Ordinance at 1:00

Dr. Ginger, Counsel for the Parties, and Counsel for the APOA/POB:

This is to confirm that counsel for the parties will meet with Mark Baker,

M007636

counsel for APOA/POB, at **1:00 p.m. MT (3:00 pm ET and noon PT), Tuesday, June 9, 2015** at the USAO. We understand that some attorneys may bring individuals associated with their clients (*e.g.*, Fred may be accompanied by APOA officers, and Jessica may be accompanied by representatives of the City and APD).

The purpose of the meeting is to discuss proposed amendments to the CPOA Ordinance to address the parties' common concerns and other matters that were set forth as Item 1 on the agenda for the June 3, 2015 Monthly Meeting with the Monitor:

Item 1 APOA's Remaining Issues re CPOA

1. The CPOA has agreed to a temporary lull in activity.
Can we discuss the resolution of no access to Garrity materials?
This would resolve the federal litigation.
2. There should be no review of any use of force case until it has been cleared by the District Attorney. This includes officer involved shootings. These cases would remain in Internal Affairs.
3. Can we agree to sit and negotiate items, to be agreed upon by the parties, for resolution? The U.S. Attorney suggested this as well as the APOA.
4. The CPOA recognizing CBA time limitations on investigations of cases.

We anticipate that Dr. Ginger will participate by VTC from the USAO in Columbia, SC and that Scott will participate by VTC from the USAO in Phoenix, Ariz. We will confirm this with Dr. Ginger and Scott as soon as we are able to make these arrangements.

Our DOJ colleagues from the Civil Rights Division will join by conference line. Others who may not be able to attend in person may also participate via the conference line.

The following conference line will be available for those who cannot participate in person:

NUMBER: [877-327-1432](tel:877-327-1432)
PASSCODE: 8704649

If possible, please let us know who will be attending by 10:00 am on June 9, 2015, so that we can have your visitor badges ready and you won't have to wait in reception while our receptionist prepares them.

Thank you. We hope you enjoy the Memorial Day holiday.

Elizabeth M. Martinez | Executive Assistant U.S. Attorney | Public Affairs Officer

U.S. Attorney's Office, District of New Mexico, P.O. Box 607, Albuquerque, New Mexico 87103

Tel: [\(505\) 224-1469](tel:(505)224-1469) | Cell: [\(505\) 239-4060](tel:(505)239-4060) | Fax: [\(505\) 346-7205](tel:(505)346-7205) | E-mail: elizabeth.martinez@usdoj.gov

[REDACTED]

[REDACTED]

----- Forwarded message -----
From: **Hammer, Robin** <rhammer@cabq.gov>
Date: Sat, Jun 6, 2015 at 11:12 AM
Subject: April 27 Personnel Subcommittee with changes
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Beth,

Attached are the April 27, 2015 Personnel Subcommittee Minutes with the suggested changes. Please let us know if we need to make any other changes.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

POLICE OVERSIGHT BOARD PERSONNEL SUBCOMMITTEE

**Tuesday, April 27, 2015 – 10:00 a.m.
Plaza Del Sol Hearing Room, Basement Level,
600 2nd St. NW Albuquerque, New Mexico**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Paul Cash
Michelle Contreras
Diane McDermott
Paul Skotchdopole
Chris Davidson
Erin O'Neil
Vince Yermal, Human Resources
Jenica Jacobi, Acting. City Attorney

Minutes

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Board Member Fine motioned that the minutes for April 7, 2015 be amended to reflect that a discussion was had regarding the Subcommittee requiring a State of the Agency report that would list the cases and the work flow report of the CPOA. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Process to select Executive Director.**
 - a. Process and logistics** Vince Yermal, City Human Resources, informed the Subcommittee the process for advertising the Executive Director position. It was discussed that the advertisement would be placed on the City's website, the Albuquerque Journal, the Bar Bulletin, the New Mexico Municipal Leagues website and NACOLE and other venues.
 - a. Documents to update.** The Subcommittee reviewed the job description of the Executive Director and suggested some changes. Board Member Fine motioned that the two paragraphs of the job description be cleaned up as discussed, sent to Board Member Cruz for final changes and presented to the full POB at the next meeting on May 19, 2015. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz

b. Timeline and assignments. The Subcommittee discussed the timelines and assignments regarding the Executive Director job description and advertisement as follows:

- i. The job description should be presented the full POB on May 19, 2015;
- ii. If the job description is approved by the full POB on May 19, 2015, then it will be emailed to Mr. Yermal in HR;
- iii. Upon receipt of the job description from the Personnel Subcommittee, Mr. Yermal and his staff will draft the job advertisement and post it to the City's website and other venues by May 22, 2015;
- iv. Once the advertisement is posted on the City's website, the open application period will begin for a two month period but may be extended depending on the applicant pool.
- v. Chair Mohr proposed that the Subcommittee take up more detail of the actual process of collecting the applications and whether they will require a writing assignment or what they want from the applicants be deferred to their next meeting. In addition, applications could be uploaded to a secure cloud server for access by Mr. Yermal and Subcommittee members only.

Board Member Fine motioned that the revised job description be sent to the POB on May 19, 2015. Board Member Cruz seconded the motion. Passed
For: 3 – Fine, Mohr, Cruz

V. Discussion of HR Issues at CPOA Office -- *City Attorney's Office*. Board Member Cruz motioned that Agenda Item Number 5 to be moved before item number 10. Board Member Fine seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz

VI. Discussion of Caseload at CPOA Office. A discussion was held of the complaint summary report and workflow chart for CPC cases.

- a. **Complaint Summary Report.** Acting Interim Executive Director Robin Hammer provided a case status chart to the Subcommittee regarding pending CPC cases. Board Member Fine suggested that the *Excel* sample chart she provided be used in order to keep a list of all the CPC cases that will be coming before the POB.

Board Member Fine motioned to request that this *Excel* form gets filled out prior to the May 19, 2015 POB meeting. Board Member Cruz seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

- b. **Workflow chart for CPOA.** The Subcommittee requested that the CPOA revise the current CPOA work flow charts utilizing a swim lane diagram, which would include, from start to finish, the life of the CPC from acceptance to final disposition, with timeline, responsibilities and actual flow between entities.

VII. Discussion of Contract for Independent Legal Counsel.

- a. **Status update.** The advertisement for the Independent Legal Counsel was posted in the Bar Bulletin and there were many interest parties.
- b. **Process discussion.** Chair Mohr would like to discuss the selection process for Legal Counsel in more detail at their next Personnel Subcommittee meeting and to provide a name at the next POB meeting on May 19, 2015.

VIII. Discussion of HR Issues at CPOA Office – *City Attorney’s Office*. Board Member Fine moved for the Personnel Subcommittee to enter into an Executive Session with Assistant City Attorney Jacobi to discuss CPOA Personnel matter regarding the Acting Interim Executive Director. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
Roll call: Fine, Mohr, Cruz

After the Executive Session, Chair Mohr indicated that a closed Executive Session was held to discuss personnel issues at the CPOA Administrative Office in respect to the Acting Interim Executive Director and that no decisions were made while in closed session.

Personnel Subcommittee Board Member Fine moved to have the Subcommittee go back into regular session. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz

IX. Other Business and Subcommittee Recommendations. None.

X. Next Meeting set for Wednesday, May 6, 2015 at 1:30 p.m.

XI. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

CC: Julian Moya, City Council Staff
Trina Gurule, Acting City Clerk
Rey Garduño, City Council President

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Sat, Jun 6, 2015 at 12:08 PM

Subject: April 9 2015 POB Minutes

To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>

Board Members:

Attached are the April 9 2015 POB Minutes with Dr. Amado-McCoy's suggested changes for your records.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M007644

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

CIVILIAN POLICE OVERSIGHT AGENCY

Thursday, April 9, 2015

**Vincent E. Griego Chambers, Basement Level
City/County Government Center - One Civic Plaza NW
Albuquerque, New Mexico**

Members Present:

Leonard Waites (By Phone)
Beth Mohr (Acting Chair)
Jeffrey Scott Wilson (Co-Vice Chair)
Dr. Moira Amado-McCoy
Dr. Jeanette Baca
Eric Cruz
Joanne Fine
Rev. David Ring III

Others Present:

Robin Hammer
Paul Skotchdopole
Diane McDermott
Chris Davidson
Erin O'Neil
Paul Cash
Michelle Contreras
Lt. Jennifer Garcia, APD Internal Affairs
Sgt Mike Medrano, APD Internal Affairs
Nicholas Bullock, City Attorney
Julian Moya, City Council

MINUTES

- I. WELCOME AND CALL TO ORDER:** Acting Chair Beth Mohr called the meeting to order at 5:01 p.m.
- II. PLEDGE OF ALLEGIANCE:** Board Member Ring led the Board in the Pledge.
- III. APPROVAL OF AGENDA -** Acting Chair Mohr requested that a dinner break be added to the Agenda. Board Member Baca suggested the dinner break and Executive Session be combined. Acting Chair Mohr requested that discussion on process of how complaints will be handled to be put back on the agenda, as well as Item VII(C), training of board, and VII(D), discussion of subcommittees by Board Member Baca. Acting Chair Mohr also requested that discussion be held regarding the City Council Resolution to hold part of the Board's duties in abeyance. Board Member Fine moved the motion. Co-Chair Wilson seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring
- IV. APPROVAL OF MINUTES –** Acting Chair Mohr noted that the March minutes should reflect that the meeting adjourned at 8:55 p.m. Board Member Ring moved for the approval of the minutes. Board Member Baca seconded the motion. Passed.
For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

V. PUBLIC COMMENTS –

CHARLES ARASIM – Mr. Arasim informed the Board that he has been addressing the POC for many years. He also stated that if the Subcommittee to select the new Executive Director conducts interviews in executive session, then that would constitute a violation of the Open Meetings Act. Mr. Arasim requested that the Board reject the application of Acting Executive Director Hammer as the permanent Executive Director, stating that when he previously filed a complaint, Acting Executive Director Hammer sat on the complaint for over a year.

TAD NIEMYJSKI – Mr. Niemyjski stated that he is from Poland, and was originally living in Chicago before coming to Albuquerque. He stated that he is familiar with the POC process and wanted to know if the Board is for the people. Mr. Wynosky felt that the Board should be comprised of real citizens free from politics.

DON SCHRADER - Mr. Schrader stated that all police should be tested for unhealed PTSD, and that if officers have unhealed PTSD, they should have desk jobs or work outside APD. Mr. Schrader stated that all officers should be trained to resolve situations in a non-violent manner, and that officers who have never shot or beaten a citizen should be given a special honor. Mr. Schrader stated that drug tests should be given to officers to test for drugs or steroids after being involved in any incident. Mr. Schrader stated that officers should not stalk protestors or victims' families, and that police should be respected and not feared by citizens.

ANDRES VALDEZ - Mr. Valdez stated that he is associated with an organization by the name of Vecinos United. Mr. Valdez stated that he has sued the former POC for meetings held behind closed doors, and that the Board will be in violation of the Open Meetings Act if they select the new Executive Director in a closed meeting.

VI. SETTLEMENT AGREEMENT DISCUSSION/TRAINING. Acting Executive Director Hammer explained and gave a history of the DOJ Settlement Agreement to the Board. Ms. Hammer also explained the status of the Settlement Agreement and its requirements.

B. Acting Executive Director Hammer advised the Board that Mr. Ginger has requested that the Board receive training prior to hearing any complaints. In response, Board Member Amado-McCoy stated that the Board was not asked for their input regarding the meeting with Mr. Ginger. Acting Chair Mohr stated that some other Board Members were scheduled to meet with the federal monitor, Mr. Ginger, but that meeting did not take place. Board Member Amado-McCoy commented that the Board was qualified last month, but was found to be not qualified this month. Acting Executive Director Hammer informed the Board that Mr. Ginger, or his designee, would like to appear at the May 2015 POB meeting.

C. The Board discussed that there will be a backlog of cases. Acting Executive Director Hammer indicated that once the board has completed its training and a strategic plan put in place, she would present pending CPC cases to the Board Members. The Board requested that an ongoing state-of-the-agency report be sent to the Case Review

Subcommittee, to include a summary of where the CPCs (including Officer-Involved Shootings) are in the process, what information the CPCs are waiting on, and a breakdown of SOP violations. Board Member Fine made a motion that an ongoing report be made to the Case Review Subcommittee. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

VII. DISCUSSION OF ROLE OF CPOA AND POB

(A) The Board and Acting Executive Director Hammer discussed the City Council Resolution to hold in abeyance POB review of CPC and Officer Involved Shooting cases until mandated training is completed. Acting Executive Director Hammer discussed training that the Board needs to complete to be in compliance with the Settlement Agreement and Ordinance. Board Member Amado-McCoy felt the Board was comprised of neutral, third party civilians for a reason. Board Member Amado-McCoy stated that if the Board were to consider the number of hours that the Board spent at APD training, many community members could consider this as inappropriate. Board Member Amado-McCoy stated that the question was not whether the Board should or should not attend training, but whether or not the Board was capable of performing our mandated function without it. The Board expressed concerns that waiting to complete training would result in a backlog of complaints to be heard. Co-Vice Chair Wilson suggested that the first meeting of the Board may have upset some people. Board Member Amado-McCoy suggested that the Board should appear before the City Council.

Board Member Amado-McCoy made a motion that Mr. Moya arrange a meeting between Board Members and the City Council and that Board Member Amado-McCoy should attend the City Council meeting the following week in order to articulate our objections to the suggestion that the Board hear no further cases until trained. Board Member Cruz seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring

Acting Chair Mohr spoke about an ABA Webinar being presented on April 16, 2015, on Strategies for Success: Implementing and Improving Citizen Police Oversight of Law Enforcement.” Acting Executive Director Hammer suggested the Webinar would be helpful to the Board. Acting Chair Mohr spoke about training called Foundation on Open Government being held on April 29, 2015. The City Attorney will observe the training and will provide further details on the time and location. Board Member Amado-McCoy requested that Acting Executive Director Hammer inquire of APD about special training events, and that should be a priority.

Board Member Baca spoke regarding a Policy and Procedure Subcommittee, and made a motion that the discussion be held open to the next meeting. Co-Chair Wilson seconded the motion. Discussion was had and the Board discussed creating a Policy and Procedure Subcommittee. Members will be Co-Chair Wilson, Co-Chair Mohr, and Board Member Amado-McCoy. Board Member Baca made a motion to create the Policy and Procedure Subcommittee. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

VIII. REPORTS FROM SUBCOMMITTEES

A. Outreach Subcommittee Acting Executive Director Hammer requested that guest speaker Adrian Carver be heard out of order before the dinner break. Mr. Carver made a presentation on behalf of the New Mexico Forum for Youth. Mr. Carver felt that young people should be involved with the policy-making process at many levels of government, and that young people have voices and need to be heard. Mr. Carver felt that the Youth Alliance could provide data to the Board regarding young people. He also discussed that the Youth Alliance could act in an advisory capacity to the Board, and work with the Outreach Subcommittee. The Board indicated that it would welcome input from the Youth Alliance, which will continue to work with Board Member Ring and the Outreach Subcommittee.

