

# P.A.C.T. PLAN – POLICE AND COMMUNITY TOGETHER



**CHIEF OF POLICE GORDEN E. EDEN, JR.**

**PROPOSED – DECEMBER 2015**

# BEGINNING OF THE PACT PROCESS

- US DOJ Settlement Agreement – November 2014
  - Community policing requirements
  - Outreach efforts
  - Community Policing Councils
- Alexander Weiss LLC Comprehensive Staffing Assessment and Resource Study – December 2015
  - First comprehensive staffing study of APD in at least a decade

# STAFFING STUDY RECOMMENDATIONS FROM ALEXANDER WEISS, LLC

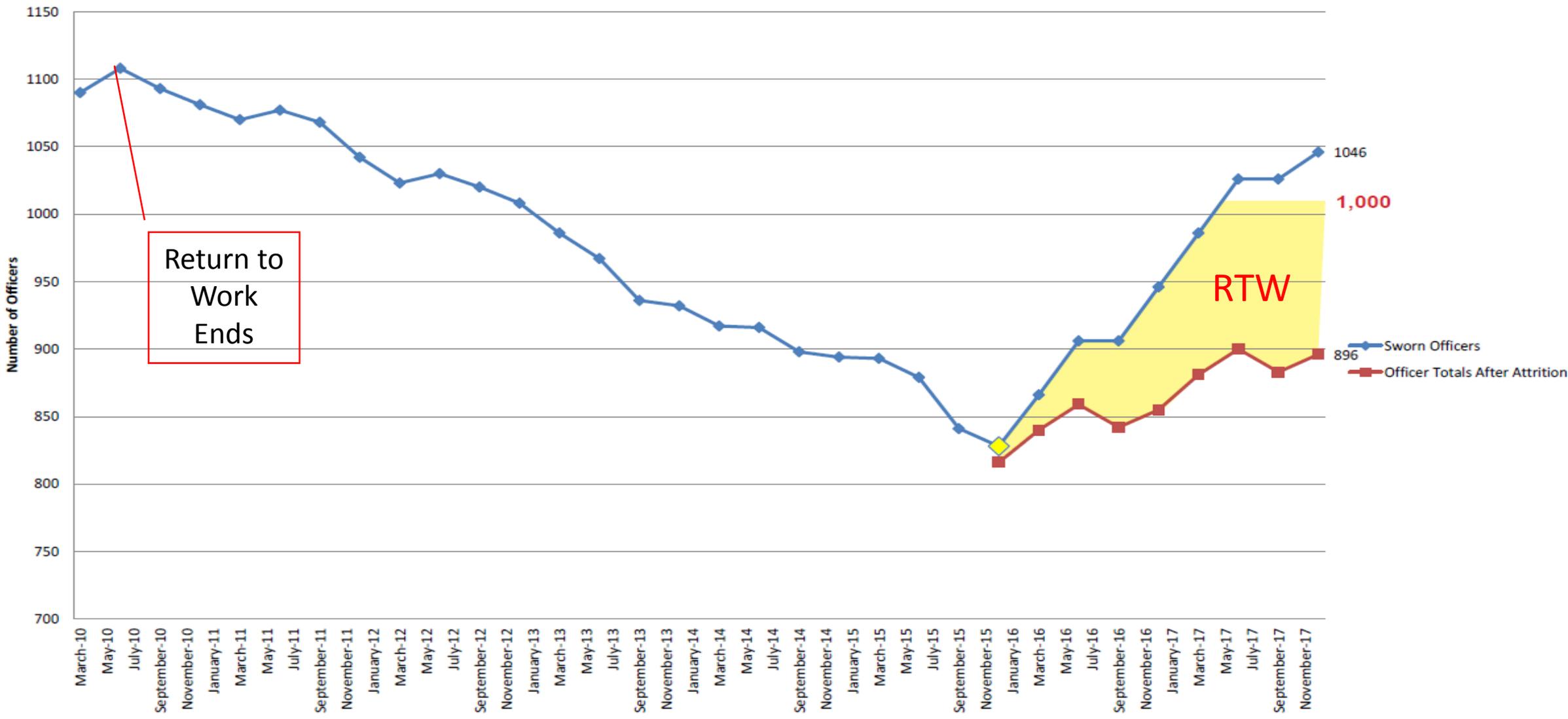
- Increase in officer levels (1,000)
- Reorganization
  - Reassignment of officers to neighborhood locations – up to 14 more officers to each area command
- Neighborhood Policing Teams NPTs – 1 sergeant + 6 officers in each area command
- Simplify structure of department – less silos – put expertise out in the community

