



CREATING POSITIVE CHANGE

Welcome Letter from the Mayor



**City of Albuquerque
Office of the Mayor**

Timothy M. Keller | Mayor
Sarita Nair | Chief Administrative Officer
Mike Puelle | Chief of Staff
Justine Freeman | Deputy Chief of Staff
Lawrence Rael | Chief Operations Officer
Sanjay Bhakta | Chief Financial Officer

Dear Albuquerque Community Policy Council Member,


I would like to take a moment to welcome you, personally, to the Albuquerque Community Policing Council.

The responsibility that you have taken is one of great importance to Albuquerque residents, our neighborhoods, and our way of life. Increasing Community Policing, and drawing stronger ties between the police and the residents of our city, has been one of the major priorities for my first term in office. As such, I have been impressed by the hard-work, dedication, and patriotism of our CPC Volunteer organization, and I feel that dedicated volunteers comprise a vital part of Albuquerque City Government.

The City of Albuquerque is looking to transition the Albuquerque Police Department into a new method of policing our streets and neighborhoods, and your task; increasing collaboration, communication and consensus-building between APD and our city's residents, is going to lead to essential long-term benefits for all of us. With the help of the Department of Justice, we hope to have voices in the community heard, as we increase diversity, openness, empathy and safety within the Albuquerque Police Department and we lean upon your help to achieve our goals.

Again, thank you for your time, effort and interest in the safe and effective policing of our streets; it is an important job you do, and the City of Albuquerque will assist you in any way possible.

Sincerely,


Timothy M. Keller
Mayor



Mayor Berry's letter

FOR IMMEDIATE RELEASE
CONTACT: Erin Thompson, 505.362.2118

May 30, 2014



Mayor Berry Establishes Community Policing Councils Designed to Improve Policing and Community Relationships *Citizens and APD to Work Together to Improve Public Safety and Community Outcomes*

Albuquerque- Today Mayor Richard J. Berry announced the establishment of six Community Policing Councils (CPCs) designed to foster better policing and community practices and community-police relationships.

The six Community Policing Councils in Albuquerque will coincide with the six APD area commands. The goal of each CPC is to engage in candid, detailed and meaningful dialogue between APD and the citizens APD serves that identifies concerns, problems, successes and opportunities within each area command and for the department as a whole. Each of the six CPCs will be composed of members from the community who have resided within or have businesses within the boundaries of their area command for at least three years and APD officers assigned to that area command.

Applicants for each CPC will be expected to seek out and listen to the feedback and concerns of their neighbors, friends and colleagues and bring the best ideas and suggestions forward to the full council.

Each citizen member shall attend an orientation to learn about APD policies and procedures, operations of City government and the rules and operating procedures of the Community Policing Councils. Each citizen member will be encouraged to complete the Citizens Police Academy and will be required to participate in at least two ride-alongs per year with an Albuquerque police officer in their area command during their term on the Council.

Council members will be selected, not by the Mayor or City Council, but by neighborhood leaders who reside within the boundaries of each area command. The Mayor, after consultation with community leaders, City Councilors and APD will select the neighborhood leaders who will make the final CPC selections. Participating officers will be selected by each Area Commander, with approval by the Chief.

Recommendations from each CPC will be voted on by members of each council and will be transmitted to the Chief of Police. The Chief will be required to take CPC recommendations into account as a component of policy making decisions for the department.

Information and recommendations will be passed back to each area command's leadership by the Chief in order to have the information disseminated to rank and file officers within the area command.

The six CPCs will meet monthly for the first year and quarterly thereafter (unless changed by majority vote of each council). The City will provide meeting spaces, office supplies and other support as needed to implement the initiative.

Those interested in participating should apply through the Mayor's office by logging onto <http://www.cabq.gov/cpc>. Applications will be forwarded to the selection committees. The first CPC meetings are expected to begin in July.

