



CREATING POSITIVE CHANGE

Minutes of the Northwest Area Community Policing Council

Regular Meeting

Wednesday, March 21, 2018

Northwest Area Command

10401 Cibola Loop NW

Albuquerque, NM 87120

Meeting was called to order at 6:03 p.m.

Board Members Present:

Eric Jackson, Chair
Tom Borst
Jill Greene
Yolanda Sanchez
Eric Nixon
Catherine Trujillo

Also Present:

Commander Donovan Olvera, APD NW Area Command
Lieutenant Scott Norris, APD
Officer Alberti, APD Recruiting
Pete Gelabert, APD Crime Prevention Specialist
Sandy Pino, APD Crime Prevention Specialist
Chris Sylvan, APD CPC Manager
Yvette Marentes, APD CPC Admin

Community Members: More than 30 community members were present.

The council said the Pledge of Allegiance, approved the February minutes and March agenda for the meeting

CPOA/POB Update

They had a special POB meeting and elected a new vice Chair Mr. Galloway, they discussed CYFD referrals and the coverage for the calls and the board determined that they will resend the

recommendation letter to Chief Geier. Use of Force training that is presented to the Citizen's Police academy is currently being revamped.

Area Command Update

Last CPC there was a question about the channels from APS, he met with APS and they do have access to APD channels but not vice versa. It is agreed that the technology should be updated.

The use of force policy is being revamped so that it can benefit the officers in the field. This will be a good thing for everyone.

Bike officers are getting a lot of positive feedback, almost every night they have worked has resulted in a felony arrest. There are 11 community events scheduled for the month of April. The second business coalition meeting will be this Friday.

Questions:

Are you doing better on stole vehicles? Deputy Chief Medina has found the three highest areas in the city that has the most property crime, they are committing resources to these areas and it is very productive. The motors unit is also starting to focus on the Northwest stopping vehicles for speeding, etc.

Are you guys pulling over people with no plates? Anyone that commits a traffic violation is being pulled over, they are not discriminating on specific traffic violations.

A neighbor is had an issue with someone looking like they were burglarizing a home in their neighborhood; but they are not getting the response of an officer coming out even when they make multiple calls to 911. What is happening? Dispatch will give the call a priority but if no one's life is being threatened then it will not be a priority call. If it does not warrant a priority one response then it may not be responded to immediately, however, an officer will respond to the call.

What is the order of operation to get an informational report done, is there any sort of follow up to maintain a connection with a caller? You can call again and the call can be upgraded by priority if necessary. If a call shows up on an officer's screen they have to respond to the call, you may not see the response but they have to respond. You can always contact the command station to follow up on the call.

I call 242-COPS often, every time I have called, dispatch has always asked if I want the officer to make contact with me.

Dispatch will always ask, some people want contact and some do not if they do not want attention drawn to them, you can also ask for a phone call follow up.

There is a house that has been unoccupied over a year, they called the police and the police came and didn't find anyone. A neighbor went in the house and found drug paraphernalia, what is the procedure when something like this happens? Police will clear the home, the neighbor should have never gone in the home. Mr. Angelo Metzgar from Safe City Strike Force would then come in and take over the investigation.

On a positive note, a woman reported that her son's car was stolen and APD found it in two days.

When you call 242-COPS, you are reaching the same dispatch as 911, they will determine priority based on the call. There are about 4 dispatchers but it depends on the time of day.

This year Officers are going to have their bid, every time there is a bid there are less officers in the Northwest and their squad gets smaller and smaller; if you do not want to keep losing officers you may want contact your City Councilor and let them know.

Our newest City Councilor Cynthia Borrego was at the meeting and addressed the topic, she has been working with James Lewis the new City Advisor. The gross recipes tax was just passed and there is money slated for city safety. In the future, it will address all public safety needs and that is priority for officers. She had a district 5 meeting about a month ago and is working with Police and Fire and they are working to spend money that the previous City Councilor did not spend. You can go to the City Council website to see what they are spending money on, she is listening, feel free to contact her as well.

<https://www.cabq.gov/council>

Email Councilor Cynthia Borrego: cynthiaborrego@cabq.gov

Contact Policy Analyst Susan Vigil:

susanvigil@cabq.gov

(505) 768-3189

Questions:

In your opinion what is your priority for hiring more officers? Retention is a priority we need to keep the officers that we have. We also need to see how the business community can focus on how to keep our officers.

