

Recommendation #	Respondent	Recommendation	Status
The Police Oversight Process			
4-1	IRO	Develop a brochure to include with the public letter record that defines in plain language the terms used to explain the outcome of the investigation of the CPC to the complainant. (repeated)	Modifications have been made to the finding letters sent to citizen complainants that include plain language explanations and the meaning of technical and legal terms used. The IRO & POC are not opposed to a general ongoing brochure describing the CPC process for citizens.
4-2	IRO	Provide analysis of meaningful data that will help to reveal systemic issues that may have given rise to the original complaints. Provide a summary of the details, including rate of mediation and sustained cases, both current and historical in clear and concise charts and tables.	There have been some improvements made to address this finding. In April 2013, the IRO hired an Analyst to provide analysis of meaningful data. The IRO's 2013 Annual Report and subsequent quarterly reports include the analysis recommended.
4-3	IRO	Enhance outreach efforts to complainants and officers alike to encourage the use of mediation. (repeated)	The IRO has met with the Police Officers' Union, and they have no objection to encouraging the use of mediation. Information on mediation was included in the Union's newsletter. The IRO has instructed all IRO and Internal Affairs investigators to review cases which would be good candidates for informal resolution and mediation. If suitable, the investigators will suggest informal resolution of cases. There is one trained mediator available to formally mediate cases. About 40% of CPC's are currently resolved through informal mediation.
4-4	IRO	Include "successfully mediated" as a complaint disposition category. (repeated)	Indication of mediated cases is now included in the quarterly and annual reports.
4-5	IRO	Extend the deadline for citizens to file appeals from 10 business days to 30 calendar days. (repeated)	Any change to the citizen appeal deadline would require a change to the ordinance. The IRO recommends that the appeal deadline remain at 10 days, due to possible disciplinary action timeframes and union contract issues

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4-6	IRO/ Council	City Council members must be fully engaged in the process. As such, each member must fulfill his/her duty to provide the Mayor with qualified nominees and maintain a level of oversight into the process by keeping in frequent communication with their appointee.	As of today, 7 of the 9 Commission seats are filled. Council staff, the IRO and the POC Chair have open lines of communication to provide updates to Council by informal means. <i>Council staff is currently determining the status of the appointments for the 2 vacancies.</i>
The Police Oversight Commission			
5-1	IRO	Create a training program that ensures all members of the POC are fully informed of their responsibilities and have a level of knowledge regarding police operations to allow each member of the POC to accomplish his or her role as a commissioner.	IRO has added one extra day of training above what is required by the Ordinance. Several new Commissioners attended the NACOLE conference in October 2012. The required ride-alongs, civil rights and firearms simulator training have been scheduled. The IRO further recommends that all Commissioners be required to attend APD's Citizen Police Academy.
5-2	IRO	Monitor and track POC member attendance at all training and ride-along events to ensure compliance with the ordinance. To ensure proper oversight, the City ordinance should be amended to require the annual report to contain an account of the annual training undertaken by members of the POC commission. For those members who fail to comply with annual training requirements, the ordinance should be amended to provide for the removal of a non-compliant POC member. (repeated)	IRO has implemented a method of tracking Commissioner training through the office's administrative assistant.
5-3	IRO	Monitor and track POC member attendance at monthly meetings and require adequate proof for excused absence by members.	IRO has implemented a method of tracking Commissioner attendance through the office's administrative assistant.
5-4	IRO/ Council	All city councilors should ensure their respective position on the Commission is filled with a qualified appointee who will be mindful of the overall mission of the POC.	As of today, 7 of the 9 Commission seats are filled. The IRO requests that Council fill vacancies with persons mindful of the overall mission of the POC. <i>Council staff is currently determining the status of the appointments for the 2 vacancies.</i>
5-5	IRO	Being one of its expressed objectives, the POC should identify major problems and identify a program of policy suggestions and studies through the use of its LTPC.	The POC has delegated new research projects to the LTPC which include studies and policy suggestions. The IRO meets with the Chief of Police weekly and provides policy suggestions at these meetings.