Board Member Fine made a motion to break for dinner. Co-Chair Wilson seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring. The Board was in recess at 7:15 p.m.

The Board reconvened at 7:49 p.m.

VIII. REPORTS FROM SUBCOMMITTEES

A. Outreach Subcommittee – Board Member Baca reported on the Outreach Subcommittee. Board Member Baca was selected to Chair the Subcommittee. Chair Waites and Board Member Ring also sit on the Subcommittee. Board Member Baca discussed the New Mexico Forum for Youth, the Outreach Coordinator position, and neighborhood associations. Board Member Baca explained how she has approached the neighborhood associations, and that the Board should become active with the neighborhood associations.

B. Personnel Subcommittee – Acting Chair Mohr discussed the search process to select the new Executive Director. The Board is bound by a Court Order to conduct interviews in an open meeting. The Board will select three names to be sent to the City Council and a CPOA staff member will assist the Board in delivery of the names to the City Council. The City Council will make the decision on who becomes the Executive Director.

Board Member Ring made a motion to accept this process to select the Executive Director as outlined. Board Member Fine seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

Acting Chair Mohr further discussed the task of the Personnel Subcommittee to select the Executive Director.

Board Member Amado-McCoy made a motion that the Personnel Subcommittee should begin their work. Board Member Baca seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

At 8:20 p.m., the Board and Assistant City Attorney Bullock met in Executive Session.

IX. DISCUSSION OF CONTRACT FOR INDEPENDENT LEGAL COUNSEL

The Board reconvened at 8:47 p.m. to discuss the contract for the Independent Legal Counsel position. There are funds available until end of fiscal year 2015. The Personnel Subcommittee should fast track the search for Independent Legal Counsel. Funds are also available beginning fiscal year 2016 for Independent Legal Counsel. Acting Chair Mohr placed an ad for the April 22, 2015, Bar Journal.

Co-Chair Wilson made a motion that the search for Independent Legal Counsel should move forward expeditiously. Board Member Amado-McCoy seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

The next meeting of the Personnel Subcommittee and the Outreach Subcommittee would be on April 27, 2015.

X. DISCUSSION OF CITY COUNCIL'S BUDGET QUESTIONS POSED TO CPOA – Acting Executive Director Hammer presented general questions from the City Council, and provided a flow chart. Acting Executive Director Hammer discussed the process of selecting the Executive Director, the Independent Legal Counsel, and the Outreach Coordinator. Contract service for a paralegal position was also discussed. Training and Travel was also discussed.

XI. DISCUSSION OF DRAFT CPOA RULES – Co-Chair Wilson made a motion to defer this item to a future date. Board Member Amado-McCoy seconded the motion. Passed. For: 8 – Waites, Mohr, Wilson, Amado-McCoy, Baca, Cruz, Fine, Ring.

XII. REPORTS FROM CITY STAFF:

A. Acting Executive Director Hammer – Acting Executive Director Hammer reported March 2015 statistics as follows:

March 2015:

- 17 new Citizen Police Complaints
- 16 Job Well Done Letters
- 14 Cases Resolved

A bid was placed to have the fall 2016 NACOLE conference in Albuquerque. A decision should be made in May 2015. Acting Executive Director Hammer discussed the Talk-to-a-Cop program which brings citizens and officers together. A new database being worked on, IA-PRO, will help to identify officers who may have issues.

B. SOP Update – CPOA Lead Investigator Paul Skotchdopole had nothing to report and has not attended any APD meetings as there have been no meetings of the Policy and Procedure Committee. It was discussed that Chief Eden will place Mr. Skotchdopole on the attendee list for future meetings. Board Member Amado-McCoy indicated that the Board would like the staff's input regarding the SOPs.

C. Mayor's Staff – No one was present to report.

D. City Council Staff – Mr. Moya stated that on April 20, 2015, the City Council will appoint Sue Ann Brown to serve on the Board.

E. City Attorney's Staff – City Attorney Bullock had nothing to report.

F. APD – Lt. Garcia from APD Internal Affairs presented the report for March 2015.

APD Calls for Service: 40,663
Internal Affair cases for March 2015
Received - 21 Inactivated - 0 Completed -12
Mediated - 0 Pending - 16

Discipline imposed in March 2015
3 verbal reprimands 5 letters of reprimands
1 32-hour suspension 1 40-hour suspension
1 160-hour suspension
0 termination

XIII. OTHER BUSINESS – No other business.

XIV. ADJOURNMENT - *Next POB meeting will be on Tuesday, May 19, 2015, at 4:00 PM in the Vincent E. Griego Chambers. Note the change from Thursday to Tuesday for next month's meeting.* The meeting adjourned at 9:19 p.m.

APPROVED:

Beth Mohr, Acting Chair
Civilian Police Oversight Agency

DATE

CC: Julian Moya, City Council
 Trina Gurule, Acting City Clerk
 Rey Garduno, City Council President

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Sun, Jun 7, 2015 at 11:11 AM

Subject: Re: April 9 2015 POB Minutes

To: "Hammer, Robin" <rhammer@cabq.gov>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca"

<jvbaca.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira

Amado-McCoy <amadamccoy.pob@gmail.com>, "Scott S. Wilson"

<jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>,"Mark T. Baker" <mbaker@peiferlaw.com>

These minutes for the April POB meeting are still so sloppy and inaccurate that I am volunteering to listen to the full meeting and submit to the group my version of what these minutes should be . At least, I was in attendance. I believe that makes my version of the minutes more likely to be accurate. Let me state for the record that inaccuracies and omissions as are represented in these minutes are an affront to the Board and a seemingly purposeful barrier to the successful completion of our assigned duties.

They are NOT up to any business standard of which I am aware - this is a problem that needs to be managed by the Executive Director, Acting or otherwise.

Joanne Fine
POB Board Member

On Sat, Jun 6, 2015 at 12:08 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

Board Members:

Attached are the April 9 2015 POB Minutes with Dr. Amado-McCoy's suggested changes for your records.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

--

Joanne Fine

Police Oversight Board Member

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Sun, Jun 7, 2015 at 4:34 PM

Subject: April POB minutes update

To: "Beth A. Mohr, (CABQ.POB.Mohr@gmail.com)" <CABQ.POB.Mohr@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>

I just heard from Hammer. According to her, the only record of the past POB meetings is a disk that GovTv has in their office and a copy Michele Contreras has on her desk. The CPOA office is open at 8AM tomorrow and I will be there to get that disk. As promised, I will create new minutes for us using that disk. I will do my best to have it complete tomorrow and ready for board member review.

Yet another barricade to overcome.

Joanne

Sent from my Verizon Wireless 4G LTE smartphone

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Jeannette Baca** <jvbaca.pob@gmail.com>

Date: Mon, Jun 8, 2015 at 2:55 PM

Subject: Re: CABQ email for POB

To: "Oney, Kathleen" <koney@cabq.gov>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Yntema IV, Hessel E."

<hyntema@cabq.gov>, Mark Baker <mbaker@peiferlaw.com>

Great! Thanks Kathleen. I may stop by briefly on Thursday.

Have a great afternoon,
Jeannette

On Mon, Jun 8, 2015 at 2:12 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Jeannette,

I apologize for the delay. We have created an email listed as pobipra@cabq.gov. This will be the email that all IPRA requests will be used for. The assigned records custodian (which has not been assigned yet I don't think) will be added as an administrator (along with myself). They will use this email address to respond to the requester and for members to forward all their applicable correspondence to it.

Does that clear it up? Please let me know if you have further questions. My office is actually right next door to the conference room of where your meeting will be, so if you would like to drop by and talk to me before, feel free.

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]

Sent: Monday, June 08, 2015 1:25 PM

To: Oney, Kathleen; Beth Mohr

Subject: Re: CABQ email for POB

Hi Kathleen,

I can see you have been extremely busy, however, I have not received a reply to the email I sent on May 21 (above). We will be having a POB meeting this Thursday; I would like to provide feedback to the Board regarding the questions I asked previously. Please let me know what your thoughts are regarding the CABQ email issue. The main question is how we can address the issue of "selective Ccing" or perhaps the *perception* of sending selected emails, intentional or not.

If you prefer to attend the POB meeting, I'm sure we can accommodate you during my presentation time. Thank you.

Regards,

Jeannette

On Thu, May 21, 2015 at 12:07 PM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Good morning Kathleen,

M007660

Thank you for working with us regarding POB emails and IPRA requests.

As chair of the POB Outreach sub-committee, I have been asked by the POB to follow-up on the CABQ email issue.

While the recommendation by the City's IPRA Attorney, that we make a CABQ email for all POB members to CC or BCC on all POB related email correspondence, is preferable to each POB member receiving a CABQ email, a concern has been expressed by the Board. The main concern is ensuring all appropriate emails are CC'd and the potential **appearance** of "selective copying (CC)"; whether it be done intentionally or not. How can this issue be addressed so that we can be sure to CC or BCC all appropriate emails to the CABQ email? What exactly will the process entail?

Thank you for your help,

Jeannette Baca

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Oney, Kathleen** <koney@cabq.gov>
Date: Mon, Jun 8, 2015 at 2:12 PM
Subject: RE: CABQ email for POB
To: "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Beth Mohr
<cabq.pob.mohr@gmail.com>
Cc: "Yntema IV, Hessel E." <hyntema@cabq.gov>, Mark Baker
<mbaker@peiferlaw.com>

Hello Jeannette,

I apologize for the delay. We have created an email listed as pobipra@cabq.gov. This will be the email that all IPRA requests will be used for. The assigned records custodian (which has not been assigned yet I don't think) will be added as an administrator (along with myself). They will use this email address to respond to the requester and for members to forward all their applicable correspondence to it.

Does that clear it up? Please let me know if you have further questions. My office is actually right next door to the conference room of where your meeting will be, so if you would like to drop by and talk to me before, feel free.

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

M007662

[505-924-3657](tel:505-924-3657)



From: Jeannette Baca [mailto:jvbaca.pob@gmail.com]
Sent: Monday, June 08, 2015 1:25 PM
To: Oney, Kathleen; Beth Mohr
Subject: Re: CABQ email for POB

Hi Kathleen,

I can see you have been extremely busy, however, I have not received a reply to the email I sent on May 21 (above). We will be having a POB meeting this Thursday; I would like to provide feedback to the Board regarding the questions I asked previously. Please let me know what your thoughts are regarding the CABQ email issue. The main question is how we can address the issue of "selective CCing" or perhaps the *perception* of sending selected emails, intentional or not.

If you prefer to attend the POB meeting, I'm sure we can accommodate you during my presentation time. Thank you.

Regards,

Jeannette

On Thu, May 21, 2015 at 12:07 PM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Good morning Kathleen,

Thank you for working with us regarding POB emails and IPRA requests.

M007663

As chair of the POB Outreach sub-committee, I have been asked by the POB to follow-up on the CABQ email issue.

While the recommendation by the City's IPRA Attorney, that we make a CABQ email for all POB members to CC or BCC on all POB related email correspondence, is preferable to each POB member receiving a CABQ email, a concern has been expressed by the Board. The main concern is ensuring all appropriate emails are CC'd and the potential **appearance** of "selective copying (CC)"; whether it be done intentionally or not. How can this issue be addressed so that we can be sure to CC or BCC all appropriate emails to the CABQ email? What exactly will the process entail?

Thank you for your help,

Jeannette Baca

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Jeannette Baca** <jvbaca.pob@gmail.com>

Date: Mon, Jun 8, 2015 at 1:25 PM

Subject: Re: CABQ email for POB

To: koney@cabq.gov, Beth Mohr <cabq.pob.mohr@gmail.com>

Hi Kathleen,

I can see you have been extremely busy, however, I have not received a reply to the email I sent on May 21 (above). We will be having a POB meeting this Thursday; I would like to provide feedback to the Board regarding the questions I asked previously. Please let me know what your thoughts are regarding the CABQ email issue. The main question is how we can address the issue of "selective CCing" or perhaps the **perception** of sending selected emails, intentional or not.

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Regards,
Jeannette

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Good morning Kathleen,

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While the recommendation by the City's IPRA Attorney, that we make a CABQ email for all POB members to CC or BCC on all POB related email correspondence, is preferable to each POB member receiving a CABQ email, a concern has been expressed by the Board. The main concern is ensuring all appropriate emails are CC'd and the potential **appearance** of "selective copying (CC)"; whether it be done intentionally or not. How can this issue be addressed so that we can be sure

to CC or BCC all appropriate emails to the CABQ email? What exactly will the process entail?

Thank you for your help,
Jeannette Baca

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Fri, Jun 5, 2015 at 9:47 AM

Subject: RE: CRC Agenda

To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, Mark Baker <mbaker@peiferlaw.com>

Moira,

Please let me know if this Agenda is OK to publish today.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

M007671

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]
Sent: Friday, June 05, 2015 6:59 AM
To: Hammer, Robin; Scott S. Wilson; Leonard Waites; Beth Mohr; Mark Baker
Subject: CRC

Good Morning, Robin.

These are the specific agenda items to be placed among the standing items for next week's CRC meeting. As you know, we'll have to have a draft of this asap -- this morning, if possible.

I. Review of Internal Case Procedures

- a. New spreadsheets, support documents
- b. First level analysis
- c. Questions of training and investigative instruction

II. Discussion of Procedures Once Delivered to POB

- a. Reception and review procedures for CRC
- b. Assurance of appropriate delivery to both CRC and POB
- c. Coordination with other agency stakeholders
- d. Interaction with CPOA upon Board findings.

III. Consideration of contribution to Written POB Rules

Mark Baker will be attending this meeting with us. Please also assure that Paul Cash is available.

Thank you,

Moira Amado-McCoy

[REDACTED]

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

Moirá Amado-McCoy, Chair

Leonard Waits

Jeffery Scott Wilson

Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

**Tuesday, June 9, 2015 – 9:30 am
Plaza del Sol, 600 2nd Street NW –
Basement Hearing Room, #160**

A G E N D A

- I. Welcome and Call to Order:** *Subcommittee Chair Moira Amado-McCoy*
- II. Approval of Agenda**
- III. Public Comments**
- IV. Review of Internal Case Procedures**
 - a. New spreadsheets, support documents**
 - b. First level analysis**
 - c. Questions of training and investigative instruction**
- V. Discussion of Procedures Once Delivered to POB**
 - a. Reception and review procedures for CRC**
 - b. Assurance of appropriate delivery to both CRC and POB**
 - c. Coordination with other agency stakeholders**
 - d. Interaction with CPOA upon Board findings.**
- VI. Consideration of contribution to Written POB Rules**
- VII. Other Business & Committee Recommendations**
- VIII. Next Meeting – To be announced at meeting**
- IX. Adjournment**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadamccoy.pob@gmail.com>
Date: Mon, Jun 8, 2015 at 8:24 PM
Subject: Re: CRC meeting tomorrow
To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

We cancel, even though the public may show up? I won't finish the work I need to finish for this committee if I don't have to tonight, but I need to be sure that "just canceling" is a real option.