James Lewis, the new City Advisor introduced himself. Officer retention is a huge issue, they are being recruited elsewhere. Number one priority for the mayor is to get officers on the street however it does take time and they are looking into recommendations. They are also working on the CASA (Court Appointed Settlement Agreement), he is part of the compliance portion and the use of force policy is being revamped and every officer will need to be retrained. The compliance people from DOJ (Department of Justice) will be visiting and will be here for about 3 weeks. They are also looking into 911 response time. The Police Academy is also being restructured. It is a new day, we are looking for new culture and a better quality of life.

Are there any exit interviews that are conducted when an officer leaves? As far as we know there are no exit interviews conducted. There is no data however they are still familiar with why officers are leaving which is not enough pay and/or benefits. Officer Alberti stated that he did meet with the Mayor's people twice and they are taking an active interest in this.

Presentation: APD Recruiting, Officer Alberti

Officer Alberti is the only recruiter for APD, when he signed on there were 6. It takes a full year to train and APD officer, we are shorthanded but he is encouraged with that the new administration is doing. They are actively recruiting new officers.

He presented the recruiting process to the group which is in a PowerPoint attached at the end of these minutes.

What is the retention process? If it costs \$133,000 to train an officer why are they not staying? Officers' salary needs to be renegotiated, financially it does not make sense. Officers now are still on the old administrations pay scale. An officer that has been with APD for 15 years will make the same amount as a first year officer.

Eric Nixon went through the Citizen's Police Academy and stated that it is one thing to know that we need officers but Officer Alberti also needs a lot of help. His department is undermanned, how do you even get people through the door when there is no way to contact them? You are bottlenecking everything you are doing.

Officer Alberti, supposedly we are getting some help with the new administration. Right now officers are being pulled out of the field and being paid over time to do background checks. A lot of officers are working 12 hours shifts and are working overtime. If use of force is used, it is going to eat up officers and commanders working in the area.

Commander Olvera stated that they do not use being short staffed as an excuse.

Eric Nixon stated that we need to make supporting our Officers a priority and hold our Council accountable to make sure they are using City money to help the department.

Ed Harness, supports longevity pay and is wondering if the department is considering more growth paths for officers in the department? Officer Alberti does not know the answer to that, it would have to go to the Chief. Most detectives start out as impact unit officers and then apply to the other units.

Lieutenant Norris, Officers start as a 2nd class probation then when they are off of probation they become 1st class and they get a pay raise. After that they are kind of left to their own devices in regards to what carrier path they want to take. There is some incentive for officers as well.

The group thinks that it would be great if there was more structure to this. It would be helpful to recognize tenure.

Field training officers are officers that are out of the academy and work with a field officer, also known as OJT (on job) training.

Could some of the administrative things that you do with a new recruit be sent out to a 3rd party? Yes we are looking at this right now, there are now civilians that are doing some of the work.

This will get better but it will not happen overnight. For the last 3 years, not much has been happening, morale in the department was very low. It is coming back which is very encouraging, if an Officer is happy with their job, they are more than likely to refer someone to work for the department.

Eric Jackson, another issue we had was we lost a lot of officers when the pension system changed. There were a number of officers who looked at that and bought out the rest of their time to retire early to avoid this. When you retire from New Mexico, you cannot go back to state government.

If you have any suggestions or questions, contact Officer Alberti. If you have teenagers that want to work part time while they work in school, they can join the PSA (Police Service Aid.) They have to take a semester off but do not lose their lottery scholarship and get great benefits. 8 former PSA's graduated from the last academy.

Matters from the public

Sandy Pino, everyone has to work together to make things happen. The success stories with neighborhood watch is tremendous. Lieutenant Norris is working to address concerns with businesses in the West Bluff area. Get in touch with Lieutenant Norris to address the concerns that you have in your neighborhood. Commander Olvera, one of his first action items when he came to the NW is to address the West Bluff area. Almost every night they have had a felony arrest.

Commander Lieutenant, the Northwest has a really good relationship with the Southwest area command.

