



City of Albuquerque

Office of Inspector General

P.O. BOX 1293, ALBUQUERQUE, NM 87103

OC-15-4

December 10, 2015

Councilor Dan Lewis, President
City Council
P.O. Box 1293
Albuquerque, NM 87103

Dear Councilor Lewis:

Pursuant to Section 2-17-5 of the Inspector General Ordinance, the Accountability in Government Oversight Committee has completed the process of interviewing candidates for the Office of Inspector General.

The Committee has selected the top three qualified candidates and are ranked by order of scores:

1. Joseph D. Grasso
2. Robin S. Hammer
3. Vickie D. Duran

If you wish to discuss the qualifications of these candidates or the process used by the Committee, please contact me at 505 340-2026.

Enclosed are the resumes for the candidates.

Sincerely,

Gerald T. Kardas, Chairperson
Accountability in Government Oversight Committee

RESUME

JOSEPH D. GRASSO

4404 Night Hawk Rd NW
Albuquerque, NM 87114
(505) 922-1672
jdgrasso@comcast.net

SUMMARY:

Retired US Air Force Colonel and industry professional with extensive experience in leadership, inspection, aviation management, teambuilding and innovation. Certified Member, American Association of Airport Executives.

EDUCATION:

M.S., Aeronautical Science -- Embry-Riddle Aeronautical University
B.S., Biology -- University of Nebraska

CURRENT POSITION: Chairman, Albuquerque Airport Advisory Board

EXPERIENCE:

Leidos, Inc. (formerly SAIC) - 2006-2014

Vice President, Division Manager, Albuquerque NM

Leidos is a Fortune 500® science and technology solutions leader working to address some of the world's toughest challenges in national security, health, and engineering. The Company's 23,000 employees generated approximately \$6 billion in revenues for fiscal year 2013.

- Managed the Directed Energy, Optics, and Space Technology Division comprised of 140 scientists, engineers, and technicians supporting the Air Force Research Lab, Sandia National Labs, Naval Research Lab, and the Space and Missile Development Center
- The Division develops technology in the areas of High Power Electro-Magnetics, High Energy Lasers, Laser Optics, Laser Fusion, and Space Hardware Architectures

SARA Inc. - 2004-2005

Director, Albuquerque Engineering Office

Managed a small office scientists, engineers, and technicians performing high tech research, development and testing for government and commercial customers. Developed business in the areas of GPS jamming detection and countermeasures, High Power Microwave weapons, airborne acoustic sensors, and cruise missile defense.

37th Training Wing, Lackland AFB, Texas – 2001-2004**Inspector General**

Primary advisor to the commander for identifying and correcting systematic, programmatic, or procedural weaknesses at the largest USAF training base. Conducted impartial objective investigations into allegations of fraud, waste, abuse, and mismanagement.

- Processed 900+ allegations/inquiries from individuals, Congressmen, Senators, and White House staffers – identified trends and proposed effective system engineering solutions
- Conducted investigations of Training Instructor misconduct, sexual abuse, contract fraud, and inappropriate Senior Officer conduct
- Instituted a training program which educated the base population on the IG process and protections
- Deployed for four months to serve as Commander of the largest US Airbase in Bosnia

National Reconnaissance Office (NRO), Chantilly, VA – 2000-2001**Director of Military Customer Support**

Monitored a multi-billion dollar annual budget to ensure space reconnaissance capabilities provided improved support to warfighting commanders

Joint HQ Northeast (NATO), Karup, Denmark – 1998-2000**Asst Chief of Staff, Senior US Officer**

Led a multi-national NATO HQ Plans Division responsible for operational planning, integrated resource management, and policy development

- Focal point for a major NATO reorganization resulting in new missions and a new organizational structure for the HQ – helped reshape the existing cold war mindset
- As the Senior US Officer at the HQ, responsible for investigating cases of fraud, waste and abuse within the US community

Unmanned Aerial Vehicle (UAV) Battlelab, Eglin AFB, Florida – 1996-1998**Commander**

Established and directed a “think tank” to rapidly identify and prove the worth of innovative UAV concepts and accelerate integrating UAVs into military operations

- Built from scratch a battlelab comprised of 25 aviators, engineers, and support personnel with an annual budget of \$3.5+ million
- As Commander, trained and authorized to direct investigations and impose non-judicial punishment

Air Warfare Center, Eglin AFB, Florida – 1994-1996**Director, Commander's Action Group**

Key advisor to the Commander on all activities. Supervised a staff responsible for project management, budget strategy, program execution, and test approaches

- Architect of a major Center reorganization which saved manpower and \$3M annually with no degradation of capability
- Appointed as an Investigating Officer for an allegation of fraud, waste and abuse. Conducted a thorough investigations and reported the findings to the Center IG

Robin S. Hammer

4004 Ivy Lawn Ct., NW, Albuquerque, NM 87107 · (505) 220-8322 · hammertz@yahoo.com

Professional Awards and Associations

Awarded "Prosecutor with the Most Legal Impact," 1995 by New Mexico Prosecutors' Assoc.

