



Civilian Police Oversight Agency

Semi-Annual Report

July 2019– December 2019

Mission Statement

“Advancing Constitutional Policing and Accountability for the Albuquerque Police Department and the Albuquerque Community”

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Executive Director

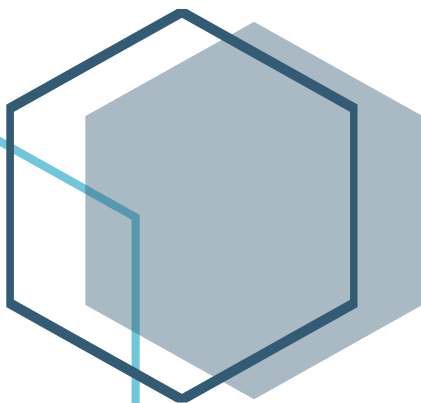


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List of Acronyms

- APD- Albuquerque Police Department or “Department”
- CPOA- Civilian Police Oversight Agency
- CPOAB- Civilian Police Oversight Agency Board or “Board”
- DOJ- Department of Justice
- APOA- Albuquerque Police Officers Association
- CASA- Court Approved Settlement Agreement
- IA- Internal Affairs
- SOP- Standard Operating Procedures
- CRC- Case Review Subcommittee
- PNP- Policies and Procedures Subcommittee
- CPC- Civilian Police Complaint
- SNBOOC- Sustained Not Based on Original Complaint
- OBRD- On-Body Recording Device
- SUOF- Serious Use of Force
- OIS- Officer Involved Shooting
- ECW- Electronic Control Weapons
- OPA- Office of Policy Analysis
- PPRB- Policy and Procedures Review Board
- FRB- Force Review Board

REPORT HIGHLIGHTS

- Civilian Police Oversight Agency recorded (176) complaints while (92) complaints were assigned CPC numbers during this reporting period.
- Number of complaints pending at the start of reporting period were (81), while the Agency closed (118) complaints during this reporting period.
- 57% of the civilian police complaints were closed within 120 days.
- APD employees received (126) commendations.
- Agency considered (92) complaints in this reporting period compared to (152) in the last reporting period.
- (118) complaints were closed compared to (101) complaints closed in the last reporting period.
- 74% of complaints closed during this reporting period had the finding of 'Administratively Closed' and 56% of those were due to 'No SOP Violations'.
- (11) SOPs were reviewed (72) times for (24) cases with disposition other than Administratively Closed. SOP 1-1 Personnel Code of Conduct was reviewed (28 times) in civilian police complaint investigations.
- (72) APD employees were involved in complaints received during this reporting period. (66) were involved once, (5) involved twice and (1) involved three times. The majority (33%) were of the rank Police Officer 1st class.
- 90% of APD employees receiving complaints were White while 77% of employees were Male.
- The youngest APD employee to receive a complaint was 22 years old while the oldest employee was 66 years old.
- (84) citizens were identified among complaints received. Female complainants comprised a slightly larger number (37), compared to Male complainants (30). (1) complainant identified themselves as Transgender. (16) complainants did not record gender information. Youngest (19), Oldest (79) years old.
- (31) citizens were White while (37) did not report on race. (22) were Hispanic, (17) non- Hispanic while (45) citizens did not report their ethnicity.
- Most of the citizens were Heterosexual (approx. 40%), while a significantly larger number (50%) did not report on their sexual orientation.
- (9) complainants stated they experience Mental health issues while (28) did not identify their Mental health status. The majority, (47) citizens reported they have no Mental health issues.
- (7) citizens stated they struggle with Homelessness while (52) reported they do not struggle with Homelessness. (25) did not identify their housing status.
- (33) Serious Use of Force incidents and (8) Officer Involved Shooting incidents occurred in this reporting period.

Introduction

The Civilian Police Oversight Agency (CPOA) is an independent Agency of the City of Albuquerque and is neither part of the City government or the City Council. The CPOA consists of the Board (CPOAB) and an Administrative Office (CPOA or “Agency”) led by the Executive Director. The CPOA receives, investigates, and reviews complaints and commendations submitted by community members concerning the Albuquerque Police Department (APD). As defined in the ordinance section (§ 9-4-1-2), the purpose of the CPOA is to:

- (A) Foster and perpetuate policing policies and practices that effectively maintain social order and which at the same time foster mutual trust and cooperation between police and civilians;
- (B) Ensure that the civilian police oversight body functions as independently as possible from the executive and legislative branches of government of the City of Albuquerque;
- (C) Provide civilians and police officers a fair and impartial system for the investigations and determinations on civilian police complaints;
- (D) Gather and analyze information, reports, and data on trends and potential issues concerning police conduct and practices and the related impacts on the community and individuals; and
- (E) Provide input, guidance and recommendations to the City Council, the Mayor and the Chief of Police for the development of policy for the Albuquerque Police Department.

The CPOA is mandated by the Oversight Ordinance (§ 9-4-1-10) to regularly inform the Mayor, the City Council and the Public by submitting written semi-annual reports. The information contained in this report is for period beginning July 1st, 2019 through December 31st, 2019. This report is divided into the following sections:

- I. Complaint Details
- II. Employee and Citizen Demographic Characteristics
- III. Serious Use of Force & Officer Involved Shooting Incidents
- IV. Public Outreach
- V. CPOA/Board Policy Activities, Policy issues at APD & Policy Recommendations by CPOA/Board
- VI. Legislative Amendments to Oversight Ordinance

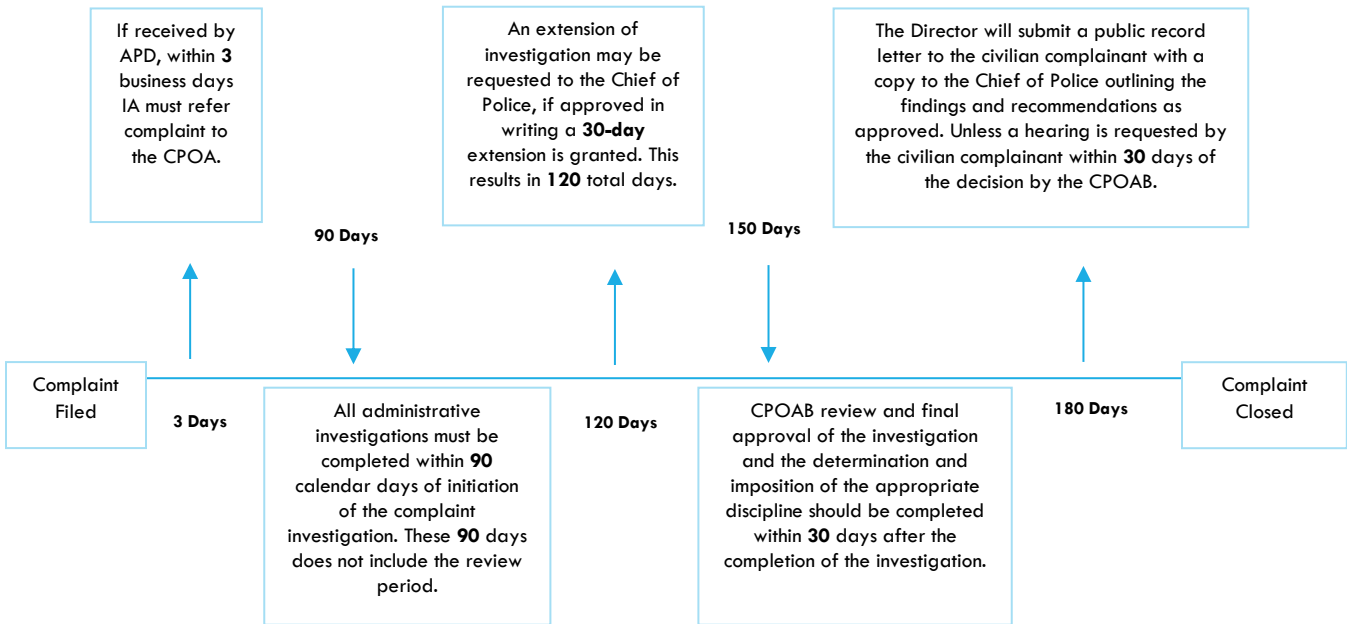


The first section, 'Complaint Details,' identifies the total number of complaints recorded and considered/received (assigned CPC) during the last six months of 2019. This section covers complaint closure time and an explanation of Agency's closure process; the number of complaints by city council districts and a comparison of complaints received and closed with the previous year. Furthermore, the section provides information related to the source of complaints received, SOPs reviewed by investigators for complaints closed and identifies the disposition of complaints as required by the ordinance.

The second section, 'Employee and Citizen Demographics,' reports demographic information on both APD employees and complainants. The information includes gender and race of employees involved; rank of employee; their assigned bureau and division; median age, and identifies employees involved in repeated complaints. The information reported in this section also classifies citizen complainants by their gender; race and ethnicity; sexual orientation; housing and mental health status and if complainants are interested in mediation.

The third section 'Serious Use of Force' and 'Officer Involved Shooting' will provide a snapshot of number of incidents that occurred during the second half of 2019. Section four will highlight Outreach Initiatives undertaken by the CPOA/Board during this reporting period. The fifth section highlights 'CPOAB Policy Activities, Policy Issues Identified at APD and Policy Recommendations provided by CPOA/Board during this reporting period. The final section of this report will identify Board's recommendation of Legislative Amendments to Oversight Ordinance.

Complaint Process



Complaint Timelines

Civilian police complaints can either be filed with the police department or with the CPOA itself. If the complaint is filed with the police, they must refer the complaint to the CPOA within three business days. Once the complaint is received by the CPOA, there are seven days (the ordinance does not specify if these are calendar days) to assign the complaint to an investigator. The CPOA will mediate complaints, whenever appropriate and agreed upon by the parties. During this period, mediation program was halted and required new stipulation to be filed with the court for its reinstatement. If the case is not appropriate for mediation, the CPOA will open a case and assign it to an investigator. The assigned investigator will interview witnesses, obtain evidence, and interview the APD personnel involved, when appropriate. Once the investigation of the complaint is completed, the Executive Director of the CPOA will review the findings of the investigation to determine if there are any violations of Albuquerque Police Department Standard Operating Procedures (SOPs). The investigator may close the complaint following an initial investigation or the investigator may take it to a full investigation. A complaint can be resolved without a full investigation for the following reasons:

- The investigator verifies after initial review that it does not constitute misconduct by an employee,



- The investigator cannot minimally substantiate allegations,
- The policy violations are minor,
- The allegations are duplicative,
- There is lack of information to complete the investigation,
- The complainant requests a withdrawal of the complaint, or
- The complaint was lodged against someone who is not an APD employee.

After receiving the complaint, the CPOA has ninety-calendar days to complete the administrative investigation. A thirty-calendar day extension may be requested from the Chief of Police and must be approved in writing. With extension granted, the CPOA has a total of 120 days to complete the investigative process. In some cases, if citizens do not file complaint with the CPOA immediately after the incident, the body camera footage of the incident may not be available to CPOA investigators due to APD's On-Body Recording Device (OBRD) video retention policy of 120 days.

The CPOAB reviews the outcome of every complaint during the case review subcommittee (CRC) meetings and also later in the presence of full Board during monthly meetings. During these monthly meetings, the CPOAB concludes whether they agree or disagree with the Agency's finding. During this review period, it is possible that the CPOAB will disagree with the Agency's finding and return the complaint to the CPOA for further investigation. The additional amount of time given to resolve the complaint resulting from CPOAB non-concurrence is not explicitly specified in the ordinance.

Upon approval of the findings and recommendations by the CPOAB, the CPOA Executive Director as per the ordinance, must submit a public record letter to the civilian complainant and to the APD Chief of Police with the findings and recommendations. Upon receipt of the findings, the civilian complainant has 30 days to request an appeal of the CPOAB's decision. If no appeal is requested, the Chief of Police must notify the CPOAB and the original complainant of his or her final disciplinary decision. The Chief of Police retains sole authority to take disciplinary action against an APD employee for violations of the SOP. The complainant may disagree with the Chief's disciplinary findings and can file an appeal to the Chief Administrative Officer for the City of Albuquerque concerning the discipline issues. If the investigation exceeds nine months, the Executive Director of the CPOA must report the reason to the CPOAB. The Agency does not conduct criminal investigations. At any point during the investigative process, if the investigators



at the Agency determine criminal allegations are associated with the civilian complaint, the case is forwarded to Internal Affairs at APD.

There are six possible findings that the APD and the CPOA use:

- **Sustained** – Where the investigation determines, by a preponderance of the evidence that the alleged misconduct did occur.
- **Not Sustained** – Where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.
- **Exonerated** – Where the investigation determines, by a preponderance of the evidence, that the alleged conduct did occur but did not violate APD policies, procedures, or training.
- **Unfounded** – Where the investigation determines, by clear and convincing evidence, that the alleged misconduct did not occur or did not involve the subject officer.
- **Sustained Violation Not Based on Original Complaint (Sustained/NBOOC)** – Where the investigation determines, by a preponderance of the evidence, that misconduct did occur that was not alleged in the original complaint but was later discovered during the investigation.
- **Administratively Closed** – Where the policy violations are minor, the allegations are duplicative, or investigation cannot be conducted because of the lack of information in the complaint.