Summer is coming, there will be more trafficking and people out and about breaking into vehicles, throwing rocks, etc; if you can get a neighborhood watch going now it will help. If you see any young people out in groups after midnight, call the police.

Adjournment

Meeting was adjourned at 7:52

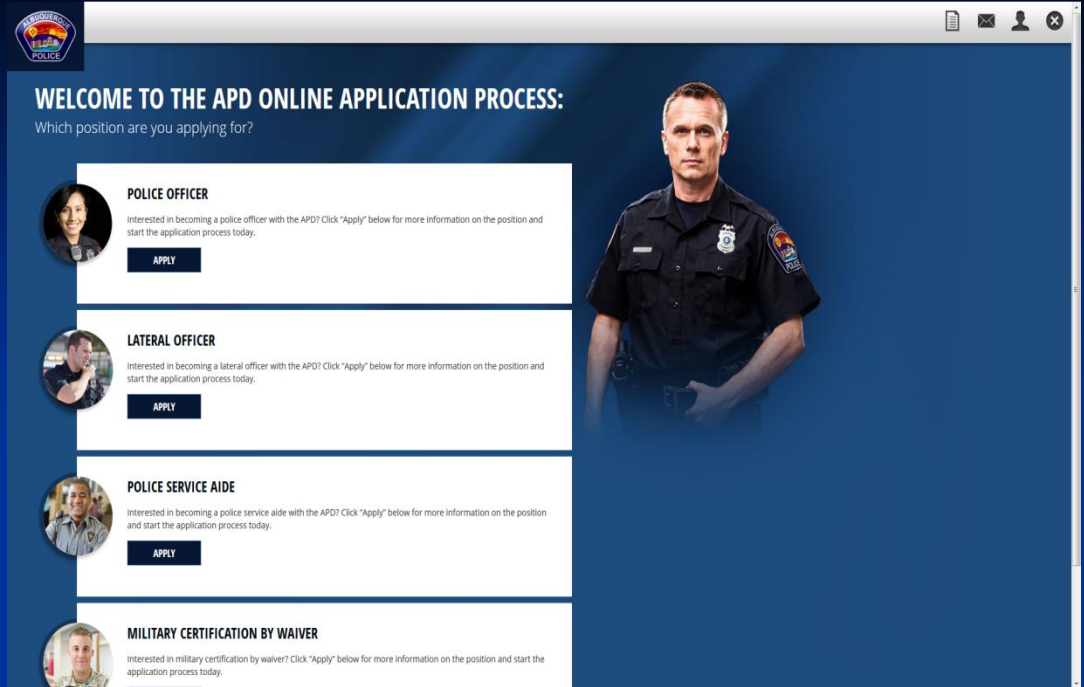
The Process of Becoming
an
Albuquerque Police
Officer

13 Step Selection Process

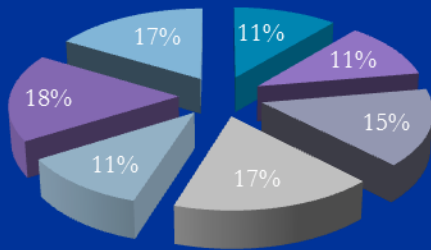
To be considered as a Police Cadet, Lateral Officer, or Police Service Aide with the Albuquerque Police Department applicants must successfully complete the 13 step selection process.

Step 1 Interest Card

Collects initial information required for the selection process and determines eligibility for the position. All information is collected and stored online via apdonline.com.