Member of the State Bars of New Mexico, Colorado (inactive), and Indiana (inactive)

Member National Association for Civilian Oversight of Law Enforcement

Education

J.D., Indiana University, *Cum laude*, May 1992.

Assistant Editor-in-Chief of *The Adelphia Law Journal*.

Recipient of the Gordon S. Eslick Fellowship.

Ranked in top 25% of class; Dean's List.

B.A., Indiana University, School of Arts and Sciences, May 1984.

Legal Experience

Assistant City Attorney	CITY ATTORNEY'S OFFICE September 2015 through present	Rio Rancho, NM
	Represent the City of Rio Rancho in legal proceedings before city, state and federal courts and agencies. Provide advice to the City Attorney, Mayor, Governing Body, City Manager and Department Directors on a wide variety of legal matters of concern to the City, including personnel, agency procedures, purchasing, inspection of public records, and criminal law.	
Acting Executive Director/ Independent Review Officer	CIVILIAN POLICE OVERSIGHT AGENCY/ INDEPENDENT REVIEW OFFICE September 2012 through September 2015	Albuquerque, NM
	In charge of investigating and proposing findings on all citizen complaints filed against the Albuquerque Police Department (APD). Led an administrative staff of investigators and support staff. Reviewed the administrative investigations of all Officer-Involved-Shooting cases and made findings regarding the officers' actions. Presented my findings in all cases to the Police Oversight Board at a monthly televised public meeting. Made policy recommendations to the APD Chief of Police. Prepared detailed written reports and presented each to City Council.	
Senior Investigative Trial Counsel	JUDICIAL STANDARDS COMMISSION March 2010 through September 2012	Albuquerque, NM
	Investigated complaints against New Mexico judges for violations of the Code of Judicial Conduct. Prepared and presented trials on the merit to the Judicial Standards Commission. Researched, drafted and argued petitions on behalf of the Commission before the New Mexico Supreme Court. Litigated cases in which nine judges resigned or were removed within a 12 month period, which constituted one-third of all removal/resignations nationwide during that time period.	
Deputy District Attorney	OFFICE OF THE DISTRICT ATTORNEY November 1999 through March 2010	Albuquerque, NM
	Deputy in charge of the Organized Crime Division. Selected to prosecute the most complex non-violent crimes in the office. My case load included demanding Racketeering prosecutions involving various criminal schemes. Also in charge of the Economic Crimes Division. Prosecuted violent and gang crimes, including drug, murder, rape and vehicular homicide cases. Researched, drafted and argued dozens of complex legal motion	

Robin Hammer

Committee Member	CRIMINAL PROCEDURE RULES COMMITTEE	Albuquerque, NM
	January 2004-January 2009	
	Selected by the N.M. Supreme Court to assist in the drafting of rules for criminal practice in state district courts. Participated in several significant changes to the Rules of Criminal Procedure.	
Part-time Instructor	TECHNICAL VOCATIONAL INSTITUTE	Albuquerque, NM
	May 2002 - July 2002	
	Taught Evidence course to Paralegal Studies majors. Drafted original project and writing assignments based upon reported cases which I had prosecuted. Received positive feedback from all students.	
Deputy District Attorney	OFFICE OF THE DISTRICT ATTORNEY	Santa Fe, NM
	August 1997 - November 1999	
	Managed the Family Violence Unit. Supervised four attorneys prosecuting all domestic violence cases and crimes against children in Santa Fe, Rio Arriba and Los Alamos counties. In addition, carried a case load of over 45 complex felonies. Tried over 10 felony trials, with no acquittals. Trained over 300 area law enforcement officers to effectively investigate domestic violence cases. Tried a rape case televised on <i>Court TV</i> .	
Contract Attorney	ADMINISTRATIVE OFFICE OF THE COURTS	Santa Fe, NM
	March 1997 - January 1998	
	Staff Attorney to Committee to Standardize Domestic Violence Order of Protection Forms. Organized committee that included of tribal officials, Law enforcement officers, district attorneys, district court judges, and victim advocates from across the state. Drafted standardized form petitions for Orders of Protection, Temporary Orders and Final Orders of Protection.	
Contract Attorney	MADISON, HARBOUR, MROZ & BRENNAN	Albuquerque, NM
	February 1997 - August 1997	
	In charge of organizing all discovery for a complex product liability and construction civil suit involving several thousand documents. Prepared for the taking of numerous depositions and assisted with discovery matters.	
Assistant District Attorney	OFFICE OF THE DISTRICT ATTORNEY	Farmington, NM
	August 1993 - January 1994; August 1994 - August 1996	
	Rapidly advanced to prosecuting the most serious and complex felonies in the office as one of two Career Criminal Unit prosecutors. After a four week trial, convicted and obtained the death penalty against a defendant who raped and murdered a teenager. Convicted serial rapist whose identity was based only upon DNA evidence. Responsible for legal research and writing for a continuing case load of approximately 250 cases. Lead trial attorney for half of Career Criminal Unit cases; second chair in the remaining ones.	