Data

This report highlights complaints recorded (complaint intake) and considered (complaints received) along with the disposition; demographic information of employees and complainants; number of serious uses of force incidents and officer involved shootings. It also provides information regarding policy issues at APD identified during the reporting period; policy recommendations given by CPOA/CPOAB and the public outreach efforts by CPOA. Data for this report is retrieved from the IA Pro (Internal Affairs record management database), Citizen Complaint data retained by CPOA, CPOAB meeting minutes and City of Albuquerque Human Resources. Source of the data will be identified alongside each figure and table. There are several limitations and missing data sets that will also be mentioned alongside different sections of this report.

Since the majority of the data is extracted from IA Pro database, it is worth noting that CPOA is not an IA Pro administrator and only has limited control over data entry into the database. CPOA does not conduct audits of database for accuracy. As a result, the CPOA is unable to certify the accuracy of APD’s Internal Affairs data. Since the data were drawn from live databases, complaints, allegation, employee/citizen demographics and outcome numbers will fluctuate over time and are subject to revision. Unless otherwise noted, the data presented in this report was last retrieved from IA Pro on June 15, 2020. Due to changes in coding or analysis of complaints, specifications, findings, and discipline, there may be discrepancies between historical data presented in this report and data presented in previous CPOA reports.

Commendations

Individuals can submit commendations or “Job Well Done” forms for APD employees who provide exemplary service. Commendations are unsolicited attestation that the employee has done something extraordinary for which they should be recognized. APD gives commendations and awards to officers whose actions rise above the expected standards of key departmental values (honor, courage and commitment to community service). During the reporting period from July 1st 2019 to December 31st 2019, APD employees received (126) commendations. Most of them (approx. 36%) were received in the month of September.

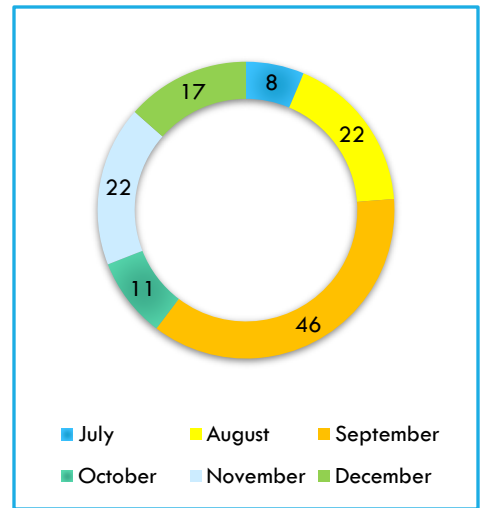


Figure 1 below presents a snapshot of employees who received commendations by their assigned Bureau. 58% of the employees who were recognized by a ‘Job Well Done’ belonged to Field Services Bureau. Employees in Investigative Bureau received (34) commendations, while employees in Administrative Services Bureau received (4) commendations during this reporting period. There is missing data for (6) commendations received during this period, that does not identify employee’s by Bureau.

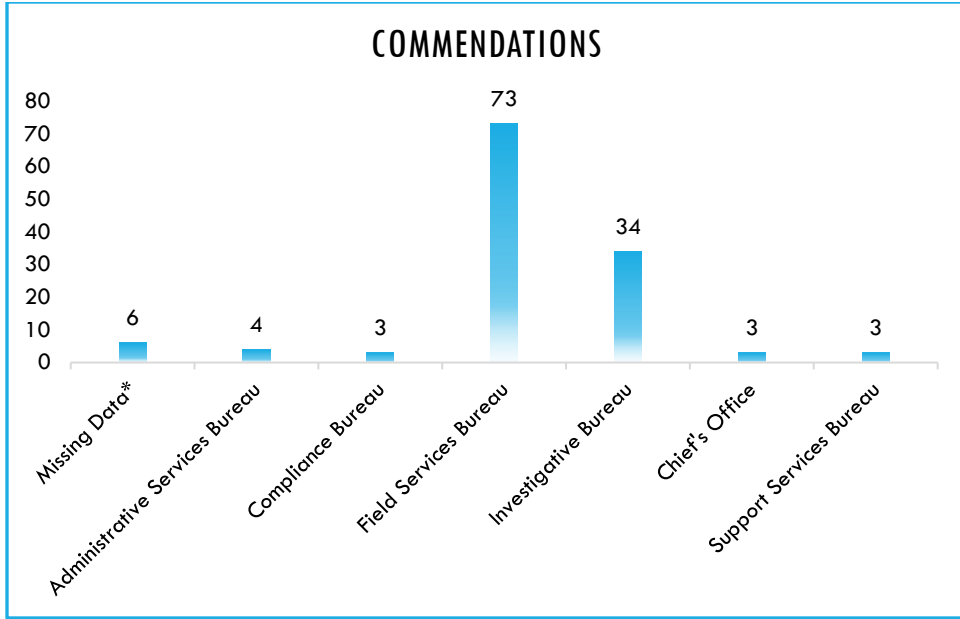


Figure 1. Number of Commendations received by Employee's Bureau
Data Source: IA Pro July-December 2019

Section I. Complaint Details

Civilian Police Oversight Agency is responsible for receiving and investigating all complaints involving APD employees and ensuring that the complaint process is accessible to all members of the community. Any person claiming to be aggrieved by actions of the police may file a complaint against the Department or any of its employees. During the reporting period of July to December 2019, the CPOA recorded (176) complaints out of which (92) were assigned a CPC number which are reported as complaints received in this report. (84) complaints did not get assigned a CPC number due to reasons including but not limited to:

- Duplicate complaints (already assigned a CPC number),
- Complaints not involving APD personnel (out of jurisdiction),
- Complaints at time of receipt were resolved through informal mediation,
- Driving complaints that are directly forwarded to officer supervisor for resolution,
- Lack of information to open an investigation and,
- Complaints which were forwarded to Internal Affairs due to aspect of criminal allegations.

<u>COMPLAINTS RECEIVED</u>
(THOSE ASSIGNED A CPC NUMBER)
92
<u>COMPLAINTS CLOSED</u>
118
<u>COMPLAINTS OPENED & CLOSED</u>
(CASE INVESTIGATION INITIATED AND CLOSED DURING THIS REPORTING PERIOD)
37
<u>COMPLAINTS PENDING AT START</u>
(COMPLAINTS FILED PRIOR TO THIS REPORTING PERIOD)
81
<small>DATA SOURCE: IA PRO</small>

Complaints received by each month can be seen in the figure below, majority (approx. 32%) were received in the month of July. The CPOA closed (118) complaints during the reporting period. Of all complaints that were closed, (approx. 74%) were assigned a finding of administratively closed.

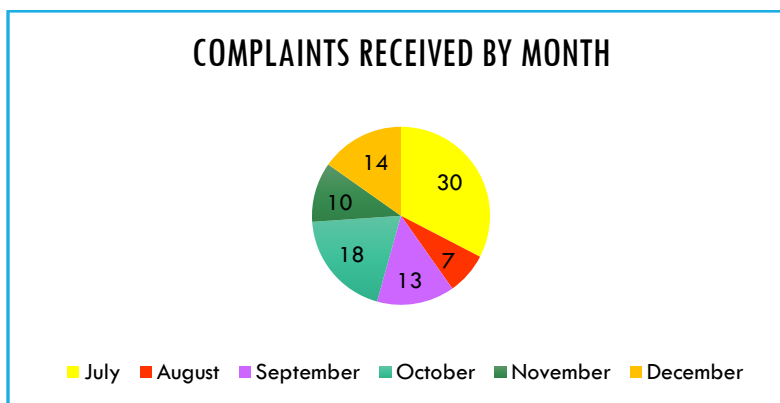


Figure 2. Number of Complaints received by Month
Data Source: IA Pro July-December 2019

Complaint Closure Time

Complaints closed by the total number of days for the current reporting period is highlighted in this section. (45) out of the (118) complaints were closed in less than 90 days. As noted earlier, all complaints must be completed within 90 days unless an extension from APD’s Chief has been requested and granted. (22) complaints were closed between 90 – 120 days, (14) between 121 – 150 days, (9) between 151 – 180 days, (15) between 181 days and 9 months. (13) complaints which were closed during this period took more than (9) months for completion. A major factor leading to the delayed completion of some complaints can be attributed to limited investigators at the Agency working on clearing a backlog of complaints from previous years. Table 1 below provides a snapshot of all complaints closed by amount of time it took for closure.

Less than 90 days	90-120 days	121-150 days	151-180 days	181 days- 9 months	More than 9 months	Total
45	22	14	9	15	13	118

*Table 1. Complaints Closure timelines
Data Source: IA Pro July-December 2019*

Complaints Closure Process

This sub-section explains the difference of complaint closure by investigators compared to when they are closed by the Agency (after investigative findings are heard by the CPOAB and the finding letters are sent to citizens). This analysis explains why some cases are reflected as taking longer than the 90-120 days deadline as required by CASA. The usual process of the Agency is that when cases are completed by investigators, they are heard by CRC which agrees or disagrees with case findings. These are then forwarded to the full Board within the same month or the next month’s Board meeting. Sometimes all cases cannot be heard by CRC and so the remaining cases are forwarded to the next month’s CRC, causing at least a one-month delay. Cases that are not heard by CRC are not put on that month’s full Board agenda which adds more time to the process of case completion.



For reporting purposes in this semi-annual report, it is important to keep in mind that cases which are shown as completed for the period of July 1st to December 31st 2019 are those that were completed and heard by the CRC, voted on by the full Board and the citizen was informed of the Agency's decision. We are not assuming that cases are closed when investigators close them from their end. Some cases that are closed by investigators in November or December of 2019, might not have been heard by the CPOAB until January or February of 2020, so they will be reported as closed in the next reporting period, once closed in IA Pro database.

Complaint Source

Complaints received by the Agency can come through different sources. A complainant may file it in writing or over the phone. They can email, send the complaint through regular mail, or even fax the complaint. Complaint forms are available online, at all police sub-stations, libraries and community centers across Albuquerque - covering more than fifty locations. For the period of July to December 2019, out of the (92) complaints received, (28) reached the Agency through online self-reporting by citizens, (17) complaints were through email, while (14) were received by the Agency through walk-ins at the office. It is important to highlight that the source for (20) complaints was missing in the IA Pro database mainly due to cases still at initial and active stages of the investigative process and the source is usually recorded at the time of case closure in IA Pro. Figure 3 below identifies the source of all complaints that were received during the current reporting period.

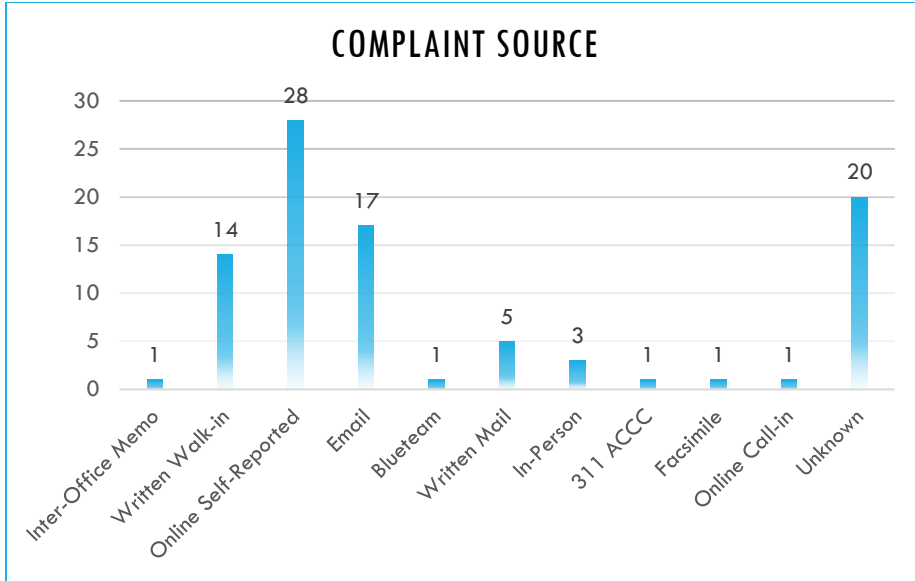


Figure 3. Complaint Source
Data Source: IA Pro July-December 2019

Complaint by City Council Districts

The information reported in this sub-section provides a list of complaints received for all incidents that occurred during this reporting period by city council districts. Of the (9) city council districts in Albuquerque, most complaints were received for incidents occurring in District 2 and District 6, with (12) and (9) complaints respectively. (19) complaints do not identify city council district in the IA Pro database due to cases that are in the initial and active stages of the investigative process and such information is reported in IA Pro after the case is completed.

Several citizens who filed complaints did not provide information regarding incident location, which made it difficult to identify city council districts. Some complaints were filed against employees for reasons not involving a physical incident, such as conduct by an employee over the phone. Such instances can lead to large number of missing information regarding city council districts in IA Pro database. These are shown as 'not reported' in the table below.