Recruiting Statistics



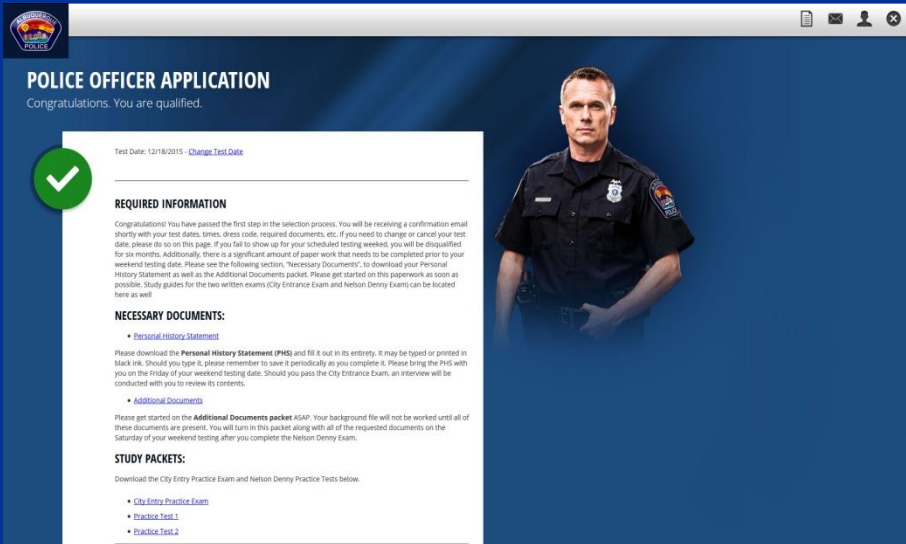
- 112TH CADET CLASS
- 113TH CADET CLASS
- 114TH CADET CLASS
- 115TH CADET CLASS
- 116TH CADET CLASS
- 117TH CADET CLASS
- 118TH CADET CLASS

PHASE	112 TH Class	113 TH Class	114 TH Class	115 th Class	116 th Class	117 th Class	118 th Class
INTEREST CARDS RECEIVED	1002	1008	1377	1,561	1009	1570	1,481

Interest Card

All applications are processed electronically. The system provides immediate, automated notification as to whether the applicant meets minimum standards to proceed in the process.

Qualified



POLICE OFFICER APPLICATION
Congratulations. You are qualified.

Test Date: 12/18/2015 [Change Test Date](#)

REQUIRED INFORMATION

Congratulations! You have passed the first step in the selection process. You will be receiving a confirmation email shortly with your test dates, times, dress code, required documents, etc. If you need to change or cancel your test date, please do so on this page. If you fail to show up for your scheduled testing weekend, you will be disqualified for six months. Additionally, there is a significant amount of paper work that needs to be completed prior to your weekend testing date. Please see the following section, "Necessary Documents", to download your Personal History Statement as well as the Additional Documents packet. Please get started on this paperwork as soon as possible. Study guides for the two written exams (City Entrance Exam and Nelson Denny Exam) can be located here as well.

NECESSARY DOCUMENTS:

- [Personal History Statement](#)

Please download the **Personal History Statement (PHS)** and fill it out in its entirety. It may be typed or printed in black ink. Should you type it, please remember to save it periodically as you complete it. Please bring the PHS with you on the Friday of your weekend testing date. Should you pass the City Entrance Exam, an interview will be conducted with you to review its contents.

- [Additional Documents](#)

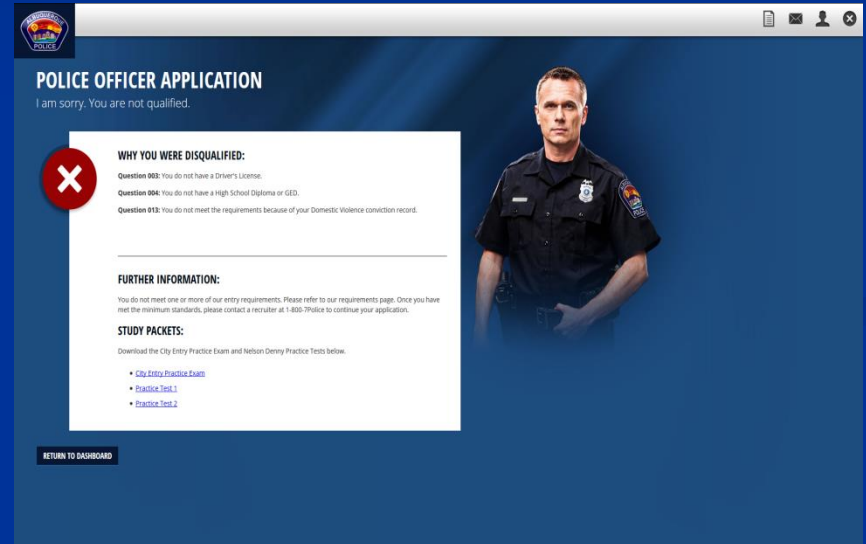
Please get started on the **Additional Documents packet** ASAP. Your background file will not be worked until all of these documents are present. You will turn in this packet along with all of the requested documents on the Saturday of your weekend testing after you complete the Nelson Denny Exam.