"We must come together as a community and a police department to build and strengthen relationships between APD and the citizens we serve" said Mayor Berry. "It is vital that we establish an ongoing community dialogue that will be in place for years to come. The initiatives put forth today will provide an important and ongoing opportunity to improve policing, policies and community relationships moving forward," he added.



CPOA Section

The CPC is under the auspices of the City's Citizen's Policing Oversight Agency. The Civilian Police Oversight Agency (CPOA) is an independent agency of City Government, not part of either the City Administration or City Council that consists of a Police Oversight Board (POB) and an Administrative Office led by the CPOA Executive Director.

The CPOA receives, investigates and reviews complaints and commendations submitted by community members for/against the Albuquerque Police Department (APD). The CPOA also reviews APD policies, practices, and procedures, making recommendation to the Chief of Police.

The Civilian Police Oversight Agency (CPOA) was established in 2014 after the City of Albuquerque amended its Police Oversight Ordinance. As a result, the NEW Police Oversight Ordinance replaced the former Police Oversight Commission (POC) with the new Police Oversight Board (POB) and the former Independent Review Office (IRO) with the new Civilian Police Oversight Agency (CPOA).

Summary CPOA's mission

Advancing Constitutional Policing & Accountability for APD and the Albuquerque Community



Summary of CASA Agreement and the Smart CASA app

The 2014 Settlement Agreement was the result of hundreds of hours of negotiation between the City and DOJ teams. It is specific to this City and this police department, The Agreement adopts as its guiding principles:

1. Protection of our community and our officers
2. Promoting constitutional and effective policing
3. Delivering high-level, quality police services.

The Agreement also reflects and leverages APD's previous aggressive adoption of:

1. On-body recording systems
2. Universal CIT initiative
3. Elimination of the ROP team.

Use of Force –Use of force by APD officers is at the heart of the Settlement Agreement. It provides for certain types of force to be considered “serious” and therefore subject to enhanced reporting and investigation requirements. These include:

1. All uses of lethal force
2. Critical firearms discharges,
3. force resulting in serious injury
4. Three or more applications of an electronic control weapon or baton
5. Use of force against restrained subjects
6. In-custody deaths.

Use of Force Reporting: The Agreement requires all APD to report a use of force by any APD personnel, to a supervisor for investigation. Under the Agreement, all uses of force will have preliminary reports reported through the chain of command within twenty-four hours.

Force Investigations: The Agreement significantly strengthened the Department's ability to conduct use of force investigations. It does so in two ways:

1. First-line supervisors — sergeants — were required to respond to the scene, investigate, and submit reports of all uses of force reported to them through their chain of command.
2. All serious uses of force are now investigated by the Internal Affairs Bureau. The CASA stipulates that Sergeants or other supervisors who respond to the scene and determine that a serious use of force has occurred are responsible for notifying IAB. All use of force investigations, whether by first-line supervisors or by IAB, are ultimately reviewed by each level of the chain of command, and commanders have responsibility for ensuring compliance.



Summary of CASA Agreement and the Smart CASA app

Force Review Board: APD established a Force Review Board, to help facilitate CASA compliance. Additional Use of Force Training includes:

1. All APD officers now receive 40 hours of use of force training within the first year of implementation, and 24 hours each year thereafter.
2. Supervisors who investigate uses of force will be required to have initial and in-service training on conducting force investigations and related items.

CIT Training: The Agreement led to the creation of a Mental Health Response Advisory Committee to work with APD on developing responses to situations involving people in crisis. Additional APD training opportunities involving CIT include:

1. Providing 40 hours of CIT to all field officers and to providing dispatch personnel 20 hours of behavioral health training.
2. Crisis intervention certified responders and CIU undergoing 8 hours of in-service training biannually

Field Training Officer Program: The Agreement extended the existing FTO program to 16 weeks vs the old 12-week post-academy, and required FTOs and Area Sergeant Coordinators to receive 40 hours of initial training, as well as annual in-service training.