Robin Hammer

Assistant District Attorney	OFFICE OF THE DISTRICT ATTORNEY January 1994 - August 1994 Prosecuted misdemeanor cases in Albuquerque's Metropolitan Court. Responsible for prosecuting docket of over 100 cases a week, including DWI, domestic violence and stalking. Trained junior attorneys in trial practice and case management.	Albuquerque, NM
Contract Attorney	October 1992 - July 1993 Researched various legal issues on a contract basis, including jurisdiction, civil procedure, and insurance law. In charge of an appeal assessment of state estate tax liability. Took or defended over 45 depositions on a wide range of matters.	Albuquerque, NM
Paralegal	CRAVATH, SWAINE & MOORE November 1988 - August 1989 Contract paralegal case manager at 400 attorney firm. Main case involvement was in <i>General Motors v. Perot</i> , a contract action involving large multi-national companies. In charge of a team of paralegals which prepared the case for trial. Billed over 1800 hours in six months.	New York, NY

Selected Prior Business Experience

Operations Manager, Company Manager	MCHUGH, ROLLINS & ASSOCIATES December 1986 - October 1987 In charge of business operations for New York's largest theatrical prop building shop. Also assisted in supervising crews to build props for roadway shows, including <i>Les Miserables</i> and <i>Phantom of the Opera</i> .	New York, NY
Properties Department	SANTA FE OPERA May-August 1983, 1984, 1986, 1988 Constructed theatrical properties for five world-class operas every opera season. Worked with world-renowned set designers and scenic artists.	Santa Fe, NM

VICKIE D. DURAN

447 Montclaire SE
Albuquerque, N.M. 87108

Cell phone: (505)270-1547
E-Mail: duranvd@yahoo.com

Professional Experience

Downs at Albuquerque Racetrack and Casino

**145 Louisiana Blvd. N.E., Albuquerque, NM
87108**

May 2015 – September 2015

Interim General Manager

- General oversight of day to day operations
- Oversight of compliance and regulation

June 2014 – May 2015

Support Services Director

- Oversight of compliance and gaming regulation,
- Human resources oversight and guidance
- Shipping and Receiving oversight and direction
- Housekeeping oversight and direction
- Security Oversight and direction
- Surveillance oversight and direction

January 2014 – June 2014

Director, Security/Surveillance/Risk Management

- Overall oversight, management, and restructuring of the security and surveillance department
- Inspection and evaluation of casino surveillance systems.
- Maintain compliance with State gaming rules, regulations, minimum internal controls, and State Gaming Control Act.
- Evaluation of individual facility security and safety plans and programs.
- Development and implementation of safety plans and risk management protocols.
- Collaborate with New Mexico Racing Commission and the New Mexico Gaming Control Board on regulatory or criminal issues as requested.
- Implementation and oversight of State self-exclusion program.

**Part-time Instructor Central New Mexico Community College 525 Buena Vista S.E. Albuquerque, NM
87108**

January 2014 – May 2014

- Part time faculty – School of Health, Wellness, and Public Safety

June 2006 – January 2014

Director, Enforcement Division

- Overall administration of the NMGCB Enforcement Division and four field sites.
- Oversee and assist in financial auditing and inspection of licensed gaming venues.
- Development and implementation of enforcement policies and procedures.
- Assist in the development of Internal Controls for gaming entities to reduce risk and losses to the entities.
- Collaborate on the creation and development of gaming regulations and statutes.
- Created a more collaborative process between the Enforcement Division and Licensing Unit to enhance the ability of both units to ensure gaming entities' compliance with regulations and statutes.
- Directed the creation of the Division's evidence storage and destruction policy and procedures.
- Direct and conducted white collar crime and embezzlement investigations.
- Inspection and evaluation of entity surveillance systems.
- Evaluation of individual facility security and safety plans and programs.
- Ensure compliance from all licensed gaming venues.
- Collaborate with New Mexico Racing Commission on regulatory or criminal issues as requested.

