

Information to Provide Technology and Information Services for the Independent Monitor

For The Albuquerque Police Department
&
Department of Justice

Presented By:



A Minority and Woman Owned Business
December 11, 2014



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July 8, 2008

For the United States Department of Justice:
Paul Killebrew
Trial Attorney
U.S. Department of Justice
Civil Rights Division – SPL
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For the City of Albuquerque:
Scott Greenwood
Special Counsel for the City of Albuquerque
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Re: Information to Provide Technology and Information Services for the Independent Monitor

Ethos, LLC is pleased to present this Proposal to offer subject matter expertise for the Monitor in the areas of Technology and Information Services.

Ethos, LLC is a certified minority and woman owned small business. Ethos provides services to the commercial and government industry. Ethos was established in 2009. We provide information technology and data analysis services throughout New Mexico and continue to develop & expand service offerings.

We look forward to having the opportunity to be a part of the monitoring process outlined by the Department of Justice and Albuquerque Police department. If you have any questions, please do not hesitate to give me a call at (505) 702-5091.

Sincerely,

Tiara Grant

Tiara Grant
President

Executive Summary

Our team of professionals provides highly qualified assistance in engineering services. In all its endeavors, Ethos, LLC seeks to bring the highest level of service to its clients. Our firm performs engineering services for , municipalities, private developers, architects, general contractors, water management districts, school districts, counties, property owners, owners reps, utilities, industries, corporations, etc. our engineers and scientists provide assistance for commercial, industrial, residential, educational, agricultural, water resources and environmental projects.

Our business is to turn client vision into results through the application of consulting, systems integration, and well managed operations. Ethos, LLC stresses a results-oriented approach to client projects that meets clients' exact and unique needs, leads to a transfer of critical knowledge, and significantly impacts the bottom line. Ethos helps clients deal with their changing business demands and technology issues. We offer our experience, best practices, and tools to apply to clients unique requirements.

SERVICES

- ❖ Data Reporting to ensure compliance with Federal and State Regulation
- ❖ Drafting Plans and Procedures
- ❖ Business Process Documentation
- ❖ Customized Data Analysis and Reports
- ❖ Customized Mobile and Web Application Development
- ❖ Asset Management
- ❖ Green Infrastructure Case Studies

Corporate Information

Classification: Small Business
EIN: 27-3093291
DUNS: 963952648
CAGE: 64BM5

POC: Tiara Grant 505-702-5091
POC: Patrick McManus 505-702-5090
URL: www.ethosllc.biz

NAICS Codes
541330 Engineering Services
541511 Custom Computer Programming
541512 Computer systems design services
611420 Computer Training
541519 Other Computer Related Services

Methodology

As outlined in the DOJ Settlement Agreement, the overall objective is to “increase transparency and accountability on use of force...and promote more effective law enforcement and to strengthen public confidence in the Albuquerque Police Department (APD) (DOJ 2014). The Independent Monitor will aid in meeting this overall objective through the utilization of three principles: accountability, fairness and transparency to achieve improved public confidence in APD. The role of technology and information systems will be integral in meeting the overall objectives of the Independent Monitor.

The settlement agreement outlines nine substantive areas to meet the overall objectives and I will outline the technological approaches that could be implemented to meet those areas.

Use of Force

Approaches that could be taken to deter the use of force would be to implement a use of force tracking system. The system will have the capability to send internal information to a centralized officer profile, as well as provide the public a website with use of force reports to see trends over time.

Specialized Units

When the special units are deployed information concerning the mission can be collected in real-time on specialized units in the field. One solution could provide real-time monitoring of officers, equipment, location and environment in a secure fashion to protect pertinent data. Once the data is received reports can be generated to illustrate deployment trends.

Crisis Intervention

An officer information portal can enable the exchange of various field data concerning responses to incidents involving individuals with mental health issues. The information can be shared to local mental health agencies that could aid the officer in resolving the issue without the use of force.

Policies and Training

With the use of mobile technology, policies and training can be made available to officers 24/7. Means of ensuring officer acknowledgement and adherence to policies can be done so with required online training programs. Progress and grades can be made accessible in a centralized officer profile.

Misconduct complaints and investigation

A web based submission system can be created where the community can submit concerns, opinions and commentary on misconduct complaints and investigation.

