

**POLICE OVERSIGHT BOARD  
PERSONNEL SUBCOMMITTEE**

**Friday, July 24, 2015 – 1:30 p.m.  
Plaza Del Sol, 600 2<sup>nd</sup> St. NW  
Basement, Hearing Room 160**

**Members Present**

Beth Mohr (Chair)  
Joanne Fine  
Eric Cruz

**Others Present**

Robin S. Hammer  
Michelle Contreras  
Paul Skotchdopole  
Chris Davidson  
Erin O’Neil  
Samantha Hults, Asst. City Attorney  
Al Green, Human Resources  
Leonard Waites

**MINUTES**

- I. Welcome and Call to Order:** Beth Mohr handed out the following documents:
- CPOA Executive Director Search
  - Suggested standards for Oversight Executive
  - Potential minutes

Beth Mohr called the meeting to order at 2:40 p.m.

**II. Approval of the Agenda.**

Subcommittee member Fine moved to approve the agenda. Subcommittee member Cruz seconded the motion. Passed.

For: 3 – Mohr, Fine, Cruz

**III. Approval of Minutes & Prior Minutes**

Subcommittee member Cruz moved to approve. Subcommittee member Fine seconded the motion. Passed.

For: 3 – Mohr, Fine, Cruz

**IV. Public Comments.** No public comments.

**V. Discussion of Executive Director Search & Hiring Process**

The subcommittee discussed the search and hiring process for an Executive Director for the CPOA and the timeline.

Mr. Alan Green discussed the posting and the hiring process for an Executive Director for the CPOA and the applicants, including the City of Albuquerque's Veterans Program. A review of applicants was conducted to determine who is a veteran.

The Board reviewed all the applicants. The Board used suggested standards as a guide which included but not limited to, management experience, legal background, job stability, etc. These applicants were then sorted into three categories: (1) Yes, (2) Maybe, and (3) No.

The Board discussed inviting all the seven (7) "yes" candidates to the next meeting which is scheduled for Wednesday, August 29, 2015. Should three (3) or more of the "yes" candidates decline and/or not provide their writing assignment, an invitation to the three (3) "maybe" candidates will be extended.

A motion by Ms. Joanne Fine was made as follows:

I move that if three (3) or more of the seven (7) yeses, cannot attend the interview on the 29<sup>th</sup>, that we invite the three (3) maybes.

The amended motion suggested by Ms. Beth Mohr was as follows:

The other thing we still have to vote on in addition to that motion is that the group we read aloud were yes, no and maybe as we read them. Can we amend your motion to say that?

Joanne Fine:

Yes.

For: 3 - Mohr, Fine, Cruz

In regards to reference checks for the three (3) final candidates, questions to ask were discussed and decided.

On TV interview questions were reviewed, discussed and decided. The candidates will be asked six (6) questions during their "on tv" interview.

**VI. Discussion of CPOA Office Personnel Issue**

Work was done last Thursday (August 16, 2015) by Ms. Hammer. No need for a special executive session.

**VII. Other business.** Since this is a permanent board, the need to meet will be figured out on an ongoing basis.

**VIII. Next Meeting is scheduled for Friday, July 31, 2015 at 1:00 p.m.**

**IX. Adjournment**

**X.** Subcommittee member Fine moved to adjourn the meeting. Subcommittee member Cruz seconded the motion. Passed.

For: 3 – Mohr, Fine, Cruz

Meeting ended at 3:18 p.m.

After the Executive Session, Chair Mohr indicated that a closed Executive Session was held to discuss personnel issues at the CPOA Administrative Office and that no decisions were made while in closed session. Subcommittee member Cruz moved that the Personnel Subcommittee enter back into regular session. Subcommittee member Fine seconded the motion. Passed. For: Mohr, Fine, Cruz.

**VII. Other business**

**A. Board Member Ride-a-longs.** A discussion was had regarding the Board Members requirements regarding ride-a-longs. Acting Executive Director to provide to the full Board on Thursday, July 9, 2015 a report regarding Board Member ride alongs.

**B. Board Member Training.** A discussion was had regarding the completion of Board Member training. Further discussion of the training will be held at the full Board meeting on July 9, 2015. Mark Baker, attorney for the Board, is in charge of the training. Internal Affairs (IA) training is scheduled for Thursday, July 9, 2015.

**VIII. Next Meeting was set for July 24, 2015 at 1:30 p.m.**

**IX. Adjournment.** Subcommittee member Cruz moved to adjourn the meeting. Subcommittee member Fine seconded the motion. Passed. For: 3– Mohr, Fine, Cruz.

The meeting adjourned at 4:02 p.m.

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Approved by:  
Beth Mohr, Chair  
Personnel Subcommittee

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Date

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