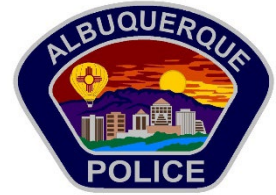




Timothy M. Keller
Mayor

City of Albuquerque

Albuquerque Police Department



Eric J. Garcia
Superintendent of Police Reform

February 24, 2026

Interoffice Memorandum

To: Diane McDermott, Executive Director, CPOA

From: Jimmy Collins, Major, Office of the Superintendent

Subject: Reduction of Discipline re: CPC-26-2025

This memorandum articulates APD's points for the reduction of discipline in the above-captioned administrative investigation conducted by the Civilian Police Oversight Agency.

Policy	CPOA Finding	APD Finding
2-65-5-A-1-a	Sustained/16 hours	Sustained/Letter or Reprimand

During the Professional Integrity review, Commander Waite decided that this policy should be categorized as a misconduct violation rather than a performance violation. Commander Waite explained in his review that failing to use the language line would be similar to failing to notify ECIT for a behavioral health call. The appendix in 3-46, which categorizes violations under the specific category (performance, misconduct, attendance, and driving behavior), does not list all specific violations, so the practice is to categorize similar or like violations if the specific violation name is not listed. This resulted in a reduction in discipline because Officer F. had no prior class 5/Misconduct violations on his discipline card. Additionally, Professional Integrity identified several mitigations that reduced the level of discipline from the presumptive to the minimum level, a letter of reprimand.

Mitigations:

1) Ofc. Francis was not dispatched but stopped at the crash scene, in which AFR was already involved in treating the complainant and occupied the complainant for virtually the entire time they were on-scene before transporting the complainant for further care. This left Ofc. Francis with little time on-scene to attempt and interview, 2) Ofc. Francis was calm and professional throughout the encounter, even knowing that other higher priority calls were being dispatched (shooting), 3) acknowledgment during his interview that he should have attempted to find an interpreter, 4) lack of significant discipline history.

The only aggravating factor noted was the time it took the officer to correct the report, which was six months.

Respectfully,

A handwritten signature in black ink, appearing to read 'J. Collins', with a stylized flourish extending from the end.

Major Jimmy Collins,
Deputy Superintendent of Reform
Albuquerque Police Department

Cc: Eric Garcia, Superintendent of Police Reform