(4) complaints received during this reporting period were ‘Out of Area’ suggesting the incident occurred out of city council’s jurisdiction. Table 2 below provides a snapshot of complaints received by council districts.

City Council District	Number of Complaints
1	4
2	12
3	5
4	8
5	7
6	9
7	4
8	6
9	7
Out of Area	3
Not Reported	8
Unknown	19
Total	92

Table 2. Complaints received by City Council Districts
Data Source: IA Pro July-December 2019

Complaint Trend

Figure 4.1 and 4.2 presents the number of complaints received and closed by the Agency during the second half of 2019 compared to the last two years. The information provided here provides a comparison of the trend seen in complaints received in the 2017 and 2018. This comparative analysis can help us understand numerous things. First, more complaints received might suggest an occurrence of more police misconduct incidents or fewer complaints can indicate an improvement in officers’ conduct. An increase in complaints received can also suggest that citizens are now more aware of the complaint process compared to previous years leading them to file more complaints, which can be attributed to better community outreach by the Agency.

Secondly, a comparison of complaints closed with previous years will identify why more or fewer cases are completed in the current period. The information is useful to understand if there is a need to have more investigators due to fewer complaint closures and will also reflect on the efficacy of the investigators. However, it is important to note that some investigations generally take more time than others due to factors including but not limited to more associated allegations and/or more



employees involved. Nevertheless, trends highlighted here will help educate the policy makers to make conversant decisions.

(92) complaints were received during the current reporting period compared to (152) complaints received during the first half of 2019. During the first half of 2018 and 2019, the Agency received (153) and (152) complaints respectively as seen in figure 4.1 below. The trend for complaints received suggest that the Agency tends to receive more complaints during the first half of the year compared to the second half. As shown in figure 4.2, the Agency closed (118) complaints during the current reporting period. Complaints closed for this reporting period had seen a slight increase compared to complaints closed in the last reporting period (101), but saw a significant increase if comparisons are made with the second half of 2018 in which the Agency closed (60) civilian police complaints. There has been an overall increase in complaint closure by the Agency from the year 2017 in which the Agency closed (110) complaints in the whole year compared to (219) complaints that were closed in the year 2019.

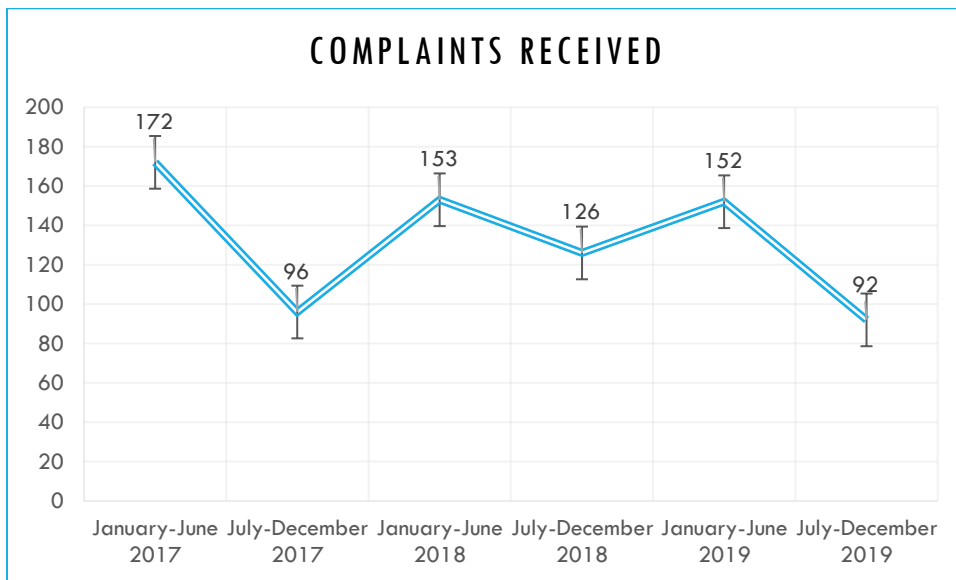


Figure 4.1. Civilian police complaints received trend
Data Source: IA Pro January 2017-December 2019

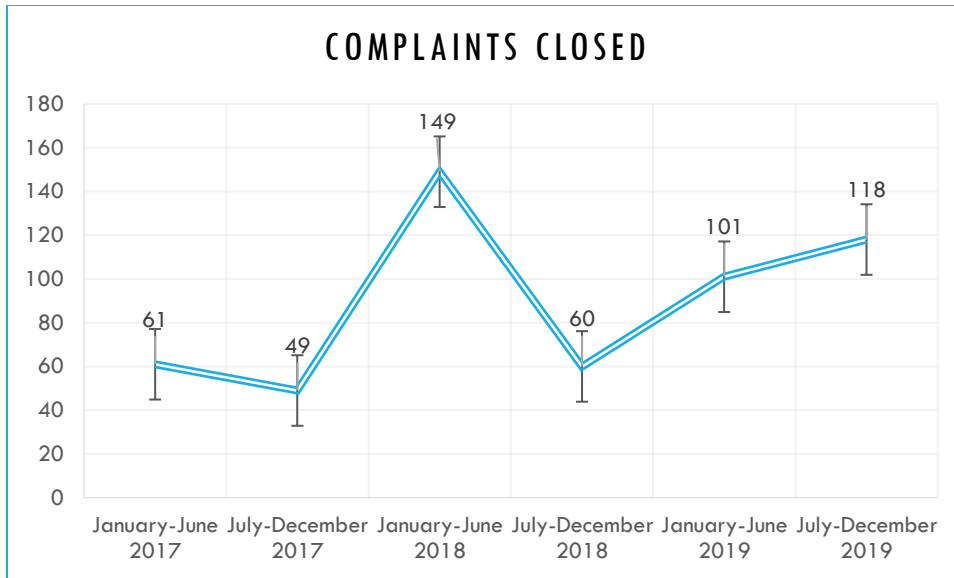


Figure 4.2. Civilian police complaints closed trend
Data Source: IA Pro January 2017-December 2019

Complaint Findings/Disposition

Following the completion of investigation for civilian police complaints, the CPOA recommends one of several disposition/findings. These include: Unfounded (investigation determined that misconduct did not occur), Sustained (alleged misconduct did occur), Not Sustained (unable to determine by preponderance of evidence whether misconduct occurred), Exonerated (alleged conduct occurred, but did not violate APD policies, procedures or training), Administratively Closed (minor policy violation, duplicative allegations, or cannot conduct investigation due to lack of information in the complaint) and Sustained NBOOC (finding not based on original complaint).

Figure 5 below illustrates findings by the CPOA for all the complaints closed during July to December 2019. Out of (118) closed complaints, 74% complaints were closed administratively, (5) were assigned sustained findings, (17) were unfounded, (6) exonerated and (1) was assigned a finding of sustained not based on original complaint (SNBOOC). SNBOOC means that investigator during investigation identified other misconduct which was not identified in original complaint. (1) complaint was closed by the Agency due to duplicity. It is important to note that there can be more than one allegation in one civilian police complaint. For instance, if there are 3 allegations in one complaint, there will be 3 findings for each allegation, 1 can be administratively closed, 1 can be

exonerated and 1 sustained. For such case, the findings in this report will be reported as ‘sustained’ which is the highest disposition as it is reported in IA Pro database.

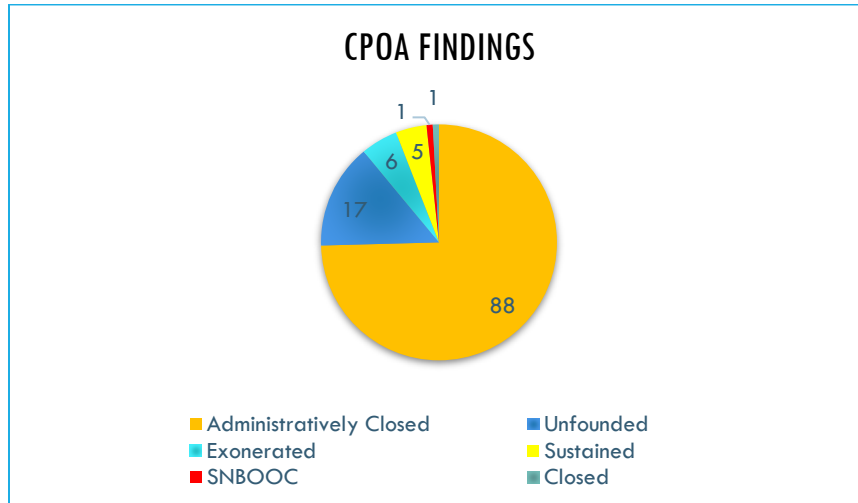


Figure 5. CPOA findings for complaints closed
Data Source: IA Pro July-December 2019

Table 3 below provides a snapshot of all administratively closed cases during this period and identifies why they were assigned this finding. Nearly 56% of all cases were assigned the finding of administratively closed due to ‘No SOP violation’.

Duplicative	Lack of information	Minor violation	No jurisdiction	No officer identified	No SOP violation	Mediation	Withdrawn	Admin closed	Total
5	9	1	6	2	50	2	2	11	88

Table 3. Administratively closed cases, findings reason
Data Source: IA Pro July-December 2019

SOPs Reviewed for Complaints Closed

This sub-section identifies allegations associated with complaints that were closed by the Agency during this reporting period. Since administratively closed cases comprise 74% of the total cases closed and no allegations were identified by investigators for these findings, it is not possible to provide information regarding SOPs violated. Once administratively closed cases are changed to unfounded as recommended by the monitor, it will identify the SOPs that are investigated as part



of the process. For this reporting period, we can only identify SOPs that are reviewed for 26% of the investigative cases with the disposition of sustained, exonerated, unfounded and SNBOOC cases. With the help of this data, we can identify the SOPs which are violated more often and what kind of misconduct are department personnel mostly involved in.

(11) SOPs were reviewed (72) times for (24) cases with disposition other than administratively closed. SOP 1-1 (Personnel code of conduct) was reviewed (28) times while 2-92 (Crimes against children) came under review (20) times in civilian police complaint investigations for the current reporting period. SOP 2-92 came under review (19) times in a single case. (6) complaints with the disposition of Unfounded did not identify any SOPs that were investigated. Table 4 below highlights all (11) SOPs that were reviewed and times they were reviewed by investigators.

SOP Number and Title	Times Reviewed
1-1 Personnel Code of Conduct	28
2-92 Crimes Against Children	20
2-8 Use of OBRD	2
3-13 Officer's Duties and Conduct	7
3-14 Supervisory Leadership	3
2-60 Preliminary and Follow-up Criminal Investigations	3
2-16 Records	1
2-80 Arrests, Arrest Warrants and Booking Procedures	1
2-73 Submission of Evidence, Confiscated Property, and Found Items	2
3-20 Overtime, Compensatory Time and Work Shift Designation	1
5-4 Juvenile Section	4

*Table 4. SOPs reviewed in CPOA Investigations
Data Source: IA Pro July-December 2019*

Section II. Employee and Citizen Demographic Characteristics

Section 9-4-1-10-B of the ordinance requires reporting of information pertinent to subject officers and complainants in the semi-annual reporting. This section is divided into two sub-sections. The first sub-section will provide information regarding APD employees who were involved in complaints while the second sub-section reports on demographic statistics of citizen complainants for all complaints that were received during the reporting period from July 1st 2019 to December 31st 2019.

Employee Characteristics

Complaints can be filed against both sworn and non-sworn employees of Albuquerque Police Department. A total of (72) APD employees were involved in complaints received during this reporting period. Out of (92) total complaints received for the reporting period, (58) provided information regarding sworn and non-sworn APD employees while (34) complaints did not identify involved employees in the IA Pro database. Out of (34) complaints that did not identify employee information, (25) had findings of 'administratively closed', (2) complaints are still in 'initial stage' and (5) are 'active investigations', (1) was forwarded to IA and (1) was closed with the issue being resolved by the complainant requiring no investigation. Administratively closed cases do not require identifying involved employees as highlighted in the collective bargaining agreement. Note that one complaint can have more than one employee involved so we might have information of one employee in a particular complaint but that complaint might have missing information about other employees.

As required by the ordinance and CASA, this sub-section reports on demographic characteristics of APD employees who were identified in civilian police complaints received during this reporting period. The information reported here provides a snapshot of the employee's rank who were involved in the complaints; includes information on employees by the number of times they were involved in complaints received; their assigned bureau and division; their race; gender and their median age. Table 5 below illustrates the total number of APD employees by their ethnicity and gender from July to December 2019 which can be useful in making comparisons of department's total employee with employees identified in civilian police complaints.