Interim Bureau Chief, Licensing and Background Unit

- Overall administration of the NMGCB Licensing and Background Unit.
- Examination of taxation and financial records for licensing suitability.
- Created and implemented a review and tracking system for more 1500 gaming licensees and gaming entities which eliminated a backlog of more than 100 expired licensees.
- Assisted in the redesign of licensing process to reduce the amount of time and paperwork needed in the licensing process.

July 2005 – June 2006 Special Agent, Enforcement Division

- Conducted white collar and embezzlement investigations to include criminal investigations involving violations of New Mexico Criminal Statutes and the New Mexico Gaming Control Act.
- Monitored licensed venues for money laundering.
- Conducted administrative investigations involving violations of the New Mexico Gaming Control Act, the New Mexico Gaming Control Board's rules, regulations and internal controls.
- Conducted audits, assessments, and surveillance/entity inspections of licensed gaming entities and gaming employees to ensure compliance with all minimum internal controls, statutes, rules and regulations.
- Reviewed and recommended changes to, and approved amendments or changes to gaming entities' surveillance and security protocols.

New Mexico Attorney General's Office

111 Lomas Bd. N.W., Albuquerque, NM 87107

1999 – 2005 Supervisory Special Agent, Special Prosecutions Division

- Supervised criminal investigations, including homicides, sex crimes, and white collar, taxation, and property crimes.
- Assisted staff attorneys in preparation of criminal cases for prosecution throughout the state.
- Provided guidance and consultation on criminal investigations to other law enforcement agencies throughout the state.

- Assigned to the East Mountain Triple Homicide task force.
- Provided training to other law enforcement agencies.
- Assisted the Special Agent in Charge with the development and implementation of criminal investigation standard operating procedures for the agency.
- Conducted risk/threat assessments for the Agency and staff as needed.

Albuquerque Police Department

400 Roma Ave N.W., Albuquerque, NM 87107

1998 – 1999 Operations Review Officer, Office of the Chief of Police

- Monitored and reviewed the daily operation of the Field Services Bureau to ensure compliance with the Department's Standard Operating Procedures manual.
- Assisted with the review, editing, and creation of policy for the Field Services Bureau.
- Monitored the activities of all Area Commands in order to prepare reports for the Chief of Police.
- Maintained daily contact with the citizens of Albuquerque to address citizen concerns.
- Oversight of the Officer Involved Shooting Team, responsible for review and evaluation of all officer involved shootings.

1992 – 1998 Detective, Homicide Unit, Criminal Investigations Bureau

- Responsible for the investigations of violent and suspicious deaths.
- Primary case agent on the Hollywood Video Homicide case.
- Primary case agent on several high profile homicide cases within the City of Albuquerque.
- Assigned to the Sureno 13 multi-agency federal task force.
- Assigned as primary case agent in officer involved shooting for the department.

1990 – 1992 Detective, Sex Crimes Unit, Criminal Investigations Bureau

- Responsible for the investigations of sex crimes including, Criminal Sexual Penetration, Criminal Sexual Contact, and Criminal Sexual Assault.

1988 – 1990 Detective, Crimes against Children Unit, Criminal Investigations Unit

- Responsible for the investigation of physical, mental, and sexual abuse of children.
- Assisted other agencies with the investigation of child abuse cases in their respective jurisdictions.

1987 -1988 Detective, Valley Impact Team, Field Services Bureau

- Responsible for the investigation of felony crimes occurring in the Valley Area Command, including property crimes, white collar crimes, and crimes against persons.
- Conducted undercover operations to address narcotic activity in the Valley Area Command.

1985 – 1987 Patrol Officer, Field Services Bureau

- Responsible for routine patrol of city neighborhoods.
- Traffic Enforcement, accident investigation and responding to calls for service.

Commendations

Albuquerque Police Department Officer of the Month – November 1996
 New Mexico Police and Sheriffs' Association Officer of the Year – 1996
 American Society for Industrial Security Officer of the Year – 1996

Numerous letters of commendation.

Education

Master's in Public Administration at University of New Mexico concentration in Public Management.
University of Phoenix, BS in Business Management,
University of Phoenix, Axia College, AAS in Psychology.

Professional Training

Over 3000 hours of professional law enforcement training including extensive training in the area of financial and violent crimes investigations. Maintains NM State Law Enforcement certification (85-0229-P).

Member of Association of Certified Fraud Examiners
Certified Fraud Examiner, #623528

References

Carla Smith - Human Resources Manager, New Mexico Attorney General's Office	(505) 379-8004
Demesia Padilla – Cabinet Secretary, NM Taxation and Revenue Department	(505) 263-6850
Greg Saunders - NM Courts CIO	(505) 670-6954