

Police Oversight Task Force DRAFT Recommendations
(as of 1/8/14)

Goal 1: The Civilian Oversight Process will have a greater level of independence.

Recommendations:

1. Greater emphasis should be placed on mediation as a method for conflict resolution for Citizen Police Complaints. Mediation services should be obtained from agencies outside of City government (mediators should not have a direct relationship to APD or should not be, or have been, an employee of APD).
2. The Citizen Oversight Process will be structured as a quasi-public agency.
 - a. This agency (Citizen Oversight Agency) will include the current Commission and IRO functions.
 - b. The Accountability in Government Ordinance will provide further guidance on structure and governance.
 - c. The agency will administer its own budget and supervise its own personnel.
3. The Citizen Oversight Agency will have a dedicated and independent source of funding.
 - a. Funding will be determined by a specific metric, for example, a percentage of the total APD budget or a per capita amount per police officer.

Goal 2: The Civilian Oversight Agency will be invested with clearer and broader authority.

Recommendations:

4. The Civilian Oversight Agency will have authority to recommend disciplinary action from the Chart of Sanctions for sustained Civilian Police Complaints.
 - a. The APD Chief must respond in writing if the recommended disciplinary action is not imposed.
5. The Civilian Oversight Agency will have authority to recommend changes to APD policy, training, programs, and procedures.
 - a. The APD Chief must respond in writing to the recommendations, indicating which recommendations will be followed.
6. The Civilian Oversight Agency will have greater access to civilian complaints, court complaints and Internal Affairs case data.
 - a. This will allow greater analysis and understanding of trend data.
7. All civilian-officer interaction complaints will be routed directly to the Civilian Oversight Agency, regardless of source.
 - a. All internal APD complaints not relating to civilian-officer interaction will be handled by Internal Affairs.

Goal 3: The Commission of the Civilian Oversight Agency will have sufficient community representation and appropriate range of expertise.

Recommendations:

8. Members of the Commission will be determined by a process with the following elements:
 - a. The City Council will form a Selection Committee.
 - b. Prospective members must apply according to a set of minimum guidelines. These will include:
 - i. 60 hours of college credit
 - ii. City of Albuquerque residency
 - iii. Successful background check
 - c. The Selection Committee will recommend Commission members to the City Council, which retains final selection authority.
9. The Commission will consist of 7 members who collectively have a broad range of skills, backgrounds and experience.
10. All Commission members will complete a specific training program, which may consist of:
 - a. Civilian Academy program
 - b. Civil Rights training
 - c. A specific number of APD Ride-Alongs
 - d. Attendance at national conferences and workshops
 - e. Periodic additional training programs