Ethnicity	Female	Male	Total	%
American Indian or Alaskan Native	16	14	30	2.1
Asian (Not Hispanic or Latino)	2	13	15	1.0
Black	1	23	24	1.7
White (Not Hispanic or Latino)	176	510	686	47.5
Two or More Races (Not Hispanic or Latino)	7	14	21	1.5
Native Hawaiian or Other Pacific Islander	1	5	6	0.4
Hispanic or Latino	262	401	663	45.9
Total	465	980	1445	100%

Table 5. APD Employee Demographics July-December 2019
 Include both Sworn and Non-Sworn APD Employees
 Data Source: City of Albuquerque, Human Resources

Employee Rank/Title

As mentioned earlier, (72) employees were involved in complaints received during the current reporting period. Among the complaints that identified employee’s information, (24) had the rank of Police Officer’s 1st class and (14) were Senior Police Officer 1st class. Figure 6 below provides information regarding all employees identified in complaints received, which reported employee information by their rank at the time of incident.

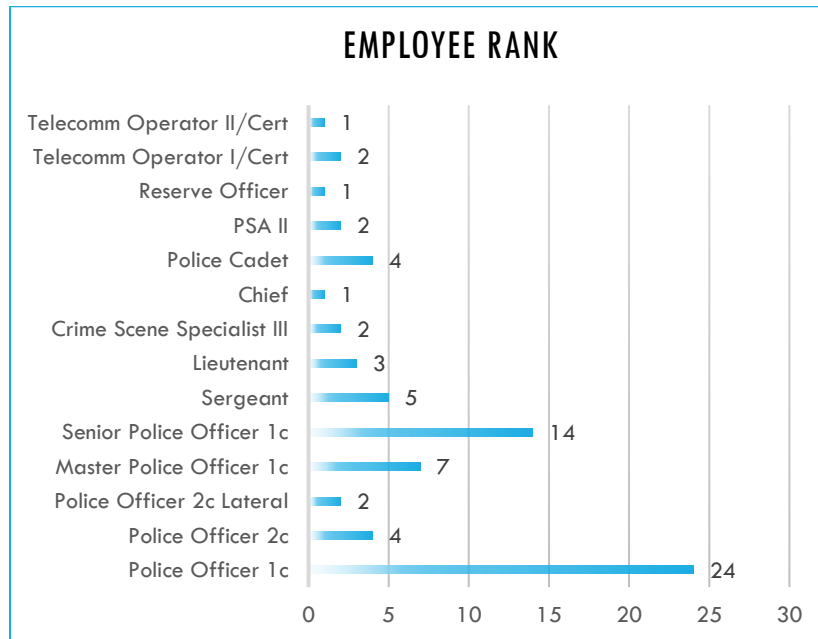


Figure 6. APD employees involved in complaints received by Rank
 Data Source: IA Pro July-December 2019

Employees Involved in Complaints Received

This sub-section identifies the number of complaints received and the number of employees involved in those complaints. As already highlighted, of the total (92) complaints received during the reporting period, only (58) provided information about employees involved. (44) complaints involved one employee. (10) complaints involved two employees and (2) complaints received concerned (3) employees. (1) complaint during this period involved (4) and (5) APD employees respectively. (34) complaints received have missing data and do not report information about employees involved. This section also reports on the number of times employees were involved in complaints received during this reporting period. Table 6.1 and 6.2 below is a snapshot of employees involved and times they were involved in the complaints received.

Civilian Police Complaints Received	Employees Involved
44	1
10	2
2	3
1	4
1	5

Table 6.1. APD employees involved in complaints received
Data Source: IA Pro July-December 2019

Employees	Times Involved
66	1
5	2
1	3

Table 6.2. Number of times APD employees involved
Data Source: IA Pro July-December 2019

Employees Assigned Bureau

This sub-section provides information pertinent to the bureau of employees involved at the time when a misconduct complaint was received against them by the Agency. There are five bureaus in APD which includes compliance, field services, investigative, support services and administrative services. There are data issues in IA Pro database that identifies aviation (part of administrative service bureau) and field services-east and west division as separate bureaus which in actual are part of field services bureau. Figure 7 highlights all the employees who were the recipient of complaints by their assigned bureaus. Note that (10) employees did not have information regarding their assigned bureau in IA Pro database and (1) employee who was involved in two separate complaints was part of two different bureaus at time of complaint receipt by the Agency.

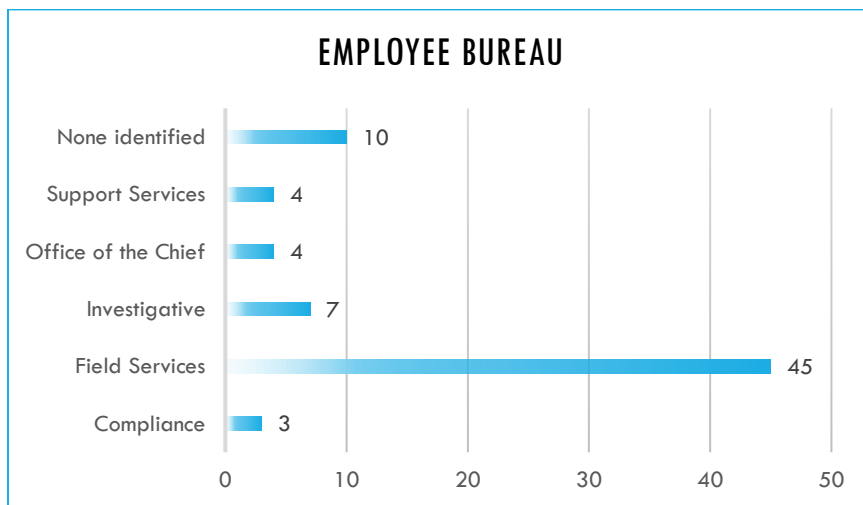


Figure 7. APD employees involved by assigned Bureau
Data Source: IA Pro July-December 2019

Employees Assigned Division

This sub-section provides information related to involved employee's division at the time when a misconduct complaint was received against them by the Agency. Most employees, (13) who received complaints during this reporting period were assigned to Northwest area command division. (9) employees from Valley area command division were the recipient of complaints while (8) employees were assigned to Southeast area command division when the Agency received

misconduct complaint against them during this reporting period. Further breakdown of employees by their assigned division at the time when complaints were received against them by the Agency is illustrated in figure 8 below. Note that (10) employees did not have information regarding their assigned division in IA Pro database and (1) employee who was involved in two separate complaints was part of two different divisions at time of complaint receipt by the Agency.

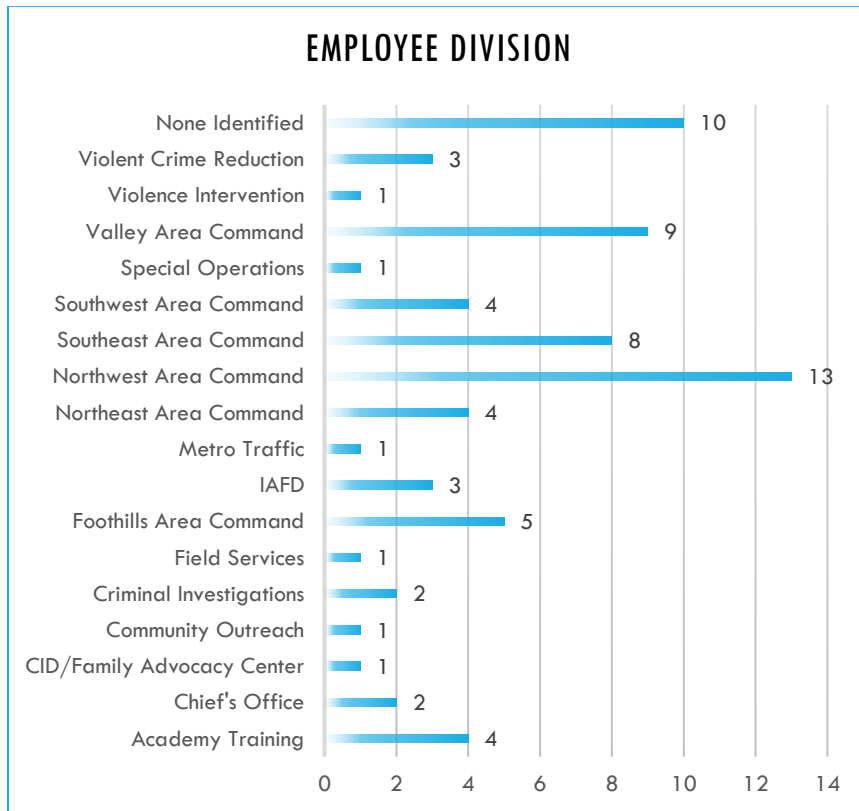


Figure 8. APD employees involved by assigned Division
Data Source: IA Pro July-December 2019

Employees Race and Gender

The CASA and oversight ordinance require capturing demographic information of APD employees who were the recipient of civilian police complaints. Reporting on such information helps identify the trends and biases of employees originating specifically due to the race and gender and will also help CPOAB to provide policy and procedural recommendations to APD. As seen in the figure 9, approximately 90% of APD employees identified in complaints received were white and approximately 77% of them were male.

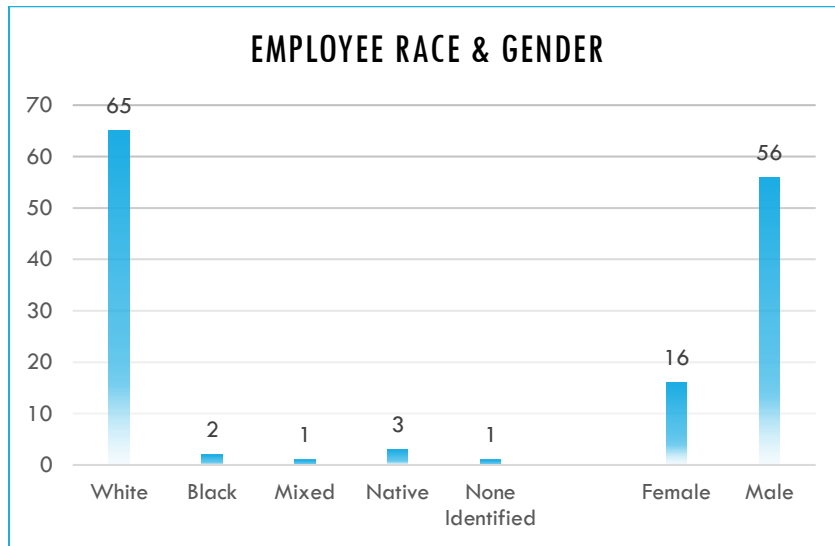


Figure 9. APD employees Race & Gender
Data Source: IA Pro July-December 2019

Employees Median Age

The median age range of all employees who were identified in misconduct complaints received during this reporting period is illustrated in the figure 10. Most employees (23) were in the age group of 26-30 years at the time of incident. The youngest APD employee receiving complaint was 22 years old while the oldest employee was 66 years old at time when the incident occurred. Figure 10 provides information regarding all employees' age who were identified in civilian police complaints at the time of incident.

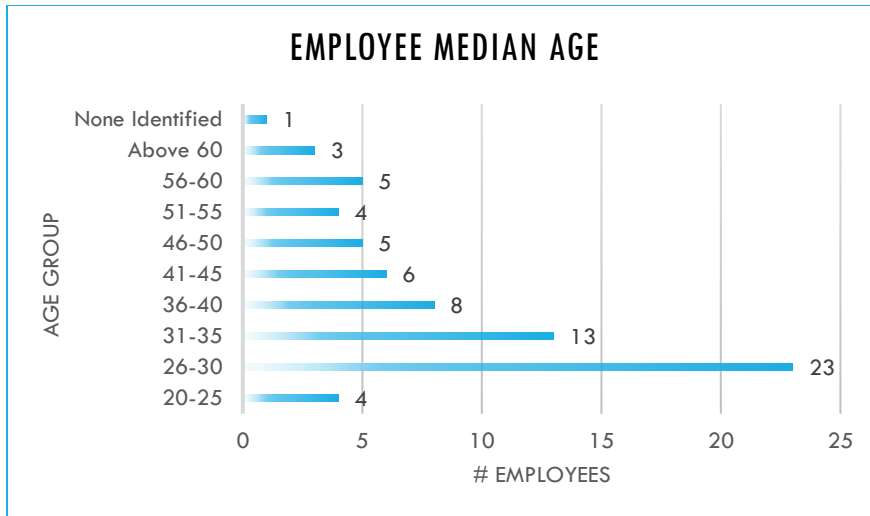


Figure 10. APD Employees Median Age
Data Source: IA Pro July-December 2019

Citizen Characteristics

Department of Justice emphasized in the CASA that CPOA must capture citizen/complainant demographic information. For this purpose, the Agency amended its complaint forms in order to capture additional data for involved citizens. For the current reporting period, the Agency received (92) civilian police complaints involving (84) citizens. The data provided in this sub-section provides information on complainants’ gender, race, ethnicity, sexual orientation, mental health status, median age, housing status (homeless), and also reports on whether citizens opted for mediation when they filed complaints with the Agency. Note that throughout this section, the term citizen and complainant will be used interchangeably.