STUDY PACKETS:

Download the City Entry Practice Exam and Nelson Denny Practice Tests below.

- [City Entry Practice Exam](#)
- [Practice Test 1](#)
- [Practice Test 2](#)

Disqualified



POLICE OFFICER APPLICATION
I am sorry. You are not qualified.

WHY YOU WERE DISQUALIFIED:

- Question 003:** You do not have a Driver's License.
- Question 004:** You do not have a High School Diploma or GED.
- Question 012:** You do not meet the requirements because of your Domestic Violence conviction record.

FURTHER INFORMATION:

You do not meet one or more of our entry requirements. Please refer to our requirements page. Once you have met the minimum standards, please contact a recruiter at 1-800-7Police to continue your application.

STUDY PACKETS:

Download the City Entry Practice Exam and Nelson Denny Practice Tests below.

- [City Entry Practice Exam](#)
- [Practice Test 1](#)
- [Practice Test 2](#)

[RETURN TO DASHBOARD](#)

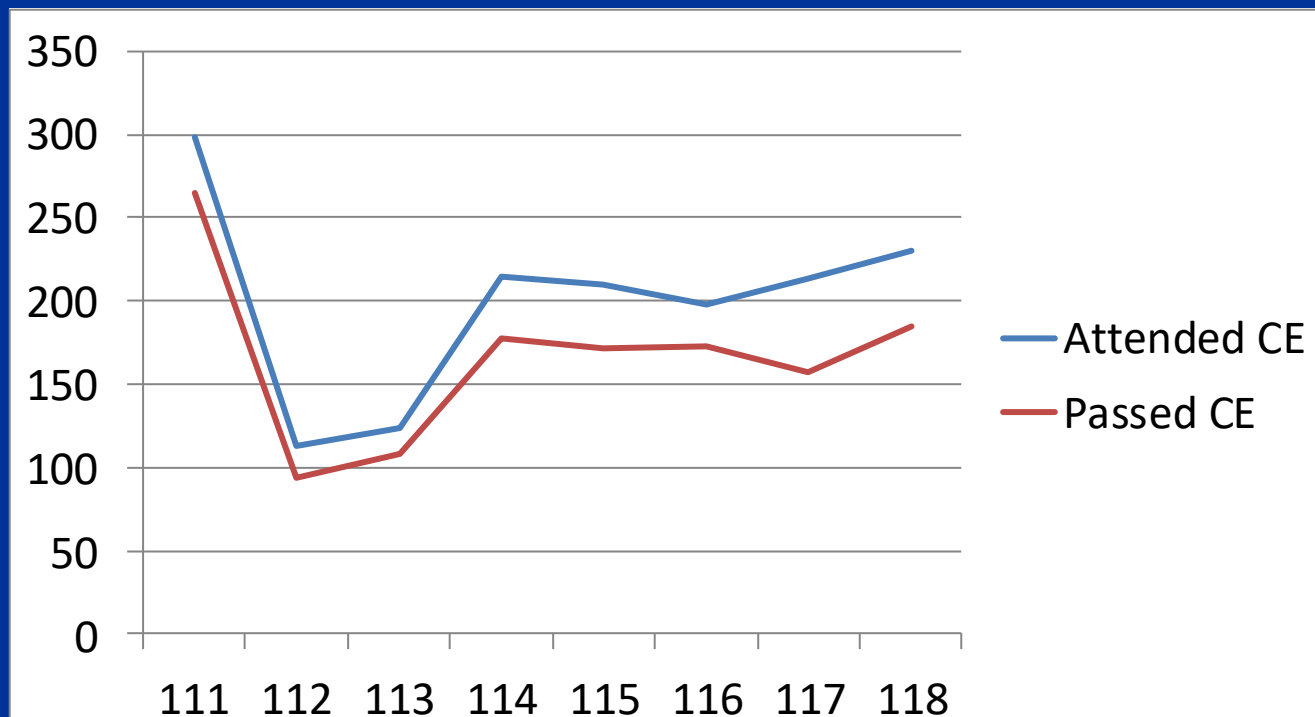
Weekend Testing

Steps 2 through 7 take place during the initial testing weekend at the Albuquerque Police Academy

Step 2

City Entrance Exam

- This exam measures minimum aptitude in areas that include recall and observation, situational judgment and reasoning, directional orientation, and basic mathematics principles. It is a written test comprised of 100 multiple choice questions. The passing score for the test is 70. There is a study packet available.



