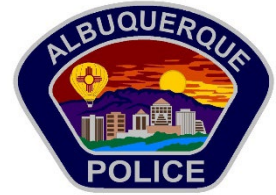




Timothy M. Keller
Mayor

City of Albuquerque

Albuquerque Police Department



Eric J. Garcia
Superintendent of Police Reform

March 26, 2026

Interoffice Memorandum

To: Diane McDermott, Executive Director, CPOA

From: Jimmy Collins, Major, Office of the Superintendent

Subject: Non-Concurrence of Finding re: CPC-50-2025

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

Policy	CPOA Finding	APD Finding
1-1-6-A-1c	Sustained NBOOC	Not Sustained
1-1-5-A-4		Sustained NBOOC

The CPOA investigation determined Officer O. had violated 1-1-6-A-1c, which prohibits officers from impairing the efficient and effective operation of the Department. Professional Integrity reviewed the findings and determined this was not the appropriate policy given the circumstances, as it was only speculation that Officer O's oversight impacted the Department's efficient operation. Instead, Professional Integrity determined that Officer O. violated a different policy and added 1-1-5-A-4, which requires officers to obtain information in a professional and courteous manner and to act upon it, which the officer did not do. The reason Professional Integrity was able to change the policy was that the subject of the investigation letter was non-specific and only listed SOP 1-1 generally. This precluded the need to issue a new subject of investigation letter. Professional Integrity decided it was appropriate to sustain 1-1-5-A-4 and issued a letter of reprimand. Officer O. appealed the letter of reprimand to the superintendent of police reform. During the appeal, union representation objected to the subject of investigation letter because it violated 20.1.5 in the APOA CBA. This section requires that officers be informed in writing of the specific SOP sections prior to any questioning. The CPOA representative stated that he understood what information is included in IAPS subject of investigations letters and told the superintendent that the CPOA had begun listing the main SOP sections and the particular wording required.

Ultimately, the superintendent upheld 1-1-5-A-4 as the sustained violation and issued Officer O. a verbal reprimand, given the officer's minimal disciplinary history.

As a result of the CBA requirements, Professional Integrity will avoid changing any policy during the discipline review stage of the completed investigation.

Respectfully,

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

Major Jimmy Collins,
Deputy Superintendent of Reform
Albuquerque Police Department

Cc: Eric Garcia, Superintendent of Police Reform