During this reporting period, (3) complainants filed complaints with the Agency twice and (1) complainant filed complaints three times. (2) driving complaints did not identify citizens involved, while (1) complaint was made by Bernalillo County Sheriff Office which did not identify any individual information. The source of data reported in this section is from the complaint form ‘optional demographic section’. Note that information reported in this section is as reported by the citizen in the complaint form. The citizen might say they do not have mental health issues in the complaint, but the officer later determined that the citizen had mental health issues. The information here will state ‘no’ mental health issues as stated by the citizen on the complaint form. There is some data that is not reported by citizens regarding the demographic characteristics which will be highlighted alongside each sub-section.

Several complainants did not feel comfortable providing information about sexual orientation or information related to mental health issues. Some complaints were received via direct email, blue team or in written memorandum to the Agency which does not have any demographic information regarding complainants. This caused a significant large number of missing information for citizen demographics. Another reason for missing information is due to old complaint forms which did not capture all the information as compared to the new complaint form. Notably, some complaints are filed by citizens for other individuals. Demographic information captured may not have information of the actual complainant and may have information of those submitting the complaint form. Sub-sections below highlight demographic information of citizen/complainants from July 1st 2019 to December 31st 2019.

Complainant Gender

This sub-section provides information regarding the gender of complainants who filed complaints during this reporting period. Of the total (84) complainants, Female complainants comprised a slightly large number (37), compared to Male complainants (30). (1) complainant identified themselves as Transgender. During this period, (16) complainants did not record information regarding gender when the complaint was filed with the Agency.

<u>Male</u>
30
<u>Female</u>
37
<u>Transgender</u>
1
<u>Not Reported</u>
16

Complainant Race & Ethnicity

Data on race and ethnicity will help identify problems and population at risk, which is the crucial first step in providing policymakers with the information for effective decision-making. The data will also help understand the underlying causes of problems faced by specific groups of population due to police misconduct. It will help us understand if police officers are complying with civil rights law and will also help detect evidence of discrimination against certain population segments. As seen in figure 11, white complainants comprised of the largest percentage (approx. 36%). (44%) of the complainants did not report on race while submitting complaint with the Agency. Individuals with Hispanic ethnicity has slightly large percentage (26%) compare to non-Hispanic (20%) with (54%) again not reporting on information about ethnicity.

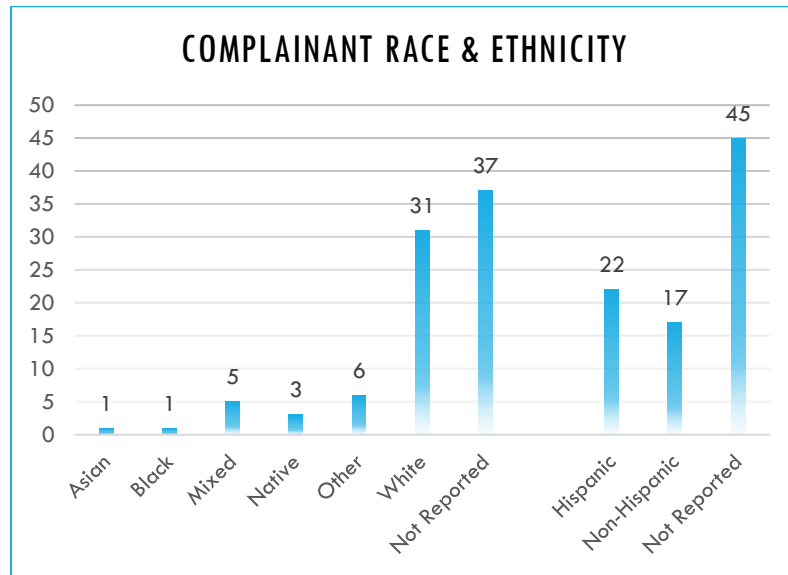


Figure 11. Complainants Race and Ethnicity
Data Source: IA Pro July-December 2019

Complainant Sexual Orientation

Per the CASA agreement, DOJ mandated the Agency and APD to collect data regarding the sexual orientation of citizens to identify possible biases among specific population segments. Discrimination and harassment by law enforcement based on an individual’s sexual orientation hinders the process of effective policing, breaks community trust and prevents officers from serving and protecting communities. For the complaints received during this period, most of the complainants were heterosexual (approx. 40%), while a significantly larger number (50%) of the complainants did not provide information regarding their sexual orientation.

<u>Asexual</u>	2
<u>Heterosexual</u>	33
<u>Homosexual</u>	2
<u>Other</u>	5
<u>Not Reported</u>	42

Complainant Mental Health Status

This sub-section provides information pertinent to mental health status of complainants. The CASA states, ‘APD and the CPOA shall track allegations regarding misconduct involving individuals who are known to be homeless or have a mental illness, even if the complainant does not specifically

label the misconduct as such'. The CPOA updated the complaint form to comply with the Department of Justice requirements by adding questions to determine if complainants experience mental health issues or struggled with homelessness. For this reporting period (9) complainants stated they were experiencing mental health issues while (28) did not identify their mental health status. (47) reported 'No' mental health issues.

<u>Mental Health Issues</u>
9
<u>NO Mental Health Issues</u>
47
<u>Not Reported</u>
28

Complainant Housing Status

Albuquerque has a significantly large segment of homeless population. Police engage with such populations on a daily basis. DOJ findings concluded that APD tended to use excessive force against the homeless population group and have reiterated in the CASA to capture information regarding complainants' housing status. The information reported in this sub-section identifies if the complainant struggle with homelessness problem. (7) individuals who filed complaints with the Agency stated they struggle with homelessness while (52) reported they do not struggle with homelessness. Out of (7) complainants which stated they struggle with homelessness, (5) also mentioned they have mental health problems.

<u>Homeless</u>
7
<u>NOT Homeless</u>
52
<u>Not Reported</u>
25

Complainant Interest in Mediation

One of the first questions in the Agency's complaint form asks individuals if they are interested in solving their concerns through mediation. The data reported in this sub-section is retrieved from the complaint forms submitted by complainants during this reporting period. The form gives the option to the complainant to indicate if they are interested or not interested in mediation or would like more information on the process. Some also choose to simply not respond to the question. This data only highlights the complainant's perspective and records their interest in mediation.

<u>Interested</u>
9
<u>NOT Interested</u>
17
<u>Need More Information</u>
19
<u>Not Reported</u>
39

The mediation program was initiated by the Agency for a duration of six-months in order to test its effectiveness but did not produce any favorable results leading to temporary suspension of the program. The parties discussed expanding it to a year, but that required new motions and stipulation which haven't been filed yet. Information reported here will be useful in future once the program is reinstated. During this reporting period, (62%) individuals who answered the question about mediation in the complaint form reported they are either interested in mediation or need more information about the process.

Complainant Median Age

This sub-section highlights the median age of complainants represented in complaints received during this reporting period. (62) individuals reported on their age when submitting complaints with the Agency while (22) individuals did not report on their age. The youngest complainant filing with the Agency was (17) years old while the oldest was (79) years old. The largest percentage of complainants (approx. 26%, not considering those who did not report) were from the age group of 46 to 55 years old. Figure 12 below provide details about complainants' age group for this reporting period.

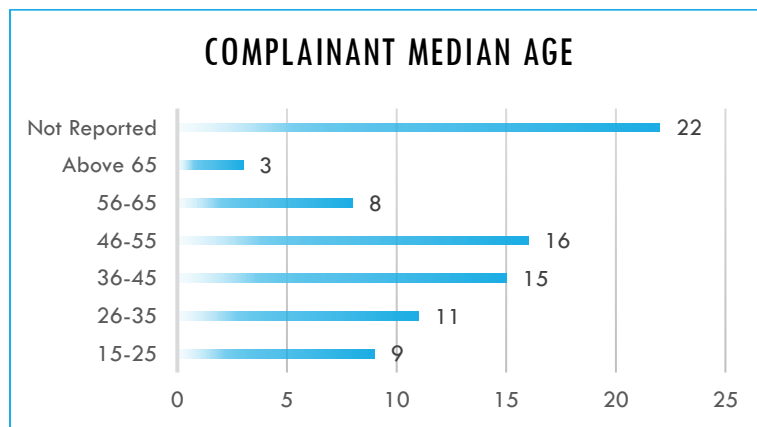


Figure 12. Complainants median age

Data Source: IA Pro & intake data at CPOA July-December 2019

Section III. Serious Use of Force and Officer Involved Shootings

The information underlined in this section will report on the number and type of Serious Use of Force (SUOF) incidents that occurred during this reporting period and will also provide information on Officer Involved Shooting incidents (OIS). There were (33) Serious Use of Force incidents and a total of (8) Officer Involved Shooting incidents as identified in IA Pro database for the period of July 1st 2019 to December 31st 2019. Sub-sections below provide detailed information regarding SUOF and OIS incidents.

Serious Use of Force Incidents (SUOF)

This sub-section will focus on the number of SUOF incidents and type of force used along with reasons why force was applied by the officers. It also reports on the number and rank of officers involved in those incidents, number of citizens involved, if citizens received any injuries, and if the citizens were arrested. The last part of this sub-section with the help of geo-spatial mapping will identify the location where SUOF incident occurred.

July	6
August	4
September	5
October	10
November	3
December	5

Type of Force Used in SUOF Incidents

Among (33) SUOF incidents (32 Within Policy, 1 Out of Policy), APD officers used different types of force (93) times. One incident was investigated twice during this reporting period. Empty hand technique was used (24) times which is the highest among all types of force used. Electronic Control Weapons (ECW), Takedown-Solo and Firearm-OIS were used (10) times each. Further breakdown of the type of force used is highlighted in the table below. It is important to note that several types of serious force used shown in the table below also identifies only ‘Show of Force’ as reported in the IA Pro database. This is due to involvement of more than one officer in the incident with one using the serious force while other officers showing force at the same time. These are shown as (SOF) next to the type of force used in the table below.

Type of Force Used	Times
Display 40mm (SOF)	3
Display Beanbag (SOF)	1
Display Handgun (SOF)	4
Display Rifle (SOF)	5
ECW	10
ECW- Painting	7
Empty Hand Techniques	24
Firearm- OIS	10
Hand/Feet Impact	2
Impact- 40mm	4
Impact- Beanbag	1
Improvised Weapon	1
K9 Apprehension- Bite	8
NFDD	1
Takedowns- Solo	10
Takedowns- Team	2
Total	93

Table 7. Type of force used during SUOF incidents
 NFDD- Noise and Flash Diversionary Device
 Data Source: IA Pro July- December 2019

(32) SUOF cases were within APD Standard Operating Procedures or within policy while one case was out of policy. Making an arrest was the major reason for serious force application by APD officers and was a factor in (13) out of (33) incidents. The list of all issues causing serious force application by officers is highlighted in the table below.

Reason Force Used	Times
Control Combative Subject	12
Defend Self	4
Make Arrest	13
Prevent Escape	1
Prevent Injury to Other	2
Defend Another	1
Total	33

Table 8. Reason for force application during SUOF incidents
 Data Source: IA Pro July- December 2019

Employees and Citizens Involved

Total number of (60) APD officers and (33) citizens were involved in all SUOF incidents that occurred during this reporting period. Most of the officers involved in SUOF incidents had a rank of Police Officer 1st Class totaling (30). There was one case that involved (6) police officers. Among (60) APD officers, (50) were identified one time, (8) were identified twice and (2) officers were identified three times in SUOF incidents during this reporting period. There was one case in which (2) citizens were involved while the rest involved (1) citizen per case. Among (33) SUOF incidents, (29) citizens were arrested/charged, (2) were not arrested/charged while (2) were identified as OIS/Deceased. (28) citizens against whom serious use of force was used were injured as a result while (5) citizens did not receive any injuries. Figure 13 below provides a snapshot of APD officers' rank who were involved in all SUOF incidents during this reporting period.

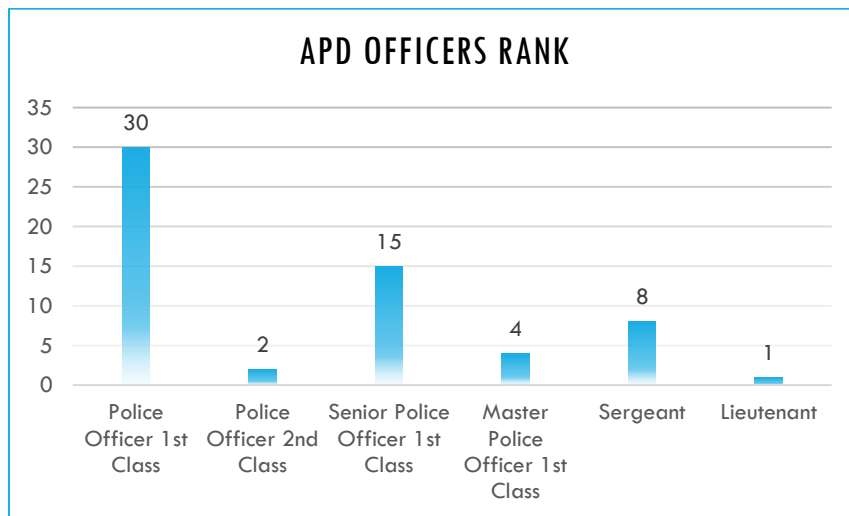


Figure 13. APD officers involved in SUOF incidents by rank
Data Source: IA Pro July- December 2019

Locating SUOF Incidents

This sub-section with the help of google mapping identifies the location of all SUOF incidents that occurred during this reporting period. Among all incidents, (12) took place in Southeast area command while (7) occurred in Northeast. (8) incidents occurred in Valley, (3) in Foothills, (1) in Southwest and (1) in Northwest. There were (2) incidents (one in foothills and one in southeast) which

did not have coordinates available to pinpoint the location and one incident was investigated twice and the location in the figure below is mapped once for that specific incident. Figure 14 below provides a snapshot of locations where SUOF incidents occurred during this reporting period.



