

Paul Killebrew
Trial Attorney
U.S. Department of Justice
Civil Rights Division – SPL

12.2.14

Dear Mr. Killebrew,

My name is Gary Yamane and I am submitting information regarding the Monitor position for the City of Albuquerque. I have a varied background in community service which includes teacher, Coordinator for the Citizen's Police Review Board in Santa Cruz, CA, and deputy sheriff. My work history is included in this letter and upon review you will see that I have had quite a varied career. My work with the City of Santa Cruz was some of the most challenging to date as I was given the opportunity to implement the ordinance that created the Citizens' Police Review Board. Starting with a piece of paper and an extremely polarized community, we built a review board that was known for impartiality and fairness by the city, police, and community. One of the reasons for the board's initial success was that I had both law enforcement and community service experience. Though the activists questioned my law enforcement background, I believe that it was an essential component of gaining the police department's trust. We also worked hard with the City Council to have appointed fair and impartial board members. After 5 years politics began to intrude on the board and they lost their impartiality and therefore their credibility. At that point I recommended to the City Manager that the City go with an independent monitor and eventually the lawyer that was advising the board filled that position and I moved on to other things.

Methodology:

First I will say that I may not be the most qualified for the monitor position as I am approaching the end of my work career and a younger more energetic person may serve you better. I do believe that my experience will help the City of Albuquerque and the Federal Government implement the agreement and I would be honored to serve in some capacity. What I can tell you is that cooperation is preferable to dictatorship and that building trust is crucial as is fairness and impartiality. This is not about punishment of the PD but about addressing policies and procedures and communication between all parties. There is a very fine line that has to be walked and any missteps will derail the whole process. It takes a great communicator who is capable of working with city administration, political leaders, police administration and rank and file, community activists, and the general public. I have done all of this.

In reviewing the agreement the most contentious point is the implementation of the civilian oversight process. The recent abolishment of the existing oversight board points to the difficulties faced. Fairness, credibility and impartiality again are the cornerstones of civilian oversight and if compromised the process will implode. I don't for one moment expect that the POA will ever fully accept civilian oversight but they will respect the agreement and someone who is unwavering in their impartiality and commitment to the process. From my experience I believe that in the long run an oversight monitor has a better chance of staying impartial than a civilian oversight board. It is a much harder sell to the activists though. Whatever process is implemented must consider the long-term relationship between the police and the community and must set up a process that will be flexible yet withstand the pressures of time.

I am not a lawyer but think like one. I am organized, logical, have much experience and would accept the challenge of serving in some capacity.

Respectfully,

A handwritten signature in cursive script that reads "Gary Yamane". The signature is written in black ink and is positioned below the word "Respectfully,".

Gary Yamane
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El Prado, NM 87529
575.770.3700
garyyamane@gmail.com

Resume

Gary Yamane

Employment History

7/1/03 to 7/1/14: Music instructor at Moreno Valley Charter High School. Developed and taught a contemporary music program through the use of rock bands, beginning and intermediate guitar, and World Music Survey classes. Manage school database and state reporting requirements.

Employer: Moreno Valley Charter High School, PO Box 1037, Angel Fire, NM 87710, 575.377.3100
Contact: Director Dr. Jacque Boyd.

Working musician performing locally. Performed on several CD projects. Teach private lessons on guitar, bass, drums, flute and sax.

4/1/10 to 1/1/14: Established Rock the Schools, a 501(c)3 nonprofit to promote contemporary music education in Taos (see www.rocktheschools.org)

9/1/01 to 7/1/03: Established WorldFlutes.com to promote world flute music, flute artists and flute makers. Produced CD "Voices in the Wind", traditional and contemporary flute music. Seasonal contract with Southwest Repertory Theater Company to provide Native American style music for the N. Scott Momaday play "The Indolent Boys", August and September 2002 in Santa Fe, Albuquerque and Phoenix. Play music in a variety of settings in Taos, NM.

1/27/01 to 6/15/01: Employer—MoveSpeakSpin
PO Box 8055, Santa Cruz, CA 95061
831.335.1861
Contact: Karl Schaffer

Description: Employment as Company Director for local dance ensemble. Duties include office administration, tour booking assistance, coordinate performers and performances, grant writing assistance, budget management, distribution of payroll.

10/94 to 8/00: Employer--City of Santa Cruz

809 Center St., Santa Cruz, CA 95060

831.420.5010

Contact: Richard C. Wilson, City Manager

Description: Employment as Coordinator for Citizens' Police Review Board. Review police Internal Affairs investigations of citizen complaints regarding police misconduct. Liaison between review board members, citizens, Chief of Police, Internal Affairs office, City Manager, City Councilmembers. Report to City Manager and City Council. Compile and write the CPRB annual report to the City Council. Responsible for policy and procedure development and implementation, CPRB budget, supervising staff, professional contracts with lawyers and mediators, meeting facilitation.

Self-employed: Music consultant.

Description: Contract work with multimedia companies. Digitally produce music and sound effects for multimedia presentations.

2/90 to 10/94: Employer--Court Referral Program Alternative Sentences

501 Cedar St., Santa Cruz, CA 95060

831.423.4592

Contact: Mary Grace, Executive Director

Description: Employment as a Caseworker managing over 300 community service volunteers. Work in Macintosh computer environment. Responsible for development and layout of two quarterly newsletters. Report to courts or referring agencies.

Employer--Twin Lakes College

1210 Brommer St., Santa Cruz, CA 95062

831.476.2153

Contact: Dr. Becky Williams

Description: Managed in-house Hypnotherapy clinic for the college.

1988-90: Employer--Santa Cruz County Office of Education
809H Bay Ave., Capitola, CA 95010

Description: Teachers Aide in Special Education classrooms.

1985-87: Employer--Volunteer Centers of Alameda County

Description: Caseworker managing a large caseload of self and court referred volunteers.

1980-83: Employer—County of Marin, CA.

Description: Deputy sheriff. Single man patrol, undercover investigations.

Degrees and Certifications

- New Mexico 7-12 Teaching Level II License-Performing Arts
- B.A. Creative Arts, San Francisco State University
- Hypnotherapist Certificate
- POST Basic Certificate

Colleges Attended

UCLA, Berklee College of Music, San Francisco State University, College of Marin, Santa Rosa College, Duquesne University, University of Phoenix.