# HOW WE GET TO 1,000 OFFICERS

- Robust recruiting (increase number of qualified cadets in academy classes – next two classes are largest in years)
- Return-To-Work Legislation in 2016 Legislative Session (can't get there without it)
  - We could use up to 169 officers today if we had them
- Other initiatives as necessary (would like to avoid the practice of luring officers from other NM police agencies)

# APD Sworn Officers

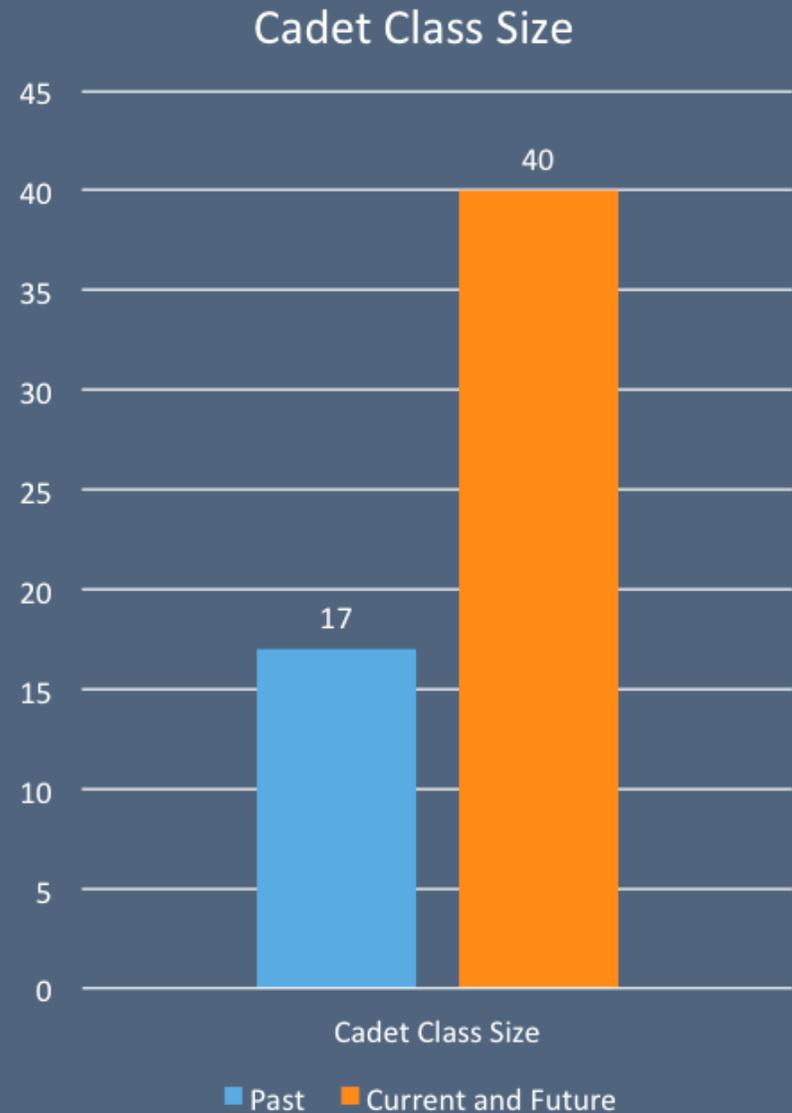
(Actual through December 2015; Projected through December 2017)



 Return to Work opportunities (approx. 104 officers)

# GETTING TO 1,000 OFFICERS

- Estimates 40 cadets per class
- 6 cadet classes through December 2017
- 135% larger than in past years
- “Growing our Own”
  - Continue to hire new recruits instead of laterals if we can. We don’t want to deplete other New Mexico law enforcement agencies if we don’t have to.