The Agreement contemplates two different types of complaint processes as follows:

1. One through APD.
2. one through the newly established Civilian Police Oversight Agency.

The City will be now makes complaint forms readily accessible. The Agreement also allowed solicitation of commendations through forms and its websites. Officers started carrying complaint forms, and began to notify supervisors when an individual indicates that he/she would like to make a complaint.

The Agreement also requires the City to:

1. Take anonymous complaints, and:
2. IAB and the CPOA began maintaining data on all complaints and their resolution. The Agreement's training requirements for this section include 24 hours for APD personnel, and 40 hours for CPOA investigators, with 8 hours of annual in-service training.

On-Body Recording Systems: Although APD was already one of the first in the country to implement large-scale on-body recording systems for officers, the Agreement is the first in the country to require their use by a police department.



Summary of CASA Agreement and the Smart CASA app

Community Engagement and Oversight: The Agreement commits APD to a high level of engagement with the community it serves; The Agreement commits APD to provide community and problem-oriented policing, and requires all APD personnel to receive 16 hours of initial training within one year in these areas.

Community Meetings: The Agreement commits APD to semi-annual community-wide briefings in each area command, officer attendance at other community meetings, and publication of audits under the Agreement and crime statistics.

Community Policing Councils: The Agreement commits the City to the CPCs established by Mayor Berry.

Civilian Police Oversight Agency: The Agreement commits the City to a unitary Civilian Police Oversight Agency, with a board of citizens and professionally trained investigators reporting to an Executive Director. The CPOA investigates civilian complaints, assess policies, and makes recommendations. It also reports semi-annually to City Council, statistics on complaints, serious force incidents, officer involved shootings, and proposed policy changes.

Monitor: The parties jointly selected an independent Monitor or monitoring team. The Agreement explicitly states that the Monitor does not have operational authority over APD or the powers of any City official. Among the Monitor's tools for assessing implementation of the Agreement are compliance reviews and audits, outcome assessments, and review of use of force investigations post-closure.

Monitor Reports: For the first two years, the Monitor issued compliance reports every four months. Now he issues them semi-annually.

Length of the Agreement and Termination: The minimum timeframe for implementation was written as four years. The parties agreed to seek termination at the four year point, provided that the City has reached and been in full and effective compliance for the two years preceding. If the City had not achieved compliance at four years, the Agreement was slated to continue for two additional years. The city has yet to achieve CASA compliance so the Agreement continues.

<https://smartcasa.org/>

<https://www.cabq.gov/police/documents-related-to-apds-settlement-agreement>



Directory of CPC Councilmembers, (names and email addresses)

Foothills CPC

Location: Singing Arrow Community Center, 13200
Wenonah Ave SE, 87123

Meets 6 p.m. to 8 p.m.
On the second Monday of every month.

Northeast CPC

North Domingo Baca Multigenerational Center -
7521 Carmel NE

Meets from 6:00 to 8:00 p.m.
On the second Tuesday of the month.

Northwest CPC

Location: Don Newton - Taylor Ranch Community
Center - 4900 Kachina NW

Meets from 6 to 8 p.m.
On the third Wednesday of every month.

Southeast/University CPC

Location: Reynaluz Juarez Community Center
(Whittier Community Center), 1100 Quincy St SE,
Albuquerque, NM 87108

Meets from 6 to 8:00 p.m.
on the third Thursday of every month.

Southwest CPC

Location: Unser and Central Public Library Unser
and Central Public Library, 8081 Central Ave NW,
Albuquerque, NM 87121

Meets from 6:30 to 8:30 p.m.
On the first Wednesday of every month

Valley CPC

Location: Johnny Tapia Community Center At Wells
Park, 500 Mountain Rd NW, Albuquerque, NM
87102

Time: Meets from 6 to 8 p.m.
On the fourth Thursday of every month.