Moira

On Mon, Jun 8, 2015 at 6:57 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

If there's no quorum there's no meeting. If you know for sure just cancel. Otherwise see if Leonard can make it.

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing what you said couldn't be done. ~Amelia Earhart

Sent with haste from my "smart" phone.

Notice: This email may be subject to disclosure as public record. Please be thoughtful when forwarding or replying to this email.

Moira Amado-McCoy <amadamccoy.pob@gmail.com> wrote:

Beth --

Leonard has phoned me to say he might have to be at a training make-up session with APD tomorrow morning, at the same time as our CRC meeting, and Scott seems to have resigned.

What would you like me to do? What's procedure?

Moir

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadamccoy.pob@gmail.com>

Date: Mon, Jun 8, 2015 at 6:46 PM

Subject: CRC meeting tomorrow

To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Beth --

Leonard has phoned me to say he might have to be at a training make-up session with APD tomorrow morning, at the same time as our CRC meeting, and Scott seems to have resigned.

What would you like me to do? What's procedure?

Moira

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadomccoy.pob@gmail.com>
Date: Tue, Jun 9, 2015 at 7:27 AM
Subject: Re: CRC meeting tomorrow
To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Yes, that's what I was thinking. BUT, Leonard finally wrote this morning, saying he'd be there. So, crisis averted. Still, I'll find out procedure with Mark this morning.

Happy to have you there at 9:30, if you can make it.

Moira

On Mon, Jun 8, 2015 at 8:34 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

It may be pro-forma to show up and explain that there's no quorum. Leonard doesn't know if he's going to be there?

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing what you said couldn't be done. ~Amelia Earhart

Sent with haste from my "smart" phone.

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Moira Amado-McCoy <amadomccoy.pob@gmail.com> wrote:

We cancel, even though the public may show up? I won't finish the work I need to finish for this committee if I don't have to tonight, but I need to be sure that "just canceling" is a real option.

Moira

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Albuquerque Police Oversight Board

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Please be thoughtful when forwarding or replying to this email.***

Moira Amado-McCoy <amadomccoy.pob@gmail.com> wrote:

Beth --

Leonard has phoned me to say he might have to be at a training make-up session with APD tomorrow morning, at the same time as our CRC meeting, and Scott seems to have resigned.

What would you like me to do? What's procedure?

Moira

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Scott Wilson** <jswilsonpob@outlook.com>

Date: Fri, Jun 5, 2015 at 9:38 AM

Subject: RE: CRC

To: Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy
<amadomccoy.pob@gmail.com>

Cc: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, "Mark T. Baker"
<mbaker@peiferlaw.com>, "Hammer, Robin" <rhammer@cabq.gov>

Moira, this looks great.... see you Tuesday.

J. Scott Wilson

"When everything around you seems to be lacking in integrity, find it in yourself.
Change the world from where you're standing..."

Date: Fri, 5 Jun 2015 07:27:56 -0600

Subject: Re: CRC

From: phamason.lw@gmail.com

To: amadomccoy.pob@gmail.com

CC: cabq.pob.mohr@gmail.com; mbaker@peiferlaw.com; rhammer@cabq.gov;
jswilsonpob@outlook.com

Thanks Moira, I am OK with the time and place.

On Jun 5, 2015 6:59 AM, "Moira Amado-McCoy" <amadomccoy.pob@gmail.com>
wrote:

Good Morning, Robin.

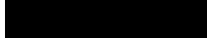
These are the specific agenda items to be placed among the standing
items for next week's CRC meeting. As you know, we'll have to have a
draft of this asap -- this morning, if possible.

- I. Review of Internal Case Procedures
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 - c. Coordination with other agency stakeholders
 - d. Interaction with CPOA upon Board findings.
- III. Consideration of contribution to Written POB Rules

Mark Baker will be attending this meeting with us. Please also assure that Paul Cash is available.

Thank you,

Maira Amado-McCoy



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Leonard Waites** <phamason.lw@gmail.com>

Date: Fri, Jun 5, 2015 at 7:27 AM

Subject: Re: CRC

To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Mark T. Baker"

<mbaker@peiferlaw.com>, "Hammer, Robin" <rhammer@cabq.gov>, Scott Wilson

<jswilsonpob@outlook.com>

Thanks Moira, I am OK with the time and place.

On Jun 5, 2015 6:59 AM, "Moira Amado-McCoy" <amadomccoy.pob@gmail.com> wrote:

Good Morning, Robin.

These are the specific agenda items to be placed among the standing items for next week's CRC meeting. As you know, we'll have to have a draft of this asap -- this morning, if possible.

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III. Consideration of contribution to Written POB Rules

Mark Baker will be attending this meeting with us. Please also assure that Paul Cash is available.

Thank you,

Maira Amado-McCoy



[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Mon, Jun 8, 2015 at 8:01 AM

Subject: RE: CRC

To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, Mark Baker <mbaker@peiferlaw.com>, Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, "Cash, Paul" <pcash@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Contreras, Michelle" <mcontreras@cabq.gov>, David Ring <dzr3@juno.com>

Moira,

Attached is the Case Review Subcommittee Agenda, which was posted last week. You can always check to see if an Agenda is posted on the CPOA website. (www.cabq.gov/cpoa).

I will work with Michelle to have a draft of the Case Review Subcommittee out as soon as possible.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

M007683

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]

Sent: Monday, June 08, 2015 7:54 AM

To: Hammer, Robin; Mark Baker; Beth Mohr; Scott S. Wilson; Leonard Waites; Cash, Paul; Jeannette V. Baca; Joanne Fine; Eric H. Cruz; Contreras, Michelle; David Ring

Subject: CRC

Ms. Hammer --

I need to have the minutes from the meeting of the CRC in May as soon as possible. I understand you were busy last week, but I also believe a draft of these minutes should have been delivered earlier than last week anyway.

I also have not seen the final draft of our upcoming Tuesday meeting agenda, so I believe it has not been posted, is that correct? Please advise. If you simply did not send out the final agenda, that is one thing, but if it hasn't been posted, then we have a different problem, I believe.

Please advise.

Moira Amado-McCoy

**CIVILIAN POLICE OVERSIGHT AGENCY
POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

Moirá Amado-McCoy, Chair

Leonard Waits

Jeffery Scott Wilson

Robin Hammer, Acting Executive Director

**POLICE OVERSIGHT BOARD
CASE REVIEW SUBCOMMITTEE**

**Tuesday, June 9, 2015 – 9:30 am
Plaza del Sol, 600 2nd Street NW –
Basement Hearing Room, #160**

A G E N D A

- I. Welcome and Call to Order:** *Subcommittee Chair Moira Amado-McCoy*
- II. Approval of Agenda**
- III. Public Comments**
- IV. Review of Internal Case Procedures**
 - a. New spreadsheets, support documents**
 - b. First level analysis**
 - c. Questions of training and investigative instruction**
- V. Discussion of Procedures Once Delivered to POB**
 - a. Reception and review procedures for CRC**
 - b. Assurance of appropriate delivery to both CRC and POB**
 - c. Coordination with other agency stakeholders**
 - d. Interaction with CPOA upon Board findings.**
- VI. Consideration of contribution to Written POB Rules**
- VII. Other Business & Committee Recommendations**
- VIII. Next Meeting – To be announced at meeting**
- IX. Adjournment**

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Sat, Jun 6, 2015 at 10:52 AM

Subject: Draft 5-6-15 Personnel Subcommittee Minutes

To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Joanne Fine <joannefine413@gmail.com>

Cc: Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Personnel Subcommittee Members:

Attached are the draft Minutes of the May 6, 2015 Personnel Subcommittee.

Please let me know if you have any corrections or changes.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M007686

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3774](tel:(505)924-3774)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

**POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE**

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
Leonard Waites
Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Board Member Fine moved that the minutes for the April 27, 2015 Personnel Subcommittee be deferred to the next meeting scheduled for June 9, 2015 at 1:30 p.m. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Contract for Independent Legal Counsel**
A. Introduction of applications for Independent Counsel Contract
The members discussed the contract for the Independent Legal Counsel. The legal counsel advertisement was read out loud by Assistant City Attorney Whitcomb for the record prior to reviewing the applications. Chair Mohr indicated that she had received several applications but only printed and distributed the Curriculum Vitae's (CV's) Members Fine and Cruz for their review during the meeting. Ms. Mohr made available to the Members all of the other documents which the applicants had supplied. Ms. Mohr provided an extra set of applications to be kept for the record. Chair Mohr suggested that, if during their review of the applications, if the Subcommittee selected more than one applicant, she proposed that they come up with a questionnaire to obtain more information from selected applicants.
- B. Discussion of Process for ranking and selection**
The Members discussed the process for ranking and selection of the applicants. Chair Mohr advised the Subcommittee that there was an issue of the hourly wage which is set at \$185. Acting Executive Director Hammer advised the Subcommittee that there was setset amount of money for the Independent Legal Counsel position within the Civilian Police Oversight Agency (CPOA) budget, but that the Subcommittee could set the

hourly rate for the Independent Council. Ms. Hammer stated that other City boards have hired legal counsel with an hourly rate from \$120 to \$180. Ms. Hammer indicated that there is a budget of \$15,000 until June 30, 2015 and \$75,000 for fiscal year 2016 allotted for the hiring of the Independent Legal Counsel. Assistant City Attorney Whitcomb recommended that the Subcommittee rank candidates by their hourly rate and negotiate their rate. Mr. Whitcomb also clarified that \$180 to \$200 is reasonable government rate. Chair Mohr summarized that a \$75,000 budget with a potential hourly rate of \$180 would result to about 400 billable hours. Chair Mohr indicated that if they select an attorney from a law firm, that it would not be appropriate for the firm to send an associate to the POB meetings. Chair Mohr suggested that Subcommittee members go through the applications, which are sorted by alphabetically order, and discuss each one.

C. Discussion of Candidates

After the Subcommittee read reviewed the applications, Chair Mohr proposed that the candidates must have the following qualifications:

1. Be an active member of the New Mexico Bar;
2. Have expertise in civil rights, police misconduct and criminal law;
3. Have some expertise in Contract Law, Municipal Regulation, Open Meetings Act, IPRA and Union Contracts, but knowledge in each of these legal areas of law were not required.

D. Selection of Top Candidates

The Members discussed the following candidates for the Independent Legal Counsel. Board Member Fine wanted clarification on how they were rating the applicants. In response, Chair Mohr indicated that they would go through the *yes*, *no* and *maybe* piles and then rank the applicants in the *yes* pile of the following candidates:

1. Christina Adams
2. Erika E. Anderson
3. Adam S. Baker
4. Mark T. Baker
5. Wayne L. Baker
6. Renee Barela Gutierrez
7. Adam Harrison Bell
8. Joshua D. Boone
9. Joshua L. Carpenter
10. Diane Garrity
11. John T. L. Grubestic
12. George F. Heidke
13. Henry F. Narvaez
14. Amy Sirignano
15. Christopher N. Orton
16. Ryan J. Villa
17. Joel M. Young

After reviewing the applications, Subcommittee Members sorted the applications by *yes* and *maybe*. The following applicant was placed in the *yes* pile:

1. Amy Sirignano

The following applicants were placed in the *maybe* pile:

1. Wayne L. Baker
2. Mark T. Baker
3. John T. L. Grubescic
4. George F. Heidke

E. Discussion of Potential Legal Conflicts

A discussion was had regarding the potential legal conflicts. Chair Mohr asked Assistant City Attorney Whitcomb to request the City Attorney's Office to determine if Amy Sirignano had any conflicts with the City.

F. Discussion of Next Steps and Recommendations for Selection

The Members discussed the steps and recommendations the Subcommittee should take in the process of selecting an applicant. Chair Mohr advised the Subcommittee members that they have several choices; they could ask Ms. Amy Sirignano if she would take the rate and put it forward to the full Board as sole choice, rank the *maybe* pile now, or do a survey for more information. Board Member Cruz proposed that they rank the applicants including Ms. Sirignano, who was selected as the only *yes* candidate.

Chair Mohr indicated that she had prepared a questionnaire with 10 questions to present to the four *maybe* applicants in the event Ms. Sirignano did not take an \$180 per hour rate.

Board Member Fine moved that the Subcommittee present their number one selection, Amy Sirignano, and the list of alternates to the full POB board. Board Member Cruz seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

Board Member Cruz moved that if Ms. Amy Sirignano declined the propose hourly rate and negotiations have failed, that the Subcommittee would send the prepared questionnaire to the remaining four candidates: Wayne L. Baker, Mark T. Baker, John T. L. Grubescic, George F. Heidke. Board Member Fine seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the officer, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates..

V. Other Business and Subcommittee Recommendations. None.

VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.

VII. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>
Date: Sat, Jun 6, 2015 at 10:52 AM
Subject: Draft 5-6-15 Personnel Subcommittee Minutes
To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Joanne Fine <joannefine413@gmail.com>
Cc: Leonard Waites <phamason.lw@gmail.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Personnel Subcommittee Members:

Attached are the draft Minutes of the May 6, 2015 Personnel Subcommittee.

Please let me know if you have any corrections or changes.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M007692

**POLICE OVERSIGHT BOARD
PERSONNEL SUBCOMMITTEE**

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
Leonard Waites
Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Board Member Fine moved that the minutes for the April 27, 2015 Personnel Subcommittee be deferred to the next meeting scheduled for June 9, 2015 at 1:30 p.m. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Contract for Independent Legal Counsel**
A. Introduction of applications for Independent Counsel Contract
The members discussed the contract for the Independent Legal Counsel. The legal counsel advertisement was read out loud by Assistant City Attorney Whitcomb for the record prior to reviewing the applications. Chair Mohr indicated that she had received several applications but only printed and distributed the Curriculum Vitae's (CV's) Members Fine and Cruz for their review during the meeting. Ms. Mohr made available to the Members all of the other documents which the applicants had supplied. Ms. Mohr provided an extra set of applications to be kept for the record. Chair Mohr suggested that, if during their review of the applications, if the Subcommittee selected more than one applicant, she proposed that they come up with a questionnaire to obtain more information from selected applicants.
- B. Discussion of Process for ranking and selection**
The Members discussed the process for ranking and selection of the applicants. Chair Mohr advised the Subcommittee that there was an issue of the hourly wage which is set at \$185. Acting Executive Director Hammer advised the Subcommittee that there was setset amount of money for the Independent Legal Counsel position within the Civilian Police Oversight Agency (CPOA) budget, but that the Subcommittee could set the

hourly rate for the Independent Council. Ms. Hammer stated that other City boards have hired legal counsel with an hourly rate from \$120 to \$180. Ms. Hammer indicated that there is a budget of \$15,000 until June 30, 2015 and \$75,000 for fiscal year 2016 allotted for the hiring of the Independent Legal Counsel. Assistant City Attorney Whitcomb recommended that the Subcommittee rank candidates by their hourly rate and negotiate their rate. Mr. Whitcomb also clarified that \$180 to \$200 is reasonable government rate. Chair Mohr summarized that a \$75,000 budget with a potential hourly rate of \$180 would result to about 400 billable hours. Chair Mohr indicated that if they select an attorney from a law firm, that it would not be appropriate for the firm to send an associate to the POB meetings. Chair Mohr suggested that Subcommittee members go through the applications, which are sorted by alphabetically order, and discuss each one.