Staffing and Supervision/Officer Assistance and Support

Information can be centralized in an officer profile which can track field conduct. A common operational picture of the management of the police officer can be created. This will enable supervisors with the capability to track every officer on the force to improve early intervention. Supervisors can have access to pertinent psychological, medical, polygraph examinations, drug test results, and pre-employment investigations to ensure that an officer is provided with support following traumatic incidents.

An officer information portal can provide officers with pertinent information concerning Settlement Agreement policies and procedures, training materials and suggested officer support service lists based on the officer profile.

Community engagement and oversight

The above outlined officer tracking system will collect data that can be made public in a community information portal. Various user levels can be created to ensure the confidentiality, integrity and availability of the data that can be retrieved.

Qualifications

Tiara L. Grant

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Albuquerque, NM 87120

Home Phone (505) 702-5091

E-mail: tiara_grant@alumni.coloradocollege.edu

SUMMARY OF QUALIFICATIONS

- ❖ Finely-tuned investigative, research and fact finding skills.
- ❖ Ability to build rapport with wide range of people and personalities to facilitate consensus amongst diverse groups.
- ❖ Ability to integrate facts and logic to solve simple or complex situations.

EDUCATION AND CERTIFICATIONS

Masters of Science in Computer Information System/Emphasis in Information Security and IT Project Management May 2010

Boston University, Boston, MA

Master of Arts in Government/International Affairs May 2006

New Mexico State University Las Cruces, NM

Bachelor of Arts in International Political Economy/Emphasis in US Asia Relations May 2003

Colorado College, Colorado Springs, CO

Certification in Network Security and Assurance April 2011

Texas A&M University System-Department of Homeland Security and Federal Emergency Management Association On-Line

Certification in Information Security April 2011

Texas A&M University System-Department of Homeland Security and Federal Emergency Management Association On-Line

Certification in Digital Forensics April 2011

Texas A&M University System-Department of Homeland Security and Federal Emergency Management Association On-Line

Certification in Cyber Law and White Collar Crime April 2011

Texas A&M University System-Department of Homeland Security and Federal Emergency Management Association On-Line

HIPPA Certifications June 2012

HIPAA Privacy 101

HIPAA Privacy 102 w/ PHI
HIPAA IT Security 201

WORK HISTORY

Instructor, National American University, Rio Rancho, NM 87124, 8/10-Current

- Instructor in IT department in Introduction and Upper Division courses.
- Teach 9 credit hours per quarter in online and 3-6 credit hours per quarter on campus CIS courses.
- Created curriculum for Java programming, Information Security, Database Courses for both classroom and online courses.

CEO, Ethos, LLC, Albuquerque, NM 5/10-Current

- Drafted CSO & SSO Overflow Reporting & Analysis
- Created Telog Training Materials.

President, Out of the Box, LLC, Albuquerque, NM 87124, 4/08-Current

- Draft information security policies and procedures for project implementation.
- IT Systems Analysis and Business Process Documentation
- Created curriculum for IT and Software Project Management Courses for both classroom and online courses.
- Gather project requirements for customers and draft a statement of work and project charter.
- Manage contractors to ensure that priorities, communication plans, deadlines and deliverables are met.
- Assemble IT/Application development teams.
- Draft information security policies and procedures for project implementation.
- IT and Software Development Project Management from initiation through closure.
- Establish and adhere to detailed cost estimates for application and network infrastructure development projects.
- Utilization of SLDC and AGILE methodology to ensure project completion.

PUBLICATIONS

- Mediterranean Quarterly 2012 Issue "Russia China and the Energy Security Politics of the Caspian Sea Region after the Cold War", Published, with Gregory Hall.
- Journal of Strategic Security "Cyber Warfare: A New Form of Inter-State Conflict", Upcoming Publication 2015.

COMPUTER SKILLS

- Windows 95/98/NT/XP/Vista/7/8 Proficient
- Mac OSX Version 10.0-10.7 Proficient
- Windows Server 2003 and Linux Server (Apache)
- Forensic Tool Kit
- Network Design and Implementation
- Software and Hardware Documentation (UML Modeling)

- Microsoft Project 2007
- Microsoft Office 2003/2007/2010 Proficient (Excel, Access, Word, Power Point, Publisher, Visio)
- Adobe Photoshop CS4
- HTML/XHTML/CSS/Java Script
- JAVA, C#
- PLSQL,SQL

LEADERSHIP POSITIONS

- Coordinator of Service Disabled Veteran IT Group
- City of Albuquerque Economic Stimulus Team Member (Energy and Infrastructure)