

Police Oversight Task Force DRAFT Recommendations
(as of 1/15/14)

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 of Citizen Police Complaints. Mediation services should be obtained from entities outside of City government. Mediators should be independent of the oversight body and APD, and should not be former employees of APD.
2. The Citizen Oversight Process will be structured as a quasi-public agency.
 - a. This agency (Citizen Oversight Agency) will be responsible for all oversight functions including the current commission (Board) and IRO (investigative) functions, and will employ staff to carry out that function under its direction.
 - b. The agency will administer its own budget and supervise its own staff
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, an amount equal to a percentage of the total APD budget or a per capita amount per police officer.
 - b. If possible, Agency Board members will receive a stipend/compensation (but will not be eligible for City benefits).

Goal 2: The Civilian Oversight Agency will be invested with clearly defined 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 and providing an explanation for those that will not 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 to support recommended policy changes.
7. The Board shall periodically audit individual Civilian Police Complaints and will act as an appeal body for all Civilian Police Complaints.

- a. The Board shall have access to full investigative files, including transcripts of witness and police officer interviews.
8. All complaints about direct civilian-officer interaction 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 in accordance with APD Policy.

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

Recommendations:

[Four selection scenarios- the decision made on which scenario affects recommendations 9 & 10:]

- *9 members, 3-3-3 selected by Mayor, council. Comm. Groups*
- *9 members, all at-large with set of general criteria to selection committee*
- *9 members 5 at-large 4 expertise*
- *9 members at large to selection committee with specific skills, expertise, experience guidance]*

9. Members of the Board will be determined by a process with the following elements:
 - a. **The City Council will form a Selection Committee of five members,**
 - b. Prospective Board members must apply according to a set of minimum guidelines. These will include:
 - i. City of Albuquerque residency
 - ii. Successful background check.
 - iii. Will not have engaged in a pattern of unsubstantiated complaints against APD.
 - iv. Demonstrated ability to engage in mature, impartial decision making.
 - c. **The Selection Committee / Identified stakeholder groups** will recommend Board members to the City Council, which retains final selection authority.

10. The Board will consist of 9 members who collectively have a broad range of skills, backgrounds and experience, and will not be selected by individual City Councilors.
 - a. Members will serve up to two **3/4 year**, staggered terms.
 - b. **Five/All At-Large members.**
 - c. **There will be Four expert positions, including those who have expertise in the field of Public Safety for example :**
 - i. **Prosecuting attorney**
 - ii. **Public Policy expert**
 - iii. **Defense Attorney**
 - iv. **Former police officer not affiliated with APD or BCSO.**

11. Upon selection, Board members will complete an orientation program consisting of the following:

- a. Attendance at Board meetings.
- b. Becoming familiar with Agency policy and procedures.

Failure to complete the orientation program will result in not being appointed to the Board.

12. All Board members will complete a specific training program, which shall consist of:

- a. Completion of the APD Civilian Police Academy
- b. Civil Rights training
- c. A specific number of APD Ride-Alongs
- d. Periodic additional training programs
- e. Annual firearms simulation training (FATS)
- f. Internal Affairs training

Board members are also encouraged to attend national conferences and workshops relating to police oversight, such as the annual NACOLE conference.

Failure to comply with the training requirements may result in dismissal from the Board.

Goal 4: The Civilian Oversight Agency will develop and implement a program of community outreach with the intent of reaching a broader segment of the community

Recommendations:

16. The Civilian Oversight Agency will periodically report on its community outreach efforts to the City Council.