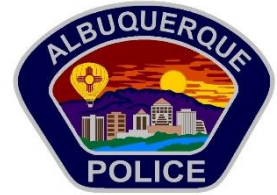




Timothy M. Keller  
Mayor

# City of Albuquerque

## Albuquerque Police Department



Eric J. Garcia  
Superintendent of Police Reform

February 10, 2026

### Interoffice Memorandum

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**To:** Diane McDermott, Executive Director, CPOA

**From:** Jimmy Collins, Major, Office of the Superintendent

**Subject:** ESI re: CPC-144-2025

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   |
|-----------|-----------------------------|---------------|
| 1-1-5-A-1 | Sustained/8-hour suspension | Sustained/ESI |
| 2-8-5-B   | Sustained/8-hour suspension | Sustained/ESI |

Special Order 25-108 dated October 3<sup>rd</sup>, 2025, and signed by Chief Harold Medina, authorizes the Department to consider the use of the Enhanced Supervisory Intervention (ESI) method for minor policy violations where the officer's retention card does not have more than three class 6 or 7 violations within a rolling 12-month period. Rather than simply disciplining an officer, the idea is to provide coaching, mentoring, and training while involving their chain of command more in the correction cycle.

Regarding this case, Professional Integrity reviewed the investigation and concurred with the sustained finding but, given the officer's disciplinary history, decided to issue an ESI. While the ESI does not appear in Appendix I in SOP 3-46 at this time, it is very clearly defined in Special Order 25-108 and will be incorporated into SOP 3-46 under 3-46-4-F with an addition to Appendix I.

Professional Integrity noted that the DAP incorrectly listed 2-8-5-B as a performance violation, where this type of OBRD violation should be considered under the misconduct category.

Respectfully,

Major Jimmy Collins,  
Deputy Superintendent of Reform  
Albuquerque Police Department

Cc: Eric Garcia, Superintendent of Police Reform