Figure 14. Locating SUOF incidents
Data Source: IA Pro July- December 2019

Officer Involved Shooting Incidents (OIS)

The CASA agreement between the City of Albuquerque and the Department of Justice require APD to report all the cases which involve firearm discharge by APD officers. The DOJ in a two-year long investigation determined that although most force used by APD officers was reasonable, a significant amount of deadly and less lethal force was excessive and constituted an ongoing risk to the public. The oversight ordinance also requires the CPOA to review and monitor all investigations related to officer involved shootings. The presence of the Executive Director or Agency’s representative is also required at officer involved shooting location as specified in CPOA’s policies and procedures.

For the current reporting period, there was a total of (8) officer involved shooting incidents. (6) were firearm discharges against persons and (2) were against animals. Firearm discharges by month is illustrated in the figure below.

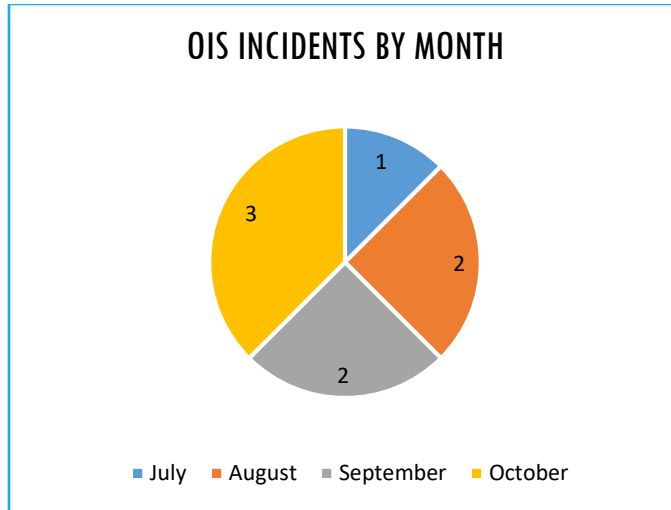


Figure 15. OIS by Month
Data Source: IA Pro July- December 2019

Section IV. Public Outreach

During the last six months of 2019, the CPOA staff and CPOAB members held and attended 112 community presentations, meetings, events, and trainings. In addition, there were 23 public Civilian Police Oversight Agency Board meetings held during this reporting period, all providing opportunity for public comment and community engagement. The CPOA also hired a full-time Data Analyst.

Upholding the goal of the Outreach Mission Statement: “Outreach will promote the mission of the CPOAB and be the bridge for communication with the community”, Chair Fine focused subcommittee tasks on building stronger relationships with local community organizations who may benefit from the services the Agency provides and establishing a new Board member onboarding process for the Agency. By doing so, the subcommittee established a relationship with the Commission for the Deaf and Hard of Hearing which ultimately shed light on the barriers in services between APD, the CPOA and the deaf and hard of hearing community.

The Outreach subcommittee was able to meet with several Board member candidates selected by City Council staff prior to approving their Board appointments. These new Board member onboarding meetings provide the opportunity for current Board members to share what their duties, responsibilities, and expectations look like as a volunteer on the Board. This also allows candidates to ask any questions or concerns they may have before making a commitment to the Board.

With the help of APD’s Police Service Aides, newly designed CPOA collateral materials were distributed to all 56 city locations including: libraries, community centers, and APD substations. The new Agency brochures now provide an opportunity for our City’s most vulnerable community members to mail in their police complaints via Business Reply Mail prepaid postage. Image of the new brochure can be seen in figure 16 below.

CIVILIAN POLICE OVERSIGHT AGENCY/AGENCIA DE SUPERVISIÓN DE LA POLICÍA CIVIL

The Civilian Police Oversight Agency (CPOA) is an independent agency that provides civilian oversight of Albuquerque Police Department (APD) officers and employees. The Executive Director, who leads the CPOA, is selected by the Board and approved by City Council.

La Agencia de Supervisión de la Policía Civil (CPOA, siglas en inglés) es una agencia independiente que proporciona supervisión civil a los oficiales de la policía y a los empleados del Departamento de Policía de Albuquerque (APD, siglas en inglés). El Director Ejecutivo, que dirige el CPOA, es seleccionado por la Junta y aprobado por el Consejo de la Ciudad.


CIVILIAN POLICE OVERSIGHT AGENCY BOARD/JUNTA DE LA AGENCIA DE SUPERVISIÓN DE LA POLICÍA CIVIL

The Board is made up of nine volunteer community members. The Board is responsible for overseeing the CPOA and making policy recommendations to APD. The Board also addresses issues of concern to the community and holds monthly public meetings to hear from Albuquerque residents regarding police oversight issues.

La Junta está compuesta por nueve miembros de la comunidad que son voluntarios. La Junta es responsable de supervisar el CPOA y de hacer recomendaciones de las normas al APD. La Junta también se ocupa de cuestiones de interés para la comunidad y tiene reuniones mensuales públicas para escuchar a los residentes de Albuquerque en relación a cuestiones relacionadas a la supervisión de la policía.

We only handle complaints and commendations regarding the Albuquerque Police Department and its employees.

Nosotros solamente manejamos quejas y recomendaciones relacionadas al departamento de la policía de Albuquerque y sus empleados.



ALBUQUERQUE CIVILIAN POLICE OVERSIGHT AGENCY

AGENCIA DE SUPERVISIÓN DE LA POLICÍA CIVIL

600 2ND STREET NW, ROOM 813
P.O. BOX 1293
ALBUQUERQUE, NM 87103
505-924-3770 | FAX: 505-924-3775
cpoa@cabq.gov
facebook.com/abqcpoa
twitter.com/ABQ_CPOA
WWW.CABQ.GOV/CPOA

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WWW.CABQ.GOV/CPOA

APD COMPLAINT AND COMMENDATION FORM

APD Formato para las Quejas y Recomendaciones

Advancing constitutional policing and accountability for APD and the Albuquerque community.

Avanzado la Vigilancia Policial Constitucional y la Responsabilidad del Departamento de Policía de Albuquerque y la Comunidad de Albuquerque.

BUSINESS REPLY MAIL

POSTAGE WILL BE PAID BY ADDRESSEE

CIVILIAN POLICE OVERSIGHT AGENCY
PO BOX 1293
ALBUQUERQUE NM 87103-9800

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

WHAT THE CPOA DOES:

1. Receives and investigates complaints and commendations regarding the Albuquerque Police Department
2. Executive Director makes disciplinary recommendations to the APD Chief of Police
3. Publicly reports information regarding patterns of complaints, findings, and discipline
4. Recommends policy, procedure, and training improvements
5. Conducts outreach to the community

The CPOA is not a lawyer referral service and cannot provide legal advice. The CPOA is unable to aid with complaints seeking monetary reimbursement from the Albuquerque Police Department.

HOW TO FILE A COMPLAINT OR COMMENDATION:

- Complete the attached postage paid form; or
- Fax the attached form to (505) 924-3775; or
- Visit the Office:
Civilian Police Oversight Agency
Plaza Del Sol Building, Room 813
P.O. Box 1293 Albuquerque, NM 87103
- Complete the online form at cabq.gov/cpoa

AFTER A COMPLAINT IS FILED:

- Once you have submitted your complaint it can take 90 to 120 days to conduct an investigation
- The complaint is assigned to a CPOA investigator for a thorough, independent investigation
- The CPOA Executive Director will review the investigation
- The Board will review the findings of the Executive Director and submit the final recommendations to the Chief of Police
- The Chief of Police has the final authority for disciplinary actions. If the APD Chief disagrees with the CPOA's findings, the Chief has 30 days to submit a letter of explanation to the CPOA Board

In appropriate situations, cases are referred to the CPOA Mediation Program, which allows community members and officers to meet and discuss their concerns with independent mediators. This is a voluntary program that allows officers to better understand and learn from community concerns and allows community members to better understand police policy and procedure.

JOB WELL DONE:

Commendation forms submitted to the CPOA are forwarded to APD and filed in the personnel file of the officer.

QUÉ HACE LA CPOA:

1. Recibe e investiga quejas y reconocimientos sobre el Departamento de Policía de Albuquerque
2. El Director Ejecutivo hace recomendaciones disciplinarias al Jefe de Policía de la APD
3. Reporta públicamente información sobre patrones de quejas, hallazgos y disciplina
4. Recomienda mejoras en las políticas, procedimientos y capacitación; y
5. Lleva a cabo actividades para crear contactos con la comunidad

El CPOA no es un servicio de referencia de abogados y no puede proporcionar asesoramiento jurídico. El CPOA no puede ayudar con las quejas que buscan un reembolso monetario del Departamento de Policía de Albuquerque.

CÓMO PRESENTAR UNA QUEJA O HACER UN RECONOCIMIENTO:

- Complete el formulario adjunto y que incluye servicio de correo pagado; o
- Envíe por fax el formulario adjunto al (505) 924-3775;
- Si usted prefiere, puede visitar nuestra oficina:
Agencia de Supervisión de la Policía Civil
Plaza Del Sol Building, Room 813
Albuquerque, NM 87103
- También puede completar el formulario en línea en www.cabq.gov/cpoa

¿QUÉ SUCEDE DESPUÉS DE QUE SE PRESENTA UNA QUEJA?

- Una vez que usted ha presentado su queja, puede tomar de 90 a 120 días para llevar a cabo una investigación.
- La queja es asignada a un investigador del CPOA para una investigación independiente y completa.
- El Director Ejecutivo del CPOA revisará el trabajo de investigación.
- La Junta examinará las conclusiones del Director Ejecutivo y presentará las recomendaciones finales al Jefe de Policía.
- El Jefe de Policía tiene la autoridad final para tomar medidas disciplinarias si el Jefe del APD no está de acuerdo con las conclusiones del CPOA, el Jefe tiene 30 días para presentar una carta de explicando los motivos a la Junta del CPOA.

En situaciones que son apropiadas, los casos son referidos al programa de mediación de CPOA, el cual permite a los miembros de la comunidad y a los oficiales reunirse y discutir sus preocupaciones con la asistencia de personas independientes y especializadas en mediación. Este es un programa voluntario que permite a los agentes de policía comprender mejor y entender las preocupaciones de la comunidad y permite a los miembros de la comunidad entender mejor los reglamentos y los procedimientos de la policía.

CUANDO SE PRESENTA UN RECONOCIMIENTO:

Los formularios de recomendación presentados al CPOA se envían a la APD y se archivan en el archivo de personal del oficial.

APD COMPLAINT AND COMMENDATION FORM

APD FORMATO PARA LAS QUEJAS Y RECOMENDACIONES

Please complete as much information as possible below. Demographic information is for statistical purposes only. The CPOA only accepts complaints and commendations for the Albuquerque Police Department.

To make sure your accessibility needs are being met, such as sign language interpretation or help completing this form, please contact the CPOA.

Sírvase proporcionar la mayor cantidad de información posible a continuación. La información demográfica es solo a efectos estadísticos. La CPOA recibe denuncias y distinción para los oficiales al departamento de la policía de Albuquerque. A fin de garantizar la accesibilidad para todos, por ejemplo, si fuera necesario un intérprete de lenguaje de señas o si le hiciera falta ayuda para rellenar este formulario, sírvase comunicarse con la CPOA.

I want to file a: Complaint/Queja or Commendation/Reconocimiento

YOUR INFORMATION/SU INFORMACIÓN Today's Date/Fecha de Hoy: _____

Name/Nombre Completo: _____ Phone/Teléfono: _____

Mailing Address/Dirección: _____
Street/Calle _____ City/Ciudad _____ State/Estado _____ Zip/Código _____

Email/Correo electrónico: _____

Preferred Language/Idioma preferido: _____

DOB/Fecha de nacimiento: _____ Gender/sexo: _____

Sexual Orientation/Orientación Sexual: _____ Race & Ethnicity/Raza y etnia: _____

Do you struggle with homelessness? ¿Usted lucha con la falta de hogar?: _____

Do you have a mental illness? ¿Usted tiene una enfermedad mental?: _____

INCIDENT INFORMATION/INFORMACIÓN SOBRE EL INCIDENTE

Date of Incident/Fecha del incidente: _____

Case or Citation Number/Número del caso o citación: _____

Time & Location of Incident/Hora y lugar del incidente: _____

Name & Man ID# of Officer(s)/Nombre y número de placa de los oficiales: _____

Witness Information - (Name, Address, Phone, Email)/Nombre dirección, teléfono y correo electrónico): _____

Brief description of your complaint or commendation/Descripción de la denuncia o distinción: _____

Please submit any additional documents or evidence via email at cpoa@cabq.gov or call to make arrangements at 505-924-3770.
Sírvase enviar documentos adicionales o más pruebas junto con este formulario; mediante correo electrónico a cpoa@cabq.gov o por teléfono al 505-924-3770.

