

Independence

- Mediators should be outside APD
- Encourage maximum # of complaints to be mediated
- Keep the POC/IRO concepts
 - At-large process
 - Fewer #
 - Elected members (POC)
 - Different stakeholders appoint members (POC)
 - Term limits for members (POC)
- POC supervises IRO
 - At-will IRO
 - Define supervision
- POC should be a quasi-public agency
 - Executive/Legislative branches have input
- Create a new civilian oversight process, including a new name
- Funding must indicate and assure independence
 - Independent metric e.g. % of total APD budget
- Small committee selects IRO
- Oversight process changes
 - #
 - Selection
 - Qualifications
 - Relationship
- IRO reports first to oversight group (not APD Chief)
- Civilian oversight body should have its own attorney

Authority

- Authority to subpoena
- Authority to recommend discipline for sustained civilian complaints
 - Chief must respond in writing
 - Refer to MGT recommendation
- Authority to recommend changes to APD policy, training, programs, procedures (SOPs)
 - Chief must respond in writing
- Random opportunity to be present at CPC interrogations
- POC should have greater access to CPC's , Internal Affairs cases, and Civil complaints against APD
 - Court complaints
 - IA complaints
 - Serious abuse of authority
 - Risk Management
 - IRO Analyst
 - Aggregate data
- All civilian-officer complaints routed to Civilian Oversight Body.

- Final appeal to the CAO
- Expand/Increase the length of time to file civilian complaints
 - 300 days?
- Civilian Oversight may hear complaints on appeal
- Sanction against commissioners who divulge confidential information
- Commissioners recommended by a range of stakeholder groups
 - Selection committee
 - City Council votes/selects
 - Applications to selection committee

Qualifications/Training/etc.

- Oversight body
 - Minimum qualifications same as APD Officer qualifications
 - Rigorous training
 - 6 year terms, 1st year “1/2 vote”
 - 5/7 members
 - Staggered terms
- Stipend for commissioners
- Training
 - Civilian Academy
 - Civil Rights
 - # Ride-alongs
 - Periodic additional
 - Accountability for attending training
- Specific credentials e.g. one attorney, one former officer
- Conform to national standards (training)
- Diversity of skills/backgrounds on oversight body
- Application requirements
 - 60 hours college credit
 - Background check
 - City of Albuquerque resident
- Structure
 - 4 expert positions (per POC Subcommittee recommendation)
 - 3 at-large positions

For Next Week

- “Supervision”
- Systemic issues vs. individual cases
- Minimum qualifications
- Composition (5-7)
 - Stakeholder groups