Weekend Testing Continued

Step 3

Personal History Statement

- The Personal History Statement (PHS) is a 24 page questionnaire that helps backgrounders evaluate applicant traits in the following areas: truthfulness, responsibility, caring, citizenship, respect for others, and fairness. Additionally, the PHS examines employment, credit, criminal and residence history. An interview will be conducted based on the information provided in the PHS, after which it will be determined whether a candidate will continue in the selection process.

Weekend Testing Continued

- **Step 4: Physical Abilities Test**
- Candidates will proceed through a standardized set of physical ability tests. Physical ability components are: sit-ups, pushups, a 300 meter sprint, and a mile and a half run. Applicants are advised to perform at their optimum levels, as fitness scores are an important element used to evaluate an applicant's overall eligibility.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 th CLASS	116 TH CLASS	117 TH CLASS	118 th CLASS
Met Physical Standards	68	83	153	151	131	129	158

Weekend Testing Continued

Step 5

Nelson Denny Exam

- This exam is composed of 118 multiple choice questions that measure minimum aptitude levels in vocabulary, reading, and comprehension. There is a study packet available.

Step 6

Additional Documents Required

- The applicant is required to provide certain documents including, but not limited to, official transcripts, a credit report, a photograph, copies of their driver's license and social security card, etc. The background file is not worked until all documentation has been provided.

Step 7: Written Psychological Exam

- Candidates are administered a battery of written psychological tests as determined by the City of Albuquerque Behavioral Sciences Division. The results are compiled by the Behavioral Sciences Division and used to evaluate an applicant's suitability, in conjunction with the Psychological Interview.

Backgrounds

Step 8

Background Investigation

- All information gathered and collected from the applicant will be verified. A thorough and complete investigation will be completed. The investigation is comprised of, but not limited to, criminal history, arrest history, employment history, military history, driving history, educational history, credit references, social history, and reference checks.

Step 9

Polygraph

- The polygraph is used to help verify information provided by the candidate in all papers, documents and statements submitted as part of the selection process, and to verify any statements made during interviews and the background investigation.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	116 TH CLASS	117 TH CLASS	118 TH CLASS
Failed Polygraph	8	13	20	17	16	14	15

Step 10

Psychological Interview

- The psychological interview consists of the scoring and interpretation of the written psychological test and an interview with a psychologist. The New Mexico Department of Public Safety requires that candidates pass the psychological test administered by a licensed psychologist prior to certification.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	11 6 TH CLASS	117 TH CLASS	118 TH CLASS
Failed Psychological	11	16	27	16	12	6	15

Step 11 Chief Selection

This is an oral interview with the Executive Command Staff.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	116 TH CLASS	117 TH CLASS	118 TH CLASS
Passed Chief Selection	26	20	45	35	34	33	51
Failed Chief Selection	1	1	4	3	2	4	6

Step 12

Employment Application

- This will be completed after the applicant successfully concludes the selection process.

