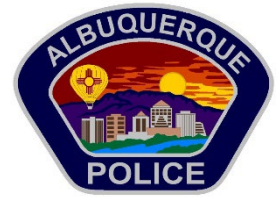




Timothy M. Keller
Mayor

City of Albuquerque

Albuquerque Police Department



Eric J. Garcia
Superintendent of Police Reform

February 5, 2026

Interoffice Memorandum

To: Diane McDermott, Executive Director, CPOA

From: Jimmy Collins, Major, Office of the Superintendent

Subject: Reduction of Discipline re: CPC-65-2025

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
2-8-5-A	Sustained/8 hour	Sustained/Verbal Reprimand

The initial recommendation by Commanders Waite and Landavazo was to reduce the discipline to a letter of reprimand. Officer C. received a letter of reprimand and later requested a PDH. This is uncommon because, according to the APOA CBA, letters of reprimand do not automatically trigger this hearing for sworn personnel. However, the CBA allows the officer to request a PDH in writing for a letter of reprimand.

As such, I heard the PDH where Officer C. presented sufficient mitigating factors, including acceptance of fault and remorse by acknowledging she could have performed better, along with no significant disciplinary history. In fact, Officer C.'s last mandatory recording violation was over five years ago. Additionally, Officer C.'s recruit officer was still recording, and even though Officer C. deactivated her OBRD, no evidence or information was lost since they were not separated. The APOA representative requested that I consider issuing a verbal reprimand for this violation.

Conclusion:

Based on the totality of the information, the mitigating circumstances were sufficient enough for me to grant the APOA's request to issue Officer C a verbal reprimand for the OBRD violation.

Respectfully,

Major Jimmy Collins,
Deputy Superintendent of Reform
Albuquerque Police Department

Cc: Eric Garcia, Superintendent of Police Reform