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## HOW IT WORKS

# BRING POLICE SERVICES CLOSER TO YOU

- Decentralize the Department by reducing silos and reassigning police personnel to neighborhoods and Area Commands
- Restructure area commands to provide more detectives and officers out in the community
- Better access to services that citizens want and need
- Assign specialists in each area command (detectives, narcotics, gang unit, property crimes)
- Better community engagement with more field officers (some officers will commit to 3 years in area commands versus 1 year now)
- P.A.C.T. adds up to 14 more officers per area command soon (starting with bids in 1<sup>st</sup> Qtr-16)
  - Equivalent of two more squads per area command

Area  
Command

Area  
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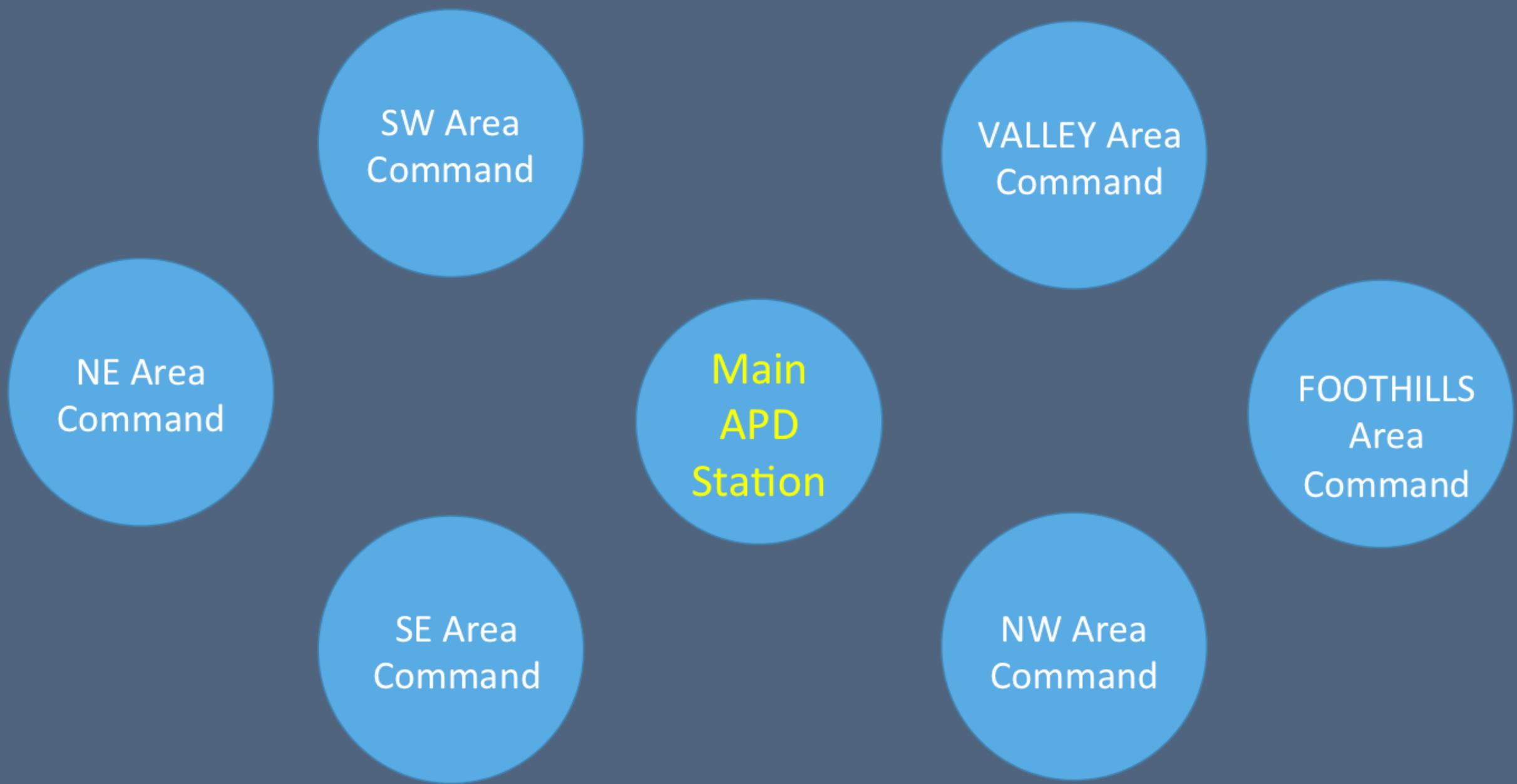
Area  
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## CURRENT APD STRUCTURE