TEAR OFF FORM • FOLD AND SEAL • NO POSTAGE NECESSARY
CORTE EL FORMULARIO • DÓBLELO Y CÍERRELO • EL ENVÍO ES GRATIS

Figure 16. CPOA New Prepaid Postage, Bilingual Complaint Brochures



The CPOA Staff continued to actively engage with APD's Community Policing Council's (CPC's) as a resource to assist with CASA Compliance goals. There are six Area Command's, each represented by a group of CPC volunteers, each hosting a regular monthly meeting. In total, Director Harness attended a majority of the 36 meetings held during this reporting period. Members of the Agency and the Board were invited to attend the CPC Summit in December of 2019.

Additionally, the CPOA Staff and Board Members participated in many other community group meeting discussions with Amici Stakeholders and the DOJ regarding CASA Compliance efforts and goals. The CPOA/Board were also given engagement opportunities to present at organizations such as the National Federation of Press Women and the Annual NACOLE conference held in Detroit, MI. Director Harness served as a presenter of a workshop called "Driving Change Forward".

Chief Geier continued to remain available and encouraged Command Staff to remain available to the CPOA's efforts to foster working relationships. CPOA Staff and Board Members maintained an active role in participating in weekly APD meetings, including: Claim's Review, PPRB, OPA, and Force Review Board. Director Harness also presented at the Academy's Cadet class on behalf of the CPOA prior to their graduation. Director Harness also participated in the new Tier 2 & 3 Use of Force trainings.

Section V. CPOAB Policy Activities, Policy Issues at APD & Policy Recommendations by CPOA/CPOAB

As defined in the oversight ordinance, a significant role of the CPOA/CPOAB is to provide policy guidance to the City Council, the Mayor and the Chief of Police. Ordinance requires the Board and the Agency to recommend policies related to training, programs, procedures and other matters related to APD. The ordinance states ‘The CPOAB shall dedicate a majority (more than 50%) of its time towards policy related issues’. This section provides a snapshot of the activities that CPOAB dedicated to policy during the current reporting period. During the first year of its existence the CPOAB created a set of operating procedures designed to meet their obligations per the ordinance. To serve this mission, CPOAB created Policy and Procedures subcommittee (PnP) that reviews APD policies and procedures, and makes recommendations on changes to ensure that compliance and consistency aligns with CPOA’s mission.

A critical function of the CPOA and the Board is to be a channel of information regarding the APD policy processes to the public. This function is enhanced when CPOA/CPOAB participates directly in the policy development process at APD and reports the results to the public. CPOA and CPOAB recommendations are given serious consideration in the APD policy process. Board members, the CPOA Executive Director and staff regularly participate in Office of Policy Analysis (OPA) meetings where new policies and modifications to existing policies are presented for review by APD subject matter experts. The members are presented with the opportunity to ask questions and recommend policy changes. Board members and CPOA Executive Director also attend the Policy and Procedures Review Board (PPRB) meetings to finalize and vote on SOPs before they reach the CPOAB, the independent monitor (if CASA policy) and are sent to the Chief of APD for approval. The new Force Review Board (FRB) policy was also approved in the previous reporting period allowing the CPOAB to review Serious Uses of Force and Officer Involved Shooting cases.

During the reporting period starting July 1st 2019 and ending December 31st 2019, CPOA/CPOAB were involved in numerous policy related activities which includes:

- Policies that were presented at Office of Policy Analysis (OPA) during this reporting period includes: SOP 2-9 (Use of Computer Systems), SOP 3-41 (Complaints Involving Department Personnel), SOP 3-46 (Discipline System), SOP 1-54 (Honor Guard Team), SOP 1-45 (Family Abuse and Stalking Training Team), SOP 1-39 (DWI Section), SOP 1-95 (Traffic Section), SOP 1-53 (Homicide Unit),

SOP 1-66 (Missing Persons Unit), SOP 2-60 (Preliminary and Follow-up Investigations), SOP 2-64 (Identification, Interviewing and Detention of Witnesses), SOP 2-67 (Photographic Array/Field Identifications), SOP 2-68 (Interviews and Interrogations), SOP 2-45 (Pursuit by Motor Vehicle), SOP 2-66 (Victim & Witness Assistance), SOP 1-65 (Metropolitan Court Protection Unit), SOP 2-82 (Restraint and Transportation of Prisoners).

- Policies that were presented at Policy and Procedures Review Board (PPRB) during this reporting period includes: SOP 2-30 (Emergency Command Post), SOP 2-42 (DWI Investigations), SOP 3-16 (Seniority), SOP 1-61 (Internal Affairs Force Division), SOP 1-81 (Proactive Response Teams), SOP 2-15 (Small Unmanned Aircraft Systems sUAS Operations), SOP 2-97 (Harm Reduction), SOP 3-33 (Early Intervention and Recognition System), SOP 1-16 (Auto Theft Unit), SOP 2-49 (Inspection of Motor Vehicles), SOP 3-31 (Physical Fitness Testing and Training), SOP 3-32 (Employee Work Plan), SOP 1-39 (DWI Section), SOP 2-86 (Investigation of Property Crimes), SOP 2-88 (Bait Car), SOP 2-43 (Road Blocks and Checkpoints), SOP 2-73 (Submission of Evidence, Confiscated Property, and Found Items), SOP 3-15 (Sworn Personnel Positions), SOP 3-17 (Duty Assignments and Transfers), SOP 3-25 (Bid/Transfers), SOP 3-23 (Retirement Observance), SOP 1-45 (Family Abuse and Stalking Training Team), SOP 3-24 (In The Line of Duty Death Notification and Benefits), SOP 1-95 (Traffic Section), SOP 1-54 (Honor Guard Team).
- In the month of July, Board made a motion regarding status conference with Judge Browning to draft the letter informing the court about certain issues including: SOP 2-57 (Use of Force Policy) in which APOA raised objection, budgeting concerns, limited investigative staff at CPOA, mediation program, concerns regarding investigative timelines and issues with City’s collective bargaining agreement with the union. Board also made a motion to delegate Director Harness to present board’s position at status conference with the Judge.
- Board member’s use of Social media and Impartiality and whether they should be added within the Policies and Procedures governing the CPOAB was also discussed. Board members agreed that they do not want to officially develop anything governing the use of Social media.
- APD Deputy Chief Michael Jay Smathers updated CPOAB regarding APD overtime policy. Policy changes and the special-order updates were provided to the Board members. New changes include officer’s not able to sign-up for Chief’s Overtime assignment when they are at on-call status. Deputy Chief Smathers also stated that the special-order in place will codify these changes in APD policy and also identified that APD is creating overtime dashboard which will track overtime changes and will be updated bi-weekly.

- APD Commander Paul Szych presented report to the CPOAB regarding professional development and path for career opportunities for current APD employees. APD partnered with CNM to create a pilot program to help cultivate talent for current and future officers. Another representative from APD provided information about the training for detectives and 7 step curriculum process that is currently pending approval from the academy. The goal is to standardize career paths for higher ranking positions.
- Force Review Board's (FRB) first meeting was held during this reporting period on August 8th 2019 after approximately two years. FRB last meeting was held in November of 2017. FRB committee reviewed first SUOF case on December 5th 2019. As defined in the policy, CPOAB reviews SUOF cases after the review by Chief of Police.
- Internal Affairs Force Division conducted a mandatory training for CPOAB members prior to their review of UOF/SUOF cases.
- A board member expressed concerns regarding prospective board members and the involvement of CPOA's Executive Director meeting with them prior to their selection. Group discussion discovered it was beneficial for prospective board members to meet with the Executive Director as part of onboarding process and to learn about the role of the Agency and the Board. No motion was made regarding this matter.
- Board members discussed the need to have a 'removal process' to be placed in Policies and Procedures governing the Board. A motion was carried forward to assign this task to Personnel Subcommittee to explore the process of Board member removal.
- A board member made a motion which was approved directing the Personnel Subcommittee to re-evaluate the existing evaluation process of Agency's Executive Director and submit their revisions to CPOAB within 3 months. The emphasis was placed on utilizing best practices for evaluating executive leadership in government and private industry.
- Another motion was made and approved by the Board directing the Agency to provide training to all members of the Board on Robert's Rule of Order and the professional operations of the public meetings. Board members shall be required to complete orientation training in this subject and shall complete an annual refresher training on this matter. The Agency shall finalize the training process within 3 months. The motion also directed the Board to amend the policies and procedures Article III, part 6, section b, To Add: '13'. Training on Roberts Rules of Order and general meeting conduct and operation shall occur annually.
- During the month of August, Board voted to disband the 'Executive Committee'.

- A representative from APD Forward presented 'SmartCASA' at Policy and Procedures subcommittee. It is a website that track progress with the Court Approved Settlement Agreement paragraph by paragraph and present information regarding compliance levels for all independent monitor reports.
- Regarding SOP 3-33 (Early Intervention and Recognition System), Executive Director notified the Board that once the new system comes online, Administratively Closed cases will remain on officer's record and Unfounded cases will be removed from officer's record. This will effect CPOA's outcome and findings. The monitoring team allowed CPOA to Unfound cases after preliminary investigation similar to how it was done for Administratively Closed cases.
- Executive Director met with Assistant City Attorney to discuss matters for reinstatement of Mediation program. Assistant City Attorney notified the Board that their office will draft the necessary documents and present to the court.
- Board Members Van Deventer and St. John submitted resignation to the Board during this reporting period. The Board unanimously voted to approve the resignation. Vacancy for the chair at Policy and Procedures subcommittee arises with the departure of Member Van Deventer. Chair of the Board designated Member Dr. Kass to represent Board at OPA and PPRB.
- CPOAB tasked the Policy and Procedures subcommittee to address the issue of Board member's conduct including the social media communications that interfere with the ability of the Board to achieve its purpose as described in the City ordinance and CASA.
- Board passed a motion to review SOP 2-92 (Crimes Against Children Unit) at the Policy and Procedures subcommittee, which is a key policy for investigating potential crimes against children.

Several policy related issues at APD were identified during the current period and numerous policy recommendations were provided by the CPOA/Board. The ordinance states "The Board shall review and analyze policy suggestions, analysis, studies, and trend data collected or developed by the Administrative Office, and shall by majority vote recommend policies relating to training, programs and procedures or other matters relating to APD. Any such policy recommendations shall be supported by specific, written findings of the Board in support of the proposed policies". (9-4-1-4-C-5-a). The PnP is tasked with reviewing APD policies and procedures and make recommendations to full Board on changes. The subcommittee initiated a program to have important APD policies (mostly CASA related) presented at a regularly scheduled Board meeting to provide public an accessible venue for review and discussions.



Establishing and implementing sound policies are important to help officers in making good decisions in critical situations. The quality of a department's policy impacts the quality of services delivered to public. Effective police accountability requires the department to have clear and detailed policies regarding police encounters that involve life, liberty and well-being of people they encounter¹. Accountability promote departments to build trust in the communities they serve. Policies need to be clear and consistent throughout a department's Standard Operating Procedures manual. Inadequate policies fail to tackle possibly illegal and unprofessional actions. CPOA and CPOAB recognizes that a good policy recommendation has several features:

- It identifies a problem and proposes a solution,
- It is supported by data,
- It is transparent to the community,
- It is clear, understandable, trainable and acceptable to the Police Department, and
- It has a good chance of being adopted.

During the current reporting period, few policy issues were identified which are listed below:

- At the Policy and Procedure subcommittee, APOA objection of SOP 2-57 (Use of Force policy) was discussed. APOA was unsatisfied with how much this policy incorporates 'Graham' as a reasonable standard. Their recommendation was to eliminate the sentence in the policy that states "Supervisors and FIS detectives shall consider the facts that a reasonable officer on the scene would have known at the time the officer used force". The language opposed by APOA was drafted by the City with the approval of all parties. DOJ and City opposed the objection of APOA and Board passed the motion to affirm the position of SOP 2-57, as written.
- Issue of LEA certification was identified at Pnp subcommittee. The subcommittee concluded that the LEA certification is outside the scope of the Board but it will look into other concerns including sitting in on APD curriculum classes and physical fitness standards.

