

Recommendation Submission

CPC -This response is in reference to recommendation # 25-4

CPC -Area Command _____

CPC -Referenced CASA area (A,B,C,D,E): _____

APD -Responsible SME: _____

APD -Date received _____

RECOMMENDATION (One (1) recommendation per submission.
Recommendation/Reasoning must be 500 words or less for submission):

New recruiting options.

The Albuquerque Community Policing Councils would like to put forth an APD tactical recommendation to widen recruiting options.

It is our understanding that APD recruits heavily Albuquerque, other population centers around New Mexico and the southwest, as well as job events in other metropolitan centers, mainly in the north and the east.

We have two outside-the-box ideas to make up recruiting shortages for APD staffing of officers and maybe emergency operators as well.

Non US-Citizens at this point cannot serve as New Mexico police officers (which we understand may change at some point in the future), and this eliminates a lot of New Mexico's population from consideration, which is too bad as people from these areas could be excellent additions to the police force. We do, however have access to populations which do hold US citizenship, as well as a lot of the motivating factors (such as difficult living conditions) that might make law enforcement a popular career choice.

The US currently hold 5 overseas territories (Puerto Rico, the US Virgin Islands, Guam, American Samoa and the Northern Mariana Islands), with English-speaking residents, higher education, and financial desperation, as well as traditional family structures. APD could set the table, first online through their medias and universities to look for prospective APD applicants. We could put together nice recruiting packages featuring the beauty of New Mexico as well as the (relatively) low cost of living. After sourcing applicants online, we could send a few officers to set up in the capital for a few days, administer testing and pitch APD. We could possibly find their Criminology departments and work with them.

Of course there is expense to training cadets, so we could make it clear that your transportation to New Mexico is up to you, once you arrive you have two choices while attending the academy:

- 1) Get a hotel/ food voucher that will be re-imbursed monthly at a percentage of their paycheck.
- 2) Stay as the Westside shelter for free.

For each, we will have some sort of bus service to get to the academy, meals, etc. this could become a self-propagating program that pays off through word of mouth, year after year, and eventually, the City may decide to invest in some sort of housing. APD will make it clear that if recruits do not complete the program, we do not offer return transportation, and that that is the responsibility of the applicant.

The second recruitment plan would be to make a big media show of going to recruit in an APD bus, in each county statewide. New Mexico has 33 counties and three could be reached weekly by bus, say Tuesday- Wednesday and Thursday. We could announce arrival through advertising on local television, cable-TV and newspapers, regarding the dates, times, and locations, which would generally be at city hall. How many jobs can there be that pay what APD pays in Union County? We will make it clear to each county's leadership that we are not coming to steal officers, but of course this being America, they will be free to apply.

I think that this sort of thing would be a PR boon, statewide for New Mexico.