C. Discussion of Candidates

After the Subcommittee read reviewed the applications, Chair Mohr proposed that the candidates must have the following qualifications:

1. Be an active member of the New Mexico Bar;
2. Have expertise in civil rights, police misconduct and criminal law;
3. Have some expertise in Contract Law, Municipal Regulation, Open Meetings Act, IPRA and Union Contracts, but knowledge in each of these legal areas of law were not required.

D. Selection of Top Candidates

The Members discussed the following candidates for the Independent Legal Counsel. Board Member Fine wanted clarification on how they were rating the applicants. In response, Chair Mohr indicated that they would go through the *yes*, *no* and *maybe* piles and then rank the applicants in the *yes* pile of the following candidates:

1. Christina Adams
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3. Adam S. Baker
4. Mark T. Baker
5. Wayne L. Baker
6. Renee Barela Gutierrez
7. Adam Harrison Bell
8. Joshua D. Boone
9. Joshua L. Carpenter
10. Diane Garrity
11. John T. L. Grubestic
12. George F. Heidke
13. Henry F. Narvaez
14. Amy Sirignano
15. Christopher N. Orton
16. Ryan J. Villa
17. Joel M. Young

After reviewing the applications, Subcommittee Members sorted the applications by *yes* and *maybe*. The following applicant was placed in the *yes* pile:

1. Amy Sirignano

The following applicants were placed in the *maybe* pile:

1. Wayne L. Baker
2. Mark T. Baker
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4. George F. Heidke

E. Discussion of Potential Legal Conflicts

A discussion was had regarding the potential legal conflicts. Chair Mohr asked Assistant City Attorney Whitcomb to request the City Attorney's Office to determine if Amy Sirignano had any conflicts with the City.

F. Discussion of Next Steps and Recommendations for Selection

The Members discussed the steps and recommendations the Subcommittee should take in the process of selecting an applicant. Chair Mohr advised the Subcommittee members that they have several choices; they could ask Ms. Amy Sirignano if she would take the rate and put it forward to the full Board as sole choice, rank the *maybe* pile now, or do a survey for more information. Board Member Cruz proposed that they rank the applicants including Ms. Sirignano, who was selected as the only *yes* candidate.

Chair Mohr indicated that she had prepared a questionnaire with 10 questions to present to the four *maybe* applicants in the event Ms. Sirignano did not take an \$180 per hour rate.

Board Member Fine moved that the Subcommittee present their number one selection, Amy Sirignano, and the list of alternates to the full POB board. Board Member Cruz seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

Board Member Cruz moved that if Ms. Amy Sirignano declined the propose hourly rate and negotiations have failed, that the Subcommittee would send the prepared questionnaire to the remaining four candidates: Wayne L. Baker, Mark T. Baker, John T. L. Grubescic, George F. Heidke. Board Member Fine seconded the motion. Passed.

For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the officer, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates..

V. Other Business and Subcommittee Recommendations. None.

VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.

VII. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3774](tel:(505)924-3774)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Sat, Jun 6, 2015 at 12:22 PM

Subject: Re: Draft 5-6-15 Personnel Subcommittee Minutes

To: "Hammer, Robin" <rhammer@cabq.gov>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, "Eric H. Cruz"

<cabq.pob.cruz@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Mark

T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Here are my corrections to the May 6th Personnel Committee minutes. See errors and changes in yellow highlights and cross outs. If you have any questions, call me directly at [REDACTED] today. Otherwise, please send them out as corrected today. As our meeting is Tuesday, June 9th, I would like these minutes to not be delayed again as the last meeting minutes were delayed from April.

If your staffing resources do not allow for the Subcommittee and POB meeting minutes to be distributed for review within a week of those meetings, I would suggest you realign your staffing pattern so they can be delivered in that time frame. It is not reasonable to make us wait month over month. It delays and diminishes our ability to do the work we have been asked to do in a timely manner.

Speaking of which, where are our April POB minutes that you were directed to change to include Dr. Amado McCoy's comments? What is the excuse for that extended delay? This is tiresome and unacceptable, Ms. Hammer. I was promised that those minutes would be delivered along with the Personnel Committee minutes. Again, it is a promise only half delivered. When exactly will we receive the April POB minutes as amended by Dr. McCoy? Your work product is again in arrears, hampering our work once again. Do not bother to blame staff. This is your management duty. Do what you have to in order to make the necessary changes within the budget to make this work more timely as we have requested time and again.

Thank you,
Joanne Fine

On Sat, Jun 6, 2015 at 10:52 AM, Hammer, Robin <rhammer@cabq.gov> wrote:

Personnel Subcommittee Members:

Attached are the draft Minutes of the May 6, 2015 Personnel Subcommittee.

Please let me know if you have any corrections or changes.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3774](tel:(505)924-3774)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

--

Joanne Fine
Police Oversight Board Member

POLICE OVERSIGHT BOARD PERSONNEL SUBCOMMITTEE

**Wednesday, May 6, 2015 – 1:30 p.m.
Plaza Del Sol, 600 2nd St. NW
Seventh Floor Conference Room**

Members Present

Eric Cruz
Beth Mohr (Chair)
Joanne Fine

Others Present

Robin S. Hammer
Michelle Contreras
Diane McDermott
Leonard Waites
Blake Whitcomb, Asst. City Attorney

MINUTES

- I. Welcome and Call to Order:** Chair Mohr called the meeting to order at 1:30 p.m.
- II. Public Comments.** None
- III. Approval of the Minutes:** Due to their late arrival, Board Member Fine moved that the minutes for the April 27, 2015 Personnel Subcommittee be deferred to the next meeting scheduled for June 9, 2015 at 1:30 p.m. Board Member Cruz seconded the motion. Passed.
For: 3 – Fine, Mohr, Cruz
- IV. Discussion of Contract for Independent Legal Counsel**
 - A. Introduction of applications for Independent Counsel Contract**

The members discussed the contract for the Independent Legal Counsel. The legal counsel advertisement was read out loud by Assistant City Attorney Whitcomb for the record prior to reviewing the applications. Chair Mohr indicated that she had received several applications but only printed and distributed the Curriculum Vitae's (CV's) Members Fine and Cruz for their review during the meeting. Ms. Mohr made available to the Members all of the other documents which the applicants had supplied. Ms. Mohr provided an extra set of applications to be kept for the record. Chair Mohr suggested that, if during their review of the applications, if the Subcommittee selected more than one applicant, she proposed that they come up with a questionnaire to obtain more information from selected applicants.
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For: 3 – Fine, Mohr, Cruz

After the motion, Ms. Hammer suggested that if Ms. Sirignano did not accept the **officer offer**, that the Subcommittee delegate the task for further background research of the alternates to a Subcommittee Member. Chair Mohr volunteered to do the background research of the five candidates.!

V. Other Business and Subcommittee Recommendations. None.

VI. Next Meeting set for Tuesday, June 9, 2015 at 1:30 p.m.

VII. Adjournment: Board Member Cruz moved to adjourn the meeting. Board member Fine seconded. Passed.

The meeting adjourned at 3:51 p.m.

Approved by:
Beth Mohr, Personnel Subcommittee Chair

Date

CC: Julian Moya, City Council Staff
Natalie Y. Howard, City Clerk
Rey Garduño, City Council President

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>
Date: Fri, Jun 5, 2015 at 8:44 AM
Subject: RE: Draft POB Agenda
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Looks good to me. Excellent call on moving staff reports up.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Beth Mohr <cabq.pob.mohr@gmail.com>
Date: 06/04/2015 10:32 PM (GMT-07:00)
To: pob <pob@cabq.gov>, nbullock@cabq.gov, "Mark T. Baker" <mbaker@peiferlaw.com>
Subject: Draft POB Agenda

Please take a few moments to review the Draft POB agenda and let me know if you have any questions or comments. Because we have significant training during this meeting, I moved City Staff and reports up in the agenda, so that those folks can go home if they'd like to, instead of sitting through our training.

Please read this carefully and give me your comments by 3 pm Friday, June 4th, after which I will finalize it and send it to the CPOA for posting.

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

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M007704

Act. Please be thoughtful forwarding or replying to this email.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Dave Ring** <dzr3@juno.com>

Date: Fri, Jun 5, 2015 at 8:58 AM

Subject: Re: Draft POB Agenda

To: cabq.pob.mohr@gmail.com

Beth, The agenda seems appropriate overall to me. One minor editorial correction: There's no need for a "." between my first and last names in the roster at the top. Blessings! -- Dave Ring

Old School Yearbook Pics

View Class Yearbooks Online Free. Search by School & Year. Look Now!

<http://thirdpartyoffers.juno.com/TGL3141/5571b95fe83fe395f40east02vuc>

[REDACTED]

[REDACTED]

----- Forwarded message -----
From: **Hammer, Robin** <rhammer@cabq.gov>
Date: Sun, Jun 7, 2015 at 6:18 PM
Subject: RE: Final POB Agenda for June 11th Meeting
To: Beth Mohr <cabq.pob.mohr@gmail.com>

Will do.

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Saturday, June 06, 2015 6:25 PM
To: Hammer, Robin; POB; Mark T. Baker; Hernandez, Jessica M.; Hults, Samantha M.; Bullock, Nicholas
Subject: Final POB Agenda for June 11th Meeting

M007707

All: Enclosed is the final agenda after comments. Please confirm for me that it's posted within the deadline. Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **JAMES GINGER** <pmrinc@mac.com>
Date: Mon, Jun 8, 2015 at 6:01 AM
Subject: Re: Final POB Agenda for June 11th Meeting
To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>

Thanks Beth.

James D Ginger, Ph.D
CEO
Public Management Resources

On Jun 7, 2015, at 8:39 PM, Beth A. Mohr <cabq.pob.mohr@gmail.com> wrote:

FYI - read from the bottom. -B

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

***Never interrupt someone doing what you said couldn't be done.
~Amelia Earhart***

***Sent with haste from my "smart" phone.
Notice: This email may be subject to disclosure as public record.
Please be thoughtful when forwarding or replying to this email.***

----- Original Message -----

Subject: FW: Final POB Agenda for June 11th Meeting
From: Mark Baker <mbaker@peiferlaw.com>
To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>
CC:

Mark T. Baker

Peifer, Hanson & Mullins, P.A.

Post Office Box 25245

Albuquerque, New Mexico 87125

Tel: [\(505\) 247-4800](tel:(505)247-4800)

Fax: [\(505\) 243-6458](tel:(505)243-6458)

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From: Mark Baker
Sent: Sunday, June 7, 2015 6:37 PM
To: 'Hammer, Robin'
Subject: RE: Final POB Agenda for June 11th Meeting

Robin,

I will put together a presentation that helps the POB fully understand its role, and assists the Board and the CPOA going forward. I covered *Garrity* in the civil rights training. I'm not going to re-tread ground or tailor my presentation for purposes of weighing in on particular issues you've had with the board. I don't think targeted statements obviously designed to serve that purpose are appropriate in this context.

Mark

M007710

Mark T. Baker

Peifer, Hanson & Mullins, P.A.

Post Office Box 25245

Albuquerque, New Mexico 87125

Tel: [\(505\) 247-4800](tel:(505)247-4800)

Fax: [\(505\) 243-6458](tel:(505)243-6458)

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From: Hammer, Robin [<mailto:rhammer@cabq.gov>]
Sent: Sunday, June 7, 2015 5:43 PM
To: Mark Baker
Subject: FW: Final POB Agenda for June 11th Meeting

Mark,

I am requesting that during your training for the Settlement Agreement that you inform the Board that the Settlement Agreement does not require the Board to receive all their training and/or have amended Rules in place prior to hearing cases. The Board is choosing to not hear cases at the request of Dr. Ginger, but that the Settlement Agreement does not require this.

I also request during the training that you discuss that the Garrity issue is a complex issue and does not have bright-line rules at this point. I request that you pointing out that the public record letters the POB reviewed at the March 2015 POB meeting

M007711

contained summaries of officers' statements, which the APOA Contract permits.

If you wish to discuss this, please contact me.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

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From: Beth Mohr [<mailto:cabq.pob.mohr@gmail.com>]

Sent: Saturday, June 06, 2015 6:25 PM

To: Hammer, Robin; POB; Mark T. Baker; Hernandez, Jessica M.; Hults, Samantha M.; Bullock, Nicholas

Subject: Final POB Agenda for June 11th Meeting

All: Enclosed is the final agenda after comments. Please confirm for me that it's posted within the deadline. Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia

M007712

Earhart

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[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>

Date: Wed, Jun 10, 2015 at 1:54 PM

Subject: Re: For POB Meeting: Interview questionnaire for applicants

To: Beth Mohr <cabq.pob.mohr@gmail.com>

I think it looks very good. I suspect that #6 and #11 cover the same ground or similar enough ground that it might not warrant both questions.

On Wed, Jun 10, 2015 at 11:54 AM, Beth Mohr <cabq.pob.mohr@gmail.com> wrote:

POB Members - Enclosed is the draft list of questions the the personnel committee came up with as a writing assignment for Director applicants. This assignment would be sent to applicants that make our "Yes" and "Maybe" pile, as we take the first cut of applicants for the Director position.

We will describe the process proposed by the Personnel Subcommittee, as well as these questions, for consideration by the full Board tomorrow. Please come prepared with other interview or questionnaire questions. Between the writing assignment, phone interview, and in-person interview, we will be able to use all the questions you have. We will also tailor questions to the backgrounds of our applicants once we have applications, so don't feel like this needs to be finalized tonight, but let's have a discussion about the process and get this underway.
Thanks, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

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--

Joanne Fine
Police Oversight Board Member

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Thu, Jun 11, 2015 at 12:28 PM

Subject: FW: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

To: "Davila, Natalee Z" <ndavila@cabq.gov>, "Funes, Ana R." <afunes@cabq.gov>,

"Garcia, Jennifer" <jennifergarcia@cabq.gov>, "Gonzalez, Arturo E."

<aegonzalez@cabq.gov>, "Bullock, Nicholas" <nbullock@cabq.gov>, "Cash, Paul"

<pcash@cabq.gov>, "Contreras, Michelle" <mcontreras@cabq.gov>, "Davidson,

Christopher" <christopherdavidson@cabq.gov>, "Hammer, Robin"

<rhammer@cabq.gov>, "McDermott, Diane L." <dmcdermott@cabq.gov>, "O'Neil,

Erin" <eoneil@cabq.gov>, "Skotchdopole, Paul A." <pskotchdopole@cabq.gov>,

Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzr3@juno.com>, "Eric H.

Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>,

Joanne Fine <joannefine413@gmail.com>, Leonard Waites

<phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>,

"Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown

<susanne.brown37@yahoo.com>

Cc: "Mark T. Baker" <mbaker@peiferlaw.com>, "Perry, Robert J."

<rjperry@cabq.gov>

POB Members:

As you may be aware, I have been an active member of National Association of Civilian Oversight of Law Enforcement (NACOLE)'s Training, Education, and Standards Committee for three years. I have gotten to know well NACOLE staff and several NACOLE Board Members through this committee work.

On Monday this week, I met with NACOLE's Director of Training, [Cameron McElhiney](#), during her site visit to Albuquerque. NACOLE's Board met yesterday, June 10, 2015. Based upon the application I submitted to NACOLE, in conjunction with Albuquerque's Convention and Visitor's Bureau, NACOLE's Board has selected

M007716

Albuquerque as the host city for next year's NACOLE Conference in September 2016.

At its next meeting, the POB should consider forming a NACOLE Conference Subcommittee to assist in preparing to host next year's NACOLE's conference.

Please let me know if you have any questions.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

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<http://www.cabq.gov/cpoa>

From: Jacob Quintana [mailto:quintana@visitabq.org]

Sent: Thursday, June 11, 2015 12:10 PM

To: Hammer, Robin

Subject: Re: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Hi Robin,

M007717

Yes, I meant to let you know earlier, but got side tracked. They have selected ABQ for 2016 and will go to Detroit in 2017.

I spoke with Cameron this morning and that's when Cameron told me. She has not decided on which hotel (Hyatt or DoubleTree) but should have a selection within the next few days. She recognises that she needs to be downtown.

I truly appreciate everything you have done and expressed your support to help make this happen for Albuquerque.

As I learn more, I'll be sure to keep you updated.

Thanks again

Jacob

Jacob B. Quintana

National Sales Manager

Albuquerque Conv & Visitors Bureau

Sent from my Verizon Wireless 4G LTE DROID

"Hammer, Robin" <rhammer@cabq.gov> wrote:

Jacob,

Have you heard anything from Cameron re: the NACOLE Board's decision?

We have our public meeting tonight and I'd like to up our Board, if possible.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Jacob Quintana [<mailto:quintana@visitabq.org>]

Sent: Tuesday, June 02, 2015 3:06 PM

To: Hammer, Robin

Subject: RE: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Thank you Robin!

See you then.

Jacob

JACOB QUINTANA
National Sales Manager

M007719

ALBUQUERQUE CONVENTION AND VISITORS BUREAU

20 First Plaza NW, Suite 601 Albuquerque, New Mexico 87102
quintana@VisitABQ.org | [505-222-4327](tel:505-222-4327) | [800.733.9918](tel:800-733-9918) x3327
www.VisitABQ.org | [Facebook](#) | [Twitter](#) | [YouTube](#) | [Pinterest](#)

From: Hammer, Robin [<mailto:rhammer@cabq.gov>]
Sent: Tuesday, June 02, 2015 1:00 PM
To: Jacob Quintana
Subject: RE: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection

Jacob,

I will be available on Monday, June 8 at 11:30 am.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:505-924-3770)

Fax: [\(505\) 924-3775](tel:505-924-3775)

<http://www.cabq.gov/cpoa>

From: Jacob Quintana [<mailto:quintana@visitabq.org>]
Sent: Tuesday, June 02, 2015 8:34 AM

M007720

To: benjamin.hogge@hyatt.com; Stu Arledge; Misty Jester (misty.jester@cpabq.com); Shana Walker (shana.walker@jgh.com); Esther Lovato (elovato@thehotelcascada.com); Daniel.Cisneros@Hilton.com
Cc: Maureen Chavez; Hammer, Robin
Subject: Albuquerque CVB - NACOLE 2016 Annual Conference Site Inspection
Importance: High

Hello everyone,

Attached is the site inspection form for the **National Association for Civilian Oversight of Law Enforcement (NACOLE) – 2016 Annual Conference**; scheduled for **Sunday, June 7th – Tuesday, June 9th, 2015**. I will provide the meeting planner profile for Cameron once it is available.

As you are all aware, Cameron's main concern is that her attendance numbers may increase to 350 or more, and is wanting to see how your property can accommodate their meeting. We are competing with Detroit; VT has been eliminated.

I will do my best to stay on time with this schedule. If I see that we will be late or early for our scheduled appointment, I will call you to inform you an estimated time when we will arrive at your property. **Please confirm with me that you have received this itinerary and are able to accommodate your agreed upon time.**

Thank you for your partnership and let's win this business together!

Jacob

JACOB QUINTANA

National Sales Manager

ALBUQUERQUE CONVENTION AND VISITORS BUREAU

20 First Plaza NW, Suite 601 Albuquerque, New Mexico 87102

quintana@VisitABQ.org | [505-222-4327](tel:505-222-4327) | [800.733.9918](tel:800-733-9918) x3327

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----
From: **Mark Baker** <mbaker@peiferlaw.com>
Date: Mon, Jun 8, 2015 at 5:28 PM
Subject: FW: An introduction
To: Beth Mohr <cabq.pob.mohr@gmail.com>

FYI.

Mark T. Baker

Peifer, Hanson & Mullins, P.A.

Post Office Box 25245

Albuquerque, New Mexico 87125

Tel: [\(505\) 247-4800](tel:(505)247-4800)

Fax: [\(505\) 243-6458](tel:(505)243-6458)

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From: Mark Baker
Sent: Monday, June 8, 2015 5:28 PM
To: 'Allan Oliver'; christine_cole@harvard.edu
Subject: RE: An introduction

Thanks, Allan,

Christine -- I'd love to touch base with you at some point. Let me know if there's a good time to talk.

Mark T. Baker

Peifer, Hanson & Mullins, P.A.

Post Office Box 25245

Albuquerque, New Mexico 87125

Tel: [\(505\) 247-4800](tel:(505)247-4800)

Fax: [\(505\) 243-6458](tel:(505)243-6458)

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From: Allan Oliver [<mailto:allan.m.oliver@gmail.com>]
Sent: Monday, June 8, 2015 3:42 PM
To: Mark Baker; christine_cole@harvard.edu
Subject: Re: An introduction

Hi Mark and Christine

I'm writing to introduce you both.

Mark- my friend Christine Cole is now the VP and ExecDir of Harvard Kennedy School of Government's Crime and Justice Institute. She's got a lot of information about reform efforts across the country, and is familiar with the DOJ efforts underway in Albuquerque. She's absolutely great.

Christine- please be introduced to my friend Mark Baker. He's a former Assistant Attorney at the Department of Justice and is currently in private practice. Most recently, he was hired to lead the Civilian Police Oversight Board in Albuquerque. He's mentioned his interest in your work at the Kennedy School. Mark is a good friend, even though he makes me run up the side of a mountain every Saturday.

<http://www.koat.com/news/police-oversight-board-not-currently-taking-complaints/33144160>

I hope this is a useful connection to you both.

Best regards,

Allan Oliver
Executive Director
Thornburg Foundation
allan@thornburgfoundation.org
505-467-7853 (o)
[REDACTED] (c)

Mark-Please ignore the previous email, I somehow had Christine's email wrong in my contact list.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Maira Amado-McCoy** <amadamccoy.pob@gmail.com>
Date: Mon, Jun 8, 2015 at 10:01 AM
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
To: Charles Arasim <crarasim@gmail.com>
Cc: POB@cabq.gov, lroller@nmag.gov, PMRinc@mac.com, "Martinez, Elizabeth (USANM)" <elizabeth.martinez@usdoj.gov>, "Zaman, Jon K." <jzaman@cabq.gov>, "Garduno, Rey" <reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>, danlewis <danlewis@cabq.gov>, "Gibson, Diane G." <dgibson@cabq.gov>, "Pena, Klarissa J." <kpena@cabq.gov>

Dear Mr. Arisim --

I am the Chair of the Case Review Committee, and it was my unfortunate absence that caused a lack of quorum at the meeting you refer to.

I am not sure what you overheard exactly, but I believe I can clear up any misunderstanding very easily. If Mr. Wilson and Mr. Waits were discussing the IPRA requests, I can assure you that the conversation revolved around how best to respond to this part of our duty, and most likely, to our need to set up separate POB-specific email accounts in order to _facilitate_, not dodge, this responsibility.

Responding to these request was something we were not first, as a Board, prepared for, and the request came so quickly that as we were finding a way to organize ourselves during the first two months, we struggled individually and as a group, regarding the best way to get all emails to the right place.

I can assure you, most genuinely, that this is all the Board has worked toward in relation to these requests: how best and most efficiently to respond. We had to figure out how to get the early emails out of our private accounts, before most of us had created POB-specific email accounts -- not "shadow" accounts, but rather, the very opposite: accounts that would in the future _not_ be commingled with our personal accounts, so that we could very quickly respond to IPRA requests in the future.

Speaking for myself, for instance (and I know each of the Board members had their

own individual struggles, though some were more experienced with the process itself than others), I wasn't quickly able to export the file folder in which I had placed all my POB related email, within my private account. Since hiring Attorney Baker (just a few weeks ago, as I know you'll remember), I have learned something about "MFiles" and how to export and convert them. Mr. Baker's office will actually be helping me to complete that even now.

I do apologize for the extra time this has taken me/us, but please understand that everything we've tried to do so far has taken us "extra time" -- it is simply a function of starting from scratch on many things and of having to unravel many administrative problems.

What we've now come to, as we all tried to fulfill these requests at our own desks, is that we each created a separate email account for POB email only. This was suggested on the first day we met for training, but some of us were slower than others to figure out the wisdom of that method (I count myself as one of the slower responders). We now, I believe, all have POB specific email accounts.

These are the ONLY second accounts that anyone on the Board has for POB business, and they really can't even fairly be considered "second accounts," as they are the only accounts we ever set up for POB business. So, they would be the only accounts Mr. Waits and Mr. Wilson could have been speaking about before the meeting you refer to, and they were created to facilitate the IPRA request process.

We are doing our absolute best to assure that we comply with each IPRA request, and that we do it efficiently. We've made some progress in that direction, and as I understand it, we will solve some more issues related to access to our POB-specific email accounts during Thursday's meeting, with the help of our new attorney. I will be glad to see you at our next meeting, and glad to address any further questions you have on this issue, to the best of my ability.

But, again, I do assure you with great confidence, that Mr. Waits and Mr. Wilson could only have been speaking about the POB-specific email address that we've all set up now to facilitate IPRA requests. We have absolutely no reason to try to hide or obfuscate our work; in fact, we have been working diligently and without stop to set an example for transparency.

Thank you for your interest in our work. Please know that we are doing our best to get firmly on our feet so that we can best serve the entire Albuquerque community in the capacity they have entrusted to us.

Best,

Moir

Moir Amado-McCoy
POB Member
Chair, Case Review Committee
[REDACTED]

On Mon, Jun 8, 2015 at 8:40 AM, Charles Arasim <crarasim@gmail.com> wrote:

M007734

Board Members,

On June 5th 2015 while waiting for the POB Policy and Procedure Review Subcommittee to come to order, meeting was eventually called off due to a failure to convene a quorum, I witnessed a conversation between your acting Executive Director Robin Hammer (who acted as if she was aware/in the loop), Board member Scott Wilson and POB Chairman Leonard Waites.

During that discussion the subject of POB email IPRA requests came up and it was revealed that the CPOA has established a, for lack of a better term, 'shadow' email account for the IPRA clerk inside the ABQ City Clerk's office.

I believe that the "Independent" CPOA has now removed its responsibility to maintain an internal records custodian and placed it in the hands of a third party who has already admitted to be operating under secret IPRA request policies and has failed to respond to a verbal IPRA request for those policies as evidenced here:

<https://www.youtube.com/watch?v=qj75PvZewVM>

Under the NM Inspection of Public Records Act I request the following documents:

1. The CPOA ABQ City Council approved policies and procedures concerning the CPOA maintaining, or not, an internal records custodian. This is to include any POB meeting or POB subcommittee meeting minutes (even if only in draft form) where public comments were allowed to address these policies.
2. Any communications, including private phone records (dates/times of conversations or messages/texting), concerning this topic between any CPOA Investigative/Office Staff/POB Member, the acting Executive Director, the City Clerk/Staff, any other member of the City Legislative/Staff or Administrative/Staff branches, any member of the ABQ DOJ Team/Staff, any member of Mr. Ginger's Team/Staff or Federal Court Judge Robert Brack's Staff.
3. Any documents showing these actions by the CPOA/POB/City Clerk fall within the requirements of the NM Inspection of Public Records Act.

Respectfully,
Mr. Charles Arasim

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>
Date: Mon, Jun 8, 2015 at 9:25 AM
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
To: Charles Arasim <crarasim@gmail.com>
Cc: "Leonard Waites (leonard.waites@yahoo.com)" <leonard.waites@yahoo.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>

Mr Arasim,

I share your frustration as do all members of the POB regarding IPRA. As a citizen you and I would logically conclude that there is an established system to easily fulfill IPRA requests by volunteers. That is NOT the case, unfortunately.

Each of us was asked to establish a separate Gmail account specifically for the work of the POB. However, when we received notice that an IPRA request had been filed, no one on staff or in the City could tell us exactly how to forward months of emails to someone on staff who would then distribute them as appropriate per IPRA.

Several discussions later some of the ideas proposed include giving POB members City email accounts so the info would be on the City server and therefore accessible to comply with IPRA.

Since we are not City employees, that idea was dashed. Next we discussed having an automatic CC to a City email account but that was nixed because it was not certain that inadvertently or otherwise someone might not copy every time making the results unreliable. Also, it was suggested we just give our passwords for our POB accounts to city employees. Never a good idea.

I ask myself why is this not solved already. What are other volunteer groups subject to IPRA doing?

Each of us have done our best to not only comply with IPRA, but to systemically come up with a reliable solution.

At our last POB meeting these issues came up. We have asked for help from all sources available to us and are still actively seeking a path that will provide the public access to our communication.

So, please know that is the context in which the conversation you heard took place. There is no subterfuge but we still have no answers either.

Thank you for writing, Sir. When we have solved this challenge I will write to you and let you know what we came up with.

Joanne Fine
POB member

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 Jun 8, 2015 8:40 AM, "Charles Arasim" <crarasim@gmail.com> wrote:

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Brack's Staff.