**APD STRUCTURE AFTER P.A.C.T.**

# INTEGRATION INTO THE COMMUNITY

- Move officers from headquarters into the neighborhoods
  - Officers and detectives available to address property crime, narcotics, gangs etc.
  - Approx. 75% of all APD Officers will be in Your Neighborhood (versus 65% prior to realignment)
- Assign APD staff and volunteers at underutilized APD substations including Old Town, Dwyer (Foothills), and Triangle (Nob Hill/UNM)

# APD PERSONNEL, BY CATEGORY

## APD Current Department Staffing

<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>13</b>	<b>33</b>	<b>104</b>	<b>701</b>
Chief	Assistant Chief	Deputy Chief	Majors	Commanders	Lieutenants	Sergeants	Officers/Recruits/CSAs*

**858**

Total

\* 16 recruits, 8 CSAs

## APD Proposed Department Staffing

<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>12</b>	<b>45</b>	<b>120</b>	<b>816</b>
Chief	Assistant Chief	Deputy Chief	Majors	Commanders	Lieutenants	Sergeants	Officers/Recruits/CSAs

**1,000**

Total

## Difference

<b>NO CHANGE</b>	<b>NO CHANGE</b>	<b>-2</b>	<b>+2</b>	<b>-1</b>	<b>+12</b>	<b>+16</b>	<b>+115</b>
Chief	Assistant Chief	Deputy Chief	Majors	Commanders	Lieutenants	Sergeants	Officers/Recruits/CSAs