¹ *The New World of Police Accountability, Third Edition by Samuel E. Walker & Carol A. Archbold*

During the current reporting period, several recommendations were provided by CPOA/Board which includes:

- For SOP 1-2 (Social Media), recommendation originated from the Agency for APD to provide more clarity in the existing language. The Board supported and acknowledged SOP 2-79 (Law Enforcement Assisted Diversion) and SOP 3-33 (Early Intervention and Recognition System) which are the pilot program initiated by APD.
- CPOAB drafted a letter to submit recommendation to APD chief for SOP 2-43 (Roadblocks and Checkpoints). The Board in the letter recommended that the policy should include a short and concise statement describing when, if ever, a pursuit is permissible for drivers who flee or evade a roadblock or checkpoint. The guidance should be consistent with SOP 2-45 (Pursuit of Motor Vehicle), which this policy does include at the outset as a related policy, but does not cite at any point within the policy.
- For SOP 3-31 (Physical Fitness Test), Board raised concerns regarding compensatory time chart and recommended if the chart is identifying compensatory time as an incentive or reward, the department should consider whether they should have multiple standards that account for age and gender. Doing so could help ensure that this program is fair to all officers. The process might first involve a legal analysis in order to determine whether there are problems in either direction.
- For SOP 1-81 (Proactive Response Team), Board recommended that the SOP avoid the use of specific language that is commonly associated with broken windows policing. Namely, the policy might remove all instances of 'quality of life crimes.' Overtime, this language has become loaded and directly associated with broken windows methodology. Board raised the concerns that this policy might be misconstrued is based, in part, on the presence of this descriptor. Instead of using that terminology, the policy could simply list the exact offenses the intends to target. Secondly, the policy does not mention tracking outcomes regarding citizens who are diverted from the criminal system when committing a 'quality of life crime'. Board recommends that this policy replaces all instances of 'community feedback' with community input. The Board also stated in the letter to the Chief that this policy lacks overall clarity and requires elaboration and further detail in order to successfully and effectively describe how this policy works, what it is designed to achieve, and how it will be implemented.

Section. VI. Legislative Amendments to Oversight Ordinance

Section 9-4-1-10- F of the Oversight Ordinance states “The CPOA shall be responsible for regularly informing Mayor, the City Council, and the Public by submitting semi-annual report that include; Identification of any matters that may necessitate the City’s Council consideration of legislative amendments to this Police Oversight Ordinance”. In April 2019, the City Council approved significant amendments to the Oversight Ordinance.

During this reporting period, there were no legislative amendments that were proposed by CPOAB to the City Council regarding the Police Oversight Ordinance. There were updates provided by the City Council to the CPOAB during this reporting period which includes:

- City Council approved OC 19-28-2017 (CPOA Annual Report).
- City Council approved O-19-70, which amended the Ordinance to clarify that Case Review Subcommittee could now review cases and make recommendations.
- OC 19-33, Board’s updated policies and procedures were introduced and presented at the Finance and Government Operations before being presented to the General City Council.



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I. Civilian Police Oversight Agency (CPOA) Staff

Edward W. Harness, Esq.

Executive Director

Paul A. Skotchdopole

Assistant Lead Investigator

Diane L. McDermott

Investigator

Erin E. O'Neil

Investigator

Katrina Sigala

Senior Administrative Assistant

Amanda Bustos

Community Outreach Engagement Specialist

Ali Abbasi

Data Analyst

A. CPOA EXECUTIVE DIRECTOR

EDWARD W. HARNESS, ESQ. was selected as the top candidate by the CPOAB for the Executive Director position and confirmed by the City Council as Executive Director of CPOA in September of 2015. Edward Harness is a graduate of Marquette University Law School. He completed his undergraduate degree in Management of Criminal Justice Operation at Concordia University, where he graduated Cum Laude. As a private practice attorney, focused on consumer rights and advocacy, Mr. Harness was recognized as one of Milwaukee's Top-Rated Attorneys 2012 – 2015. He also served as a Police Commissioner 2007 – 2015. Prior to attending law school Mr. Harness was a City of Milwaukee Police Officer and served in the U.S. Army as a Military Policeman.

B. DUTIES AND RESPONSIBILITIES OF THE EXECUTIVE DIRECTOR

Under the amended Ordinance, the Executive Director reports directly to the Civilian Police Oversight Agency Board (CPOAB). The CPOA Executive Director's duties are as follows:

- Independently investigate, or cause to be investigated, all civilian police complaints and prepare findings and recommendations for review by the CPOAB;
- Review and monitor all Internal Affairs investigations including but not limited to officer involved shooting investigations. The Director shall prepare and submit findings and recommendations to the CPOAB relating to officer involved shootings, and shall report on general trends and issues identified through monitoring or auditing of Internal Affairs;
- Provide staffing to the CPOAB and ensure that the duties and responsibilities of the CPOA are executed in an efficient manner, and manage the day-to-day operations of the CPOA.
- The CPOA will receive and process all civilian complaints directed against the Albuquerque Police Department and any of its employees.
- The Director shall independently investigate and make findings and recommendations for review by the CPOAB for such civilian complaints, or assign them for independent investigation by CPOA staff or an outside independent investigator. If assigned to staff or an outside investigator, the Director shall oversee, monitor, and review all such investigations and findings for each.
- All findings relating to civilian complaints, officer involved shootings and serious uses of force shall be forwarded to the CPOAB for its review and approval. For all investigations, the Director shall make recommendations and give advice regarding Police Department policies and procedures to the CPOAB, as the Director deems advisable.
- Investigation of all civilian complaints filed with the CPOA shall begin immediately after complaints are filed and proceed as expeditiously as possible, and if an investigation exceeds a timeframe of nine months the Director must report the reasons to the Board.
- All civilian complaints filed with other offices within the city authorized to accept civilian complaints, including the Police Department, shall be immediately referred to the Director for investigation.
- Mediation should be the first option for resolution of civilian police complaints. Mediators should be independent of the CPOA, APD, and the city, and should not be former officers or employees of APD. At the discretion of the Director an impartial system of mediation should be considered appropriate for certain complaints. If all parties involved reach an agreement, the mediation is considered successful and no investigation will occur.

- The Director shall monitor all claims of officer involved shootings and serious uses of force. No APD related settlements in excess of \$25,000 shall be made for claims without the knowledge of the Director. The Director shall be an ex-officio member of the Claims Review Board.
- The Director shall maintain and compile all information necessary to satisfy the CPOA's semi-annual written reporting requirements in § 9-4-1-10.
- The Director shall have access to any Police Department information or documents that are relevant to a civilian's complaint, or to an issue which is ongoing at the CPOA.
- The Director shall play an active public role in the community, and whenever possible, provide appropriate outreach to the community, publicize the civilian complaint process, and identify locations within the community that are suitable for civilians to file complaints in a non-police environment.
- The Director shall be provided the necessary professional and/or clerical employees for the effective staffing of the Administrative Office, and shall prescribe the duties of these staff members. Such professional and clerical employees will be classified city employees. All CPOA staff with investigative duties shall be professional investigators trained in professional investigation techniques and practices.
- The Director shall report directly to the Board and lead the Administrative Office; independently investigate or supervise all investigations of civilian complaints, audit all IA investigations of complaints, recommend and participate in mediation of certain complaints, and supervise all CPOA staff.
- The Director shall complete the initial and ongoing training requirements for Board members as prescribed by § 9-4-1-5(F) and report completion of training activities to the Chair of the Board.

II. Civilian Police Oversight Agency Board (CPOAB)

A. VOLUNTEER BOARD MEMBERS

JOANNE FINE - Ms. Joanne Fine has served as a member of the APD Public Safety Partnership for several years, which worked on creating partnerships between the community and APD. Ms. Fine also served as Project Director for developing and opening the Family Advocacy Center, which is a partnership between APD and United Way that serves victims of interpersonal violence. Her experience in developing the Family Advocacy Center provided her with the opportunity to work with human service providers, the courts, the DA's office, underserved communities, and law enforcement, which can be an asset to the CPOAB.

LEONARD WAITES - Mr. Leonard Waites is a lifelong resident of Albuquerque, which drives his interest in serving on the CPOAB. Mr. Waites wants to ensure the safety of the City and assist in making the CPOAB a fair and impartial system for the citizens of Albuquerque and the Albuquerque Police Department. Mr. Waites is a member of the NAACP and previously served on the Police Oversight Task Force. His areas of interest include mending the relationship between the community and police department and building a relationship between the Board and Chief of Police, as it will be important to correcting and implementing policies and procedures.



CHANTAL M. GALLOWAY - Ms. Chantal M. Galloway is currently a Vice-President of Business Services. Ms. Galloway holds a BBA from the University of Arkansas at Little Rock, as well as an MBA from the University of New Mexico. Ms. Galloway's interest in serving the CPOAB comes from her desire to be active and serve her community. Ms. Galloway has a background with for-profit and non-profit organizations and hopes to bring her skills of obtaining outcomes wherein vested parties have their concerns or opinions heard and acted upon.

VALERIE ST. JOHN - Ms. Valerie St. John is currently self-employed with V. St. John Investigations, performing pre-employment background checks, contract work for an immigration and self defense attorney, among other legal and investigative duties. Ms. St. John previously worked in the District Attorney's Office as a Prosecution Assistant. Ms. St. John's community activities have included serving as President of Spruce Park Neighborhood Association, volunteering at Catholic Charities, and membership of the Cesar Chavez Committee.

CHELSEA VAN DEVENTER - Chelsea Van Deventer has both a bachelor's degree in political science and a law degree from the University of New Mexico. Ms. Van Deventer brings with her a background in criminal defense, policy work, and community organizing.

DR. WILLIAM J. KASS - Dr. William J. Kass is currently a retired physical scientist. As a private citizen, he has been active in following Albuquerque Police Department reform efforts for nearly five years. He has met with victim's family members; attended meetings with the Department of Justice, the Independent Monitor Team, the City of Albuquerque Council, the Mayor's Initiative, the Police Oversight Task Force and former and current versions of the Police Oversight Board. He has also attended several area Community Policing Councils. His interests are primarily in policy and community outreach. He serves as the chair of Policy and Procedure Review Committee and is a member of the Community Outreach subcommittee. He believes that police policy is public policy and the community should have a voice in creating that policy. That can only be done if the community is informed and engaged and Albuquerque Police Department responds positively to their concerns.

ERIC OLIVAS - Mr. Eric Olivas currently owns and manages his own landscaping and maintenance business. Mr. Olivas' education includes a M.S. in Biology from the University of New Mexico. Mr. Olivas was the Chairman of the Northeast Community Policing Council. His other community work includes serving as President of the Quigley Park Neighborhood Association. Mr. Olivas' interest in serving on the Board comes from his experience with the NE CPC and his belief that the City needs a strong police force focused on constitutional community policing, that includes civilian oversight.

TARA ARMIJO-PREWITT - Ms. Tara Armijo-Prewitt grew up in Albuquerque, graduated from Albuquerque High School, and graduated with honors with a B.S. in Biology from the University of New Mexico before attending graduate school at the University of California Davis, where she earned an M.S. in Entomology. Ms. Armijo-Prewitt is currently working for Catholic Charities of NM in the Center for Educational Opportunities. Ms. Armijo-Prewitt's interest in serving on the CPOA Board comes from her desire to be an engaged citizen and to contribute to the improvement of her community.

B. CIVILIAN POLICE OVERSIGHT AGENCY BOARD DUTIES

The Civilian Police Oversight Agency Board (CPOAB) is tasked with the following functions:

- Promote a spirit of accountability and communication between the citizens and APD while improving community relations and enhancing public confidence;
- Oversee the full investigation of civilian complaints; audit and monitor all investigations and/or officer involved shootings under investigation by APD's Internal Affairs;
- Continue cooperation with APD and solicit public input by holding regularly scheduled public meetings;
- Review all work of the CPOA with respect to quality, thoroughness, and impartiality of investigations;
- Submit all findings to the Chief of Police;
- Review and analyze policy suggestions, analysis, studies, and trend data collected or developed by the Administrative Office, and shall by majority vote recommend policies relating to training, programs and procedures or other matters relating to APD. The CPOAB's policy recommendations shall be submitted to APD and to the City Council. The CPOAB shall dedicate a majority (more than 50%) of its time to the functions described in this subsection.

C. CIVILIAN POLICE OVERSIGHT AGENCY BOARD SUBCOMMITTEES

Case Review Subcommittee

Reviews Civilian Complaints alongside the CPOA Executive Director.

Members:

Joanne Fine

Valerie St. John (chair)

Chelsea Van Deventer

Tara Armijo-Prewitt

Policy and Procedure Review Subcommittee

Reviews Albuquerque Police Department policies and procedures, and makes recommendations on changes to ensure that compliance and consistency aligns with the Civilian Police Oversight Agency's mission



Members:

Chelsea Van Deventer (chair)

Dr. William J. Kass

Chantal Galloway

Eric Olivas

Community Outreach Subcommittee

Members of the Civilian Police Oversight Agency Board discuss community outreach and engagement efforts

Members:

Joanne Fine (chair)

Valerie St. John

Leonard Waites

Tara Armijo-Prewitt

Personnel Subcommittee

Discuss business regarding Civilian Police Oversight Agency administrative human resource decisions

Members:

Chantal Galloway (chair)

Leonard Waites

Dr. William J. Kass

Eric Olivas