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Mr. Charles Arasim

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From:

[Beth Mohr](#)

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Charles Arasim** <crarasim@gmail.com>

Date: Mon, Jun 8, 2015 at 8:40 AM

Subject: Inspection of Public Records request (shadow email account) 6-8-15

To: POB@cabq.gov, lroller@nmag.gov, PMRinc@mac.com, "Martinez, Elizabeth (USANM)" <elizabeth.martinez@usdoj.gov>, "Zaman, Jon K." <jzaman@cabq.gov>, "Garduno, Rey" <reygarduno@cabq.gov>, kensanchez <kensanchez@cabq.gov>, danlewis <danlewis@cabq.gov>, "Gibson, Diane G." <dgibson@cabq.gov>, "Pena, Klarissa J." <kpena@cabq.gov>

Board Members,

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<https://www.youtube.com/watch?v=aj75PvZewVM>

Under the NM Inspection of Public Records Act I request the following

M007740

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Charles Arasim** <crarasim@gmail.com>
Date: Mon, Jun 8, 2015 at 11:08 PM
Subject: Re: Inspection of Public Records request (shadow email account) 6-8-15
To: Joanne Fine <joannefine413@gmail.com>
Cc: "Leonard Waites (leonard.waites@yahoo.com)" <leonard.waites@yahoo.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>

POB Members,

I believe the CPOA/POB falls under the court ordered stipulations, similar to the 1999 injunction, contained in my successful civil rights lawsuit.

Perhaps it would be best for you to read that settlement agreement, that predates all others, and/or contact the NM ACLU attorney that represented me. Her name is Alexandra Smith.

C. Arasim

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On Mon, Jun 8, 2015 at 9:25 AM, Joanne Fine <joannefine413@gmail.com> wrote:

Mr Arasim,

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M007742

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Joanne Fine
POB member

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 Jun 8, 2015 8:40 AM, "Charles Arasim" <crarasim@gmail.com> wrote:

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Respectfully,
Mr. Charles Arasim

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Jeannette Baca** <jvbaca.pob@gmail.com>

Date: Wed, Jun 10, 2015 at 8:29 AM

Subject: Re: June POB meeting

To: Leonard Waites <phamason.lw@gmail.com>

Cc: "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzr3@juno.com" <dzr3@juno.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>

Good morning,

Thanks to all who provided feedback on the business card! I will bring a copy of the card with your suggestions to the meeting tomorrow. Beth, thanks for tending to details (font); I sort of figured the professionals would take care of this, good point. Yes, the exclamation point will go (can you tell I like exclamation points? I also like semicolon's, which I tend to overuse:). Sue, I figured I would split the difference on the complain/compliment placement. Since the happy (compliment) emoticon is in the forefront, I think keeping the term complaint first in the text addresses the community solidarity issue you mentioned. Let me know what you think.

This is a work in progress, we can make additional changes at the meeting. Thanks for your interest and support.

Have a wonderful day,
Jeannette

On Mon, Jun 8, 2015 at 11:49 AM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Greetings!

I hope you all had a nice weekend.

As you know, I have suggested creating business cards for POB members; this item will be discussed again during our meeting this week. As such, I have attached a draft for your review; the back of the card (optional) would contain

[complaint] information. I used the current CPOA logo which we were introduced to during our first training. The 15 stars indicate 9 Board members and the 6 area commands. The writing translates to "Justice and Equality Under the Law".

I look forward to seeing you on Thursday.

Regards,
Jeannette

On Thu, Jun 4, 2015 at 12:58 PM, Leonard Waites <phamason.lw@gmail.com> wrote:

All,
I have asked Beth Mohr to chair our June meeting while I continue to recover.
thanks Beth.

--

Leonard Waites Chairman
Police Oversight Board

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Dave Ring** <dzr3@juno.com>

Date: Mon, Jun 8, 2015 at 11:58 PM

Subject: Re: June POB meeting

To: jvbaca.pob@gmail.com

Cc: phamason.lw@gmail.com, cabq.pob.mohr@gmail.com,
joannefine413@gmail.com, amadamccoy.pob@gmail.com, jswilsonpob@outlook.com,
susanne.brown37@gmail.com, rhammer@cabq.gov, cabq.pob.cruz@gmail.com

Jeannette, I like the design -- especially the effective use of the emojis on the back.
Blessings! -- Dave Ring

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Jeannette Baca** <jvbaca.pob@gmail.com>

Date: Mon, Jun 8, 2015 at 11:49 AM

Subject: Re: June POB meeting

To: Leonard Waites <phamason.lw@gmail.com>

Cc: "cabq.pob.mohr@gmail.com" <cabq.pob.mohr@gmail.com>, "dzt3@juno.com" <dzt3@juno.com>, "joannefine413@gmail.com" <joannefine413@gmail.com>, "amadamccoy.pob@gmail.com" <amadamccoy.pob@gmail.com>, "jswilsonpob@outlook.com" <jswilsonpob@outlook.com>, "susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>

Greetings!

I hope you all had a nice weekend.

As you know, I have suggested creating business cards for POB members; this item will be discussed again during our meeting this week. As such, I have attached a draft for your review; the back of the card (optional) would contain [complaint] information. I used the current CPOA logo which we were introduced to during our first training. The 15 stars indicate 9 Board members and the 6 area commands. The writing translates to "Justice and Equality Under the Law".

I look forward to seeing you on Thursday.

Regards,
Jeannette

On Thu, Jun 4, 2015 at 12:58 PM, Leonard Waites <phamason.lw@gmail.com> wrote:

All,

I have asked Beth Mohr to chair our June meeting while I continue to recover.
thanks Beth.

--

Leonard Waites Chairman

POLICE OVERSIGHT BOARD



600 2ND Street NW, Room 813
Albuquerque, New Mexico 87102

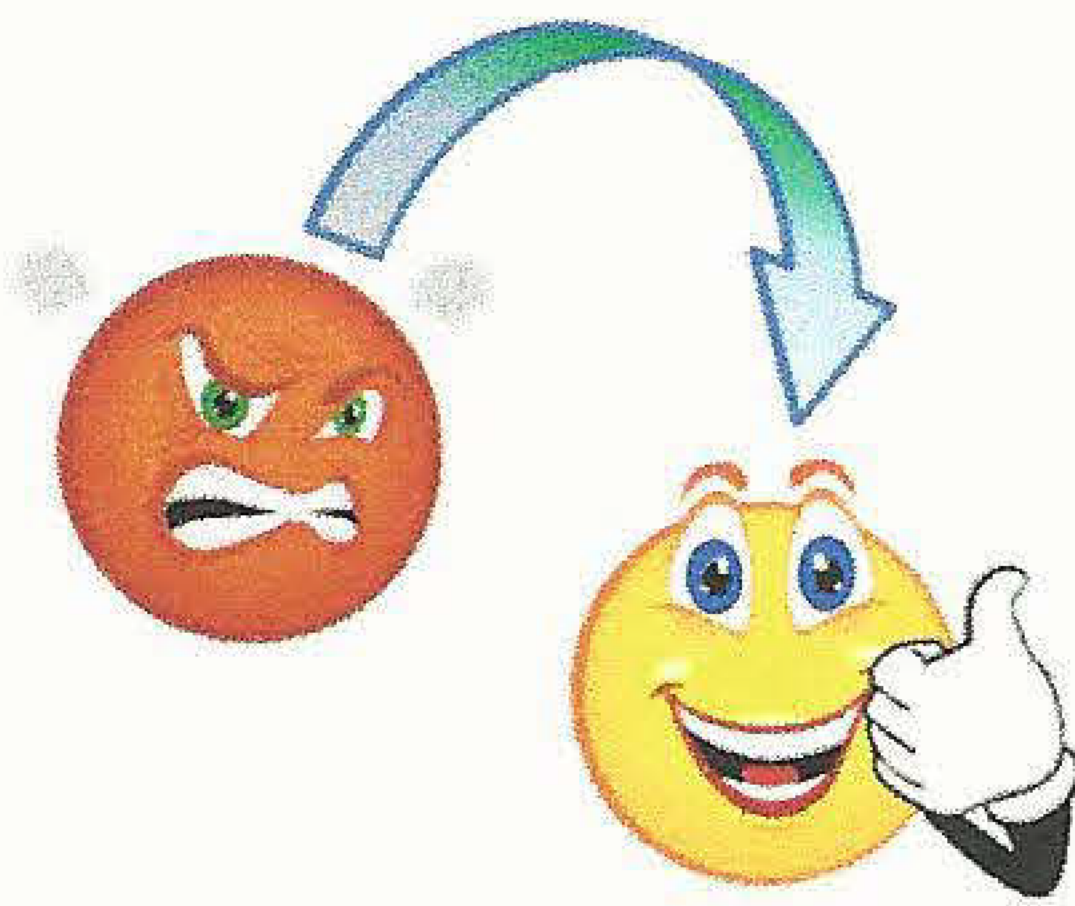
Jeannette Baca, Ed.D., LPC
POB Board Member
Civilian Police Oversight Agency

Cell Phone: [REDACTED]
Email: jvbaca.pob@gmail.com

Contact the CPOA for more information!

Phone: 505-924-3770
CPOA Website: www.cabq.gov/cpoa

***Would you like to make a citizen complaint...
or give a compliment?***



- Online Forms: www.cabq.gov/CPOA
- Written Forms: mail or hand deliver to
600 2nd St. NW, Room 813
- Fax: 505-924-3775
- Verbal statements: CPOA or APD employees
- TTY: 800-659-8331
- Ask for an APD supervisor or visit an APD sub-station

**Questions? Call the Civilian Police Oversight Agency (CPOA) at
(505) 924-3770 or APD Internal Affairs at (505) 768-2880**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Maira Amado-McCoy** <amadamccoy.pob@gmail.com>

Date: Thu, Jun 11, 2015 at 7:08 AM

Subject: Re: June POB meeting

To: Jeannette Baca <jvbaca.pob@gmail.com>

Cc: Leonard Waites <phamason.lw@gmail.com>, "cabq.pob.mohr@gmail.com"

<cabq.pob.mohr@gmail.com>, "dzr3@juno.com" <dzr3@juno.com>,

"joannefine413@gmail.com" <joannefine413@gmail.com>,

"jswilsonpob@outlook.com" <jswilsonpob@outlook.com>,

"susanne.brown37@gmail.com" <susanne.brown37@gmail.com>, "Hammer, Robin"

<rhammer@cabq.gov>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Mark Baker

<mbaker@peiferlaw.com>

Thanks, Jeannette and Beth.

And, thanks especially Jeannette for all the work. I know these things aren't easy. One question: I wonder, as we go, if it's possible for a member to choose to not have a printed back at all?

The reason I ask is that I, personally, believe that the simpler the business card, the better. Printing the back of business cards is a big controversy among folks that spend their time analyzing the curvature of font and determining nanomovement in kerning (I don't, but I know people that do!). I come down on the side of not printing backs, primarily because I don't think one should try to get double duty out of business cards. It's a reminder, an affiliation, and a "brand," and the most that should happen on the back is that people jot down an additional reminder -- where they met the person who gave them the card or when their next appointment is.

But, primarily, in this sensitive and complex work, I think it could be troubling to present ourselves as members of this board with the message that what we do is encourage complaints, and I think the message on the back could too easily be interpreted that way.

The agency has devised ways to make the complaint process available, visible, and seamless, and if we want to improve that to make it more accessible or more visible, we might do that in those spaces? But leading with: "Hi, I'm with the Board,

would you like to make a complaint?" could easily be understood as unbalanced as, "I'm with the Board, and we're here to spend 600 hours hearing and saying nice things about the police department" (one of the issues I raised in April RE the goals of the CPA for our training). I think we must put in a real effort to remain neutral and third-party, and to carefully maintain our profile as _oversight_.

I know we can talk about this tonight, but I wanted to raise the question so that we can think about it a little before meeting. Please don't allow this difference of opinion to signal any minimizing of my admiration for Dr. Baca's work. When anyone takes on something big for us, my appreciation and admiration is through the roof; this is a purely philosophical and technical difference that I think is important enough to raise.

Looking forward to seeing you all tonight.

Best,

Maira

On Wed, Jun 10, 2015 at 10:42 PM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Greetings,

There has been additional input regarding the business cards. While I've received some "likes" regarding the emoticons on the back of the card, there are some "dislikes" as well. As such, I have attached another version for your consideration, sans emoticons. I also added "City of Albuquerque" on the front of the card. Again, thanks for your feedback.

Jeannette

On Wed, Jun 10, 2015 at 8:29 AM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Good morning,

Thanks to all who provided feedback on the business card! I will bring a copy of the card with your suggestions to the meeting tomorrow. Beth, thanks for tending to details (font); I sort of figured the professionals would take care of this, good point. Yes, the exclamation point will go (can you tell I like exclamation points? I also like semicolon's, which I tend to overuse:). Sue, I figured I would split the difference on the complain/compliment placement. Since the happy (compliment) emoticon is in the forefront, I think keeping the term complaint first in the text addresses the community solidarity issue you mentioned. Let me know what you think.

This is a work in progress, we can make additional changes at the meeting. Thanks for your interest and support.

Have a wonderful day,
Jeannette

On Mon, Jun 8, 2015 at 11:49 AM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Greetings!

I hope you all had a nice weekend.

As you know, I have suggested creating business cards for POB members; this item will be discussed again during our meeting this week. As such, I have attached a draft for your review; the back of the card (optional) would contain [complaint] information. I used the current CPOA logo which we were introduced to during our first training. The 15 stars indicate 9 Board members and the 6 area commands. The writing translates to "Justice and Equality Under the Law".

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<phamason.lw@gmail.com> wrote:

All,

I have asked Beth Mohr to chair our June meeting while I continue to recover. thanks Beth.

--

Leonard Waites Chairman
Police Oversight Board

[REDACTED]

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.

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadamccoy.pob@gmail.com>
Date: Sun, Jun 7, 2015 at 7:42 AM
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzt3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>, "Contreras, Michelle" <mcontreras@cabq.gov>

Terrific. These are by far the best -- clear, efficient, and meaningful -- board minutes I've seen in this process. Written by someone other than the phantom "paralegal" Ms. Hanes, I'm guessing? How much do we pay Betty Hanes again? From what I'm seeing of the writing and rewriting process, Ms. Fine might be justified in submitting an invoice?

Thanks to our colleagues for all the hard work.

Moira

On Sat, Jun 6, 2015 at 2:45 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

Attached are the May 19 2015 POB Meeting Minutes with suggested changes from Beth Mohr and Joanne Fine.

Please let me know if you have any questions.

M007754

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Joanne Fine** <joannefine413@gmail.com>
Date: Sun, Jun 7, 2015 at 10:57 AM
Subject: Re: May 19 2015 POB Meeting Minutes with suggested changes
To: "Hammer, Robin" <rhammer@cabq.gov>
Cc: "Beth A. Mohr" <CABQ.POB.Mohr@gmail.com>, "David Z. Ring" <dzr3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, Jeanette Baca <jvbaca.pob@gmail.com>, Jeffrey Scott Wilson <jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, susanne.brown37@gmail.com

What is still not accurate: [See section VI]

A] It speaks only of a motion to create a committee to assist the ILC. It does not say that this committee will be Ad Hoc.

B] Also, the Training and Policies Committee relates to ordinance assignments to recommend Training and Policy changes to APD. I believe we had a motion to create that committee as well, yet these minutes do not reflect that.