Explanation of the Council of Chairs function

The Council of Chairs is an Albuquerque CPC organization comprised of the Chairs and Vice-Chairs of each Community Policing Council. The Council of Chairs meets once a month to combine resources and chart the general direction for the Albuquerque CPC body. The COC also may take responsibility occasionally to resolve disagreements that cannot be decided at the individual council level.

The council of chairs began in 2019 with the purpose of bringing Albuquerque's six Community Policing Councils into one unified force while retaining the individuality that matches each with the area it serves.

Every month an agenda of events pertinent to the CPCs is circulated by the COC Lead. The agenda items are compiled from issues inside and outside of the councils, processes that must be improved, weak areas, and the introduction of new ideas. The meetings are held, generally, for two hours on a Saturday morning and votes are taken upon issues that are seen as integral to the operation of the CPCs at large. Only Council officers, the CPC Liaison and Admin Assistant, and the COC Secretary are invited to attend, and only COC members have voting rights.

The COC Lead and Vice-Lead positions are voted upon by COC members once a year. The current COC Lead is Eric Jackson of the Northwest CPC.

COC Lead—Karen Schwartz NW CPC Chair

COC Vice Lead—Jeanne Hamrick FH CPC Chair



Directory of Area Command

Foothills Area Command

Commander Richard Whitten

Phone: 505-332-5240

Address: Jeffery Russell Memorial Substation
12800 Lomas NE

Southeast Area Command

Commander Josh Richards

Phone: 505-256-2050

Address:
800 Louisiana SE

Northeast Area Command

Commander Amy Sedler

Phone: 505-823-4455

Address:
John Carrillo Memorial Substation
8201 Osuna NE

Southwest Area Command

Commander Rene Barraza

Phone: 505-761-8800

Address: Shawn McWethy Memorial Substation
6404 Los Volcanes NW

Northwest Area Command

Commander Chris Patterson

Phone: 505-768-4850

Address:
10401 Cibola Loop NW

Valley Area Command

Commander Jose Sanchez

Phone: 505-761-8800

Address:
Gerald Cline Memorial Substation
5408 2nd NW

University Area Command

Commander Rey Del Greco

Phone: 505-768-4994

Address: 1009 Bradbury Dr SE, 87106



APD Organizational Chart

Police Reform

Superintendent of Police Reform: E. Garcia

Academy Division: Cmdr. J. Viers

Internal Affairs Professional Standards:

Internal Affairs Force Division: Commander S. Norris

Police Bureaus

Chief of Police: Cecily Barker

Chief of Staff: A. Jones

Special Operations Bureau: Deputy Chief J. Brown

Field Services Bureau: Deputy Chief L. Languit

Investigations Bureau: Deputy Chief G. Vega

Support Services Bureau: Deputy Chief M. Hernandez

Area Commanders

Foothills Area: R. Whitten

Northeast Area: A. Sedler

Northwest Area: C. Patterson

Valley Area: J. Sanchez

Southwest Area: Rene Barraza

Southeast Area: J. Richards

University Area: Rey Del Greco

Link to the APD Org chart

<https://www.cabq.gov/police/documents/apd-division-org-chart-1-7-26-draft-pdf.pdf>



Who's Who our partners

CPOA Interim Executive Director: Diane McDermott

CPOA Council:

CPOA Staff:

Executive Assistant Katrina Sigala

Sr. Administrative Assistant Valerie Barela

CPC Liaison: Kelly K.Mensah

CPC Office Assistant: Marteessa Billy

CPOA Advisory Board:

Aaron Calderon, Chair

Eduardo Budanauro, Vice Chair

Zander Bolyanatz, Member

Ricardo Reichsfeld, Member

Community Outreach and Reform Advisor:

Special Albuquerque City Consultant:

Community Engagement Specialist, APD:

Mental Health Response Advisory Committee (MHRAC):

Behavior Health and Wellness Division Manager:

Partners:

Department of Justice, Assistant United States Attorney:

Mental Health Response Advisory Committee:

Managing Assistant City Attorney:

Albuquerque Community Safety:

Violence Intervention Program:

APD Forward:

McClendon Settlement Explanation

McClendon Settlement

Jimmy McClendon vs. City of Albuquerque 2015

In 1995 Jimmy McClendon, an inmate at the then Downtown Albuquerque Jail, sued the city over the poor conditions of his incarceration. The undersized facility was 50% overbooked at the time, and McClendon, now deceased, feared poor medical attention might cost him an eye. The new Bernalillo County Detention Center was opened in 2003 amid the same fears of possible overcrowding. The McClendon Settlement was decided in 2015 and established 253 requirements for the county to comply with, to complete the lawsuit.

A common concern with policing and Albuquerque is the relationship between APD and the homeless/mentally ill. There was previously concern as to arrest and incarceration being used to temporarily divert the homeless population from the streets, and warehousing them in the Bernalillo County Detention Center.

The McClendon settlement marked a change in APD culture from arresting persons for non-violent misdemeanors to issuing citations for them (not including DWIs) when there are no circumstances necessitating an arrest. Those cited are asked for a phone number so that when they are cited, the courts can send reminders of hearings and communicate regarding warrants, and instructed as to how to pay a fine, or quash a warrant without being taken to jail.

The Settlement also included provisions that encouraged the city to create and evaluate new rehabilitative techniques, to assist the homeless/mentally-ill population of the city of Albuquerque.

<https://www.bernco.gov/metropolitan-detention-center/mcclendon-settlement-information.aspx>



APD's Ambassador Program

The Albuquerque Police Department is designed to facilitate clear, consistent lines of communication with different groups within the community who have not previously had a voice with the police.

May 5, 2021

Today the Albuquerque Police Department and Mayor Tim Keller provided details on the creation of APD's Ambassador Program. This program is designed to facilitate clear, consistent lines of communication with different groups within the community who have not previously had a voice with the police. Building trust with the community is a critical component to making the public safer.

"The APD Ambassadors program represents a commitment to find solutions that work for our community as we tackle the dual challenges of crime and meaningful reform," Mayor Keller said. "I appreciate the willingness of police officers and community groups to come to the table and work together to effect change; our ability to have these tough conversations speaks volumes about how unique and resilient our city really is."

The City of Albuquerque's Office of Equity and Inclusion provided two intensive trainings to Ambassadors and introduced them to community organizations that serve specific populations to help the Ambassadors build relationships.

The first training was a Culturally Appropriate Services training that has been given to all cadets since Mayor Tim Keller took office. Additionally, a four-day Intensive Undoing Racism Training was provided by the Peoples Institute of Survival and Beyond to the Ambassadors and their new community contacts.

"I knew the only way to make meaningful change in our community was to work with diverse groups who at times feel their concerns are disregarded," Chief Medina said. "We now have dedicated Ambassadors listening to the concerns from the public. They are validating those concerns by working with the groups to identify solutions that will be presented to APD's leadership."

Since the creation of the Ambassador Program, the growing relationships have already led to initial success. Recently, an Asian-American massage therapist was attacked at her place of employment after asking a client to put on a mask. Through working with local advocates, our investigators were able to get additional information about this individual who committed the crime and are now actively looking for him.

APD Ambassador officers are expected to host at least one scheduled formal communication event each month and provide monthly briefings to Chief Medina. The Ambassadors outline topics of discussion and provide the department with suggestions in which APD can improve in community relations based on the conversations they are having with the different groups they are working with.