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5-6	IRO	In addition to identifying major systemic problems by and between the APD and the community, Section 9-4-1-11 of the Police Oversight Ordinance should be amended to require the LTPC to monitor the status of recommendations resulting of those evaluations required by ordinance through regular updates to the full Commission and designated city staff and/or agencies.	The POC has recently determined specific roles of the LTPC. One of these roles is to, at least, consider the recommendations and prepare a response. This may be done with a change to the POC practice and/or rules, and does not necessarily require an amendment to the Ordinance.
5-7	IRO	Amend the language of the ordinance to require the POC, through the IRO, to consider the published chart of sanctions and recommend discipline for all sustained complaints, separate from the discipline imposed by the APD.	The IRO disagrees with this recommendation. In order for the POC to recommend discipline, they would require knowledge of the officer's entire complaint and disciplinary history and full identity. There are restrictions to this information by union contract. The Chief of Police uses a chart of sanctions to impose discipline.
5-8	IRO	Amend the language of the ordinance to require additional analysis and data, including specific disciplinary outcomes of sustained complaints and long-term trend analysis.	Currently, the IRO publishes this data in the annual and quarterly reports in the aggregate.
5-9	IRO	The APD's Standard Operating Procedures (SOP) provide a standard range for discipline for violations of each SOP. The language of the ordinance should be amended to require the reporting of this to further provide the highest level of accountability.	In the past year, the IRO worked with the Chief of Police to place most SOP's online. These SOP's include the level of discipline imposed for a violation. The IRO reports on discipline imposed for CPC's in the annual and quarterly reports in the aggregate. The Chief of Police has indicated that he prefers that the IRO utilize this method of reporting the discipline.
5-10	IRO	The POC and the Albuquerque Chief of Police should hold joint public sessions bi-annually to discuss policy issues and concerns and allow for public input.	The IRO has a standing appointment with the Chief of Police to discuss IRO and POC issues. The IRO does not oppose bi-annual joint sessions, but does not think it is necessary. The public has the opportunity to provide input at every POC and City Council meeting. The IRO monitors the issues raised and discusses these with the Chief of Police regularly.
Independent Review Officer			
6-1	IRO	For the few citizen complaints referred to the IA's office, the process for final disposition should be streamlined to avoid undue burden on the actors. This could be accomplished by requiring IA to make a finding and disciplinary recommendation for claims sustained.	For investigations referred to Internal Affairs, the IRO does not oppose IA investigators making recommendations. Ultimately, it is the IRO who makes the findings in all CPC's regardless of which agency investigates.

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6-2	IRO	The IRO and IA should work toward a complete separation of responsibility, where IA handles only internal cases (I) and the IRO handles all citizen complaints (CPC).	In order to complete a separation of the IRO and IA, the IRO would need to add two full-time investigators to her office. Currently, the IRO's budget will not accommodate adding personnel.
6-3	IRO	Establish criteria for CPCs that will be handled by the IRO and those that will be referred to IA. (repeated)	There exists an informal criteria for cases referred to IA. For the most part, the CPC's assigned to IA are less complex and involve simple evidence gathering.
6-4	IRO	Develop a strategic plan for community outreach in collaboration with the long- term planning committee (LTPC) and city staff. (repeated)	The POC formed a Committee on Outreach Programs in the past year. The Committee has met several times and is developing programs for outreach.
6-5	IRO	Conduct complainant and police officers satisfaction surveys on an on-going basis, and seek ways to increase the number of citizen responses and increase the depth of analysis. (repeated)	Satisfaction surveys are sent out to all complainants, though few are returned. There is no process in place for officer surveys.
6-6	IRO	While the APD has agreed to allow the IRO to monitor the crime scene of an officer involved shooting, the police oversight ordinance should be amended to require that the IRO or his/her representative be present at all officer involved crime scenes and be required to conduct a concurrent, independent investigation of each officer involved shooting.	IRO disagrees. Within the past year, the IRO and POC have worked with the Chief of Police to formalize the role of the IRO at officer involved crime scenes. APD is currently developing an SOP to reflect this. All officer involved shootings are already investigated by an independent, inter-departmental investigative team which includes the Bernalillo County Sheriff's, among others. There is no need to duplicate these efforts.
6-7	IRO	The IRO's office should be provided an auditor/analyst whose task it is, not to investigate complaints, but rather enjoy open access to the police department's records and given wide-ranging authority to report on all aspects of departmental policy and advocate for systemic reform, where necessary.	The IRO's Analyst currently gathers and summarizes data, works with APD IT staff for access to needed information, prepares the quarterly and annual reports, conducts research, provides information to the LTPC for training and systemic issues, and helps with the more complex administrative duties of the Independent Review Office.
6-8	IRO	The IRO's office should be allowed full, real-time access to the APD's early warning system (EWS).	The IRO's office does have access to EWS data; however there are limitations on this information by union contract (POC members are not allowed access to officer's full names, etc.). IRO feels that her office should access to EWS when needed and monitor the EWS process at a high level only.

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6-9	IRO	Revise the ordinance to extend the IRO contract time-period to more than a two year contract as currently required. (repeated)	IRO agrees that the two-year contract term is too short to accomplish the goals of the office and effectively develop the required procedures. She recommends at least a 3 year term, which would require a change to the Ordinance.
6-10	IRO	The IRO should work with the Chief of Police and department officials to reduce the delays in obtaining case information from the police department's records system.	IRO is currently working with the APD IT department on this issue.
6-11	IRO	The IRO's office should develop a truncated review process by which third party complaints can be addressed, when appropriate, without the full use of resources to conduct a full investigation.	There is already a process in place to investigate complaints where no SOP is cited, or has been filed beyond the 90 day timeframe.