

# Albuquerque Police Oversight Board Application

The Police Oversight Board (POB) is a nine-member board appointed by the City Council. Members will be appointed for three-year terms and are eligible for reappointment for an additional full term.

In order to be considered for appointment, prospective POB members must complete this application and submit it to the City Council. Any person residing within the City of Albuquerque may submit an application. Appointments are at the sole discretion of the City Council.

Applicants will be evaluated against the minimum qualifications described below, and other criteria as described in the Police Oversight Ordinance. POB members are intended to represent the diversity and demographics of the City by way of, including but not limited to, cultural, gender and geographic diversity. Some questions in this application labeled as “optional” are not required, but responses would be helpful in evaluating your application against these criteria. In evaluating your application, staff may request additional information and/or an interview as part of the evaluation process.

Visit the Civilian Police Oversight Agency website at [cabq.gov/cpoa](http://cabq.gov/cpoa) for more information about the Agency and POB.

## Minimum Qualifications

- Have not been employed by law enforcement for one year prior to appointment
- Successfully pass a background check
- Personal history lacking any pattern of unsubstantiated complaints against APD
- A demonstrated ability to engage in mature, impartial decision making
- A commitment to transparency and impartial decision making
- Residency within the City of Albuquerque
- There is no minimum required education or work experience

## Documents Attached to this Application

- Police Oversight Ordinance

## Open Records Notice

Applications submitted to the City Council for the Police Oversight Board may be subject to the N.M. Inspection of Public Records Act (IPRA). This means that your application and background check may be made available for review by any member of the public. Read more about the [Inspection of Public Records Act](#).

**Personal Information**

1. Name: \_\_\_\_\_
2. Gender: \_\_\_\_\_
3. How many years have you lived in Albuquerque? \_\_\_\_\_
4. *Optional: Age*
  - 16-18
  - 19-24
  - 25-40
  - 41-64
  - 65+
5. *Optional: Ethnicity*
  - African American/Black
  - Asian
  - Hispanic or Latino(a)
  - Native American
  - Native Hawaiian or other Pacific Islander
  - White
  - Other
6. Occupation & Employer (if retired please indicate former occupation or profession).  
\_\_\_\_\_  
How many years have you worked in this field? \_\_\_\_\_
7. Have you ever been employed in a law enforcement capacity?
  - yes
  - noIf yes:  
How long ago? \_\_\_\_\_  
For how many years? \_\_\_\_\_

**Contact Information**

1. Email: \_\_\_\_\_@\_\_\_\_\_
2. Home Phone: \_\_\_\_-\_\_\_\_-\_\_\_\_\_
3. Business Phone: \_\_\_\_-\_\_\_\_-\_\_\_\_\_
4. Cell Phone: \_\_\_\_-\_\_\_\_-\_\_\_\_\_
5. Physical Address (*not a P.O. Box*):  
\_\_\_\_\_  
How many years have you lived at this location? \_\_\_\_\_  
If less than 5 years, please provide your prior address:  
\_\_\_\_\_
6. Mailing Address (*if different from above*):  
\_\_\_\_\_

**Police Oversight Board Questionnaire** (Please use a separate sheet of paper if you need additional space beyond what is provided.)

1. Please explain your view of the role and responsibilities of the Police Oversight Board. *(Review in detail the attached Police Oversight Ordinance)*

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2. Please list any community activities or volunteer positions.

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3. Are you willing to commit to all of the training requirements required of POB members by the Police Oversight Ordinance? (See p. 8)

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4. The Police Oversight Ordinance encourages members to attend “conferences and workshops related to police oversight, such as the annual NACOLE conference.” These events usually occur during the day, and may require out of town travel for a period of several days. Does your schedule allow you to attend conferences and workshops such as these?

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5. Briefly explain your interest in serving on the Police Oversight Board. What qualifications/attributes do you have that would make you uniquely capable of serving on the Board?

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**General Questionnaire** (Please use a separate sheet of paper if you need additional space beyond what is provided.)

6. Give a specific example of how you personally contributed towards a group arriving at a consensus or if not a consensus, a reasoned and informed decision.

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7. Have you had contact personally or through your immediate family with the Albuquerque Police Department or any other law enforcement agency? If so, please describe this situation and what made the experience positive or negative.

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8. Have you ever filed a citizen police complaint against the Albuquerque Police Department? If yes, please describe the outcome.

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9. What do you see as the big issues challenging good police/community relationships?

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10. Describe your opinion of the performance of the Albuquerque Police Department.

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**Additional Material**

1. *Optional:* Cover Letter
2. *Optional:* Resume
3. *Required:* Please provide names and contact information for three people who know you in either a personal or professional capacity and who could provide us with an objective assessment of your skills and abilities.

1. Name: \_\_\_\_\_  
Relationship: \_\_\_\_\_  
Daytime Phone Number: \_\_\_\_\_
2. Name: \_\_\_\_\_  
Relationship: \_\_\_\_\_  
Daytime Phone Number: \_\_\_\_\_
3. Name: \_\_\_\_\_  
Relationship: \_\_\_\_\_  
Daytime Phone Number: \_\_\_\_\_