Here is what your revised minutes say. They are incomplete and missing important information. Again.

"VI.(D) ADDITIONAL SUBCOMMITTEES

Acting Chair Mohr stated that she wanted to be on a committee that looks at training and policies of APD. Chair Waites stated his desire for a subcommittee to assist the Independent Legal Counsel regarding rules and regulations. Board Member Cruz made a motion to create a subcommittee to assist the ILC regarding rules and regulations. Board Member Ring seconded the motion. Committee members will be Chair Waites, Co-Chair Wilson, and Board Member Ring. Passed.
For: 8 – Waites, Mohr, Wilson, Baca, Brown, Cruz, Fine, Ring."

On Sat, Jun 6, 2015 at 2:45 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

Attached are the May 19 2015 POB Meeting Minutes with suggested changes from Beth Mohr and Joanne Fine.

Please let me know if you have any questions.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

--

Joanne Fine
Police Oversight Board Member

M007757

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] I.

----- Forwarded message -----

From: **Leonard Waites** <phamason.lw@gmail.com>

Date: Thu, Jun 11, 2015 at 3:13 PM

Subject: Re: Meeting materials

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Meeting time 4 o'clock or 5 o'clock

On Jun 11, 2015 1:40 PM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:

All: Please find the enclosed copies of materials for the meeting today. I will bring copies of the hiring process timeline for everyone, you do not have to figure out how to print them. Hopefully, the CPOA office will bring copies of the (correct) agenda.

For those of you who have Excel, you can change dates and the spreadsheet will update the day of the week as well as the intervening number of days between events.

There are two options, the compressed option and the more leisurely option, depending on our circumstances.

We will discuss this during the meeting today, and again, I will bring copies of both.

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

The only thing necessary for the triumph of evil is for good men to do nothing. ~ Edmund Burke

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Leonard Waites** <phamason.lw@gmail.com>

Date: Thu, Jun 11, 2015 at 3:17 PM

Subject: Re: Meeting materials

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Cool, I just left the Academy I wasn't sure

On Jun 11, 2015 3:15 PM, "Beth A. Mohr" <cabq.pob.mohr@gmail.com> wrote:
Meeting at 4 pm.

Beth A. Mohr
Acting Chair
Albuquerque Police Oversight Board

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.

Leonard Waites <phamason.lw@gmail.com> wrote:

Meeting time 4 o'clock or 5 o'clock

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[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Moira Amado-McCoy** <amadomccoy.pob@gmail.com>
Date: Sun, Jun 7, 2015 at 4:01 PM
Subject: Meeting Minutes from CRC, 7 May
To: "Hammer, Robin" <rhammer@cabq.gov>, Scott Wilson
<jswilsonpob@outlook.com>, Leonard Waites <phamason.lw@gmail.com>, Mark
Baker <mbaker@peiferlaw.com>, "Beth A. Mohr" <cabq.pob.mohr@gmail.com>,
"Cash, Paul" <pcash@cabq.gov>

Robin --

I do not believe I've seen any meeting minutes from the CRC meeting May 7th. Does this agree with your records?

Moira Amado-McCoy

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Attachments:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[Fwd Misconduct Harassment and Unnecessary Investigation from APD and it's responsible Parties..msg](#)

Please note: forwarded message attached

From: Adonis Encinias <encinias.adonus@gmail.com>

To: <rschroeder@cabq.gov>, <POB@cabq.gov>, <geden7@cabq.gov>, <RHuntsman@cabq.gov>, <ericgarcia@cabq.gov>, <mayorberry@cabq.gov>

Subject: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

Date: Thu, 11 Jun 2015 07:48:02 -0600

Top 7 credit cards for those of us with excellent ...

These responses are not provided or commissioned by the credit card issuer. ...

<http://thirdpartyoffers.juno.com/TGL3141/5661c75179c2347516edd04vuc>

M007762

From: [Adonis Encinias](#)
To: rschroeder@cabq.gov; POB@cabq.gov; geden7@cabq.gov; RHuntsman@cabq.gov; ericgarcia@cabq.gov; mayorberry@cabq.gov
Subject: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.
Date: Thursday, June 11, 2015 7:48:09 AM

6/11/2015

Good Morning,

Hello my name is Adonus Encinias. Today's email is in reference to my families civil rights being violated from the City of Albuquerque's Police Department, Narcotics/Special Investigations Department.

There is issues our family is having with a neighbor, in our SW Albuquerque Neighborhood.

These issues are being ignored and avoided from our side.

The person responsible for that residence is "Anonymously" causing a great amount of false reports to the Albuquerque Police Department, due to her guilt with ongoing drug trafficking, human trafficking, possession of firearms, and gang related activity.

Our family does have a history of being accused of these alleged crimes, but we are Law abiding citizen of Albuquerque, New Mexico.

Our family does not think the open Investigations within APD's Investigations Department are substantial, nor are we breaking any City/State Law.

Please take into consideration that our family is a very good family.

So therefore, on behalf of the Encinias family, we are requesting that action be taken and a thorough investigation from the Mayors office be conducted within the Albuquerque Police department and it's responsible parties.

If the office thinks it is unnecessary to conduct an investigation and consider our request's, we will then take legal action by filing litigation against, The City Of Albuquerque, The Albuquerque Police Department and it's responsible parties.

Thank you,

Adonus Encinias

----- Forwarded message -----

From: "Adonis Encinias" <encinias.adonus@gmail.com>

Date: Jun 11, 2015 7:34 AM

Subject: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

To: <rhammer@cabq.gov>, <mayorberry@cabq.gov>, <GAlvarez@cabq.gov>, <gamontano@cabq.gov>

Cc:

Good Morning,

Hello my name is Adonus Encinias. Today's email is in reference to my families civil rights being violated from the City of Albuquerque's Police Department, Narcotics/Special Investigations Department.

M007763

There is issues our family is having with a neighbor, in our SW Albuquerque Neighborhood.

These issues are being ignored and avoided from our side.

The person responsible for that residence is "Anonymously" causing a great amount of false reports to the Albuquerque Police Department, due to her guilt with ongoing drug trafficking, human trafficking, possession of firearms, and gang related activity.

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Thanks,

Mr. Adonus & Ms.Trini Encinias

Contact Information

Home Number:

[REDACTED]

Cell:

[REDACTED]

E-mail Address:

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Adonis Encinias** <encinias.adonus@gmail.com>

Date: Thu, Jun 11, 2015 at 7:48 AM

Subject: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

To: rschroeder@cabq.gov, POB@cabq.gov, geden7@cabq.gov, RHuntsman@cabq.gov, ericgarcia@cabq.gov, mayorberry@cabq.gov

6/11/2015

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M007765

Thank you,

Adonus Encinias

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Date: Jun 11, 2015 7:34 AM

Subject: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

To: <rhammer@cabq.gov>, <mayorberry@cabq.gov>, <GAlvarez@cabq.gov>, <gamontano@cabq.gov>

Cc:

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Thanks,

Mr. Adonus & Ms.Trini Encinias

Contact Information

Home Number:

[REDACTED]

Cell:

[REDACTED]

E-mail Address:

M007766



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>
Date: Fri, Jun 5, 2015 at 5:07 PM
Subject: RE: NACOLE, Minutes, Memo from APD
To: Beth Mohr <cabq.pob.mohr@gmail.com>
Cc: David Ring <dzr3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>, "Mark T. Baker" <mbaker@peiferlaw.com>

Beth,

Thank you for the suggestions. I will incorporate these into my future emails.

Regards,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

M007768

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]

Sent: Friday, June 05, 2015 3:02 PM

To: Hammer, Robin

Cc: David Ring; Eric H. Cruz; Jeannette V. Baca; Joanne Fine; Leonard Waites; Moira Amado-McCoy; Scott S. Wilson; Susanne Brown; Mark T. Baker

Subject: Re: NACOLE, Minutes, Memo from APD

Ms. Hammer - I note that Bill Slauson dated his memo on May 6th, addressed to include the POB. However, the first time we received this from you was in your email of May 29th, where it was unhelpfully included with an email about a variety of disparate and unrelated matters. That email started with NACOLE and matters to include the Convention and Visitor's Bureau, then moved on to meeting minutes, and finally included, without explanation, this memo regarding the retaliation policy. This is an ineffective style of communication.

In the future, it would be helpful if you could send emails which provide information about a single topic, or at least related topics, including some history of why we are receiving the information, what action we are being asked to consider, and a discussion of the deadline involved, if any.

The POB has consistently been asking you to work on more effective communication, and this is another example of ineffective communication. This ineffective communication results in a great deal of work for the volunteer members of this Board to be able to piece together the fragments of information you provide into something useful and meaningful, to ultimately take appropriate action. Another example of your unhelpful communication would include the sending of agendas and minutes which are incomplete, incorrect, or not the most recent version of an item.

Additionally, when someone includes the POB as a recipient of a memorandum or other communication, we expect to receive it within a reasonable amount of time. Twenty-three days is not a reasonable amount of time; I would consider two business days to be a reasonable amount of time.

As the Board that supervises and evaluates you, we anticipate and appreciate that your communication will be more effective and timely in the future.

Thank-you. -Beth

M007769

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

On Fri, May 29, 2015 at 4:04 PM, Hammer, Robin <rhammer@cabq.gov> wrote:

POB Members:

The Convention and Visitors' Bureau staff, who has assisted with our application to host the 2016 NACOLE Conference in Albuquerque, has informed me that the NACOLE Board has narrowed their selection to considering Albuquerque and Detroit for the Fall 2016 NACOLE Conference. Staff from the CVB will give a tour of Albuquerque to a NACOLE staffer on June 7-9. The tour will include a site visit to the CPOA Administrative Office, but the time has not yet been set for that portion of the tour.

Attached are the Draft Minutes for the May 19 POB Meeting. I had difficulty hearing on the tape who made a second to two motions. I highlighted these in yellow in the draft. If you could assist me in filling in these gaps, I would appreciate it. The video of the most recent meeting can be found on GovTV's home page:
<http://www.cabq.gov/culturalservices/govtv>

I received the attached Memo from APD IA regarding a review of their retaliation policy and am forwarding it for your consideration.

Please let me know if you have any questions.

Thanks,

Robin

M007770

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

Albuquerque, NM 87103

[\(505\) 924-3774](tel:(505)924-3774)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Contreras, Michelle** <mcontreras@cabq.gov>

Date: Mon, Jun 8, 2015 at 5:13 PM

Subject: POB Agenda for June 11, 2015

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Cc: "Hammer, Robin" <rhammer@cabq.gov>

Good afternoon Ms. Mohr,

The POB Agenda for June 11, 2015 is posted both online and at City Hall.

If you have questions, please feel free to contact our office.

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](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Sat, Jun 6, 2015 at 10:01 AM

Subject: POB Subcommittees

To: Beth Mohr <cabq.pob.mohr@gmail.com>, David Ring <dzr3@juno.com>, "Eric H. Cruz" <cabq.pob.cruz@gmail.com>, "Hammer, Robin" <rhammer@cabq.gov>, "Jeannette V. Baca" <jvbaca.pob@gmail.com>, Joanne Fine <joannefine413@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, Moira Amado-McCoy <amadomccoy.pob@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, Susanne Brown <susanne.brown37@yahoo.com>
Cc: "Mark T. Baker" <mbaker@peiferlaw.com>

Attached is a listing of the membership of the five POB Subcommittees for your reference. This information is also on the CPOA website.

All the best,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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POLICE OVERSIGHT BOARD SUBCOMMITTEES

Updated June 5, 2015

Case Review Subcommittee

Moirá Amado-McCoy, Chair

Leonard Waites

Scott Wilson

Outreach Subcommittee

Meets 4th Monday of the month, 2:00 pm, Plaza del Sol Hearing Room, 160.

Dr. Jeannette Baca, Chair

Dr. Dave Ring

Leonard Waites

Personnel Subcommittee

Beth Mohr, Chair

Eric Cruz

Joanne Fine

Policy and Procedure Review Subcommittee

Scott Wilson

Beth Mohr

Dr. Moirá Amado-McCoy

Susanne Brown

Rules and Regulation Subcommittee

Leonard Waites

Scott Wilson

Dr. Dave Ring

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Fri, Jun 5, 2015 at 9:27 AM

Subject: RE: prose description of spreadsheet columns

To: Moira Amado-McCoy <amadamccoy.pob@gmail.com>, "Cash, Paul" <pcash@cabq.gov>, Mark Baker <mbaker@peiferlaw.com>, Beth Mohr <cabq.pob.mohr@gmail.com>

Moira,

My afternoon work time was cut short by being called-out to the scene of yesterday's officer-involved shooting. Paul Cash is off sick today. However, I will do my best to get you something today.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

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M007784

Albuquerque, NM 87103

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Moira Amado-McCoy [mailto:amadomccoy.pob@gmail.com]

Sent: Friday, June 05, 2015 7:15 AM

To: Hammer, Robin; Cash, Paul; Mark Baker; Beth Mohr

Subject: prose description of spreadsheet columns

Good Morning, Robin.

Will you be able to have the summary descriptions to me today?

Moira Amado-McCoy



[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>

Date: Fri, Jun 5, 2015 at 11:12 AM

Subject: RE: prose description of spreadsheet columns

To: Moira Amado-McCoy <amadomccoy.pob@gmail.com>, Leonard Waites <phamason.lw@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>

Cc: Beth Mohr <cabq.pob.mohr@gmail.com>, Mark Baker <mbaker@peiferlaw.com>, "Cash, Paul" <pcash@cabq.gov>

Member of the Case Review Committee:

Attached is a draft of an explanation of the columns titles/terms of Paul Cash's spreadsheet.

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

M007786

Spreadsheet Column Key

- A. **Case #:** This number is assigned when the case is entered into our database, by year and then chronologically. Almost invariably, the higher the number within a year, the later the case was received.
- B. **Received Date:** The date the case is received by the City. Sometimes it takes a few days to reach our office. The Complaint is received via email, mail, in person, routed through APD, fax, or telephone.
- C. **Assigned:** This is the date the case is entered into the database. The investigator does not always receive the case on that day, but the case is typically on their desk within a few days of this date. Assigned to investigators in rotation, Police Reports, CADs requested, target letters sent to Officers and initial letter sent to citizen. Interviews scheduled, recordings and evidence requested. SOPs reviewed, interviews conducted, synopsis, issues of concern, summary, and proposed findings letter prepared.
- D. **Due Date:** This is a 90 day deadline, as prescribed by the APOA contract and the Settlement Agreement.
- E. **Extension:** This indicates whether the assigned Investigator requested a 30 day extension to the 90 day investigative period and the Chief of Police granted the request.
- F. **Inv. to ED:** The date the investigator turned the case into the Executive Director for her review. The Executive Director reviews the investigation evidence and investigator's proposed findings. The Executive Director writes a proposed findings letter, based upon a draft submitted by the investigator. This review per case takes varying about of time, depending upon the complexity of the case and/or the quality of the investigator's work. If necessary, she returns a case file to the assigned investigator and directs the investigator to modify or expand their written work product within the file.
- G. **ED to APD:** The date the Executive Director sends the case to APD for review and possible disciplinary action. APD Chain of Command, typically a Commander, a Deputy Chief and the Chief, reviews the case and Executive Director's proposed findings. After receiving input from the Chain of Command, the Chief imposes discipline. APD sends the citizen via certified mail a letter from the Chief stating his findings in the case.
- H. **Date to POC/POB:** The date the Commission/Board reviewed the IRO/Executive Director's proposed findings letter. Board may remand matter; modify, or affirm findings letter. Board may request correspondence be sent to Police Department regarding findings or discipline.
- I. **Ltr. to Citizen:** The date the CPOA staff sent by certified mail the findings letter to the citizen. The citizen may appeal either the Chief's findings or the Boards findings within 30 days of receipt of letter.
- J. **Inv:** The CPOA investigator assigned to the case.