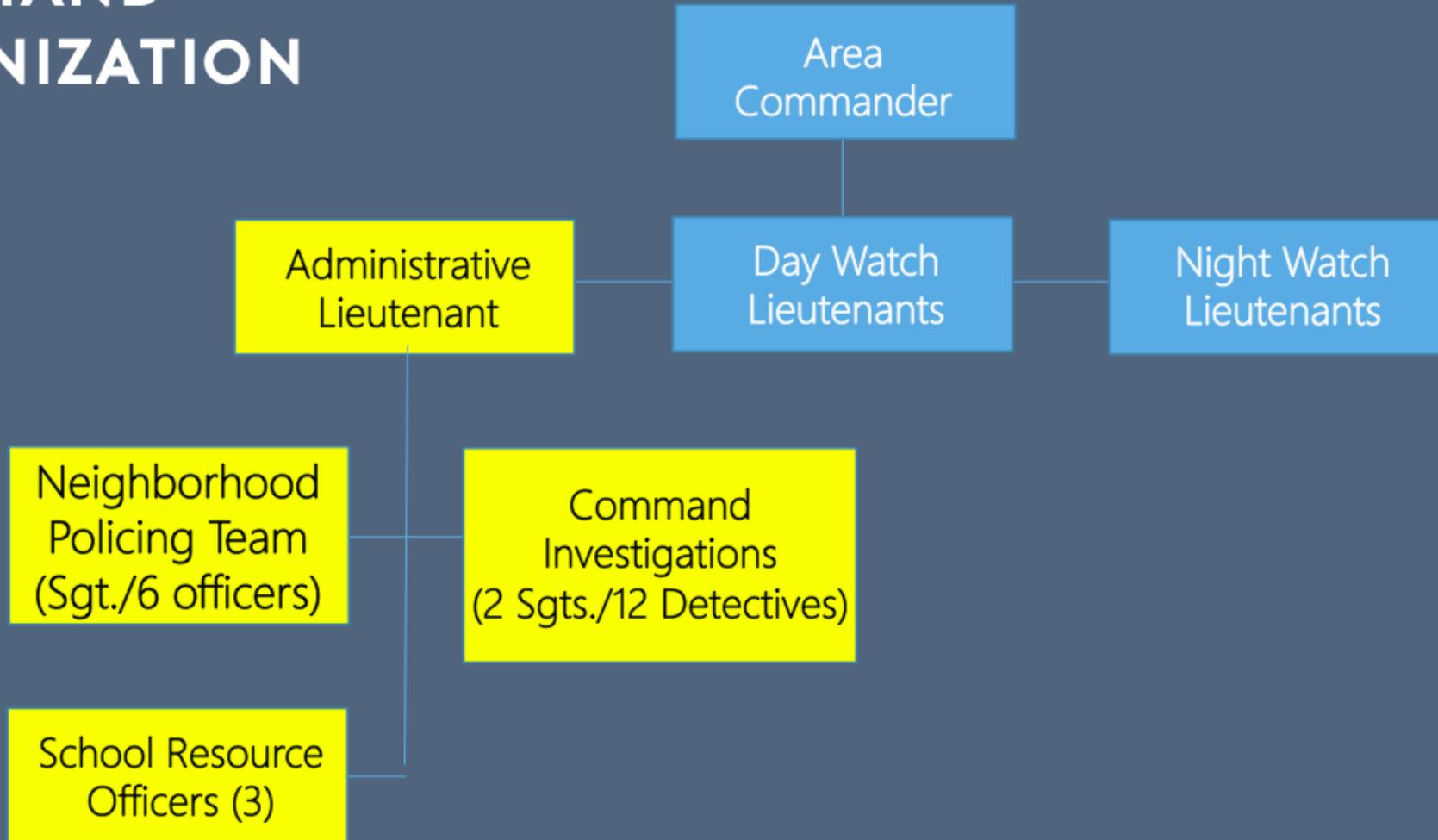
**+142**

Total

# NEW NEIGHBORHOOD POLICING TEAMS (NPTS)

- Add a sergeant and six officers in each area command
- Focus on the community and neighborhood issues like graffiti, property damage, auto theft, traffic concerns.
- Work with the community to develop specialized plans to address concerns
- Three year neighborhood commitment from officers on NPTs
- Officers and residents forge relationships – build mutual support
- Will implement in 2016 bid process (starting in 1<sup>st</sup> Qtr. 2016)

# PROPOSED APD AREA COMMAND ORGANIZATION



**NEW P.A.C.T. ADDITIONS TO EACH AREA COMMAND**

# AS APD APPROACHES 1,000 OFFICERS: (ONLY POSSIBLE IF RETURN TO WORK PASSES NM LEGISLATURE IN 2016)

- Bigger Traffic Unit
  - Expand from nine officers to forty officers (344% increase) in two years
  - Better traffic enforcement in areas prone to crashes
  - Interstate patrol
- Continue to Grow Field Service Bureau
- Increase the Number of Community Resource Officers in each of the Area Commands

# OTHER APD P.A.C.T. INITIATIVES

- Up to 20 More Part-Time Contractors to Help With USDOJ-Related Training
  - Frees up officers for neighborhood patrol
- Case Management Process
  - RFP for new software to help case evaluation and management
  - Increase solvability and make investigators more efficient
- Hire Additional Non-Sworn Crime Scene Specialists
  - Collect fingerprints and process crime scenes

# P.A.C.T. SUMMARY

## POLICE AND COMMUNITY TOGETHER

1. P.A.C.T. is the first major realignment of the Albuquerque Police Department in years
2. It is the result of an in-depth staffing and resourcing study conducted in 2014 & 2015
3. It brings more police officers to neighborhoods and area commands
4. It creates a plan to get back to 1,000 sworn police officers at APD
5. It adds supervision throughout APD including more sergeants and lieutenants
6. It creates better case management systems for better crime fighting results
7. It creates specialized 7-Member Neighborhood Policing Teams for all Area Commands
8. It frees up more officers to take calls by adding non-sworn personnel where appropriate
9. It allows for better and more in-depth relationships and collaboration with neighborhoods through longer-term officer assignments to Area Commands on the NPTs