Step 13

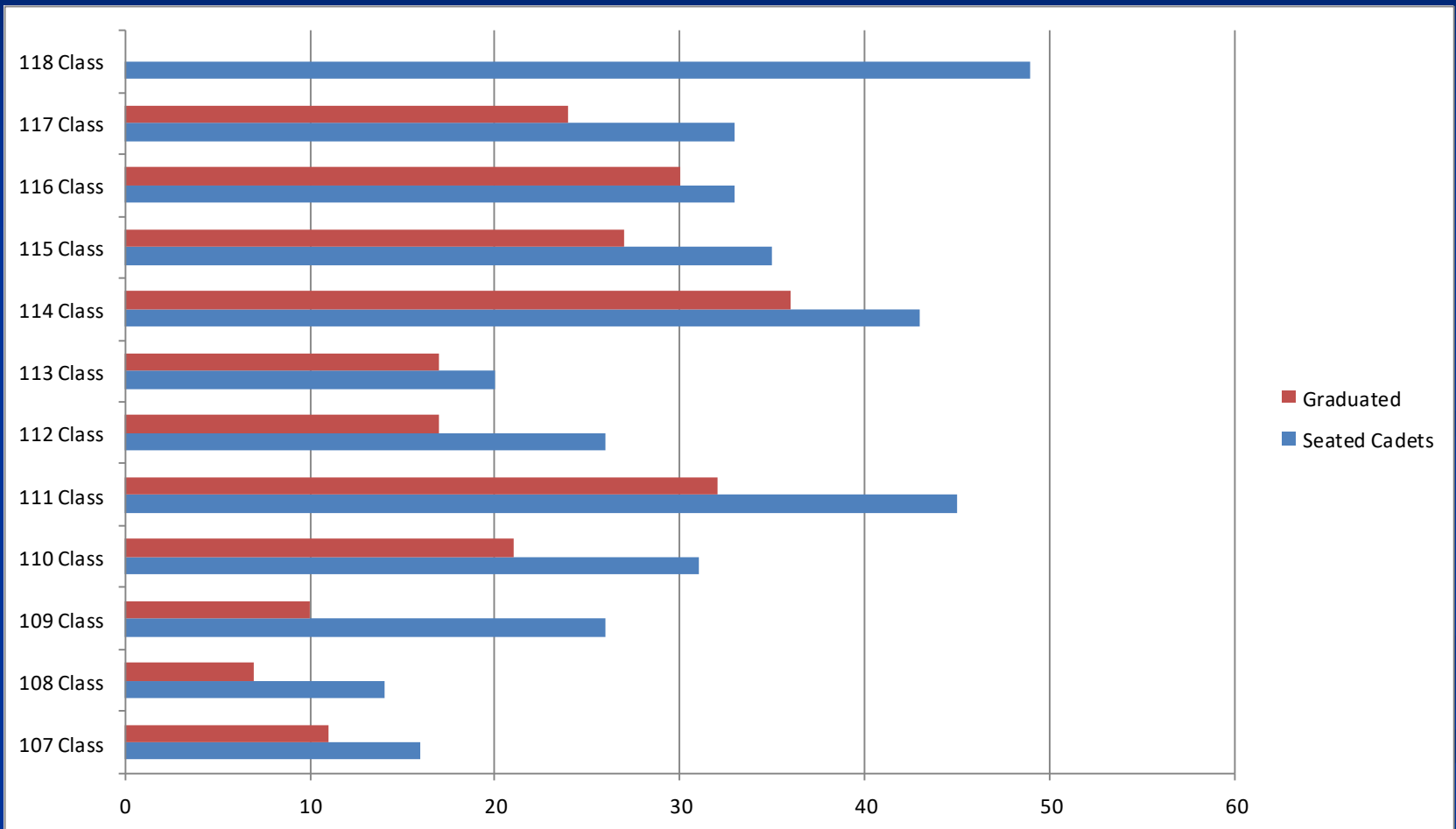
Medical Evaluation

- Candidates will be sent to the City Health Center for a series of examinations comprised of, but not necessarily limited to, vision, hearing, medical/physical, and drug test.

Steps Required by the State

- It should be noted these steps are required by NM State Statute 29-7-6 and/or the NMLEA Board
 - Background
 - Physical Fitness Standards
 - Medical Exam
 - Psychological Exam

Statistics



Statistics Continued

Total Interest Cards Received

Month	2012	2013	2014	2015	2016	2017
January	299	455	532	177	216	303
February	232	218	412	218	231	330
March	252	291	145	251	368	335
April	262	440	250	602	433	236
May	230	300	383	451	435	241
June	195	290	417	405	361	300
July	212	370	325	404	369	311
August	181	274	291	328	461	274
September	222	319	265	331	386	247
October	273	373	285	361	350	
November	352	165	203	341	277	
December	232	337	239	272	287	
TOTAL	2942	3832	3747	4141	4174	

Includes Cadet, Police Service Aide, and Lateral

What we are doing to improve process:

- We now have an automated online application.
- We have doubled the amount of testing dates available for applicants.
- We have updated our methods of advertisement to match technology.