- K. **Staff Recommends:** This would be used to indicate the Executive Director's proposed finding in the case: sustained, not sustained, unfounded, exonerated.
- L. **POB action:** this indicates whether the POB agreed with or modified the Executive Director's proposed findings.
- M. **Case Summary:** A short one or two word description of the type of case, i.e. investigations, conduct, driving, excessive force, arrests.
- N. **Days from Rec to ED:** Number of days between receipt of the case and when the case was given to the Executive Director for review.
- O. **Days from ED to APD:** Number of days between when the case was given to the Executive Director and when the Executive Director gave the case to APD for review.
- P. **Days from Rec. to APD:** Number of days between receipt of the case and when the executive director gave the case to APD for review.
- Q. **Days from Rec. to Ltr:** Number of days between receipt of the case and when the certified letter was sent to the citizen.

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Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Moira Amado-McCoy [mailto:amadamccoy.pob@gmail.com]

Sent: Friday, June 05, 2015 7:15 AM

To: Hammer, Robin; Cash, Paul; Mark Baker; Beth Mohr

Subject: prose description of spreadsheet columns

Good Morning, Robin.

Will you be able to have the summary descriptions to me today?

Moira Amado-McCoy

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Scott Wilson** <jswilsonpob@outlook.com>

Date: Mon, Jun 8, 2015 at 7:20 AM

Subject: Sub committees

To: "Beth A. Mohr" <cabq.pob.mohr@gmail.com>, "phamason.lw@gmail.com" <phamason.lw@gmail.com>

Cc: "amadomccoy.pob@gmail.com" <amadomccoy.pob@gmail.com>

Chair person Waites, acting Chair person Mohr,

It is with deep regret that I ask to be excused from my position(s) on the sub committees I am currently assigned to.

I will continue to devote my energy and focus on the regularly scheduled Board meetings.

Thank you for your understanding.

J. Scott Wilson

"When everything around you seems to be lacking in integrity, find it in yourself. Change the world from where you're standing..."

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Hammer, Robin** <rhammer@cabq.gov>
Date: Wed, Jun 10, 2015 at 4:58 PM
Subject: RE: Teleconference link for POB Meeting
To: Beth Mohr <cabq.pob.mohr@gmail.com>, "Scott S. Wilson" <jswilsonpob@outlook.com>, "Cash, Paul" <pcash@cabq.gov>, "Mark T. Baker" <mbaker@peiferlaw.com>

Beth,

Are we expecting more than one person to appear telephonically tomorrow? If only Leonard is the only person appearing by telephone, then we will not need your teleconference bridge.

Thanks,

Robin

Robin S. Hammer, Esq.

Acting Executive Director

Civilian Police Oversight Agency

City of Albuquerque

P.O. Box 1293

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M007791

[\(505\) 924-3770](tel:(505)924-3770)

Fax: [\(505\) 924-3775](tel:(505)924-3775)

<http://www.cabq.gov/cpoa>

From: Beth Mohr [mailto:cabq.pob.mohr@gmail.com]
Sent: Wednesday, June 10, 2015 4:55 PM
To: Hammer, Robin; Scott S. Wilson; Cash, Paul; Mark T. Baker
Subject: Teleconference link for POB Meeting

Ms. Hammer and Mr. Cash -

I am inquiring about the setup of a teleconference link for Mr. Waites, who will be appearing by phone. Last time we used my conference bridge at a cost (to me personally) of \$28.12, rather than the previous arrangement at a reported cost to the City of \$1,700.00 (per Ms. Hammer). I'm all for saving the City and the taxpayer's money, so even though I'm not thrilled at personally paying ~\$30 or so per meeting, I can live with that if that's what we need to do.

Please let me know the status of the planning to accommodate Mr. Waites at the meeting via phone, and whether I need to reserve my teleconference bridge.

Thanks much, -B

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Beth Mohr** <Bmohr@themchardfirm.com>

Date: Wed, Jun 10, 2015 at 12:16 PM

Subject: Test for all Board members receipt

To: "pob@cabq.gov" <pob@cabq.gov>

Beth A. Mohr CFE, CAMS, MPA, PI
Managing Partner
McHard Accounting Consulting LLC

Sent with haste from my Verizon Wireless 4G LTE DROID

[REDACTED]

[REDACTED]

----- Forwarded message -----

From: **Leonard Waites** <phamason.lw@gmail.com>

Date: Thu, Jun 11, 2015 at 12:23 PM

Subject: Re: Thank-you for your email Re: Fwd: Misconduct, Harassment, and Unnecessary Investigation from APD and it's responsible Parties.

To: Beth Mohr <cabq.pob.mohr@gmail.com>

Is everything set up for me to call into the meeting?

On Jun 11, 2015 7:48 AM, "Beth Mohr" <cabq.pob.mohr@gmail.com> wrote:

Thank-you for your email. I am a Police Oversight Board member; this is a volunteer position for which I have limited availability. If your email requires a response from me, I will endeavor to do so within 72 hours. Thank-you for your patience.

--

Beth A. Mohr, Acting Chair
Albuquerque Police Oversight Board

Never interrupt someone doing something you said couldn't be done. ~ Amelia Earhart

NOTICE: This email may be subject to disclosure under the New Mexico Inspection of Public Records Act. Please be thoughtful forwarding or replying to this email.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Susanne Brown [mailto:susanne.brown37@gmail.com]
Sent: Sunday, December 06, 2015 9:08 PM
To: Harness, Edward
Subject: Fwd: June POB meeting

Hi Ed,
Sorry, here is one that I wrote during the 5/31-6/11 time period.
----- Forwarded message -----

From: **Susanne Brown** <susanne.brown37@gmail.com>
Date: Mon, Jun 8, 2015 at 2:18 PM
Subject: Re: June POB meeting
To: Jeannette Baca <jvbaca.pob@gmail.com>

Dear Jeannette,
I like the way these look...and definitely like the back with clear directions on how to submit a compliment or complaint. Would putting the compliment first build better solidarity in the community?
See you on Thursday. sue

On Mon, Jun 8, 2015 at 11:49 AM, Jeannette Baca <jvbaca.pob@gmail.com> wrote:

Greetings!
I hope you all had a nice weekend.

As you know, I have suggested creating business cards for POB members; this item will be discussed again during our meeting this week. As such, I have attached a draft for your review; the back of the card (optional) would contain [complaint] information. I used the current CPOA logo which we were introduced to during our first training. The 15 stars

indicate 9 Board members and the 6 area commands. The writing translates to "Justice and Equality Under the Law".

I look forward to seeing you on Thursday.

Regards,
Jeannette

On Thu, Jun 4, 2015 at 12:58 PM, Leonard Waites <phamason.lw@gmail.com> wrote:
All,
I have asked Beth Mohr to chair our June meeting while I continue to recover. thanks
Beth.

--

Leonard Waites Chairman
Police Oversight Board

From: [Charles Arasim](#)
To: [POB@cabq.gov](#); [lroller@nmag.gov](#); [Zaman, Jon K.](#); [Garduno, Rey](#); [kensanchez](#)
Subject: Re: FW: Inspection of Public Records Request
Date: Sunday, May 31, 2015 11:21:51 AM
Attachments: [image002.png](#)
[image003.png](#)

Ms. Oney,

There is no doubt that records I seek contain facts. I suggest city legal redact the matters of opinion from the documents and provide these to me immediately.

Charles A.

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On Thu, May 28, 2015 at 10:25 AM, Charles Arasim <crarasim@gmail.com> wrote:

FYI

----- Forwarded message -----

From: **Oney, Kathleen** <koney@cabq.gov>
Date: Thu, May 28, 2015 at 8:53 AM
Subject: RE: FW: Inspection of Public Records Request
To: Charles Arasim <crarasim@gmail.com>

Dear Mr. Arasim,

Through an error in Legal, we omitted in our email dated Monday, April 27th a partial denial of your request. Your response letter should have more properly read:

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday – Friday between 8:00am-5:00pm.

Additionally, some of the records requested are letters or memoranda that are matters of opinion in personnel files and other emails are

M007797

exempt as otherwise provided by law, §§ 14-2-1(A)(3), (8) of the Inspection of Public Records Act. As we are reviewing 100 emails per week, we are unable to anticipate at this time when every such a personnel matter will appear, and wish to inform you of this beforehand.

The attachment that you are looking for has been withheld as a personnel matter. Additionally, the two emails that are not present in the documents were properly excluded from inspection under §14-2-1(A)(8).

Please let me know if you would like to set up a time to see the third set of 100 emails.

Thanks,

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Thursday, May 28, 2015 5:58 AM

To: Oney, Kathleen; City Clerk Staff; POB

Cc: Dianne Goodman; Zaman, Jon K.; Garduno, Rey; Sanchez, Ken; Lewis, Dan P.; Gibson, Diane G.; Pena, Klarissa J.

Subject: Re: FW: Inspection of Public Records Request

Hi Kathleen,

M007798

I do, but first I need IPRA compliance with the first two batches. Those where produced piecemeal without the attachments and when those attachments where produced, after I had to make a second - verbal - request, I couldn't figure - for the most part - out what belonged to what. To put it bluntly, the first two batches of emails and their attachments are a total mess.

You admitted non-compliance when you told me the legal department had a new person working on this and that she didn't know what she was doing when she simply removed the attachments to the first two batches of emails without any explanations as required under IPRA. This represents not one, but two IPRA violations. I have a witness to this conversation.

On top of all of this...the questions - IPRA noncompliance - as to the attachments to one particular email thread, that other emails - concerning that tread - showed up in the pile of unattached attachments remain unanswered.

Please come into compliance ASAP on the first two batches first and then I'll be glad to come in and take a look at this third batch...

Thanks,

Charles Arasim

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M007799

On Wed, May 27, 2015 at 4:45 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

I have not heard from you on this request. Did you still want to inspect these records?

Your response would be appreciated. Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Oney, Kathleen
Sent: Wednesday, May 20, 2015 1:15 PM
To: 'Charles Arasim'
Cc: Casados, Trina M.
Subject: FW: Inspection of Public Records Request

Hello Mr. Arasim,

Your 3rd batch of emails for your POB IPRA is now available for inspection. Please set up a time with me.

Thank you!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Charles Arasim [<mailto:crarasim@gmail.com>]

Sent: Monday, April 27, 2015 8:08 PM

To: Oney, Kathleen

Subject: Re: Inspection of Public Records Request

Thank you Kathleen. I'll be at the office around 10:30AM on the 28th...

Confidentiality Notice: This email, including all attachments, is for the sole use of the intended recipient(s) and likely contains confidential and privileged information, and attorney opinion work product produced in the course of or in anticipation of litigation. If you are not a specifically named recipient, any viewing, use, disclosure, distribution, or retention of any part of this email is prohibited. If you are not a specifically named recipient, please contact me and delete all copies of this message.

On Mon, Apr 27, 2015 at 2:07 PM, Oney, Kathleen <koney@cabq.gov> wrote:

Hello Mr. Arasim,

Your current public records request regarding all email correspondence between any member of the POB and any member of the Executive Director's office of the CPOA is now deemed excessively burdensome. In order to fulfill your request, we will need to set up an inspection schedule. We will start with one particular member, and set up a weekly inspection of 100 emails. If you choose to take copies it will be \$.50/page or \$6.75 per 100mb disc. The inspection will be held at the City Clerk's Office at Plaza del Sol 7th floor. Please choose a time Monday –

M007801

Friday between 8:00am-5:00pm.

Thank you and have a great day!

Kathleen Oney

IPRA / Codification Specialist

Office of the City Clerk

[505-924-3657](tel:505-924-3657)



From: Charles Arasim [mailto:crarasim@gmail.com]

Sent: Saturday, April 11, 2015 11:06 PM

To: POB; City Clerk Staff; Garduno, Rey; Zaman, Jon K.

Subject: Inspection of Public Records Request

Dear Police Oversight Board Members,

Pursuant to the New Mexico Inspection of Public Records Act, I ask for the following:

1. Any and all email correspondence between any member of the Police Oversight Board (POB) and any member (City Employee or the acting Executive Director) of the Executive Director's office (arm) of the Civilian Police Oversight Agency (CPOA), from the time the members of the POB were approved by the Albuquerque City Council, up to and including the date of your response to this request.

This will include all government operated email and all private email accounts where CPOA/POB/Acting Executive Director's Office business is discussed. Note: Any and all redactions to these documents will require, as spelled out in the New Mexico Inspection of Public Records Act, full explanations.

2. The CPOA policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB Subcommittee meeting's agendas, dates, times, and locations to not be published/notified to the public 72 hours in advance in accordance with the New Mexico Open Meetings Act.

3. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows the POB to go into closed session to discuss the POB's selection process/policies concerning personnel that have, as or more importantly, not yet been named, selected or hired as CPOA/POB/Executive Director Office or as City Employees.

3(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

4. The CPOA/POB policy, where it is derived from and how it complies with the New Mexico Open Meetings Act, that allows less than a quorum of POB members to congregate in closed door meetings where conclusions from those meetings are then used to advise/direct decisions then voted on by the POB as a quorum in open public session.

4(a). All documents that show how and where the "civilians", that the CPOA represents, have access to or input into this process and how it complies with City Ordinance 9-4-1-4(C2) where it states in part; The CPOA shall promote a spirit of accountability while improving community relations and enhancing public confidence.

5. The CPOA/POB/Executive Director policy, where it is derived from and that requires the CPOA/POB/Executive Director to comply with non-bidding Albuquerque City Council resolutions.

6. Where civilians can access the 'current' Albuquerque Police Department's Chief's Executive Orders, Special Orders and Standard Operating Procedures. The former Police Oversight Commission's city webpage, after my continued requests, had links to that continually updated information. Those links no longer exist. Why and who is responsible?

7. The names and email addresses, government operated or private, of all city offices or individuals that may have access, direct or shared, to any incoming correspondence to this email address: pob@cabq.gov

Respectfully submitted,

Mr. Charles Arasim

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