The Ambassadors are also required to arrange at least one lunchtime discussion with APD cadet classes and their designated community group. The APD Ambassadors are as follows:

African-American Community

Officer Hence Williams; HWilliams@cabq.gov, (505) 934-8890

Officer Rob Duren; RLDuren@cabq.gov, (505) 934-6126

Americans With Disability Act Community

Officer Jeff Bludworth; jbludworth@cabq.gov, (505) 252-0277

Asian/ Pacific Islander Community

Officer Gerald Shelden; gshelden@cabq.gov, (505) 918-5597

Faith Based Community

Officer Bret Garcia; BAGarcia@cabq.gov, (505) 389-8935

Hispanic Community

Officer Emanuel Solis; esolis@cabq.gov, (505) 414-6186

LGBTQ+ Community

Officer Chase Jewel; cjewel@cabq.gov, (505) 269-9466

Native American Community

Officer Gerald Bartlett; gbartlett@cabq.gov, (505) 221-3810

Refugee Community

Officer Greg Valentino; Gvalentino@cabq.gov, (505)934-4815

Senior Citizen Community

Officer Peter Silva; psilva@cabq.gov, (505) 377-6736

Veteran Community

Officer Larry Middleton; LMiddleton@cabq.gov, (505) 280-9400



Listing of repetitive/common Acronyms

ACS: Albuquerque Community Safety Department	SOP: Standard Operating Procedure
AFR: Albuquerque Fire Rescue (the fire department)	SWAT: Special Weapons and Tactics Unit
APD: Albuquerque Police Department	FRB: Force Review Board
APS: Albuquerque Public Schools	IAFD: Internal Affairs Force Division
APOA: Albuquerque Police Officers' Association (police union)	IAPS: Internal Affairs Professional Standards Division
AWD: Albuquerque Animal Welfare Department	SID: Special Investigations Division?
Batmobile: DWI Unit mobile processing unit	SOD: Special Operations Division
CASA: Court Approved Settlement Agreement (consent decree)	ADAPT Abandoned and Dilapidated Abatement Property Team
CIU Crisis Intervention Unit	CET Community Engagement Team
COAST: Crisis Outreach and Support Team	ECHO Extension of Community Healthcare Outcomes
CPC: Community Policing Council	EFIT External Force Investigation Team
CPOA: Civilian Police Oversight Agency	LEAD Law Enforcement Assisted Diversion
CSI: Crime Scene Investigation/Investigator	MHRAC Mental Health Response Advisory Committee
DOJ: US Department of Justice	OBRD On-Body Recording Device
DUI: Driving Under the Influence (of alcohol or drugs)	ROI Release of Information
DWI: Driving While Intoxicated/Impaired	RTBC Reality-Based Training Center
ERT: APD Emergency Response Team	SCION Self-Care Interactive On-Line Network (APD)
FI: Field Investigator	
K9: Canine officers and dogs	
IMPACT: Investigative units?	
IMR: Independent Monitor's Report	
IMT: Independent Monitoring Team	
MDC: Metropolitan Detention Center (the jail)	
MHRAC: Mental Health Response Advisory Committee	
PRT: Proactive Response Team	
PSA: Police Service Aide	



Important Links

Link to the City Council Homepage

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

Link to the CPC Ordinance

<https://www.cabq.gov/clerk/documents/o-20-27.pdf>

Link to the CPC Guidelines

<https://www.cabq.gov/cpoa/community-policing-council/community-policing-council-guidelines>

Information on CPA/Ride-Alongs

<https://www.cabq.gov/police/programs/citizen-police-academy>

Link to the APD Org chart

<chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.cabq.gov/police/documents/apd-division-org-chart-5-23-2023.pdf>

Link to the Area Command Map

https://www.google.com/maps/d/viewer?mid=1vetiGocTdnGW4wM8T-I7TM_RHIw&ll=35.09031439154557%2C-106.63566947184222&z=7

Link to the CPC Event/Meeting calendar

<https://www.cabq.gov/cpoa/community-policing-council/monthly-meeting-calendar>

Link to the CPC Annual Reports

<https://www.cabq.gov/cpoa/community-policing-council/community-policing-councils-annual-reports>