What we are doing to improve process:

- We have established an early hire program which captures recruits who might otherwise go to another agency while awaiting the academy start date.
- We have worked with HR to update the City Entrance exam. The new test was implemented in January, 2016. Additionally, a new test was designed for PSA applicants and implemented in October, 2017.

Recruiting Efforts

Online Advertising

- Indeed
- Edit House
- Craigs List
- The Blue Line
- CNM
- Discover Policing
- National Minority Update
- Facebook
- University of New Mexico
- Saludos
- The Cause Interactive
- New Mexico Highlands
- New Mexico State University
- Police One
- New Mexico Higher Education Santa Fe

Online Recruiting Efforts

Edit House

- Incorporates online recruiting advertising methods that better match the modalities of our target population. This targets the population by utilizing key word searches.

Indeed.com

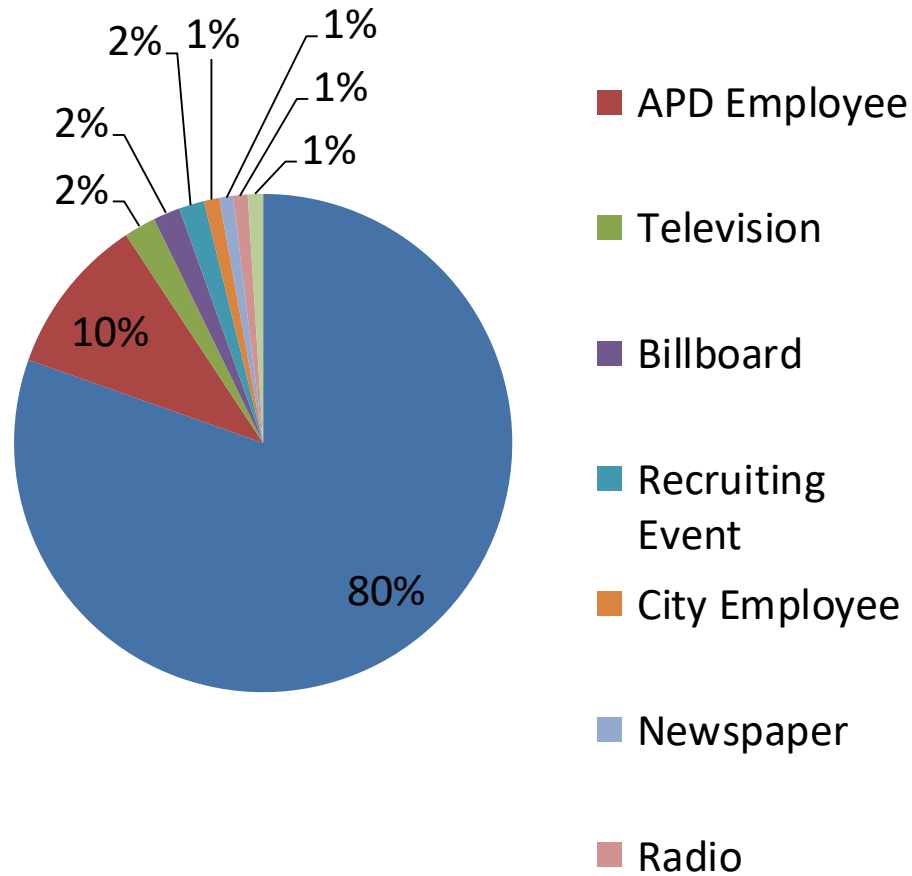
- World-wide job search engine that is a no-charge service for individuals seeking employment.

How cadets heard about us

	113	114	115	116	117	118
Internet	600	851	998	892	941	933
APD Employee	13	116	86	90	106	125
Television	15	43	17	22	21	16
Billboard	26	27	12	11	24	11
Recruiting Event	8	18	15	11	22	25
City Employee	9	14	12	3	14	7
Newspaper	10	12	15	5	8	7
Radio	9	10	13	11	10	10
Poster	17	8	6	9	13	11

How cadets heard about us

Interest Cards



CONCLUSION

- Actively Recruiting
- Minimum Requirements
- Arduous Selection Process
- Rewarding Career

Any Questions?

apdonline.com