

**POLICE OVERSIGHT BOARD  
POLICY AND PROCEDURE REVIEW SUBCOMMITTEE**

**Tuesday, September 15, 2015 – 10:00 am  
City Council Policy Room, 9<sup>th</sup> Floor City Hall**

**Members Present**

Dr. Susanne Brown (Chair)  
Beth Mohr  
J. Scott Wilson  
Leonard Waites (by proxy)

**Others Present**

Paul Skotchdopole  
Diane McDermott  
Karen Garcia  
Sean Gassner  
Mark Baker

**Minutes**

- I. Welcome and Call to Order:**  
Chair Susanne Brown called the meeting to order at 10:00 am.
- II. Approval of Agenda.** Motion to approve agenda made by J. Scott Wilson.  
Seconded by Susanne Brown.  
For: Unanimous.
- III. Approval of the Minutes.** Motion to approve the 8-13-15 Minutes made by J. Scott Wilson. Seconded by Leonard Waites.  
For: Unanimous
- IV. Public Comments.** None.
- V. Review of Albuquerque Police Department Retaliation Policies**  
The Subcommittee discussed the language of the retaliation policy. The Subcommittee discussed the definition of retaliation and decided on wording to include in the policy. The Subcommittee discussed whether this should be a newly created policy or added to an existing policy. The Subcommittee decided on desired wording for the policy.

Beth Mohr motioned:

The Subcommittee recommends creating a new APD Retaliation Policy with the following wording: *Retaliation by any member of this Department is prohibited. Retaliation is adverse conduct towards any individual or group, not otherwise authorized by law or policy, in response to the individual or group:*

- *Exercising their legal rights; or*
- *Making or supporting a complaint; or*
- *Making or supporting a claim; or*
- *Because they have made a charge, testified, assisted or participated in any manner in any investigation, proceeding or hearing; or*
- *Due to the lawful exercise of their duties.*

*Retaliation includes intimidation, coercion, or adverse action against any person in the workplace or community by any member of APD. The Subcommittee discussed that the language should incorporate citizens as well as APD employees identifying exactly who is being protected.*

The recommended sanction for this newly created policy on the APD chart of sanctions would be 1-4

Chair Brown seconded the motion.

For: Unanimous

#### **VI. Prioritization of Use of Force**

The Subcommittee discussed the Use of Force policy. Paul Skotchdopole reported the policy was going back and forth between the DOJ and APD. Mark Baker suggested the subcommittee members familiarize themselves with the existing policy and highlight areas of concern for revision from a community member's perspective. It was agreed the matter would be discussed at the next meeting.

#### **VII. Presentation from APD's Quality Assurance**

Quality Assurance Auditors Karen Garcia and Sean Gassner presented the organization of their unit and the division of work to review compliance with the DOJ Settlement Agreement. Developing SOPs is the first stage to ensure the SOPs represent the DOJ requirements. The second stage will then be to look at the compliance with those policies.

Chair Brown asked the presenters what tools they use to aid in their task. The Auditors mentioned the usefulness of PODIO project management software. The Subcommittee discussed how the POB could stay apprised of the progress or if someone from the CPOA should have access to this system. The Subcommittee decided for now to have the Quality Assurance Auditors report at the POB meetings with other staff reports when the auditors were ready to present regular status reports.

**VIII. Other Business.**

Beth Mohr asked that the 2016 schedule for the POB meetings be published as soon as possible

**IX. Next meeting was set for Tuesday, October 20, 2015 at 10:00 am. Future meetings will regularly be the 3<sup>rd</sup> Tuesday of the Month at 10:00 am.**

**X. Adjournment.** Motion to adjourn by Chair Brown. Seconded by Member Beth Mohr.

For: Unanimous.

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Approved by:  
Dr. Susanne Brown, Chair  
Policy Review Subcommittee

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Date

CC: Julian Moya, City Council Staff  
Natalie Y. Howard, City Clerk  
Rey Garduño, City Council President